

SHEBOYGAN COUNTY RESOLUTION NO. 37 (2010/11)

Re: **Authorizing Human Resources Committee to Enter Into Labor Contract with Sheboygan Federation of Nurses and Health Professionals, Local 5011, AFT, AFL-CIO (Health Care Centers Registered Nurses)**

WHEREAS, tentative agreement has been reached with regard to a new labor contract for employees within the Sheboygan Federation of Nurses and Health Professionals, Local 5011, AFT, AFL-CIO (Health Care Centers Registered Nurses) for a two- (2-) year term commencing January 1, 2011, and ending December 31, 2012, and

WHEREAS, a summary of the proposed changes to the existing contract provisions is as follows:

1. **Duration** Article 19 – Amend to provide for a two-year agreement effective January 1, 2011, through December 31, 2012.

2. **Hours, Overtime Schedules** Article 7 – Add a new Section D:
D. LOW CENSUS DAYS
 1. This section will govern the procedure to be used to select a Registered Nurse to be sent home if management determines that it is necessary to reduce the staffing of Registered Nurses at the facility for a particular shift ("low census days").
 2. The County will maintain a list which shows how many times each Registered Nurse has received an involuntary low census day during each calendar year.
 3. Registered Nurses will be selected for low census days according to the following priority rules:
 - a. First any Registered Nurse who would earn overtime pay for working the shift. If there is more than one such nurse, the order specified in Paragraph 3.d. will be followed.
 - b. Second, any volunteer.
 - c. Third, any casual nurse. If there is more than one casual nurse, the one with lowest seniority will be mandated.
 - d. Fourth, from among other Registered Nurses who would not earn overtime pay for working the shift, the one with the fewest involuntary low census days during the year as identified on the list created pursuant to Paragraph 2. If more than one such nurse is to be tied for the fewest involuntary low census days, the one of that group with the lowest seniority will be mandated.

**3, Compensation/
Longevity**

Article 8 – Revise the pay rate schedules so as to provide the following across-the-board increases:

- 1% Effective January 1, 2011
- 1.5% Effective January 1, 2012

Revise Section C.4 by adding the following paragraph at the end of the Section:

The charge nurse will not be assigned to a particular unit but will be available to assist on any unit as needed.

4. Vacancies

Article 9 – Revise Section E by adding the following immediately following the second paragraph of this Section:

A vacancy may be posted as a flexible FTE position with a stated minimum FTE, but the ability by the County to schedule the employee at or above that minimum FTE level, with the following exceptions: Each position in existence (whether filled or vacant) as of December 15, 2010, must be posted once as a fixed FTE position at an FTE level within 0.1 FTE plus or minus of its FTE level on December 15, 2010, before it may be filled as a flexible FTE position.

5. Insurance

Article 11 – Revise Section A.2 as follows:

Effective January 1, 2007~~2011~~, full-time employees will pay ~~40.0%~~12.5% of the applicable health insurance premium for family or single coverage. ~~The dollar amount of a full-time employee's share of the health premium for family or single coverage in any year shall not be more than 15% greater than the dollar amount of a full-time employee's share of the previous year's premium for the same coverage.~~ Effective January 1, 2012, employees will pay 15.0% of the applicable premium for family or single coverage except that those employees who participated in the County's health risk assessment program the previous year will pay 12.5% of the applicable premium.

NOW, THEREFORE, BE IT RESOLVED that by the adoption of this Resolution, the tentative agreement is hereby approved, and the Human Resources Committee is hereby authorized to execute, on behalf of Sheboygan County, a new labor contract with the Sheboygan Federation of Nurses and Health Professionals, Local 5011, AFT, AFL-CIO (Health Care Centers Registered Nurses) which includes the terms of the tentative agreement.

Respectfully submitted this 18th day of January, 2011.

HUMAN RESOURCES COMMITTEE

Devin LeMahieu

Devin LeMahieu, Chairperson

Roger L. Te Stroete

Roger L. Te Stroete, Vice-Chairperson

Fran Damp

Fran Damp, Secretary

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Val Schultz

Val Schultz

ADOPTED 02.15.2011