

**Tentative Agreement**

**For**

**2017-2019 Successor Collective Bargaining Agreement**

**Between**

**Mineral County**

**And**

**I.U.O.E. Stationary Local No. 39, AFL-CIO**

The parties listed above enter into the following tentative agreement subject to finalization of contract language, ratification by the Union, and final approval by the Board of County Commissioners.

The parties agree to modify their Collective Bargaining Agreement as follows:

**ARTICLE 6 - WORK HOURS**

Subsection B(3) shall be amended as follows:

In lieu of receiving overtime compensation, an Employee may elect to accrue compensatory time leave at the rate of one and one half (1 1/2) times for each hour of approved overtime worked by the employee. Each Employee shall be entitled to accrue a maximum of ~~forty (40)~~ *sixty (60)* hours of compensatory time leave. Any compensatory time leave shall be limited to a maximum of ~~forty (40)~~ *sixty (60)* hours per fiscal year and taken only upon the prior authorization from the Employee's Department Head. ~~Note: This amendment will sunset and be of no further effect after June 30, 2013 unless mutually extended in writing by the Union and County.~~

**ARTICLE 7 - SALARIES**

Shall be amended by adding article (K):

*K. Certifications*

*Employees of Hawthorne Utilities who obtain the below certifications in addition to the requirements of their job description shall be entitled to a two-percent (2%) raise for each certification received.*

*Water Delivery up to Level III*

*Water Treatment up to Level II*

*Backflow Testing*

*Wastewater Operator up to Level I*

## ARTICLE 12 - HEALTH AND WELFARE

Subsection A. shall be amended as follows:

A. ~~For the 2017-18 fiscal year, the~~ The County shall pay up to Seven Hundred Nineteen Dollars and zero cents (\$719.00) per month towards the cost of each employee's health care insurance, including vision and dental, through the County group insurance program. ~~The employee is solely liable for paying any increases to the above amounts via automatic payroll deduction.~~ **For the 2016-2017 fiscal year, the county shall pay the cost of any increase to the above amount.**

## ARTICLE 25 - UNIFORM ALLOWANCE

Shall be amended adding subsection (B):

*(1) The Animal Control Officer shall be paid one hundred-fifty dollars (\$150.00) quarterly, for the acquisition of uniforms and equipment as well as the maintenance of uniforms and equipment. This shall be paid at the end of each quarterly period.*

*(2) If the County requires a change of uniform, the Employees shall have six (6) months to comply.*

## ARTICLE 24 - SAFETY EQUIPMENT

Shall be amended:

A. The County agrees to reimburse its employees, employed in its utility department shops, on its road department crews, its mechanics and gardeners up to ~~One Hundred Fifty Dollars (\$150.00)~~ **One Hundred Seventy-Five Dollars (\$175.00)** per year, which can be credited forward for a maximum accrual of ~~Three Hundred Dollars (\$300.00)~~ **Three Hundred Fifty Dollars (\$350.00)** every two consecutive years, for the purchase of steel-toed safety shoes. The aforementioned employees must, as a condition of employment, obtain and wear said safety shoes while performing work for the County. Affected employees will submit copies of their receipts to the County in order to receive reimbursements.

*B. The County agrees to reimburse its employees who, in the course of their assigned duties are required to wear safety-glasses, require prescription safety-glasses up to One Hundred Fifty Dollars (\$150.00) per year, which can be credited towards a maximum accrual of (\$300.00) every two consecutive years.*

## APPENDIX B - MINERAL COUNTY NEVADA PAY CLASSIFICATION SCHEDULE

The parties agree to implement a three percent (3%) cost of living adjustment to the existing classification schedule effective July 1, 2017.

The parties agree that the position of Solid Waste Collector shall be reclassified to a Class 12 on the classification schedule and the Health Nurse Administrative Assistant shall be placed on the classification schedule as a Class 13.

#### ARTICLE 41 - EFFECTIVE DATE AND DURATION

Article 41 shall be amended as follows:

This Agreement shall be in full force and effect from July 1, ~~2012~~, 2017 and shall continue in force until June 30, ~~2013~~ 2019. **subject to the parties entering into negotiations for modifying their wage classification schedule in Spring of 2018.** It shall be automatically renewed from year to year thereafter unless amended by mutual agreement of both parties.

**Current Language -** Anything not amended by this tentative agreement or other signed tentative agreements retain current language except for correction of typographical errors and deletion of obsolete language.

**Contains All Agreements -** This written tentative agreement and other signed tentative agreements contain all of the agreements of the parties and supersedes any other written or oral discussions, negotiations or agreements and closes negotiations on all disputed issues,

**Ratification and Approval -** The County and Union negotiating teams will affirmatively recommend approval of this tentative agreement to their respective constituents. If either the Union fails to ratify or the County Commissioners fails to approve this tentative agreement it is void and may not be referred to or introduced in any impasse hearing.

DATED this 31st day of May, 2017.



Union Representative



County Representative