

Approved Minutes Emmet County Board of Supervisor Minutes

January 29, 2019

Special Meeting @ 1:30 p.m.

Board Room, Courthouse

Present: John Pluth, Chair
Jeff Quastad Vice-Chair
Roger Hash

Absent: Tim Schumacher

Vacant Seat

Pluth, Chair, called the special meeting to order to discuss the wage/salary for secondary roads negotiating with the International Union of Operating Engineers (IUOE) Local 234.

Present representing Emmet County was Attorney, Mike Galloway, Ahlers Cooney. Also present was Walter Davis-Oeth, Engineer and Spencer Yockey, Business Representative for the International Union of Operating Engineers Local No. 234 for Secondary Roads and Larry Kirchner, Union Steward.

The two parties presented their union proposals. Yockey stated that their opening proposal was simple - 1. Three-year agreement 2. 3.5% wage increase per year.

Galloway stated that this is the first time the union contract has been opened since the law changed in February of 2017. One of the things under the new law is that it has created two groups of employees, the non-public safety and public safety. Public safety is typically your police unions and your firefighters and non-public safety is everyone else, your secondary roads departments, public works and cities, teachers and all those groups.

Under the old law, there used to be a lot of things that were mandatory bargaining subjects that the parties had to negotiate on and if they could not make an agreement, an arbitrator had to come in and make a decision. With the change in the law, that dramatically changed, the only thing now that is mandatory is the base wage or the entry wage rate, everything else is prohibited, meaning it cannot be in a contract or permissive, meaning it can be removed from a contract at any time. He stated that we have to take the prohibited subjects out of the contract and presented those in attendance a proposal handout showing the prohibited things that will now need to be removed. The County also proposes to remove some of the permissive subjects also. Also, proposing to make some language changes in the contract and proposing to amend Article X (A) for hours of work and overtime. County also proposes to amend Article X (D) for compensatory time.

Galloway stated many of these things are spelled out in the Personnel Policy of the County and matches up pretty much the same. Davis-Oeth stated that the biggest thing that secondary roads has that is not inclusive in the Personnel Policy is the sick leave cap of 960 hours compared to 900 hours in the personnel policy. Other than that, the Personnel Policy has slightly better bereavement leave for for a few more family positions and has an additional half- holiday that the Secondary Roads operators don't have. So if we defaulted to the Personnel Policy that would be the changes.

Galloway stated that what we want to convey to people is that on July1, 2019 you are still going to have sick leave, vacation days, and all of those benefits, the only change will be the cap on what the sick leave is, going from 960 to 900 hours.

Kirchner and Yockey went to caucus on the proposed negotiations and the Board and Galloway went into exempt closed session, pursuant to Iowa Code Chapter 21.17(3).

A motion was made by Quastad, seconded by Hash, to adjourn the meeting at 1:40 p.m. All ayes, motion carried.

Colleen Anderson, Clerk to Board of Supervisors

John Pluth, Chairman