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2014 RES-193
AWARDING 2016 COLLECTIVE BARGAINING AGREEMENTS

On September 14, 2012, Dane County Judge Juan Colas issued a ruling that invalidated several provisions of Wisconsin Act 10. Judge Colas' decision invalidates the section of the law that contains a strict limitation on the scope of bargaining topics. Several appeals are pending related to that ruling including an appeal to the Wisconsin Supreme Court.

The County Executive and the Personnel and Finance Committee directed County staff to begin negotiations with unions representing non-public safety units on a one year agreement for 2016. The County currently has agreements in place for 2014 and 2015. The 2014 agreement did not contain an across the board wage adjustment, and the 2015 agreement allows the County to impose a temporary wage reduction of up to 1.9% if necessary to cover the cost to continue employees.

A tentative agreement has been reached with units represented by the American Federation of State and Municipal Employees (AFSCME) on a 2016 collective bargaining agreement. The agreement includes a \$0.22 per hour wage increase along with changes to the health insurance plan design. If the terms were implemented Countywide, the agreement would result in a net cost of approximately \$630,000. The agreement also includes a wage discussion that would occur in August of 2015 when the County has more information about the County's financial position at that time. The wage discussion would be open to include either wage increases or decreases.

This resolution approves the terms of the tentative agreement with the AFSCME units contingent on union ratification. Negotiations will also occur with the three other non-public safety units. If those units ratify terms that are substantially similar to the AFSCME agreements, the resolution authorizes the County Executive and Personnel and Finance Committee to sign those agreements as well.

NOW, THEREFORE BE IT RESOLVED that the Dane County Board of Supervisors approves the terms and conditions of a collective bargaining agreement (changes attached) between Dane County and AFSCME Locals 65, 705, 720, 1871, and 2634 for the period of December 13, 2015 through December 10, 2016 contingent on ratification by each of the aforementioned bargaining units; and

BE IT FURTHER RESOLVED that the Dane County Board of Supervisors also authorizes approval of collective bargaining agreements with the SEIU unit, Attorneys' Unit, and the Trades Unit if those units accept terms that are substantially similar to the AFSCME agreement and subsequently ratify those agreements; and

BE IT FINALLY RESOLVED that the Department of Administration is authorized to take appropriate action to implement the terms of this Resolution.