

KEWEENAW COUNTY ROAD COMMISSION

Minutes

October 29, 2014

A special meeting was held at 2:00 P.M. on October 29, 2014 at the Keweenaw County Road Commission.

Present: Commissioner Waananen and Commissioner Karvonen

Guests: Ken Rowe, Dave Kaura, Bill Lahti, Brandon Gariepy

Commissioner Waananen called the meeting to order at 2:00 P.M.

The Board met to review and discuss the Employees' Association proposal for the new agreement effective from November 1, 2014 to October 31, 2015.

Commissioner Karvonen motioned to offer the following counter proposal with support from Commissioner Waananen. The motion carried.

1. The Board offered a wage increase of \$0.70/hr from the 2014 wage, or approximately 3.7%.
2. The Board would offer the Consumers' Health Plan as discussed previously with the employees, with the HRA plan in effect, and 80/20 cost share (20% employee).
3. The Board offered \$250/yr for safety gear allowance as approved by the Engineer/Manager (ANSI certified steel toe boots, reflective shirts and jackets, etc.) to be reimbursed with acceptable and approved receipts.
4. The Board proposed a night shift foreman differential rate of \$1.00/hr and night shift plow driver differential rate of \$0.70/hr.
5. The Board proposed a new Crew Leader position with a differential rate of \$1.00/hr. This position will be appointed by the Engineer/Manager for specific projects determined by him to be of significant importance and needing an onsite leader capable of taking responsibility for the successful completion of the project.

The Employees' Association Liaison Committee members reviewed and discussed the proposal and will bring it back to the Association for consideration and a vote. Any questions they have were to be directed to the Engineer/Manager and/or Finance Director.

The meeting adjourned at 3:15 P.M.

Joseph Waananen, Chairman

Gregg M. Patrick, Engineer