

A RESOLUTION APPROVING THE AGREEMENT WITH AFSCME LOCAL 2733 AND WASHTENAW COUNTY FOR THE TWO YEAR PERIOD JANUARY 1, 2010 THROUGH DECEMBER 31, 2011 REGARDING ECONOMIC CONCESSIONS

WASHTENAW COUNTY BOARD OF COMMISSIONERS

October 21, 2009

WHEREAS, in early 2009, Washtenaw County announced that it was facing a \$26+ million deficit over the next budget cycle (2010-2011); and

WHEREAS, the Board of Commissioners instructed Administration to take a multi-faceted approach to bring the budget into balance, including review of revenue generation options, reducing the cost of doing business, organizational restructuring, collaborations, service level reductions in both mandated and non-mandated programs, elimination of non-mandated programs, as well as employee compensation & benefits; and

WHEREAS, options identified to assist in balancing the budget were in the area of employee compensation & benefits include a review of positions, salaries & work hours, time off banks, healthcare benefits, pension, as well as several other miscellaneous items; and

WHEREAS, the County's interests in evaluating all options in balancing the budget include:

- Minimize loss of jobs
- Maintain services and programs for the community
- Long-term structural cost savings to assist with long-term fiscal stability
- Short-term cost reductions to assist in balancing General Fund budget
- Offer reasonable pay and benefit levels using comparables with other entities
- Consistency and equity with all employee groups
- Avoid staff compression; and

WHEREAS, Administration and Labor Relations have been meeting with the labor leaders of Washtenaw County's seventeen (17) bargaining units on a biweekly basis through the Labor Management Team (LMT), with the purpose of these meetings being to provide and share all of the budgetary information with LMT membership as soon as it becomes available; and

WHEREAS, all information that has been presented to the Board of Commissioners, Department Heads and County Management & Support Group has been shared with LMT, providing opportunities for questions, concerns and input from the team; and

WHEREAS, in May, 2009, a formal request was made to AFSCME Local 2733, Units A, B, C, Family Division – Juvenile, and Juvenile Detention, to enter into negotiations with

Washtenaw County regarding economic matters affecting Washtenaw County, with items for discussion being in the area of employee compensation and benefits for the two year period of 2010 and 2011; and

WHEREAS, all units of AFSCME Local 2733 agreed to enter into such discussions collectively with the Employer to partner in making economic concessions with the goal of saving jobs and maintaining services to the citizens of Washtenaw County; and

WHEREAS, the teams have reached a two year agreement (2010/11) and the Union has ratified the tentative agreement; and

WHEREAS, the Union and its leadership should be commended in partnering with the Employer during a period of having a closed-contract with the goal of saving jobs and services to the citizens of Washtenaw County. Both teams presented creative options for discussion during this process in an effort to meet both the Union's and Employer interests.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the economic concessions tentative agreement with AFSCME Local 2733 and Washtenaw County for the period January 1, 2010 through December 31, 2011 as attached hereto and made a part hereof

**WASHTENAW COUNTY & AFSCME LOCAL 2733**  
**Economic Concessions / Tentative Agreement**

**WAGES**

2010 Cancel agreed to across-the-board salary increases  
➤ 1/1/2010 (1.5%)  
➤ 7/1/2010 (1.5%)

1/1/2011 0%

**BANKED LEAVE TIME**

2010 8 days/year  
2011 8 days/year

- Half of the days each year will be predetermined, and the other half will be “floating”. Remaining days (4) will be spread evenly through the year. The predetermined days will be provided to the Union and announced to the organization no later than December 1, 2009 (for 2010) and December 1, 2010 (for 2011).
- In the event that predetermined days cannot be set and identified for a particular department/program, the predetermined days shall become “floating” days and used similar to vacation days.
- Use of time must be agreed and scheduled between manager and employee (similar to vacation approval), unless it is being used as sick time.
- County, Trial Court, or each department will determine any predetermined days off for closure to ensure the least amount of disruption to customer service (e.g., Trial Court may close down on Fridays attached to a holiday).
- Banked Leave Days shall sunset 12/31/11.
- The Banked Leave Days replaces furlough leave days in the Unit B and Unit C contracts through 2011.
- Banked Leave Days shall be used before sick and/or vacation time accruals.
- There shall be no additional forced furlough days in 2009, 2010 or 2011.
- Banked Leave Days shall not impact longevity, sick time, vacation time, medical benefits, or FAC/service time.
- Overtime shall be handled in accordance with the current contract.
- The “floating” bank leave days will be front-loaded in employee banks at the beginning of 2010 and 2011. Part-time employees shall receive prorated bank leave days similar to sick time accruals.

**OTHER AGREEMENTS**

- Eliminate temporary employees as outlined in the collective bargaining agreement, retirees and contractual employees performing 2733 work.
- Contract extension through 12/31/2011.
- The Employer's goal is to minimize job loss for AFSCME Local 2733.
- The concessions agreed to will preserve union jobs.
- The Employer shall provide a professional development program to outline services and programs available in Southeastern Michigan to assist laid-off workers.