



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:

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

<u>7th year</u>	<u>1.4167</u>	<u>17</u>
<u>8th year</u>	<u>1.4167</u>	<u>17</u>
<u>9th year</u>	<u>1.4167</u>	<u>17</u>
<u>10th year</u>	<u>1.5834</u>	<u>19</u>
<u>11th year</u>	<u>1.5834</u>	<u>19</u>
<u>12th year</u>	<u>1.5834</u>	<u>19</u>
<u>13th year</u>	<u>1.5834</u>	<u>19</u>
<u>14th year</u>	<u>1.5834</u>	<u>19</u>
<u>15th year</u>	<u>1.8334</u>	<u>22</u>

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:

FOR THE UNION:

BOARD OF COUNTY
COMMISSIONERS

OPERATING ENGINEERS LOCAL NO.
280

By: Cindy Carter
Cindy Carter, Chairperson

By: Debbie Hendrick
Debbie Hendrick,
Business Manager

By: Carolann Swartz
Carolann Swartz, Vice Chairperson

By: Corey R Stratton
Corey Stratton, President

By: Excused
Richard Stevens, Commissioner

By: Don King
Don King,
Recording Corresponding Secretary

GRANT COUNTY PUBLIC WORKS
DEPARTMENT

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

By: Bob Rayoum
Bob Rayoum, Shop Steward

Signature
02-11-13

