2013 CONTRACT AMENDMENT
(Grant County – Solid Waste Employees)

This Contract Amendment is entered into by and between Grant County, hereinafter referred to as the "Employer," and International Union of Operating Engineers, Local No. 280, hereinafter referred to as the "Union".

The Union and Employer have settled the wage, step and one non-economic topic reopener addressed in Sections 12.2 and 14.5 of the current CBA. In regards to the Section 12.2 wage reopener, the Union and Employer have discussed the budgetary constraints of the County's budget leading up to the reopener settlement. In regards to the Section 14.5 non-economic topic, the Union and Employer have discussed the accrual rate changes as a result of implementing a new payroll software program.

The Union and Employer have agreed to the following language for Article 12 - JOB CLASSIFICATIONS AND WAGES in the 2012 - 2014 CBA:

12.2 Effective January 1, 2013 the applicable and affected 2012 wage classifications will increase by (3) three percent as determined by the Board of County Commissioners and as calculated and determined by the Director of Human Resources. Effective January 1, 2013, all steps will be frozen. New and existing employees eligible for a step shall not receive any step either on their 6 month or 1 year anniversary date due to the serious budgetary constraints on the County. Addendum A and Addendum B will be updated as determined by the Director of Human Resources. There will be wage and step re-openers for 2014.

The Union and Employer have agreed to the following language for Article 14 – ANNUAL LEAVE in the 2012 - 2014 CBA:

14.5 Additional annual leave hours are earned by employees whose employment is continuous and satisfactory. These days comprised of eight (8) hours for each are credited to the employees on the employee's anniversary date as follows:

YEAR	DAYS PER MONTH	DAYS PER YEAR
1st year	1	12
2nd year	1.0834	13
3rd year	1.25	15
4th year	1.25	15
5th year	1.4167	17
6th year	1.4167	17

7thyear	1.4167	17
8thd year	1.4167	17
9th year	1.4167	17
10th year	1.5834	19
11th year	1.5834	19
12th year	1.5834	19
13th year	1.5834	19
14th year	1.5834	19
15th year	1.8334	22

The Union and Employer have agreed to the above language provisions as confirmed by their respective representatives' signatures below:

DATED this 21 day of January, 2013.

FOR THE EMPLOYER:

BOARD OF COUNTY COMMISSIONERS

By: Cindy Carter
Cindy Carter, Chairperson

Signed 02-11-13

By: Carolann Swartz
Carolann Swartz, Vice Chairperson

By: Excused
Richard Stevens, Commissioner

GRANT COUNTY PUBLIC WORKS DEPARTMENT

By: Derek Pohle
Derek Pohle, Director of Public Works/County Engineer

FOR THE UNION:

OPERATING ENGINEERS LOCAL NO. 280

By: Debbie Hendrick
Debbie Hendrick,
Business Manager

By: Corey R Stratton
Corey Stratton, President

By: Don King
Don King,
Recording Corresponding Secretary

By: Bob Rayoum
Bob Rayoum, Shop Steward