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COMMUNICATIONS WORKERS OF AMERICA

UNION AGREEMENT

JULY 1, 2006 - JUNE 30, 2008

APPROVED

JAN 24 2006

BOARD OF SUPERVISORS

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ARTICLE I

This Agreement made and entered into this 1st day of July, 2006, at Burlington, Iowa, pursuant to the provisions of Chapter 20 of the Iowa Code, by and between the Board of Supervisors of Des Moines County, Iowa (hereinafter referred to as "The Employer") and Communications Workers of America, AFL-CIO (hereinafter referred to as "The Union").

ARTICLE II
UNION RECOGNITION

SECTION 1:

The Employer agrees to recognize The Union as the collective bargaining representative for regular full-time deputy sheriffs and correctional officers in the Des Moines County Sheriff's Office and Correctional Facility (jail).

SECTION 2:

Employees excluded from the bargaining unit are all elected officials, all First Deputies, all Directors, all department heads, office managers, Sergeants, Captains, Lieutenants, Jail Administrator, Assistant Jail Administrator, Administrative Assistant to the Board of Supervisors, and all other employees excluded under Section 4 of the Public Employment Relations Act.

SECTION 3:

BULLETIN BOARDS. The Employer shall provide bulletin board space for employee use.

SECTION 4:

DUES DEDUCTION. The Employer agrees to deduct from an employee's wages on the first pay check of each calendar month The Union's membership dues when it has received from such employee not less than thirty calendar days prior to the closing of the first pay period of the month a lawful voluntary written authorization. The amount of such union dues shall be certified in writing to The Employer by The Union. It is understood that an employee may rescind his

or her deduction authorization by giving at least thirty (30) days written notice to The Employer.

The Employer shall remit all dues deducted to the Union each month. An itemized statement of such deductions shall accompany the remittance.

The Union shall indemnify, defend and save The Employer harmless against any and all claims, demands, suits, or forms of liability that shall arise out of or by reason of action taken or not taken by The Employer in administering the provision of this section. If an improper deduction is made, The Union shall refund the appropriate amount directly to the employee who is eligible for and is claiming the refund.

ARTICLE III
PAID LEAVE OF ABSENCE

SECTION 1:

ELIGIBILITY. Regular full-time employees covered under this agreement who have satisfactorily completed their probationary period as required in Article VIII are eligible for paid time off from work for the qualifying reasons and subject to the limiting conditions as provided in the subsections that follow.

SECTION 2:

DEFINITIONS. Paid time off is available only for those days that an employee is regularly scheduled to work. The employee's regular straight-time hourly rate of pay, multiplied by eight (8) hours as set forth in Article VII, Section 1 (work schedules) equaling the amount due the employee for one (1) day of authorized absence.

SECTION 3:

JURY DUTY. An employee on jury duty will be continued on the payroll and be paid his/her straight time hourly rate for his/her normally scheduled hours of work. Upon return from jury duty the employee shall present evidence of the amount received for such jury duty and remit that amount to The Employer, less any travel or personal expenses paid for the jury service. Time spent in court and reasonable travel time shall be deducted from an

employee's scheduled work hours for the day in question and shall be considered time worked.

The employee summoned as juror shall notify his/her employer immediately by memorandum attaching a copy of the summons. The employee shall be responsible for all subsequent notifications when obligated to report for jury duty.

An employee who reports for jury duty and is dismissed, shall promptly report to work for the remainder of the employee's working day, provided there are at least two (2) hours remaining in the scheduled work day.

SECTION 4:

COURT APPEARANCE. An employee who is required to be a witness in a court action shall be compensated for no less than two (2) hours for appearing as a witness according to Article VII (hours of work), Section 6 (overtime) and Section 9 (compensatory time off).

SECTION 5:

PERSONAL DAYS. All employees will receive three (3) personal days. Such personal days shall be taken in accordance with Article IV, Section 2 (Vacations) of the agreement.

SECTION 6:

HOLIDAYS. Employees who are regularly assigned to a work schedule of 5 days on duty and 2 days off duty, shall receive the following holidays:

New Year's Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Eve Day
Labor Day	Christmas Day

Plus any other holiday designated by The Employer.

<u>Employees who actually work the following holidays shall receive overtime compensation at a rate of one and one-half (1 ½) times an employee's straight-time hourly</u>

rate for each holiday hour worked, with the exception of those employees who are already in overtime status.

Christmas Day	Thanksgiving Day
Memorial Day	Independence Day
Labor Day	

A. WHEN TO BE OBSERVED. Each holiday shall be observed on the date on which it falls, except that a holiday which falls on Saturday shall be observed on the preceding Friday, and a holiday which falls on a Sunday shall be observed on the following Monday.

B. CONDITIONS. An employee must work his or her last regularly scheduled workday preceding and his or her first regularly scheduled workday following the holiday in order to be eligible for holiday pay. An employee who is absent on either of these scheduled workdays will not forfeit holiday pay if he or she is in an approved paid leave status as provided elsewhere in this agreement. It is the duty of each employee to keep his or her immediate supervisor or The Employer informed of his or her location in case an emergency situation should arise, unless he or she is absent due to illness, injury or vacation.

ARTICLE IV
VACATIONS

SECTION 1:

Deputy Sheriffs and Correctional Officers vacation shall be based on a six (6) days on, three (3) days off schedule.

Effective January 1, 1992 the accrual rate of paid vacation days shall be determined by the employee's length of continuous service. A prorated vacation amount shall be accrued each two week pay period. Where the step increase anniversary date falls within a two week pay period, the employee shall accrue the higher rate for the entire two week pay period.

ACCRUAL RATES

During the first year of continuous service - six (6) days of vacation per year.

During the second, third, and fourth years of continuous service - twelve (12) days of vacation per year.

During the fifth through the fourteenth years of continuous service - eighteen (18) days of vacation per year.

During the fifteenth and every year thereafter of continuous service, twenty-four (24) days of vacation per year.

SECTION 2:

WHEN VACATIONS MAY BE TAKEN. New employees shall not be allowed to take vacation before successful completion of their probationary period. From October 1 through December 31, one vacation request for consecutive days for the first six months of the following year may be submitted on a first come basis with the protection of being bumped by a more senior employee. Starting January 1 and through January 31 employees with the most seniority on the shift will be allowed to submit vacation requests for the entire remaining year, which will be allowed on the basis of greater seniority first approved. Any requests submitted after January 31 will be approved on a first come basis. Applications must be dated and time stamped. A minimum of seven-day notice will be required for any vacation of more than one day, when possible. The Employer reserves the right to waive the seven-day notice in the event of an emergency or hardship. However, vacations shall be granted at times and in amounts most desired by the employee whenever operations permit as determined by The Employer. Vacations may be taken in units of one-half (1/2) day or more, up to the full amount that an employee has earned.

If an employee is hospitalized during a paid vacation period, the portion of the vacation spent in the hospital and the ordered recuperative period may be rescheduled upon satisfactory proof of the hospitalization and the ordered recuperative period provided to The Employer. The period of time the employee spends in the hospital and the ordered recuperative period will be charged against the employee's accumulated sick leave.

SECTION 3:

Vacation pay will be computed in accordance with Article III (paid leave of absence) Section 2 (definitions).

SECTION 4:

Vacation time may be accumulated up to a maximum of one and one-half (1 ½) times the employee's yearly vacation. An employee will not be permitted to work his/her vacation days in exchange for extra pay; vacation days must be taken or forfeited.

SECTION 5:

SEPARATION FROM EMPLOYMENT. Upon separation from employment for any reason, the employee or his/her estate shall be compensated for all earned unused vacation. An employee who gives The Employer the required two (2) weeks notice of his/her intent to resign shall be paid for any unused personal days. An employee who quits his/her job without giving the required two (2) weeks notice or is discharged for just cause shall not receive payment for any unused personal days.

SECTION 6:

In the event of a layoff, an employee may elect to take his/her earned vacation days and personal days, or hold them for use following a recall. However, at any time a laid off employee may receive, upon written request, payment for any or all earned vacation and personal days. If the employee's time limit for recall eligibility as provided in Article IX is expiring, the employee shall be compensated for any earned vacation and personal days.

ARTICLE V
SICK LEAVE

SECTION 1:

Employees will be granted leave for disability due to illness or injury, referred to herein as "sick leave". Time lost from work due to a leave of absence without pay, a layoff, a suspension without pay, or any other unpaid employment status shall not be counted as time for which

sick leave is earned, except that an unpaid leave that does not exceed five (5) consecutive working days shall not be counted against the sick leave earning period. Sick leave shall not be earned while an employee is receiving sick leave or workers compensation benefits, sick leave absence of less than eight (8) hour increments excluded.

SECTION 2:

ACCRUAL/ACCUMULATION. Deputy Sheriffs shall earn sick leave at the rate of eight (8) hours per two (2) week pay period in which sick leave in excess of 8 hours is not used. Correctional Officers shall earn sick leave at the rate of eight and one-quarter (8.25) hours per two (2) week pay period in which sick leave in excess of 8.25 hours is not used. Employees may accumulate up to a maximum of 1320 hours of sick leave. Sick leave may be used in one (1) hour increments.

SECTION 3:

DISABILITIES COVERED. Sick leave applies to both occupational and non-occupational illness and injuries. An employee who loses time from work because of an occupational illness or injury may upon request supplement his/her worker's compensation benefits with accrued sick leave, vacation or earned compensatory time; however, the total compensation received shall not exceed the employee's present salary.

SECTION 4:

UTILIZATION OF SICK LEAVE.

1. Employees may use accrued sick leave for personal illness (both physical and mental), bodily injuries, medically related disabilities resulting from pregnancy and childbirth, or exposure to contagious disease: (A) which require the employee's confinement; or (B) which render the employee unable to perform assigned duties; or (C) where performance of assigned duties would jeopardize the employee's health or recovery.

Employees will be permitted to use compensatory time off and/or annual leave in lieu of sick leave when they so request. When a holiday falls while an employee is on paid

sick leave, the employee's sick leave account shall not be charged for the holiday period.

The Employer may require a medical certificate or other appropriate verification for absences covered by this article. If a verification is required, such verification shall have the original signature of an attending physician and show the cause or type of illness and probable length of any temporary disability.

2. Where death occurs in the immediate family of the employee, accruing sick leave may be used, not to exceed twenty-four (24) hours (3 working days) for each such occurrence. Immediate family is defined as, and limited to the wife, husband, child, parents, grandparents, grandchildren, foster children, brothers (and their spouses), and sisters (and their spouses) of the employee or spouse; aunts and uncles of the employee or other relatives residing in the employee's immediate household.

3. When an employee is a pallbearer in a funeral service for someone who is not a member of the employee's immediate family (as defined in 2 above), accrued sick leave may be used not to exceed four (4) hours (one-half (1/2) work day) for each such occurrence.

4. Employees may use accrued sick leave for personal medical or dental appointments which cannot be scheduled at times other than during working hours.

5. An employee may be granted sick leave benefits in circumstances that make the employee responsible for the temporary emergency care of another person who resides in the employee's household.

6. Sick leave shall not be used for any reasons not specifically set forth above.

SECTION 5:

REPORTING REQUIREMENT. To be eligible for the receipt of sick leave pay, an employee is required to notify his or her immediate supervisor or foreman prior to his or her scheduled report-to-work time and to state the nature of his or her illness or injury. The reporting requirement may be waived in the event that circumstances prevent the employee from notifying The Employer.

SECTION 6:

CANCELLATION OF SICK LEAVE. Separation from the Employer shall cancel all unused accumulated sick leave. However, when an employee is laid off, any unused accumulated sick leave shall be restored, provided the employee is reemployed by The Employer within eighteen (18) months.

SECTION 7:

OCCUPATIONAL INJURIES. Occupational injuries incurred by employees shall not be charged as sick leave until after expiration of thirty (30) work days.

SECTION 8:

When an employee is qualified for retirement under the Iowa Public Employees Retirement System (IPERS) and then retires under a bona fide retirement (or in case of death), he or she shall be compensated for his or her accumulated but unused sick leave on the basis of one day's pay for each sixteen (16) hours of accumulated sick leave. The hourly rate for one day's pay to be paid for this benefit will be the employee's base regular straight-time rate of pay at the time of his or her retirement or death.

SECTION 9:

As of July 1, 1994 under Article V, Sick Leave, Section 2, any bargaining unit employee who has then accumulated more than 1320 hours of sick leave shall continue to be entitled to use the accumulated hours in excess of 1320 until the sick leave reduces to the maximum accumulation, but shall not continue to accrue above the maximum.

ARTICLE VI
LEAVE OF ABSENCE WITHOUT PAY

SECTION 1:

ELIGIBILITY. Employees shall have the right to request a leave of absence in accordance with the provisions of this article after the successful completion of their probational period. Maternity leaves of absence

shall be exempt from the waiting provisions of this section.

SECTION 2:

REQUEST PROCEDURES. Any request for a leave of absence shall be submitted in writing by the employee to the employee's immediate supervisor at least thirty (30) calendar days in advance whenever possible. The request shall state the reason for and the length of the leave of absence being requested.

SECTION 3:

LEAVES OF ABSENCE WITHOUT PAY. Except as otherwise provided by this section, employees may be granted leaves without pay at the sole discretion of The Employer for any reasons for a period up to, but not exceeding one (1) year.

SECTION 4:

MATERNITY LEAVE. Employees shall be granted a maternity leave of absence without pay as follows:

1. The employee shall, whenever possible, submit written notification to her immediate supervisor at least four (4) weeks prior to her anticipated departure stating the probable duration of the leave. Upon request of the employee, accompanied by a doctor's statement, maternity leaves without pay may be granted for increments of thirty days (30) days, not to exceed six (6) months in total.

2. In no case shall the employee be required to leave prior to childbirth unless she is no longer able to satisfactorily perform the duties of her position.

3. Except as provided under Article V of this agreement (sick leave), all periods of leave related to maternity shall be leaves of absence without pay.

SECTION 5:

MILITARY LEAVE. Whenever an employee enters into the active military service of the United States, the employee shall be granted a military leave as provided under Section 29A.28 of the Iowa Code and the applicable federal statutes.

SECTION 6:

OFFICIAL UNION ACTIVITY. A member of the Union selected by the Union to participate in an official Union activity may, at the discretion of the Employer, be granted a leave of absence without pay upon written request to the Sheriff by the Union seven (7) days in advance of the time of such leave provided that no more than twenty (20) days may be requested by the Union for this purpose in any fiscal year. A denial of such leave shall not be subject to the grievance procedure.

ARTICLE VII
HOURS OF WORK

SECTION 1:

WORK SCHEDULE. The normal work schedule for deputy sheriffs will be eight (8) hours of work in a twenty-four (24) hour period commencing with the beginning of an employee's regularly scheduled work period. A regular work day may also be less than the foregoing number of hours when The Employer determines that a shorter period is appropriate for a specific work assignment. The normal work schedule (hours) for correctional officers will be eight and one-quarter (8.25) hours of work in a twenty-four (24) hour period commencing with the beginning of an employee's regularly scheduled work period.

SECTION 2:

WORK WEEK. The normal work week for deputy sheriffs and correctional officers will be scheduled on the basis of six (6) days on duty and three (3) days off duty. Some deputy sheriffs may be scheduled on the basis of five (5) days on duty and two (2) days off duty.

In order to adapt to other scheduling concepts such as "flex-time" and the "compressed work week", The Employer and an employee may mutually agree to schedule special hours of work. In such cases overtime will be earned only for those hours worked in excess of the employee's regularly scheduled hours of work.

SECTION 3:

WORKING HOURS. A regular pattern of working hours will be established for each employee in accordance with the requirements of his or her job classification and specific work assignment as determined by The Employer. These hours may be changed or altered to meet the needs of The Employer.

SECTION 4:

PAID TIME OFF. Authorized absences with pay are defined elsewhere in this agreement. An employee must first be regularly scheduled to work on the day of an absence, and the absence must qualify under the guidelines of the respective section of this agreement before payment at the employee's straight-time hourly rate of pay can be approved by The Employer.

SECTION 5:

REST PERIODS. Where appropriate paid rest periods will be established by The Employer consistent with operational requirements as determined by The Employer.

SECTION 6:

OVERTIME. Deputy sheriffs shall be compensated for authorized overtime work at the rate of one and one-half (1 ½) times an employee's straight-time hourly rate for all approved time actually worked in excess of eight (8) hours in an employee's regularly scheduled work day. Correctional officers shall be compensated for authorized overtime work at the rate of one and one-half (1 ½) times an employee's straight-time hourly rate for all approved time actually worked in excess of eight and one quarter (8.25) hours in an employee's regularly scheduled work day.

SECTION 7:

WORK TIME. For purposes of overtime computation as set forth in Section 6 above "work time" is defined as:

(a) All hours actually spent performing duties on the assigned job.

(b) Travel between job sites during or after the regular work day.

(c) Rest periods taken in accordance with Section 5 of this Article.

(d) Meal periods in those situations when an employee is to work during his/her meal period.

SECTION 8:

PYRAMIDING PROHIBITED. Payment of overtime at a premium rate shall not be compounded or paid in addition to any other premium rate paid for work incurred during the same work period. There shall be no duplication or pyramiding of any premium pay provided for work under the provisions of this agreement for the same hours worked.

SECTION 9:

COMPENSATORY TIME OFF. The Employer has discretion to grant compensatory time off in lieu of cash payment for overtime at the rate of one and one-half (1 ½) hours for each overtime hour worked, <u>except Compensatory time off shall be granted at the request of the Employee, with a limitation of twenty-four (24) hours per year (16 hours of worked time). Such compensatory time shall be taken in accordance with Article IV, Section 2 (Vacations) of this Agreement.</u>

SECTION 10:

ADVANCE AUTHORIZATION. Any work that is performed in addition to an employee's regularly scheduled working hours must have specific prior authorization from The Employer. A record of all overtime worked shall be maintained in accordance with procedures established by The Employer.

An employee may not refuse to work overtime when so directed by The Employer. No overtime payment shall be paid either in cash or compensatory time except for time actually worked. When called in to work, at a time other than regularly scheduled work hours, correctional officers will work and/or be paid a minimum of <u>two (2) hours</u> per call-in regardless of time actually worked.

SECTION 11:

BIDDING ON SHIFT PREFERENCE FOR DEPUTY SHERIFFS. Employees shall be allowed to bid on shift preference on the basis of seniority with the most senior employee having first choice. Bid selection shall be made on an annual basis on January 1 each year, except in the event a vacancy exists. Bid selection shall be posted not later than December. The sheriff may deny an employee's bid request in order to assure an adequate staffing ratio of experienced and non-experienced officers on each shift as determined by the sheriff and for other operational requirements. With the approval of the Sheriff, employees may temporarily trade shifts by mutual agreement.

A. Employee shall be allowed to bid on shift preference on the basis of seniority for the following shifts:

1. 1st Shift
2. 2nd Shift
3. 3rd Shift
4. Overlap Shifts, if available to non-management employees.

SECTION 12:

BIDDING ON SHIFT PREFERENCE FOR CORRECTIONAL OFFICERS.

A. Employees shall be allowed to bid on shift preference on the basis of seniority for the following shifts:

(1) 1st shift
(2) 2nd shift
(3) 3rd shift
(4) Overlap shifts
(5) Swing shift

B. Bids for shift preference shall be allowed on the basis of descending seniority. The most senior employee shall have the first choice. Provided, however, all shifts are fully staffed according to operational requirements and subject to the limitations set out below. Bid selection shall be made on an annual basis except in the event a vacancy exists. Bid selection shall be posted no later than December 1. With the approval of the Jail

Administrator, part-time and full-time Correctional Officers may temporarily trade shifts within their classification by mutual agreement.

C. Regardless of seniority, shift preference bids will only be allowed so that the following requirements are met for each shift:

(1) There is at least one employee of the opposite sex on each shift.

(2) There is at least one employee who is CPR-First Aid trained and certified on each shift.

(3) There are at least two full time trained employees on each shift.

D. The Employer shall have the right to deny, or change shift preference bids or reassign employees to different shifts at any time any of the following conditions occur:

(1) The criteria of Section C above are not met.

(2) To avoid disagreement or discontent between employees on the same shift which detract from a harmonious working relationship or adversely affect operations, or to provide for the physical or mental well being of an employee who requires a shift change.

(3) To adjust for employee absences of any nature.

(4) To eliminate payment of unnecessary overtime which can be avoided through shift adjustment.

ARTICLE VIII
SENIORITY

SECTION 1:

PROBATIONARY PERIOD. Regular full-time employees shall acquire seniority after completing a six (6) month probationary period. An employee may be terminated without cause during his probationary period and no grievance shall be filed concerning such termination. Probationary employees are not eligible for any fringe benefits except for group health insurance under the guidelines of The

Employer's established plan. The probationary period for deputy sheriffs shall be twelve (12) months.

SECTION 2:

DEFINITION. Seniority means an employee's length of continuous service with The Employer in a bargaining unit position following the employee's successful completion of their probationary period.

SECTION 3:

CONTINUOUS SERVICE. An employee's continuous service record shall be broken for the following reasons:

A. Voluntary resignation.

B. Discharge for cause.

C. Retirement.

D. Is absent from work for two (2) consecutive workdays without approval by The Employer, providing that an exception may be made at the sole discretion of The Employer.

E. Fails to report to work on the next scheduled workday following completion of a leave of absence or a vacation unless an emergency precludes returning to work.

F. Is laid off for more than fourteen (14) months.

G. Fails to notify The Employer of his intention to return to work within five (5) calendar days after The Employer has mailed to the employee and to the designated representative of the bargaining unit, by certified mail, a notice of recall.

H. An employee engages in other gainful employment during a leave of absence except when such a leave of absence was authorized specifically for that purpose.

SECTION 4:

SENIORITY ROSTER. A seniority roster of all bargaining unit employees is to be maintained by The Employer. Following the successful completion of the

probationary period, an employee's seniority date shall be the date that he/she started to work as defined above, adjusted by any period of absence(s) that exceeds five (5) working days in length.

In the event that two (2) or more employees have the same seniority date, the seniority of one as against the other shall be determined by the last four (4) digits of the social security number with the employee having the lower four (4) digits of the social security number being considered as having greater seniority.

ARTICLE IX
LAYOFF

SECTION 1:

The Union recognizes the right of The Employer to lay off or to reduce the hours of employment in accordance with the procedures set forth in this section.

SECTION 2:

LAYOFF PROCEDURES. When a layoff occurs, the following general rules shall apply:

A. Layoffs may occur in two separate classifications of deputy and correctional officer. In any separate classification, part-time employees shall be laid off prior to full-time employees. Mere reductions in hours of work shall not constitute a layoff or reduction in force.

B. Each employee affected by a reduction in force shall be notified in writing at least ten (10) working days prior to the effective date of the layoff unless budgetary limitations require a lesser period of time.

C. Employees in the layoff unit shall be laid off in accordance with ability and seniority. Layoff shall be by seniority with the least senior employees within the classification affected being laid off first, unless the least senior employee possesses special skills and ability required to meet the needs of The Employer.

D. An employee in a classification in which layoffs are to be effected may, in lieu of layoff, elect bumping to the next lower classification in the same series as the

classification in which layoffs are to be effected, or, in the absence of a lower classification in the same series, to a lower or lateral classification which the employee has formerly occupied while in the continuous employ of the agency. The assignment in the lower classification will be at The Employer's discretion; however, such assignment shall not be permitted if the result thereof would be to cause the bumping of an employee with greater seniority. To exercise the right of bumping, in lieu of layoff, the employee must notify The Employer, in writing, of such election which must be received or postmarked not later than five (5) calendar days after receiving notice of layoff. An employee displaced under these provisions shall have the right of election as provided herein.

Any employee who elected to bump, in lieu of layoff, shall have the right of reinstatement to the classification he/she formerly occupied, provided he/she meets the qualifications of the position, before any other person may be promoted to, or a new employee hired for such classification by The Employer enforcing the layoff. Upon bumping, an employee shall retain his/her current rate of pay except that if such rate of pay is higher than the highest rate currently paid for the classification to which the employee bumps, his/her pay shall be reduced to that rate of pay. Any employee laid off because of a reduction in force, shall be offered a position in the classification from which he/she was laid off, provided he/she meets the minimum qualifications for the classification, before a new employee may be hired for such position by The Employer enforcing the layoff, if such opening becomes available within two (2) years of the date of such layoff because of a reduction in force.

Failure to accept a position when offered within five (5) calendar days after The Employer has mailed to the affected employee a notice of recall shall negate any further rights of reinstatement.

ARTICLE X
DISCIPLINE

SECTION 1:

The Union recognizes the right of The Employer to discipline employees for "just cause". An employee who alleges that such action was not based upon just cause, may

appeal The Employer's action through the grievance procedure set forth in Article XI of the Agreement.

SECTION 2:

Notwithstanding Section 1 above, nor any other provision(s) of this Agreement, the releases of probationary employees shall not be subject to the grievance procedure.

ARTICLE XI
GRIEVANCE PROCEDURE

SECTION 1:

DEFINITIONS.

(a) Grievance. A "grievance" shall mean a claim that alleges a violation of any of the terms or provisions of this agreement.

(b) Grievant. A "grievant" shall mean an employee, a group of employees or the Union filing a grievance.

(c) Day. The term "day" or "days" as applied to this article shall mean employee work days.

SECTION 2:

GRIEVANT STATUS. Every grievant shall have the right to present and process grievances in accordance with the procedures as established herein.

SECTION 3:

REPRESENTATION. A grievant may represent himself or herself at any step of the grievance procedure and shall have the right to be represented by a Union representative at any step of the grievance procedure.

SECTION 4:

INVESTIGATION - PROCESSING. Any investigation of any grievance shall be conducted as to result in no interference with or interruption of work activities.

SECTION 5:

PROCEDURE. A grievance shall be processed in the following manner:

Step One. An employee who claims a grievance shall present such grievance orally, in discussion with the immediate supervisor within five (5) days after the grievant knew or should have known of the occurrence or the event giving rise to the grievance. The grievant shall indicate the section(s) of this agreement involved in the grievance, if known. The grievant shall receive an oral response within five (5) days after the grievant has presented the oral grievance. If the grievance cannot be resolved at this step, the grievant may pursue the grievance to Step 2 within seven (7) additional days. Any meeting where a grievance is not identified as such shall not constitute Step One of the grievance procedure.

Step Two. If the grievance is not resolved in Step One, it may be filed in writing by the grievant to the department head. The written grievance shall designate the specific section or sections of this agreement alleged to be violated and shall contain a statement specifying what relief or remedy is desired. The department head or designee shall investigate the grievance, and provide a written response to the grievant within five (5) days of the receipt of the written grievance.

Step Three. If the grievance is not resolved in Step Two, the grievant may, within five (5) working days following receipt of the Step Two written response, submit the grievance to the Board of Supervisors or proceed to Step Four. The Board of Supervisors shall provide a written response to the grievance within fifteen (15) working days providing a copy to the grievant. The Board of Supervisors may, at their discretion, meet with the grievant and grievant's representative, if any, prior to providing a written response. If such meeting is conducted during work time, it shall be held without loss of pay to the grievant and one Union representative who is an employee in paid status.

Step Four. Arbitration. If the grievance is not resolved at Step Three, it may be appealed with the concurrence of both parties to grievance mediation or to arbitration by written notice of request for arbitration, submitted by the

grievant to the department head of Board of Supervisors within ten (10) days after the written decision in Step Three is received or due. Notice of such submission shall be in writing, signed by the grievant, and shall state the specific section(s) of the agreement which is (are) to be considered by the arbitrator and the specific relief requested. When a timely request has been made for arbitration, the Iowa Public Employment Relations Board shall be requested by either or both parties to submit a list of five (5) arbitrators.

The parties or their representative, beginning with the party who requested arbitration, shall alternately strike a name from the list and the fifth and remaining person shall act as the arbitrator. An arbitrator selected pursuant to the above provisions shall schedule a hearing on the grievance, and after hearing such evidence as the parties desire to present, shall render a written opinion and award. The arbitrator shall issue a binding decision not later than sixty (60) calendar days from the date of the close of the hearing unless the time is extended by agreement. If post-hearing briefs are requested, the hearing will be considered closed upon the Arbitrator's receipt of the briefs of both parties. The Arbitrator's decision shall be in writing and shall set forth findings of facts, reasoning and conclusions on the issues submitted.

SECTION 6:

TIME LIMITS. Time limits related to grievance and arbitration may be extended by mutual written agreement. Should The Employer after having been served with a notice of any grievance fail or refuse to meet to attempt to settle such grievance within the time limits specified or fail to provide the employee and union representative with a response within the specified time limits, unless the time limit has been extended by written mutual consent of the parties, the aggrieved party shall then consider the grievance denied and continue with the next applicable step.

SECTION 7:

ARBITRATOR AUTHORITY. The arbitrator shall have no authority to add to, subtract from, change, modify or amend any of the terms of any part of this agreement. Past

practices which are not mandatory subjects of bargaining under Iowa law shall not constitute a part of this agreement, unless expressly stated to the contrary herein, and the arbitrator shall have no authority to determine a grievance, either in whole or in part, based upon any past grievance, unless such practice concerns a mandatory subject of bargaining listed in Section 20.9 of the Code of Iowa, which is not covered by this agreement, and such practice has been both known to and accepted by the grievant and The Employer. The decision of the arbitrator, within the scope of this authority, shall be final and binding upon The Employer and the grievant. Awards will not be retroactively applied beyond the date of the occurrence giving rise to the grievance. Within the scope of the arbitrator's authority, the arbitrator shall be empowered to include in any award remedies as the arbitrator deems proper.

SECTION 8:

ARBITRATOR EXPENSES. The grievant and The Employer shall share equally the expenses and fees of the arbitrator and each shall pay its own expenses during the grievance and arbitration procedures. If a court reporter is used during the hearing and requested by both parties, the expenses related to the reporter will be shared equally by the grievant and The Employer. The arbitrator may not hear more than one grievance unless the grievances involve more than one employee and the same facts or the presentation of more than one grievance is mutually agreed to by The Employer and the grievant.

SECTION 9:

RELEASED TIME FOR ARBITRATION. If an arbitration hearing is held during the grievant's work day, the grievant and the Union Steward who is directly representing the grievant will be released from work without loss of pay for the time necessary to attend the hearing. However, no such release shall require the payment of overtime pay.

GRIEVANCE FORM

DES MOINES COUNTY, IOWA

_____
Date filed

_____
Department

Distribution of Form
1. Union
2. Grievant
3. Appropriate Supervisor
4. Department Head

_____
Name of Grievant

_____

STEP 2

A. Date Violation Occurred _____

B. Section(s) of Contract Violated _____

C. Statement of Grievance

D. Relief Sought

_____ _____
Signature of Grievant or Representative Date

Disposition by Supervisor

_____ _____
Signature of Supervisor or Representative Date

STEP 3

A. _____
Signature/Grievant and/or Representative

_____
Date Received/Department Head

B. Disposition by Department Head or Designee

_____ _____
Signature of Department Head or Designee Date

STEP 4
REQUEST FOR ARBITRATION

The undersigned Grievant hereby requests arbitration of the above grievance.

A. Section(s) of labor contract to be considered by Arbitrator

B. Relief requested from Arbitrator

_____ _____
Signature of Grievant and/or Representative Date

ARTICLE XII
HEALTH AND SAFETY

SECTION 1:

The employer will make reasonable provisions for the health and safety of its employees within the inherent limitations of law enforcement duties performed by the employees.

SECTION 2:

INJURY. An employee who is injured on the job, if physically possible, shall immediately report to a supervisor. An injured employee shall be provided with an escort and transportation if it is necessary, to take him or her to a doctor, his or her home, or to a hospital.

SECTION 3:

PROTECTIVE CLOTHING AND EQUIPMENT. The Employer shall designate items of clothing and equipment that are required for the performance of assigned duties. The use of such protective items shall be mandatory. The Employer agrees to supply such items that are designated as "required".

SECTION 4:

DAMAGE TO PERSONAL ITEMS. If an employee suffers a damage to personal clothing or equipment items as a direct result of the proper performance of assigned duties, the employee may submit a request in writing to The Employer for compensation in part or in full for the item damaged. The Employer may require a full explanation of the accident and, following an investigation by The Employer, allow all, a part, or none of the claimed amount.

SECTION 5:

FIRST AID EQUIPMENT. The Employer agrees to provide adequate first aid equipment. All on-the-job injuries and work related illnesses must be reported promptly to The Employer

The Employer may require a physical examination to determine the condition of health of any employee and their ability to perform assigned duties.

ARTICLE XIII
MISCELLANEOUS

SECTION 1:

EMPLOYER-REQUIRED EDUCATION. Employees may be required to attend or complete courses of instruction that are related to their present or contemplated job assignments. When so required to attend, The Employer agrees to pay the direct costs of such instruction, subject to budget limits established by the Employer.

SECTION 2:

TRAVEL EXPENSES. An employee who travels at the direction of The Employer will be reimbursed for actual expenses subject to the limits established for all Des Moines County employees. Such travel must be approved in advance by The Employer, and the employee's claim for reimbursement must be supported by receipts for each expense. Official vehicles are to be utilized for travel except when the use of the employee's personal vehicle is authorized by The Employer.

SECTION 3:

INCLEMENT WEATHER. Non-emergency employees may be given a leave of absence without pay in the event that bad weather or closure of work prevents the employees from reporting to work. Vacation, personal days, or compensatory time off may be used in lieu of leave of absence without pay.

SECTION 4:

SECTION 15.4 TUITION REIMBURSEMENT. When a full-time employee is enrolled in an accredited university, college or adult education program and the course and/or degree program being undertaken is related to his duties with the County, the following tuition reimbursement plan shall apply when prior written approval for such reimbursement has been received from the Sheriff and when sufficient funds have been budgeted and are available for such reimbursement. The County may exercise its discretion under this Section to approve graduate-level courses for reimbursement, although such reimbursement (if granted at

all) will normally be conditioned on obtaining the graduate degree and remaining with the Department for a period of time after obtaining the degree. The County, upon receiving a payment receipt and after completion of the course shall reimburse the employee at the rate of one hundred percent (100%) with a grade of "A", eighty percent (80%) with a grade of "B", or sixty percent (60%) with a grade of "C". There shall be no reimbursement for grades below "C".

Books, fees, mileage, lodging and other incidental expenses will not be reimbursed; only tuition is subject to reimbursement. The County will not provide reimbursement if other sources (such as scholarships, grants, etc.) have or will provide for reimbursement, after an officer has applied for such assistance. The County reserves the right to deny or reduce some requests for tuition reimbursement if it is felt that the tuition is out of line with other area schools where similar courses can be taken at a more reasonable tuition cost. Any employee who receives tuition reimbursement from the County must remain employed by the County for a period of one (1) year after the date of reimbursement or will be required to pay the County for the tuition reimbursement; such payments may be deducted from final paychecks or other monies owed to the employee by the County.

ARTICLE XIV
EMPLOYEE INSURANCE PROTECTION

SECTION 1:

A. HEALTH INSURANCE. The Employer will provide a health insurance program as is outlined below to each regular full time employee covered under this agreement and will pay the premiums for each such employee and their dependents due under the plan.

B. COST CONTAINMENT. The parties recognize the need to contain health care costs to the fullest extent possible and to that end shall include mandatory second opinions, pre-admission authorization, and mandatory out-patient procedures in accordance with such rules as may be imposed by the insurance carrier.

C. GENERAL DESCRIPTION. The insurance plan is generally described as follows: Combine all present

coverages under a COMPREHENSIVE PLAN with a front end deductible of $250.00 PER INDIVIDUAL AND $500.00 PER FAMILY PER CALENDAR YEAR. Medical expenses after the first $250.00 or $500.00 per calendar year would be subject to a CO-INSURANCE PROVISION OF 80/20% with the plan reimbursing 80% of covered services and the individual or family responsible for 20% of covered services. CO-INSURANCE WOULD APPLY TO THE NEXT $2,000.00 OF COVERED SERVICES PER INDIVIDUAL OR $4,000.00 PER FAMILY. After the deductible and co-insurance have been satisfied, the plan would pay 100% of the covered charges. STOP LOSS PROVISION OR OUT OF POCKET MAXIMUM WOULD THEREFORE BE $650.00 PER INDIVIDUAL OR $1,300.00 PER FAMILY PER CALENDAR YEAR. Lifetime maximum benefits per individual covered would remain at $1,000,000.00. All charges would be settled using a current "reasonable and customary schedule" for the area where charges originate. All services provided must be medically necessary in order to be considered for payment.

MANAGED CARE PROVISIONS:

A. PRE-EXISTING CONDITION CLAUSE ON NEW HIRES: If medical expenses are incurred in connection with a pre-existing condition, the medical care benefit is limited to $3,500.00 of covered medical expenses. This limitation applies only during the first twelve (12) consecutive months that insurance is in force for an employee or family member.

> PRE-EXISTING CONDITION means a condition which is caused by an injury or sickness and requires a family member, during the three (3) months just before becoming insured to: (a) consult a doctor; (b) seek diagnosis or advice or receive medical care or treatment; (c) undergo hospital admission or doctors visits for testing or for diagnostic purposes or studies; or (d) obtain services, supplies, prescription drugs or medicines.

This limitation will not apply after the family member has remained insured for THREE CONSECUTIVE MONTHS without incurring an expense for the pre-existing condition, or for TWELVE CONSECUTIVE MONTHS, whichever occurs first.

B. AGE LIMIT ON DEPENDENTS: Amended present definition of "DEPENDENT" as follows: means your lawful spouse and unmarried natural child who is under age 19, OR

UNDER AGE 24 if a full-time student. The term "child" will also include a stepchild or other child for whom you have assumed a legal responsibility when such child resides in your household in a parent-child relationship. Coverage will not be terminated due to age if your dependent child is incapable of earning a living due to mental or physical handicap.

C. MATERNITY EVALUATION: Means a written document prepared by an insured member's doctor or covered health practitioner and submitted by the fourth month of pregnancy. The maternity evaluation must contain the following information:

(a) Expected date of delivery;
(b) Expected method of delivery (vaginal or caesarian section) and supporting reason(s) for the method;
(c) Identification of any actual or expected complications for the mother or child(ren) and types of treatment to be provided;
(d) Fees for the treatment;
(e) Requested length of stay in the hospital.

Based upon the information provided in the Maternity Evaluation, an appropriate length of stay will be certified.

The plan must be notified in case of emergencies such as premature birth or development of a severe medical problem so that provision can be made for a re-evaluation of length of stay and treatment.

FAILURE TO SUBMIT THE WRITTEN DOCUMENTATION OR NOTIFY THE PLAN will result in a special $500.00 deductible to be applied before payment of benefits; this deductible will not apply toward satisfaction of any other plan deductible and/or co-insurance or toward the stop-loss.

COVERAGE FOR CAESARIAN SECTIONS THAT ARE NOT CONSIDERED MEDICALLY NECESSARY WILL BE REIMBURSED AS FOLLOWS:

(a) Doctors charges up to the reasonable and customary charge for a normal vaginal delivery.
(b) $500.00 will be subtracted from the hospital charges and the remaining covered charges will be paid at 80% after satisfaction of the deductible.

(c) Charges not covered, the $500.00 and charges under the 20% provision will not be applied to the "stop loss" limit.

D. PRE-ADMISSION AUTHORIZATION - ADMISSION REVIEW - CONTINUED STAY REVIEW - CASE MANAGEMENT: Present plan language would be revised to include PRE-ADMISSION AUTHORIZATION - ADMISSION REVIEW - CONTINUED STAY REVIEW - CASE MANAGEMENT under the same clause and subject them to the special $500.00 deductible for failure to notify the plan or comply with the plan directives. This deductible will not apply toward satisfaction of any other plan deductible and/or co-insurance or towards the stop-loss provision.

CASE MANAGEMENT AND CONTINUED HOSPITAL STAY REVIEW will be provided by third party professional firms in consultation with the Claim Administrator.

EMERGENCY ADMISSION REVIEW will require the plan be notified within 48 hours after an emergency admission or 72 hours after admission on a weekend or holiday.

E. PRESCRIPTION DRUG CARD BENEFITS DEDUCTIBLES: $5.00 for Generic and $15.00 for Brand Name. Participant is required to obtain Generic when available unless prescribing physician will only prescribe Brand Name or Generic is not available - in which case deductible is $5.00.

F. PREFERRED PROVIDER NETWORK: Plan would be authorized to initiate with the help of the Third Party Administrator (TPA) discussions to effect discounts with providers of medical services in exchange for referral of patients on a restricted basis.

Participants would be required to first use the providers in the PPN or if they choose to use other providers, the benefit payments would be reduced to that amount that would have been paid had the participant used the approved PPN.

THIS RULE WOULD NOT APPLY TO EMERGENCY SITUATIONS, OR IF CARE OR SERVICES ARE NOT AVAILABLE FROM THE PROVIDERS IN THE PPN OR IF A PATIENT'S HEALTH WOULD BE JEOPARDIZED BY THIS REQUIREMENT.

G. DENTAL INSURANCE: The Employer will provide a dental insurance program subject to such rules as may be imposed by the insurance carrier, to each regular full-time employee covered under this agreement and pay one hundred percent (100%) of the premium for each such employee and their dependents. The Employer retains the right to select the plan of insurance coverage and the insurance carrier. In the event that a change is made from the present plan and carrier, The Employer agrees that the insurance coverage will be equal to or greater than the current insurance coverage.

SECTION 2:

CAFETERIA PLAN OPTION. As an alternative to the insurance coverage set out in Section 1, each regular full time employee shall have the option to voluntarily participate in the salary reduction benefits of a cafeteria plan as defined in Internal Revenue Code Section 125. Enrollment fees for those employees voluntarily participating will be paid by The Employer. All employees participating in the cafeteria plan must adhere to the regulations and rules of the plan. Any employee who opts to participate in the plan will be required to carry single health and major medical coverage unless they present proof of such coverage from another insurance carrier.

SECTION 3:

LIFE INSURANCE. The Employer will provide at no cost to the employees covered in Section 1 above a plan or group term life insurance coverage in the amount of thirty thousand dollars ($30,000.00) per covered employee.

ARTICLE XV
GENERAL

SECTION 1:

OBLIGATION TO BARGAIN. This agreement represents the entire agreement of the parties and shall supersede all previous agreements, written or verbal. 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 all of the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement. Therefore, The Employer and The Union, for the life of this agreement and any extension, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subjects or matters referred to or covered in this agreement, or with respect to any subject or matter not specifically referred to or covered in this agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this agreement.

SECTION 2:

SAVINGS CLAUSE. In the event any Article, Section or portion of this agreement should be held invalid and unenforceable by operation of law or by any tribunal of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specially specified in the decision; and upon issuance of such a decision, The Employer and The Union agree to immediately negotiate a substitute for the invalidated Article, Section or portion thereof.

SECTION 3:

TERMINATION OF AGREEMENT. The terms and conditions of this agreement shall continue in full force and effect commencing on July 1, 2006, and terminated on June 30, 2008, unless the parties mutually agree in writing to extend any or all of the terms of this agreement. Upon termination of the agreement, all obligations under the agreement are automatically cancelled.

ARTICLE XVI - APPENDIX "A"

A.1 RATE OF PAY. Rates of pay are stated within this Appendix "A" and are given on an annualized basis. The Employer will establish a schedule of rates by pay periods for payroll purposes. Employees are divided into two general classifications: (1) deputy sheriffs and (2) correctional officers. Beginning rates of pay are stated for new employees starting to work and these beginning rates are applicable to employees rehired after a break in

their seniority. Periodic increases that are to become effective following the completion of the stated number of months of credited service are also listed.

The rates of pay given below are stated on an annualized basis. The beginning rates are applicable to new employees starting to work and these beginning rates are also applicable to employees rehired, subject to placement by the sheriff and the Board of Supervisors on the wage schedule in accordance with the professional education and work experience of the work applicant. Periodic increases that are to become effective following the completion of the stated number of months of credited service are also listed.

A.2 DEPUTY SHERIFFS

MONTHS OF CREDITED SERVICE COMPLETED:

	Eff. 7/1/2006	Eff. 7/1/2007
Starting Rate	$32,708.61	$33,689.87
Six (6)	34,889.19	35,935.87
Twelve (12)	37,069.76	38,181.85
Eighteen (18)	39,250.32	40,427.83
Twenty-four (24)	41,430.91	42,673.84
Thirty-six (36)	43,611.50	44,919.85

A.3 CORRECTIONAL OFFICERS

MONTHS OF CREDITED SERVICE COMPLETED:

	Eff. 7/1/2006	Eff. 7/1/2007
Starting Rate	$27,196.28	$28,012.17
Nine (9)	27,910.18	28,747.49
Eighteen (18)	28,627.72	29,486.55
Twenty-Four (24)	29,271.76	30,149.91
Thirty (30)	29,857.21	30,752.93
Thirty-Six (36)	30,454.32	31,367.95

A.4 THE FOLLOWING IS THE LONGEVITY PAY SCHEDULE AT THE FLAT RATE FOR CONTINUED SERVICE:

After 5 years of continuous service - $ 100.00 per year
After 10 years of continuous service - $ 600.00 per year
After 15 years of continuous service - $ 900.00 per year

After 20 years of continuous service - $1,200.00 per year

Annual longevity payments shall be made on the last payday in November of each year, by separate warrant, in accordance with the longevity pay plan set forth below for all employees who shall have completed at least five (5) years of continuous service, and who are in the employ of The Employer as of November 30 of the year in which the longevity payment is made. In the case of an employee who would have been eligible for longevity pay on November 30 of a given year, but died, resigned, or retired before this date, such employee or the beneficiary designated in the employee's life insurance policy provided under this agreement shall receive a pro-rata longevity payment for that year based on the number of full months worked from the last December 1 to the date of the employee's death, resignation, or retirement.

A.5 WAGE CHANGES.

All wage changes shall be effective on the first day of the pay period following the date of the event which is the basis for the wage change.

A.6 ALTERNATE PAY METHODS.

As a convenience to employees who are not scheduled to work on a regular payday, The Employer may utilize alternate methods of payment, including regular mail, direct transfer to a financial institution, or delivery of a check to a third party. An employee who requests any of the available alternates must prepare a signed authorization prior to the release of any pay. Authorizations to release a check to a third party must also provide for some identification technique. The Employer shall not be liable for any action or actions that result either directly or indirectly from the release or the refusal to release any pay under the provisions of this subsection.

A.7 PAYROLL PERIODS. The cut-off date for all payroll sheets and time cards will be midnight the Thursday preceding paydays.

A.8 PAYDAYS. The Employer agrees to issue paychecks to employees every other Friday. Should a payroll fall on

a holiday, paychecks will be distributed on the last work day preceding the holiday.

COMMUNICATIONS WORKERS OF AMERICA
2006 – 2008 AGREEMENT

FOR DES MOINES COUNTY

By Edgar A. Blow Date 1-24-06
Chairman, Board of Supervisors

By Robert W. Beck Date 1-24-06
Supervisor

By Jack E. Hoschele Date 1-24-06
Supervisor

FOR COMMUNICATIONS WORKERS OF AMERICA
LOCAL 7176

By Mike Carmen Date 1-6-06

By Midge Shaber Date 1-6-06

By Yvonne Zlomke Date 1-6-06

APPROVED
RWB JAN 24 2006 EAB
BOARD OF SUPERVISORS
J.E.H.

KEITH LAW FIRM
A PROFESSIONAL CORPORATION
ATTORNEYS AT LAW
1313 NORTH COURT
P.O. BOX 218
OTTUMWA, IOWA 52501-0218

KENNETH L. KEITH
JONI L. KEITH
LLOYD E. KEITH

TELEPHONE (641) 682-4377
FAX (641) 683-3472
E-MAIL: keithlaw@lisco.com

January 11, 2006

Mr. Edgar A. Blow, Chairman
Des Moines County Supervisors
Des Moines County Courthouse
513 North Main Street
Burlington, Iowa 52601

RE: Sheriff's Department Bargaining Agreement

Dear Ed:

The final language revisions to the CWA Union Agreement with the Sheriff's Department have now been approved. The Union has officially signed the Agreement.

I enclose herewith two originals of this Agreement, along with five original signature pages. I would appreciate your placing this matter on the Board's agenda for review and approval. Upon passing, I would appreciate all of you signing all five originals and returning one original contract and signature pages to me. You may keep one original with an original signature page. I will then forward an original to the CWA Union.

I did meet with the Union last Friday regarding the deputy positions at the Courthouse. The Union appeared to be receptive to modifying the Agreement to permit these positions with the present percentage salaries as has been the past practice. However, as provided for in the contract, other than the "first deputies," these additional deputies would have the right to join the union. I will continue to pursue these contract changes.

If you have any questions, please let me know.

Sincerely,

KEITH LAW FIRM

Joni

Joni L. Keith

RWB

REC'D
JAN 16 2006
BOARD OF SUPERVISORS
DES MOINES COUNTY

EAB

COMMUNICATIONS WORKERS OF AMERICA
2006 – 2008 AGREEMENT

FOR DES MOINES COUNTY

By Edgar G. Blow Date 1-24-06
Chairman, Board of Supervisors

By Robert W. Beck Date 1-24-06
Supervisor

By Paul E. Hoschek Date 1-24-06
Supervisor

FOR COMMUNICATIONS WORKERS OF AMERICA
LOCAL 7176

By Mike Cannon Date 1-6-06

By Marge Slater Date 1-6-06

By Yvonne Zlomke Date 1-6-06

APPROVED
RWB JAN 24 2006 EGB
BOARD OF SUPERVISORS
T.E.H.

COMMUNICATIONS WORKERS OF AMERICA
2006 – 2008 AGREEMENT

FOR DES MOINES COUNTY

By _____ Date 1-24-06
Chairman, Board of Supervisors

By _____ Date 1-24-06
Supervisor

By _____ Date 1-24-06
Supervisor

FOR COMMUNICATIONS WORKERS OF AMERICA
LOCAL 7176

By _____ Date 1-6-06

By _____ Date 1-6-06

By _____ Date 1-6-06

APPROVED
JAN 24 2006
BOARD OF SUPERVISORS