

BEFORE EDWIN H. BENN
ARBITRATOR

WARREN COUNTY AND WARREN)	
COUNTY SHERIFF,)	
)	
and)	
)	CASE NO. S-MA-17-108
AMERICAN FEDERATION OF STATE,)	ARB REF. 17.224
COUNTY, AND MUNICIPAL)	
EMPLOYEES, COUNCIL 31)	
LOCAL 3762,)	
)	
Union.)	

ORDER

It is hereby ordered concerning Warren County and the Warren County Circuit Clerk and the Warren County Sheriff (“Employers”) and the American Federation of State, County and Municipal Employees (“AFSCME”) Council 31, AFL-CIO on behalf of AFSCME Local 3762 (“Union”) as follows:

1. The parties’ new collective bargaining agreement (“Agreement”) shall be effective from date of signing by both parties and shall remain in full force and effect until November 30, 2021.
2. The wage schedule for the new Agreement shall be increased as follows:

Effective Date	Percent Increase
12/1/2016	2.1%
12/1/2017	2.1%
12/1/2018	2.1%
12/1/2019	2.1%
12/1/2020	2.1%

The retroactive wage increase effective December 1, 2016 will only apply to individuals employed as of the date of ratification of this contract which is effective to November 30, 2021.

3. The Employers shall have the right to reopen insurance (which has been modified as stated in the parties’ November 7, 2016, Memorandum of Understanding). If the Employers exercise that right to reopen insurance, the Union can reopen wages. Any disputes concerning reopened items shall be resolved through an expedited interest arbitration, with Arbitrator Edwin Benn serving as arbitrator for such disputes.

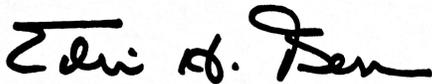
4. For so long as Public Act 099-0841 is effective and applicable to Warren County and the Warren County Circuit Clerk and the Warren County Sheriff, an employee may use personal sick

leave benefits provided by the employers for absences due to an illness, injury, or medical appointment of the employee's child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or step-parent for reasonable periods of time as the employees attendance maybe necessary on the same terms upon which the employee is able to use sick leave benefits for the employees own illness or injury. The Employers limit the use of personal sick leave benefits provided by the employer for absences due to an illness, injury, or medical appointment of the employee's child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or step-parent to an amount that the employee's personal sick leave would be accrued during six months at the employees then current rate of entitlement.

5. All else will remain current contract.

6. The parties will share equally any cancellation fees relating to the cancellation of services to be provided by Arbitrator Edwin Benn for the October 5, 2017 interest arbitration hearing between the parties.

7. This parties shall draft contract language consistent with the terms of this Order. The undersigned shall retain jurisdiction to resolve disputes, if any, concerning that contract language.



Arbitrator Edwin H. Benn

October 6, 2017

Date