

W. H. B.
04-3-10-23

AGENDA MEMORANDUM

Date: March 10, 2004

TO: Board of County Commissioners

DEPARTMENT: Management Services

PRESENTED BY: Frank Forbes, Labor Relations Manager

TITLE: IN THE MATTER OF RATIFYING THE TENTATIVE AGREEMENT
BETWEEN LANE COUNTY AND THE AFSCME NURSES, LOCAL
2831.

I. PROPOSED MOTION

MOVE TO APPROVE ORDER NO. _____ / IN THE MATTER OF RATIFYING THE
TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND AFSCME-NURSES, LOCAL
2831.

II. ISSUE

The current agreement between Lane County and AFSCME Nurses expired on June 30, 2003.
Should Lane County ratify a new two-year agreement with the Union?

III. DISCUSSION

A. Background

The Board reviewed various contract issues and authorized the County to enter into negotiations for a new agreement for this bargaining unit. The Board was kept apprised of the progress on negotiations and established goals for the agreement. The Board has established specific criteria for a settlement that falls within acceptable limits for a positive working relationship with the Sheriff's Office and County employees who make up this bargaining unit. The tentative agreement was reached on February 12, 2004 and the Association has ratified it.

B. Analysis

The tentative agreement covers a two-year period from July 1, 2003-June 30, 2005. There are several minor language changes. A summary description is attached. The major provisions are as follows:

No across the board wage increase for the first year of the agreement.

A wage re-opener for the second year, effective July 1, 2004.

Fire and Police Retirement benefits for corrections nurses, effective January 1, 2004.

A one time certification and educational payment of \$350 for non-correction nurses.

Insurance benefits the same as the general AFSCME unit, effective January 1, 2004.

- C. Alternatives
 - 1. Ratify the agreement
 - 2. Reject the agreement

- D. Recommendation

The bargaining team recommends approval of the Board Order to ratify the proposed agreement.

IV. IMPLEMENTATION/FOLLOW-UP

There is no specific follow up required on this item.

V. ATTACHMENTS

Board Order
Tentative Agreement Summary

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

) IN THE MATTER OF RATIFYING THE
) TENTATIVE AGREEMENT
) BETWEEN LANE COUNTY AND THE
) AFSCME NURSES, Local 2831

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the AFSCME Nurses, Local 2831; and

WHEREAS, the agreement is consistent with the guidelines set forth by the Board of County Commissioners.

IT IS NOW HEREBY ORDERED that the tentative agreement between Lane County and the AFSCME Nurses, Local 2831, be ratified and

IT IS FURTHER ORDERED that the County Administrator and the County's bargaining team be authorized to execute the revised agreement on behalf of the County.

DATED this ____ day of March, 2004.

Bobby Green, Sr., Chair
Lane County Board of County Commissioners

APPROVED AS TO FORM

Date 3/2/04 Lane County


OFFICE OF LEGAL COUNSEL

SUMMARY

Changes to AFSCME Nurses Labor Agreement

Art. V – Discipline And Discharge

- Added language to define just cause for discipline and forms of discipline.

Art. VI – Grievance Procedure

- Added “*or designee*” for County’s Labor Relations Manager.
- Clarified authority of arbitrator for some discipline cases.

Article VII – General Provisions

- Added provision for AFSCME to provide copies of agreement for new hires.
Provided free parking for AFSCME represented employees stationed at Adult Corrections and working for the Sheriff’s Office.

Art. IX – Hours of Work And Overtime

- Clarified on-call pay provisions.

Art. X – Wages/ Art. XVII Termination

- Two-year agreement. No COLA in first year with wage only re-opener for second year.
- One time certification/educational payment of \$350 for non-corrections nurses.
- Added provision requiring “*successful*” or better performance evaluation for step increases.
- Added provision requiring timely notice of step increase denials.
- Clarified direct deposit provision.

Art XI – Leave Time And Holidays

- Clarified Holiday pay for part-time and temporary employees.
- Added provision to pay all of TM at death of employee after 6 months of service.
- Limited payment of TM conversion to 40 hours or less for 2004.

Art. XII – Insurance And Related

- Benefit plan changes:
 - ✓ Changed deductible from \$50 to \$75.
 - ✓ Changed out-of-pocket maximum to \$500 per insured
 - ✓ Changed prescription out-of-pocket maximum to \$500 per insured.
- Provide for employee paid life insurance of \$25,000.
- Sheriff to enroll eligible corrections nurses in Police & Fire PERS.
- Clarified retiree health insurance provisions.
- Added provision dealing with personal property losses.

Art. XVI – Layoff And Recall

- Clarified recall provision.