



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SCOTT COUNTY, IOWA

AND

AFSCME, LOCAL 606

Effective July 1, 2023 - June 30, 2028

ARTICLE 1 - DEFINITIONS	3
ARTICLE 2 - NO STRIKE - NO LOCK OUT	4
ARTICLE 3 - JOB CLASSIFICATION AND WAGES	4
ARTICLE 4 - GRIEVANCE PROCEDURES	5
ARTICLE 5 - SENIORITY AND PROBATION	6
ARTICLE 6 - LABOR MANAGEMENT COMMITTEE AND STEWARDS	7
ARTICLE 7 - EMPLOYER RIGHTS	8
ARTICLE 8 - DISCIPLINARY ACTIONS	8
ARTICLE 9 - NONDISCRIMINATION	9
ARTICLE 10 - UNPAID LEAVES OF ABSENCE	9
ARTICLE 11 - PAID LEAVES OF ABSENCE	10
ARTICLE 12 - PAY PERIODS & COMPLAINTS	13
ARTICLE 13 - REST PERIODS	13
ARTICLE 14 - HOURS OF WORK	14
ARTICLE 15 - VACATIONS	15
ARTICLE 16 - HOLIDAYS	17
ARTICLE 17 - OVERTIME, CALL IN, AND REPORTING PAY	18
ARTICLE 18 - WORK RULES	19
ARTICLE 19 - BULLETIN BOARDS	19
ARTICLE 20 - PERSONNEL RECORDS	19
ARTICLE 21 - MISCELLANEOUS	19
ARTICLE 22 - HEALTH AND SAFETY	20
ARTICLE 23 - SEPARBILITY AND SAVINGS	20
ARTICLE 24 - ENTIRE AGREEMENT	21
ARTICLE 25 - TERM OF AGREEMENT	21
APPENDIX A - WAGE CLASSIFICATION	24
APPENDIX B - SIDE LETTER	26

AGREEMENT

This Agreement is made and entered into by the Scott County Board of Supervisors (Employer) and Local 606, affiliated with the American Federation of State, County and Municipal Employees AFL-CIO (Union), for the purpose of promoting harmonious relations between the Employer, its bargaining unit employees, and the Union, establishing an equitable and peaceful procedure for the resolution of differences between the parties, and establishing wages, hours, and other terms and conditions of employment. The Employer recognizes the Union to be the sole and exclusive bargaining representative for the bargaining unit designated and certified by the Public Employment Relations Board in Case No. 1324 as ordered by that Board under date of December 15, 1978.

ARTICLE 1 - DEFINITIONS

The following definitions of terms shall apply throughout this Agreement unless specifically provided otherwise:

ACT - The Iowa Public Employment Relations Act

BARGAINING UNIT - Any one or all of the employees covered within the unit description as set forth in PERB Case No. 1324 and any amendments thereto.

BOARD - The members of the Scott County Board of Supervisors

COMPENSATORY TIME - Time off from regularly scheduled work time in lieu of overtime pay.

COUNTY - Scott County, Iowa

EMPLOYEE - Individuals employed by the County in the Bargaining Unit identified in PERB Case No. 1324 and any amendments thereto.

EMPLOYER - Scott County, Iowa, acting through its Board of Supervisors, or such elected officials, department heads or other persons designated by the Board of Supervisors to act on its behalf.

JOB DESCRIPTION - A written summary of those major duties and responsibilities included in a job classification, prepared in sufficient detail to serve as the basic document in the job evaluation process.

PAID LEAVES OF ABSENCE - Absence by reason of injury compensable under Iowa's Worker's Compensation Law, paid sick leave, paid vacation leave, paid bereavement leave, paid jury leave, paid military leave, and paid holidays.

PERB - The Iowa Public Employment Relations Board.

UNION - Local No. 606 of the American Federation of State, County and Municipal Employees, AFL-CIO.

VACANCY - A vacancy exists when a new job has been created, or when a prior incumbent has permanently vacated that position.

ARTICLE 2 - NO STRIKE, NO LOCKOUT

Section 1. The parties hereby affirm their good faith, one to the other, and agree that the Employer will not engage in a lockout as prohibited by Section 10 of the Act, and the Union, its officers, agents, or employees will not instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the County, regardless of the reason for doing so.

Section 2. At no time shall employees be required to act as strikebreakers, nor shall an employee be required to go through picket lines where his/her personal safety is endangered.

ARTICLE 3 - JOB CLASSIFICATION AND WAGES

Section 1. By this reference, the job classifications, wage rates and progressions set forth in Appendix "A" are incorporated herein and made a part of this Agreement. Employees promoted to a higher job classification will be placed on the first step of the new classification or at a step in the new classification of five (5%) percent above their current rate, whichever is greater, providing it does not exceed the maximum of the new pay range. If an employee is promoted or demoted during the term of this Agreement, regardless of his/her date of hire or rehire the effective date will now become the employee's anniversary date. Employees will advance annually through the fourteen steps on their anniversary date unless they receive an overall performance rating of less than 3.0

Section 2. These job classifications, as well as the related wage schedules, shall remain in effect during the term of this Agreement. New classifications may be added as the needs of the Employer may dictate. T

Section 3. In the interest of effective communication, the Employer agrees to confer with the Union prior to the establishment of new classifications in the bargaining unit.

Section 4. Employees will be furnished with a copy of the job description covering the job classification to which he/she is assigned.

ARTICLE 4 - GRIEVANCE PROCEDURE

Section 1. A grievance is defined as an employee or employees' claim(s) against the Employer arising out of the interpretation and application of specific provisions of the Agreement or discipline exceeding a three (3) day suspension.

Section 2. The steps toward settlement of a grievance shall be as follows:

Step 1. An employee, with the assistance of the Union, shall discuss any alleged violation with the employee's supervisor within five (5) working days following its occurrence (or the date when he/she should have had knowledge of its occurrence) in an effort to resolve the problem. The supervisor shall respond orally no later than five (5) working days after the initial discussion. The only exception to the use of Step 1 shall be in a situation where the immediate supervisor is the elected official or department head. In such cases, the grievance shall skip Step 1 and begin at Step 2.

Step 2. If the Step 1 response fails to resolve the matter, the aggrieved employee, with the assistance of the Union, shall present the grievance in writing, citing specific provisions of the Agreement allegedly violated, to the elected official or department head five (5) working days following receipt of the Step 1 response. On or before the fifth working day following receipt of the written grievance, the appropriate official will answer the grievance in writing.

Step 3. If the official's answer in Step 2 fails to resolve the grievance, upon recommendation of the aggrieved employee, the Union shall refer the grievance to the Employer's Human Resources Director within five (5) working days following the receipt of the Step 2 answer. Within fifteen (15) working days following the HR Director's receipt of the written grievance, both a meeting shall have been held between the HR Director and a representative of the Union (and if desired, the grievant), and the HR Director shall have answered the grievance in writing. A copy of such response shall be mailed to the AFSCME Iowa Council 61 representative. The HR Director and the Union shall cooperate in the scheduling of their meeting so that the same may precede the deadline for the HR Director to issue a final answer by a minimum of seven (7) full working days. The Union's International Representative and/or Council Representative may attend and participate in all matters pertaining to the grievance at Step 3 and beyond.

At any step of the grievance procedure the parties may mutually agree to request the services of a grievance mediator to assist in the resolution of the grievance.

Section 3. If a grievance is not presented within any of the time limits specified in this Article, it shall be waived and the Employer's last answer shall be final and binding.

Section 4. Any grievance not settled to the satisfaction of the Union in Step 3 of the grievance procedure may be appealed to arbitration, providing the appeal to arbitration is in writing to the other party. An employee may not appeal to arbitration without the approval of the Union. This appeal must be made within ten (10) working days after the

date upon which the HR Director issued a final answer in the third step of the grievance procedure.

Section 5. After either party has notified the other of its referral of a grievance to arbitration, the parties shall meet/have a phone discussion no later than 25 working days after notification to select an arbitrator or to request a list of five (5) arbitrators from either the Iowa Public Employment Relations Board or the Federal Mediation and Conciliation Service. The Employer and the Union shall meet/have a phone discussion no later than 20 working days after receipt of said list and strike four (4) names from the submitted list with the person whose name remains to become the arbitrator. Provided, however, the Union and the Employer may mutually agree that the list of proposed arbitrators is unacceptable and jointly petition for a new list of five (5) arbitrators. The Union shall make the first strike on the list.

Section 6. The arbitrator shall conduct a hearing on the grievance within a reasonable time and shall be empowered to rule on all disputes. However, he shall have no power to change or amend the terms, conditions or applications of this Agreement or any other agreement made supplementary hereto. The decision reached by the arbitrator shall be final and binding upon the parties. Unless otherwise agreed to by the Employer and the Union, the decision of the arbitrator and the findings upon which it is based shall be in writing and the copies thereof presented to each party within thirty (30) calendar days from the date the hearing terminates.

Section 7. The fees and expenses of the arbitrator will be shared equally by the parties. Each party shall pay its own cost of preparation and presentation for arbitration. No stenographic transcript of the arbitration hearing shall be made unless requested by a party. The cost of stenographic reporting of the hearing shall be borne by the party requesting the same. Such cost shall include a copy of the transcript for the arbitrator and the non-requesting party should either or both of them desire the same.

ARTICLE 5 - SENIORITY AND PROBATION

Section 1. Seniority is defined as a regular employee's length of continuous employment with the County from that employee's last date of hire or rehire, but the same shall not be recognized during an employee's service in a probationary status. Regular part-time employee's seniority will be pro-rated on the basis of average hours worked per week.

Section 2. New employees shall serve a probationary period during the first six (6) months of their employment. A performance appraisal will be administered approximately midway through this period. Upon completion of the probationary period, they shall be put on the seniority list and seniority shall be determined from their first day of hire or rehire. Employees may be terminated during the probationary period without recourse to the grievance procedure.

Section 3. An employee shall lose seniority and the employment relationship shall be terminated in the following cases: a) employee quits; b) employee is discharged for

cause; c) employee engages in other work while on leave of absence without permission of the Employer, or gives false reason for obtaining leave of absence; d) employee fails to report to work at the end of leave of absence; e) employee retires; f) employee is not recalled to work within twenty-four (24) months from the date of layoff.

Section 4. Employees shall not continue to accrue seniority during an unpaid leave of absence or layoff exceeding thirty (30) days, except as may be required by law.

Section 5. The Employer will provide the Union with a seniority list showing seniority of all employees in the bargaining unit. A similar list will be posted on all bulletin boards where bargaining unit personnel are employed. Such list shall be reviewed and updated at least semi-annually. Objections to the list may be filed as a grievance, and corrections will be made as appropriate.

ARTICLE 6 - LABOR-MANAGEMENT COMMITTEE AND STEWARDS

Section 1. Employees selected by the Union to act as Union representatives shall be known as "Stewards". One Steward shall be designated by the Union as the Chief Steward. The names of the employees so selected (including the alternates designated to act in their absence) and those of other Union representatives authorized to represent employees will be certified in writing to the Employer by the local Union. The local Union will also certify, in writing, the names of the members, not to exceed four (4) in number, who will constitute the Union Committee for the purposes of Labor-Management meetings. This certification shall be updated at least semi-annually.

Section 2. Regular meetings of the Labor Management Committee shall be held at least once each three (3) months at a mutually convenient time. Requests by either party to hold emergency meetings shall not be unreasonably denied. If held during working hours, employees will be paid for time falling within their normal work time. Each party shall submit a written agenda to the other not less than two (2) work days prior to each meeting, setting forth the items it wishes to discuss at the meeting. All Labor-Management Committee meetings will be for the purpose of discussing and resolving matters pertaining to the administration of this Agreement, including safety and recommendations relating to job classifications, and the improvement of the relationship between the Employer, the Union, and the employees of the bargaining unit.

Section 3. The Union shall attempt to locate Stewards within each department so as to insure the most efficient performance of their responsibilities and the minimum interference with their regular job duties.

Section 4. Conversations regarding the union or other issues shall be allowed, as operations allow, to the extent other conversations regarding non-work related issues are allowed. Bargaining unit employees, officers and representatives shall not conduct any other Union activity or business on County time, nor shall they be paid for the time spent in the conduct of any other Union activity or business, except as specifically authorized by this Agreement.

Section 5. Grievance discussions or investigations may be held during working hours when they will not interfere with the effective conduct of the public business. Employees shall be released from duty without loss of pay for such purposes, only when notifying and receiving permission from the department head, which permission shall not unreasonably be withheld. Notification to the department head shall be in sufficient time to permit adjustment of work schedules.

Section 6. The Union shall advise the Employer in writing as to its International Union Representative and/or Council Representative assigned to represent the bargaining unit. Such Union Representative or other authorized by the Union may visit bargaining unit job sites for the purpose of verifying Employer compliance with this Agreement, provided that permission is obtained in advance from the department head, which permission shall not unreasonably be withheld. Representatives shall conduct their activities in such a manner as to not unreasonably interfere with the Employer's operations.

Section 7. New Employee Notification

The Employer will notify the AFSCME Local 606 Union President monthly of any new bargaining unit employees hired.

ARTICLE 7 - EMPLOYER RIGHTS

Except to the extent expressly abridged by a specific provision of this Agreement, the Employer shall have, in addition to all powers, duties, and rights established by constitutional provision, statute, ordinance, resolution of the Board, charter, or special act, the exclusive power, duty and right, including, but not limited to: plan, direct and control the work of its employees; hire, promote, demote, transfer, assign and retain employee in positions within the County; discipline, suspend, or discharge employees with just cause; develop and enforce rules for employee discipline; maintain the efficiency of governmental operations; schedule working hours, including overtime work; determine employee qualifications; schedule vacations; relieve employees from duties because of lack of work, or for other legitimate reasons; determine that work or services shall be purchased or performed by unit's employees; change or eliminate existing methods, equipment, or facilities; determine and implement methods, means, assignments and personnel by which the Employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the Employer; prepare, certify and administer its budget; exercise all other powers and duties the Employer had prior to the signing of this Agreement.

ARTICLE 8 - DISCIPLINARY ACTION

Section 1. Disciplinary action shall be taken against an employee only for just cause, and if over 3 days suspension shall be subject to the grievance procedure. Although a system of progressive corrective action will be followed when appropriate (i.e. oral warning or counseling, written reprimand, suspension without pay, and discharge), the

Employer is not precluded from initiating any of the above disciplinary measures on the more serious first offenses.

Section 2. Disciplinary action against an employee will be issued by his/her immediate supervisor, or by a higher level supervisor in the department to which the employee is assigned. Disciplinary action shall be effected in a manner which will minimize embarrassment to the employee.

Section 3. The employee's Steward will be promptly furnished with a copy of the notice to any bargaining unit employee which relates to a written reprimand, suspension, or discharge.

Section 4. Suspension and discharge grievances shall commence at Step 3 of the grievance procedure, and must be filed in writing no later than five (5) working days following receipt of written notice of such disciplinary action.

ARTICLE 9 - NON-DISCRIMINATION

Section 1. The Employer and the Union will not discriminate against any employee in the bargaining unit with respect to wages, hours, or any terms or conditions of employment by reason of that employee's participation in or refusal to participate in the Union.

Section 2. This Agreement and the rates of pay, hours, and terms and conditions of employment hereunder shall be applied in a manner which is not arbitrary, capricious or unjustly discriminatory. Specifically, application shall be made without regard to age, sex, marital status, race, religion, disability, national origin or political affiliation, except in such conditions as may constitute bona fide occupational or assignment qualifications.

Section 3. If an employee chooses to pursue a claim of an alleged violation of this clause through the grievance procedure, in the courts, or with any governmental agency such as the Equal Employment Opportunity Commission, the Public Employment Relations Board, the Davenport Civil Rights Commission, or any similar agency, he/she will utilize only one procedure at a time.

ARTICLE 10 - UNPAID LEAVES OF ABSENCE

Section 1. Application for Unpaid Leave. Employees desiring an unpaid leave of absence shall make a written request to their department head, setting forth the reasons for the request and the duration of the leave. Requests for thirty (30) days or less will be approved or disapproved promptly by the department head. Requests for unpaid leaves of more than thirty (30) days will be forwarded by the department head to the Scott County Human Resources Department, with recommendation attached. The Board of Supervisors shall make the final decision as part of its next regular proceedings in those cases where the requested leave is for a period of more than thirty (30) days up to one (1) year. Leaves of absence in excess of six (6) months will not be granted.

Section 2. Failure to Return. If the employee does not return to work upon expiration of an authorized unpaid leave of absence, that employee shall be terminated.

Section 3. Return from Unpaid Leave. Upon return from an unpaid leave of absence of thirty (30) days or less, the employee shall return to the same job from which the leave was originally taken, provided the employee is physically qualified to perform the same. Upon return from an unpaid leave of absence of more than thirty (30) days, the same shall apply if the job is then vacant. In the event the former job is not vacant, the employee shall remain entitled to another job at the same rate of pay. In the event the employee is not physically qualified to perform his/her former job, the employer shall make every effort under the federal laws to assist the employee in finding another position within the County.

Section 4. Benefit Status During Unpaid Leave.

An employee granted an unpaid leave of absence in excess of thirty (30) days shall not be eligible for fringe benefits, including holiday pay, sick leave credits, vacation leave credits, or the recognition of seniority during the period of such leave.

Section 5. Public Service Leave. An employee who is elected to a municipal, county, state or federal office shall be entitled to an unpaid leave of absence pursuant to Chapter 55 of the Code of Iowa.

ARTICLE 11 - PAID LEAVES OF ABSENCE

Section 1. Jury Duty. Employees shall be granted a paid leave of absence for assigned work time lost when called to serve on jury duty. Such employees shall be paid their straight time hourly rate for all lost time up to forty (40) hours per work week. An employee shall submit certification of jury service to the Employer, and shall assign to the Employer that part of all remuneration received for jury service which can reasonably be described as duplicate compensation. When released from jury duty during working hours, the employee shall report to work within one (1) hour, unless less than an hour remains in the working day. Employees scheduled to work outside of normal court hours shall not be required to report to work if they are scheduled to report to jury duty the following day, allowing for an 8 hour rest period. In order for an employee to receive payment for work time lost as the result of being subpoenaed to testify in a state or federal court proceeding, she/he must provide evidence of the subpoena. The employee shall receive the difference between any compensation received for testifying and her/his straight time hourly rate of pay for all work hours lost as a result of the subpoena requirement. This provision shall not apply to court matters in which the employee is personally involved (e.g., as plaintiff, defendant, expert witness, etc.). In situations in which the employee is testifying in her/his capacity as a County employee, the employee shall be paid for all travel and time spent related to the court proceedings.

Section 2. Military Leave. Employees shall be granted military leave in accordance with Section 29A.28 of the Code of Iowa.

Section 3. Bereavement Leave. Each regular employee shall be eligible for a paid leave of absence of up to three (3) days for a death in the immediate family for purposes of attending the funeral or attending to matters associated with the death in the same week. Immediate family shall be defined as including spouse, child, step-child, legal ward, parent, step-parent, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother, step-brother, brother-in-law, sister, step-sister, sister-in-law, grandchild, step grandchild, grandparent, spouse's grandparent, or other resident family member of the employee's immediate household.

Upon request of the employee, a department head may grant an extension of the above three (3) day period in the event long distance travel is required or due to the close nature of the family relationship. Any such extension shall be charged against an employee's unused paid leave accruals, and in no event shall a paid bereavement leave exceed five (5) working days. Employees may utilize any paid leave accruals (including sick leave) for an extension granted due to the death of a spouse, parent or child. In all other extensions granted pursuant to this paragraph an employee must utilize a paid leave accrual other than sick leave. These extensions shall not count as an occurrence under the following policies; Attendance - DD, Performance Appraisal and Development - F and Short term Disability (Sick Leave) - O.

Only days absent which would have been compensable work days are eligible for payment under this section. No payment shall be made during an unpaid leave of absence. Payment shall be made on the basis of the employee's straight time rate or rates of pay in effect during the period of bereavement.

Section 4. Injury On-The-Job. An employee who is injured while performing his/her assigned duties for the County shall immediately report the injury to his/her immediate supervisor. In the case of an incapacitating injury, the report shall be submitted as soon as the employee is able to supply the necessary information.

An employee who is injured while performing his/her assigned duties and is determined to be eligible for benefits under the Iowa Worker's Compensation Act, will receive his/her normal pay for the first three (3) work days of authorized absence following the injury. Thereafter, an employee may elect to use accrued sick leave in an amount necessary to offset the difference in pay between worker's compensation benefits and the employee's normal pay. Provided, in no event will an employee receive a combination of worker's compensation benefits and sick leave pay in excess of his/her normal pay.

Section 5. Sick Leave. Regular full-time employees and regular part-time employees who are scheduled to work 1,040 hours or more annually, are eligible to accrue 4 hours a pay period (13 days per year) of sick leave credits on a pro-rated basis according to their percentage of full-time employment. Temporary and seasonal employees and cooperative students are not eligible to accrue sick leave benefits.

Regular employees who are in non-pay status for more than one-half their scheduled hours in an accrual period will not accrue sick leave for that period.

Officially designated County holidays falling within the period of an employee's approved sick leave will not be charged against the employee's sick leave account.

Sick leave shall accrue from the date of appointment to a benefit-eligible position. Use of sick leave shall be extended by the County for proper cause and concern for the employee's future welfare. It is not an inherent right of the employee to use accrued sick leave. As such, identifiable misuse of sick leave shall be just cause for not extending this benefit, and abuse shall be just cause of disciplinary action, up to and including dismissal.

Sick Leave Abuse means misrepresentation of actual reasons for charging an absence to sick leave, and may include chronic, persistent, or patterned use of sick leave. Indications of sick leave abuse may include but are not limited to the following:

1. Repeated use of sick days the day before, or the day after, regularly scheduled days off.
2. Repeated use of sick leave the day before, or day after a Holiday.
3. Repeated calloffs for illness on Holidays for which the employee is scheduled to work.
4. Repeated use of sick leave on the same day of the week or month.
5. Patterned use of sick leave on, or the day after, payday.
6. An employee's use of most or all of his/her earned sick leave, unless obvious mitigating circumstances are present.
7. Visual observation of an employee's activities while on sick leave which indicates that he/she is not using sick leave properly, such as recreating or attending social functions.

Sick leave may be used only with the permission of the employee's duly authorized supervisor. The employer may determine that requested sick leave is chargeable to Family Medical Leave entitlement. Employees shall notify their supervisor that they will be unable to work before their regular workday begins, pursuant to specific departmental rules concerning deadlines for such notification. Failure to provide adequate notification will be considered grounds for denial of sick leave benefits.

Sick leave accruals may be used for the following reasons:

1. Personal illness or injury which renders the employee unable to perform the duties of his/her position;
2. Serious illness of a member of the employee's immediate family, necessitating the employee to be in attendance or whose contagious disease would cause the employee's presence at work to jeopardize fellow employees. (Immediate family shall be defined as including spouse, child, parent, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, grandchild, or legal ward);

3. Medical, dental, or optical appointments which cannot be scheduled during non-working hours.

Sick leave will not be granted in the event of absence resulting from illness or injury brought about by the performance of duties on behalf of an employer other than Scott County.

Employees cannot access sick leave hours not yet accrued, accrued hours are those that were listed on the employee's preceding payroll check.

The employer will provide access to a Retirement Health Savings (RHS) Plan pursuant to regulations set forth by the Internal Revenue Code that allows participant to accumulate assets tax-free to pay for medical expenses in retirement. Employees shall contribute one hundred percent (100%) of their paid sick leave accrual as calculated in this section to their individual RHS account.

Section 6. Contract Bargaining Sessions. When contract bargaining sessions between the Union and the Employer are scheduled to take place during normal working hours, three (3) employees who are members of the Union's bargaining team shall be given such time off without loss of pay to attend these sessions. No employee, however, shall receive more than forty (40) hours of pay at his/her straight time rate pursuant to this Section. The time off granted for bargaining purposes shall not be considered as hours worked for overtime eligibility.

ARTICLE 12 - PAY PERIODS AND COMPLAINTS

Section 1. Employees will be paid bi-weekly on Friday through the last Saturday in the preceding pay period. In the event the pay day is on a holiday, the preceding day shall be the pay day.

Section 2. Should employees have a complaint with regard to the correctness of their pay check, they will first take the matter up with their immediate supervisor. If not satisfied with the action taken or response given by the supervisor, the employee may provide the Union Steward with written authorization to investigate the appropriate records to resolve the matter.

ARTICLE 13 - REST PERIODS

Section 1. Employees' work schedules shall provide for one (1) fifteen (15) minute rest period during each half shift of the work day. Such rest period shall be scheduled at approximately the middle of each half shift, whenever feasible.

Section 2. Employees who are scheduled to work less than four (4) hours overtime shall receive a ten (10) minute rest period before they commence work beyond their regular shift. If an employee is scheduled for overtime work which will extend four (4) hours or

more beyond his/her regularly scheduled shift, a thirty (30) minute paid meal period will be provided prior to beginning such overtime work.

ARTICLE 14 - HOURS OF WORK

Section 1. This Article is intended to define the normal hours of work per day or per week and shall not be construed as a guarantee of hours of work per day or per week, or a guarantee of days of work per week.

Fluctuating or flexible work schedules may be allowed where they address specific operating needs of the Employer or there is mutual agreement between the employee and his/her department head.

Section 2. The regular work week shall consist of forty (40) hours per week and such additional time as may from time to time be required in the judgment of the Employer to serve the citizens of the County. The normal hours of work each day shall be consecutive, except that they may be interrupted by a lunch period as prescribed by Section 7.

Section 3. Eight (8) consecutive hours of work shall constitute a normal work shift except where different hours have been established pursuant to Section 1 of this Article. All employees shall be scheduled to work on a normal or regular work shift, and each shall have a starting and quitting time. With mutual written agreement of the Employer and Union a schedule consisting of four (4) ten (10) hour days shall be available to employees. The parties acknowledge that during weeks containing a holiday the employees working a 10 hour schedule will return to an 8 hour schedule for that week.

Section 4. Work schedules showing the employees' assigned shifts, work days and hours shall be posted on appropriate bulletin boards at all times.

Section 5. Except in emergency situations, five (5) working days notice shall be given to affected employees of a change in the schedule of hours to be worked, with neither the day of the notice nor the day of the change to be counted as a working day.

Section 6. The Employer shall have the right in times of emergency to adjust the daily starting and quitting times, with notice given before the beginning of the shift affected. Avoiding the payment of overtime is not considered an emergency situation.

Section 7. The meal period as established and posted by the Employer shall approximate the middle of the shift, shall be unpaid, and at least thirty (30) minutes in duration. When, by the nature of the work assigned, an employee would be expected to have meals frequently interrupted for duty purposes, the meal periods shall be considered a part of the paid regular shift of the employee. As noted in Section 1 of this article, fluctuating or flexible work schedules (including a modified meal period) may be allowed where they address specific operating needs of the Employer or there is mutual agreement between the employee and their department head. Said mutual agreement shall not be unreasonably withheld.

Section 8. An employee shall not be paid more than once for the same hours under any provision of this Agreement.

ARTICLE 15 - VACATIONS

Section 1. Regular full-time employees in active employment shall accrue annual vacation leave credit, prorated on a pay period basis. Annual vacation shall be accrued as follows:

A. Vacation will be accrued at the rate of forty-eight (48) hours per year during the first year of employment, subject to the provisions of Section 9 of this Article.

B. After the first year, regular full time employees in active employment shall accrue vacation leave credit at the following annual rates:

Less than five (5) years of continuous employment - eighty (80) hours

Five (5) years, but less than thirteen (13) years - one hundred twenty (120) hours

Thirteen (13) years, but less than twenty (20) years - one hundred sixty (160) hours

After twenty (20) years - two hundred (200) hours.

Section 2. Regular part-time employees shall receive vacation credits on the same basis, but prorated according to the actual time scheduled to work in relation to a full-time employee, and upon the condition that such part-time employee is scheduled to work more than one thousand forty (1,040) hours annually. Temporary and seasonal employees shall not be granted vacation.

Section 3. That part of the prorated vacation leave credit to which an employee is entitled under (A) and (B) above, shall be accumulated into the account of the employee biweekly.. Thereupon, it is available for use by the employee after accrued on the previous pay advice, subject to the provisions on scheduling of same. Upon attaining each anniversary date of employment, the accumulated vacation leave credit of an employee shall be reduced to twice the employee's new annual rate of accrual, assuming there is an excess accumulation in that account.

Section 4. Absence on account of illness, injury or disability in excess of that hereinafter authorized for such purposes may, at the request of the employee, be charged against vacation leave allowance.

Section 5. The department head shall schedule vacation leaves with particular regard to the seniority of employees, providing operating efficiency is maintained, and insofar as possible, in accordance with the written request of the employee submitted during the

period beginning January 1st and ending the last day of January of each year. Requests will be approved or disapproved no later than ten (10) working days prior to March 1st. The annual vacation requests submitted shall cover requests for full weeks of vacation(s) during the period March 1 of the current year through the last day of February of the following year. The department head reserves the right to limit the duration of any one vacation period to three (3) weeks.

Employees who do not specify a vacation preference during the period specified above may, with the concurrence of the department head, take their vacation at any time that does not conflict with the previously approved schedule. These later requests shall be approved or disapproved by the department head by March 1st, or within five (5) working days after their receipt, whichever is later. The Department Head reserves the right to deny multiple requests that result in an employee regularly working a reduced work schedule and requiring said requests to be resubmitted periodically. In the case where an employee is approved for consecutive days and a partial cancellation of the time is requested or needed due to lack of accruals, the entire time request will be cancelled and a new request be submitted.

Section 6. In the event of the death, retirement, voluntary resignation or discharge not excluded in Section 7 below, the amount of wages due shall include all unused, accrued vacation credit. The County requests a minimum of two week notice on voluntary resignations.

Section 7. In the event of discharge for criminal activity or dishonesty related to his/her work for Scott County, and said discharge is not reversed, an employee shall forfeit all rights to vacation pay. A discharge for any other reason shall entitle the discharged employee to receive as wages due all unused, accrued vacation credits.

Section 8. Vacation leave shall be paid at the employee's straight time rate or rates of pay in effect during the vacation period.

Section 9. Regular full-time employees who are in a non-pay status for more than one-half the scheduled hours in an accrual period will not accrue vacation leave credits for that period.

Section 10. Regular full-time employees who are in an active pay status for thirteen (13) consecutive pay periods, and who use no more than six (6) hours of sick or sick/FML leave during this period, will be entitled to one (1) "wellness" day after thirteen (13) consecutive pay periods. In addition, if sick or sick/FML leave usage is no more than six (6) hours during a second thirteen (13) additional consecutive pay periods (for a total of twenty-six (26) consecutive pay periods) an employee will be entitled to one (1) additional "wellness" day. In no event would an employee receive more than two (2) "wellness" days during twenty-six consecutive pay periods. The "wellness" day shall be credited to the eligible employee's vacation leave account during the first period pay period following the end of either thirteen (13) or twenty-six (26) consecutive pay periods.

ARTICLE 16 - HOLIDAYS

Section 1. Employees are granted, except as provided for in Section (2) below, the following holidays off from employment with pay at their straight time hourly rate; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve Day; Christmas Day; New Year's Day; Martin Luther King Day; Memorial Day; and Two (2) Floating Holidays. At the beginning of each year the County shall specify the day on which each of the foregoing holidays shall be observed. If a holiday occurs on a Saturday, it shall be observed on Friday. If a holiday occurs on a Sunday, it shall be observed on Monday. When two holidays fall on a Friday/Saturday they shall be observed on Thursday/Friday or when the two holidays fall on Sunday/Monday they shall be observed on Monday/Tuesday. The amount of holiday pay an employee is eligible for will be in a ratio to the employee's full time equivalent (FTE) level.

Floating holidays will be scheduled by mutual agreement between the employee and the employee's immediate supervisor. Requests for scheduling of a "floating" holiday on a day designated for religious observances (Good Friday, Yom Kippur, etc.) shall not be unreasonably denied. These holidays shall not be carried from contract year to contract year, nor shall they be granted if unused, to any employee upon retirement, termination, or discharge. An employee will not be granted a "floating" holiday during his/her probationary period. No employee will be permitted to work on his/her "floating" holidays.

Section 2. If a holiday enumerated in Section (1) above falls on Saturday, the preceding Friday shall be granted, and if a holiday enumerated in section (1) falls on Sunday, the following Monday shall be granted. In those cases whereby the nature of the employment an employee must be required to work on a holiday, the days designated above shall not be changed; however, that employee shall be compensated for all time worked on a holiday in the same manner as though the employee were then working overtime, and this shall be in addition to any holiday pay the employee would otherwise receive.

Section 3. If a holiday occurs during a paid leave of absence, the employee will receive holiday pay for that day and no charge will be made against the leave account.

Section 4. Regular part-time employees will earn floating holiday(s) based upon a pro-rata basis according to their assigned salary percentage. For example, if the part-time employee is currently rated at 50%, he/she would receive eight (8) hours.

Section 5. To be eligible for holiday pay, employees shall work their last scheduled work day immediately before, and their first scheduled work day immediately after each holiday. Any day for which an employee has an authorized paid leave of absence shall not be considered a scheduled work day.

ARTICLE 17 - OVERTIME COMPENSATION, CALL-IN PAY AND REPORTING PAY

Section 1. Overtime is premium pay for time worked by an employee in excess of nine (9) hours in any work day, or forty (40) hours in any work week.

Section 2. Employees covered by this Agreement shall be compensated for authorized overtime work at one and one-half (1 1/2) times the employee's straight time hourly rate for all approved hours worked in excess of nine (9) hours in any workday or shift, and in excess of forty (40) hours in any one work week. Vacation and paid leaves of absence shall not count as time worked. Overtime shall not be paid more than once for the same hours worked

Employees working fluctuating or flexible work schedules under Article 17, Section 1, shall be paid overtime at 1-1/2 times for all approved hours in excess of those regularly scheduled for his/her work shift and/or in excess of forty (40) hours in any one work week. This section shall not apply to employees who are regularly scheduled for less than forty (40) hours per work week.

Section 3. Compensatory time shall be granted by mutual agreement, not unreasonably denied, in lieu of a wage payment for overtime. If compensatory time is granted, an employee shall receive a period of time off at the rate of one and one-half (1 1/2) hours for every overtime hour worked. An employee may accrue up to sixty (60) hours of compensatory time at any time in refillable bank, however may only accrue a total of one hundred (100) hours in a fiscal year. All accruals as of June 30th each year will be paid in the first paycheck in July.

Section 4. Any work performed outside the designated eight (8) hour work day or shift must have prior approval of the immediate supervisor. Each employee performing work at time other than during the regular work day or shift must notify the immediate supervisor at the time that employee completes the work.

Section 5. Overtime opportunities will be distributed on an equal basis among those employees who normally perform the work involved. Overtime will first be offered to employees with the least number of overtime hours to their credit. Overtime offered but not worked shall be credited to the employee's overtime record for purposes of distributing overtime. It is understood that differentials in overtime credit may develop with the application of this provision. However, the Employer will take whatever steps necessary to diminish such differentials. In the event that no employees desire the overtime, the Employer may assign the overtime to the employee with the least number of overtime hours to his/her credit who normally performs the work involved.

Section 6. Nothing herein shall be construed as a limitation on the Employer's right to require overtime work.

Section 7. An employee called back to work outside the normal work day shall be paid a minimum of three (3) hours at the straight time hourly rate of pay, or at time and one-half for all time actually worked, whichever is greater.

Section 8. Any employee who is scheduled to report for work and who presents himself/herself for work as scheduled shall be assigned at least four (4) hours of work, unless notified at least one (1) hour prior to the starting time. If work is not available, the employee shall be excused from duty and paid at his/her appropriate rate for four (4) hours work. These provisions do not apply to employees sent home for reasons of misconduct or illness.

ARTICLE 18 - WORK RULES

Existing departmental work rules will be posted on the appropriate bulletin board. Work rules shall be reasonable and uniformly applied. Changes in these work rules, or new work rules, will be provided in writing to all employees in the department and the appropriate Union Steward at least ten (10) days in advance of the effective date. This ten (10) day notice requirement may be waived in emergency situations.

ARTICLE 19 - BULLETIN BOARDS

The Employer will furnish bulletin boards in each major County department and agrees to make space available on these bulletin boards for the Union's use in posting notices and materials pertaining to its members, including but not limited to, the announcement of meetings and the election of officers. The privilege granted in this Article shall not apply to notices and materials which are partisan, political, or defamatory in nature.

ARTICLE 20 - PERSONNEL RECORDS

Employees or their designees shall be permitted to review their official personnel folder. Copies of pertinent portions of the employee's personnel file shall be provided to the employee upon request. The Employer's cost in preparing the copies shall be borne by the employee. All personnel files shall remain in the custody of the Human Resources Department. Material which reflects unfavorably on the employee will not be included in the official folder without the employee's knowledge. The employee shall have the right to respond in writing to any item in his/her personnel file, with said response becoming a part of the file.

ARTICLE 21 - MISCELLANEOUS

Section 1. Temporary Employees. The Employer may hire temporary employees on a full-time or part-time basis for a particular purpose for a period not to exceed seventy-five (75) working days. Temporary employees are additional employees who will not replace bargaining unit employees. Except as specifically provided otherwise in this Agreement, temporary employees shall not be entitled to benefits.

Section 2. Rest Area. The Employer will continue to provide an area for use by employees during their rest breaks.

Section 3. Employee Assistance Program. The Employee Assistance Program is designed to provide employees with confidential professional assistance with personal and family problems that may adversely affect job performance. An employee or family member is encouraged to seek confidential assistance through the EAP on his/her own initiative by contacting the EAP provider in person or by telephone. Employees may utilize paid leave to attend EAP.

When an employee's job performance has deteriorated due to personal problems, he/she may be referred to EAP for assessment and referral to a treatment resource by a supervisor. If required to attend EAP an employee will work with their supervisor to coordinate attendance, with the preference being during the first or last hour of the workday. The employee is not required to take paid leave to attend required EAP.

If an employee enters an accredited hospital for the purpose of treatment of alcoholism or drug addiction, the employee shall be allowed to use accumulated sick leave for the days actually hospitalized for treatment, provided the Employer is furnished with a statement from the physician or coordinator of the treatment program affirming such hospitalization.

ARTICLE 22 - HEALTH AND SAFETY

Section 1. The Employer and the employees will comply with all applicable federal, state and local health and safety laws and any regulations issued there under.

Section 2. The matter of safety is a common concern, and to this end, the parties agree to use reasonable means to protect the health and welfare of all employees. Employees shall not be required to search for an explosive device.

Section 3. Employees are encouraged to report all working conditions they consider to be unsafe to their immediate supervisor. Safety concerns may also be addressed within the context of Labor-Management Committee meetings.

ARTICLE 23 - SEPARABILITY AND SAVINGS

Should any Article or Section of this Agreement be found invalid, unlawful, or not enforceable by reason of any existing or subsequently enacted legislation or by final judicial decision, the remaining Articles and Sections shall continue in full force and effect for the duration of the Agreement. The parties will promptly meet for the purpose of negotiating an appropriate replacement for the offending Article or Section.

ARTICLE 24 - ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in the Agreement. Therefore, the Employer and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Wages shall, for the term of this Agreement, be paid in accordance with the following schedule and will apply to all bargaining unit personnel assigned to the designated classifications with continuous service. On July 1, 2023, 3% GWI is reflected with wage re-opener on July 1, 2024, July 1, 2025, July 1, 2026, July 1, 2027.

ARTICLE 25 - TERM OF AGREEMENT

This Agreement shall be effective as of the first day of July, 2023, and shall remain in full force and effect until the 30th day of June, 2028. It shall automatically be renewed from year to year thereafter, unless terminated or modified as hereinafter provided. The parties shall endeavor in good faith to commence negotiations through the exchange of proposals within 15 days of recertification.

THIS AGREEMENT IS EXECUTED AS OF the ____ day of ____, 2023 to become effective as of the day and year first above written, by the duly authorized representatives of the parties.

AMERICAN FEDERATION
OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES AFL-CIO;
LOCAL NO. 606,

SCOTT COUNTY IOWA
BOARD OF SUPERVISORS

By:
Earlene Anderson
Business Representative

By:
Ken Beck
Chair, Board of Supervisors

By:
Scott County/AFSCME Agreement FY24-FY28

By:

Sally Marten
Negotiating Committee

Mahesh Sharma
County Administrator

By:
Sherry Burmeister
Negotiating Committee

By:
Vanessa Wierman
Human Resources Director

By:
Andrea Ahmann
Human Resources Generalist

By:
David Farmer
Budget and Administrative Services Director

By:
Chris Still
Maintenance Coordinator

By:
Tracy Carson
Motor Vehicle Supervisor

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Appendix A

Effective July 1, 2023 (3.0%)

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
16: Custodian; Elections Clerk; Grounds Maintenance Worker; Office Assistant													
\$17.13	\$17.56	\$18.00	\$18.45	\$18.91	\$19.38	\$19.86	\$20.36	\$20.87	\$21.39	\$21.93	\$22.47	\$23.04	\$23.61
17: Multi-Service Clerk; Receptionist													
\$17.99	\$18.44	\$18.91	\$19.38	\$19.86	\$20.36	\$20.87	\$21.39	\$21.92	\$22.47	\$23.03	\$23.61	\$24.20	\$24.81
18: Accounting Clerk (Treasurer); Senior Office Assistant													
\$18.89	\$19.36	\$19.85	\$20.34	\$20.85	\$21.37	\$21.91	\$22.45	\$23.02	\$23.59	\$24.18	\$24.79	\$25.41	\$26.04
19: Civil Records Specialist; Facility Maintenance Worker; Licensing Specialist; Platroom Specialist; Real Estate Specialist; Senior Elections Clerk; Vital Records Specialist													
\$19.84	\$20.33	\$20.84	\$21.36	\$21.90	\$22.44	\$23.01	\$23.58	\$24.17	\$24.77	\$25.39	\$26.03	\$26.68	\$27.35
20: Revenue Collection Specialist; Victim & Witness Specialist													
\$20.83	\$21.35	\$21.88	\$22.43	\$22.99	\$23.56	\$24.15	\$24.76	\$25.38	\$26.01	\$26.66	\$27.33	\$28.01	\$28.71
21: Accounts Payable Specialist; Case Aide; Fine Collections Specialist; Legal Secretary													
\$21.87	\$22.41	\$22.97	\$23.55	\$24.14	\$24.74	\$25.36	\$25.99	\$26.64	\$27.31	\$27.99	\$28.69	\$29.41	\$30.14
22: Intake Coordinator; Senior Victim & Witness Specialist													
\$22.97	\$23.54	\$24.13	\$24.74	\$25.35	\$25.99	\$26.64	\$27.30	\$27.99	\$28.69	\$29.40	\$30.14	\$30.89	\$31.66
23: Electronic Systems Technician; Senior Facility Maintenance Worker													
\$24.11	\$24.72	\$25.33	\$25.97	\$26.62	\$27.28	\$27.96	\$28.66	\$29.38	\$30.11	\$30.87	\$31.64	\$32.43	\$33.24
24: Building Inspector; Senior Electronic Systems Technician													
\$25.32	\$25.95	\$26.60	\$27.26	\$27.95	\$28.64	\$29.36	\$30.09	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05	\$34.90

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Appendix B
Side letter of Understanding
For Period 07/01/2023 - 06/30/2028

A Senior Facility Maintenance Worker, Senior Electronic System Technician or Electronic System Technician who is scheduled to limit his/her personal time by being 'on-call' or 'stand-by' is required to be available by cell phone for the week (Monday thru Sunday) and is required to respond within a reasonable time period when called, shall be compensated at the following rate:

One half hour (.5) of compensatory time for every day (24 hour period) assigned as "on-call" and not receiving "call-in" pay.

This shall not be construed to be pay for overtime, or to allow to be totaled in the weekly hours in excess of forty (40) hours. If the employee is called in to work, he/she shall be paid pursuant to Section 21.7 of the contract.

If an employee is not able to be 'on-call' or 'stand-by' for his/her full assigned week, it is his/her responsibility to find another Senior Facility Maintenance Worker, Senior Electronic System Technician or Electronic System Technician employee to trade times with them. Any time there is a change in the 'on-call' or 'stand-by' roster, the employee initially assigned the active standby duty is responsible for informing the Facility Maintenance Manager, or FSS Director in his absence, prior to the change. The individual actually in the 'on-call' or 'stand-by' status shall be compensated as indicated above. Trades cannot occur for less than a 24 hour period. If a scheduled employee becomes unavailable due to unforeseen circumstances, including medical leave or termination and had remaining scheduled "on-call" time, it shall be distributed pursuant to Section 17.5.

This side letter does not alter any work rules or prohibit the County from calling in additional employees to perform work outside of the normal work hours.