

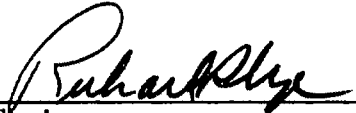
SNOHOMISH HEALTH DISTRICT
RESOLUTION OF THE BOARD OF HEALTH

2-71

RESOLUTION NUMBER: 2-71


RESOLUTION SUBJECT: A RESOLUTION ADOPTING THE RECOMMENDATIONS
OF THE PERSONNEL COMMITTEE FOLLOWING
NEGOTIATIONS WITH EMPLOYEE ORGANIZATIONS
AND APPROVING CHANGES IN PERSONNEL
POLICIES AND SALARIES FOR 1971.

The BOARD OF HEALTH of the SNOHOMISH HEALTH DISTRICT does hereby accept and adopt the recommendations of the Personnel Committee as set forth by the Chairman of the Personnel Committee in the attached document, Snohomish Health District Memorandum #1971-9, such action taken at the regular meeting of the BOARD OF HEALTH January 19, 1971.



Chairman

ATTEST:



Claris Hyatt, M.D., M.P.H.
Health Officer

January 19, 1971

SHD - Memo
1971 - 9
January 12, 1971

To: Board of Health Members
From: Personnel Committee
Subject: Final Results of Union Negotiations

The following summarizes the final results of negotiations between the Personnel Committee representing the Health District and the three employee organizations. The requests of the employee organizations are stated with the final decisions noted.

*Requests Number One, Two, and Three: Decrease in hours of work.
Final Decision: The forty hour work week, the eight hour work day, and the hour lunch period were left unchanged.

Request Number Four: Re-writing of Section 10.1 re-defining the anniversary date of employment.
Final Decision: Section 10.1 was re-written:

All employees who were hired prior to January 1, 1969 shall have an anniversary date of January 1st. All employees who were hired after January 1, 1969 shall have an anniversary date that coincides with their hiring-in-date. The closest first of the month will be considered the anniversary date of employment, i.e. for those hired from the first to and including the 15th of any given month the anniversary date will be the first of that month. For those hired from the 16th through and including the last day of any given month, the anniversary date will be the first of the following month.

Request Number Five: Union shop clause.
Final Decision: A modified union shop clause was approved:

Each employee who, on the effective date of this agreement, is a member of the Association (or Union) shall, as a condition of employment, maintain his membership in the Association (or Union). Each employee hired on or after the execution of this agreement shall be informed by the employer of the existence of a Union Agreement and shall, as a condition of employment, become a member of the Association (or Union) not later than six months after his hiring-in-date and maintain membership in the Association (or Union). Employees who fail to comply with this requirement shall be discharged by the employer within thirty (30) days after receipt of written notice to the employer from the Association (or Union).

Request Number Six: Revision of Section VII. Schedule B. Holidays.
 Final Decision: This Section was revised to be consistent with new State Law:

All employees shall be granted the following holidays without reduction in pay:

New Year's Day	January 1st
Lincoln's Birthday	February 12th
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Columbus Day	Second Monday in October
Veterans' Day	Fourth Monday in October
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25th

and any day designated by public proclamation of the chief executive of the state as a legal holiday and State and National Election Days. Whenever a holiday falls upon a Sunday, the following Monday shall be observed as the holiday, and any falling on a Saturday shall be observed on the preceding Friday.

*Request Number Seven: Revision of Section X. Schedule B. Subsection B9 relating to paid accumulated sick leave on termination under favorable circumstances.

Final Decision: This section was re-written:

Accumulated sick leave upon termination under favorable circumstances will be paid according to the following schedule:
 Employment through the sixth year: No payment of any portion of accumulated sick leave upon termination.
 Employment from seven through the fourteenth year: 25% payment of accumulated sick leave upon termination.
 Employment fifteen years or longer: 50% payment of accumulated sick leave upon termination.

Request Number Eight: Revision of Section X. Schedule B. Subsection C relating to overtime.

Final Decision: This section was re-written:

C. Compensatory Leave. Compensatory leave will be allowed only when an employee is engaged in activities connected with regular work duties provided such activities are outside regular working time. The employee shall be compensated by either compensatory leave or cash payment (both at the rate of time and one-half), the decision of which is to be paid will be that of the Health Officer.

Request Number Nine: Revision of Section XI. Schedule B. Subsection C. relating to granting of leaves of absence.

Final Decision: The request of the Unions to delete the phrase "and approval of the Board of Health" was approved.

*Request Number Ten: Relating to Disability Insurance and Health Insurance.

Final Decision: The Unions choose to obtain the new health plan with improved benefits costing \$17.95 per month per employee, this amount to be paid by the Health District, and to discontinue the long-term disability insurance.

*Request Number Eleven: Salary Increases.

Final Decision: The Unions accepted the Board's offer of a 5% across-the-board salary increase (plus anniversary increments to those entitled).

It was also agreed that the Agreement so reached would be for the calendar year 1971.

*The Personnel Committee met with the Unions three times. Items marked with an asterick indicate matters which were agreed upon at the final meeting of December 15, 1970.

* * * * *

Following settlement with the Unions, the Personnel Committee met December 18th and reviewed salary schedules of supervisory and non-union personnel. With the exception of the Health Officer and the Veterinarian, salary increases given to these employees followed the same pattern as those agreed upon with the Unions.

The Health Officer's anniversary date was advanced from July to January.

The position of Veterinarian has not had an established salary range. This was established by the Committee to be \$991-1031-1072-1115-1160. The Veterinarian was given an arbitrary assignment for 1971 to step 3 (increasing his salary from the 1970 rate of \$960.00).

RECOMMENDATION OF THE PERSONNEL COMMITTEE: The Personnel Committee recommends to the Board of Health formal adoption by resolution of the foregoing stated actions.

A. L. Kincaid

A. L. Kincaid, Chairman