

Original - approved 9/23/80!

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AMENDMENT TO AGREEMENT

Between

NASSAU COUNTY
(THE PUBLIC EMPLOYER)

AND

LOCAL 630
LABORERS' INTERNATIONAL UNION OF NORTH AMERICA (AFL-CIO)
(THE UNION)

The following attached sections of Article 14 (WAGES) have been agreed to by the parties. Said sections shall supersede those previous identically numbered sections of the agreement dated January 1, 1980 and the same shall have an effective date of October 1, 1980.



NASSAU COUNTY

BOARD OF COUNTY COMMISSIONERS



P. O. Box 1010 - Fernandina Beach, Florida 32034

JOHN F. CLAXTON
Chairman
Dist. No. 3 Yulee

JOHN F. ARMSTRONG, SR.
Vice Chairman
Dist. No. 5 Callahan

GENE R. BLACKWELDER
Dist. No. 1 Fernandina Beach

HAZEL JONES
Dist. No. 2 Fernandina Beach

DOUGLAS HODGES
Dist. No. 4 Hilliard

D. O. OXLEY
Ex-Officio Clerk

ARTHUR I. JACOBS
Attorney

RICHARD L. KING, P.E.
County Engineer

TENTATIVE PROPOSAL

September 12, 1980

14.1 Each employee covered by this agreement as of October 1, 1980 shall have his base rate of pay increased in the amount of \$682.50 and the same (see Appendix B) shall constitute the new rate of pay for such employee.

Effective the first full pay period occurring after April 1, 1981, each employee shall have his base rate of pay increased by the percentage factor of five and the same (see Appendix C) shall constitute the rate of pay for such employee for the remainder of the fiscal year 1980-81. Thereafter, any subsequent step increases shall follow the terms and provisions of Article 14.

Bill Davis
Negotiator

William Worsham
Business Manager

9/12/80

14.2 (C) When a transfer not involving promotion or demotion is made from one position to another with the same pay rate, the base pay of the transferred employee shall remain unchanged.

14.3 The following administrative procedures shall be adhered to by the Nassau County Engineer in the implementation of the pay plan for employees in the bargaining unit.

14.3 B-2 Normal progression through the steps of the pay plan for employees will begin on the first pay period beginning after October 1, 1980, in accordance with the following procedures after proper authorization (see paragraph B (3)). After an employee receives his step increase upon completion of the initial six (6) month period, he may be granted successive step increases no sooner than twelve (12) months from his date of last increase, until he reaches the maximum rate of pay for his classification. For the purpose of this plan, the date of last increase shall be the most recent date upon which any of the following actions occurred to an employee:

- * Date on which an employee received his end of probation increase.
- * Date on which an employee received a step increase.

Cost of living adjustments or general increases shall not be considered as the date of last increase.

14.3 B-3 The appropriate supervisor shall recommend in writing to the Nassau County Engineer the advancement in salary of each employee who has met the requirements for pay advancement as provided in paragraph B (2) above. If the employee's performance has not been considered satisfactory during the time period involved, his step increase may be delayed for an in-

IN WITNESS WHEREOF, WE, the Negotiating Teams for the parties hereto have set our hands this 23rd day of September 1980.

FOR THE UNION:

Bruce Whidje
Arthur W. Bray

FOR THE PUBLIC EMPLOYER:

Bill M. Davis
[Signature]

The foregoing Agreement approved this 23rd day of September 1980.

John F. Clayton
Chairman, Board of County Commissioners

ATTEST:

[Signature]
Clerk Circuit Court

By Thomas Greene
Chief Deputy Clerk

finite period of time. Employees who have had their step increase delayed shall be reevaluated at least semi-annually and shall be reevaluated quarterly where earlier improvements are noted. Evaluation for satisfactory service shall be standard and in writing throughout the bargaining unit with each activity using the same accepted evaluation form and procedure, as accepted October 1, 1980. The employee shall be advised in writing as to the reason his step increase was not granted at the appropriate time, and if the employee feels the reason was not just cause for denial he may use the grievance procedure and it will be inserted at Step II. All recommendations for salary advancement within grade shall bear the approval and recommendation of the employee's immediate supervisor and the Nassau County Engineer.

9/12/80

Richard M. Davis

9/12/80

Richard M. Davis

Business Manager

William A. Worsham

President

Donald C. Barnes

Secretary-Treasurer

Eric V. Scott

NORTHEAST FLORIDA
PUBLIC EMPLOYEE'S

*** Local 630 ***

LIUNA/AFL-CIO/CLC

September 22, 1980

Mr. Richard L. King, P.E.,
County Engineer
Nassau County Road Dept.
P.O. Box 386
Hilliard, Florida 32046

Dear Mr. King:

Friday, September 19, 1980, a ratification meeting was held at Hilliard. The results of the vote were as follows;

Out of a total of thirty-two (32) votes cast, the contract amendment was approved twenty-two yes votes, as apposed to ten (10) no votes.

I trust you will forward this information on to the Board of County Commissioners as soon as possible for their approval.

Sincerely,



William A. Worsham
Business Manager

WAW/ww

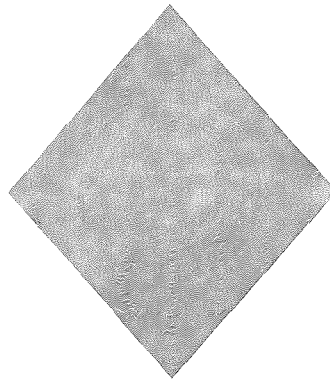
cc: Curtis Bray
file

Business Manager

William A. Worsham
President

Donald C. Barnes
Secretary-Treasurer

Eric V. Scott



NORTHEAST FLORIDA
PUBLIC EMPLOYEE'S
* Local 630 *
LIUNA/AFL-CIO/CLC

OFFICIAL RATIFICATION TALLY

YES VOTES

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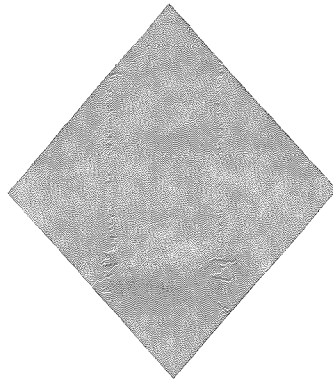
Total (22)

COUNTER: John F. Coover III

WITNESS: [Signature]

DATE: 9-19-80

Business Manager
William A. Worsham
President
Donald C. Barnes
Secretary-Treasurer
Eric V. Scott



NORTHEAST FLORIDA
PUBLIC EMPLOYEE'S
* Local 630 *
LIUNA/AFL-CIO/CLC

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OFFICIAL RATIFICATION TALLY
NO VOTES

TH

COUNTER: Chester Crews

WITNESS: Bruce DeWidge

DATE: 9-19-80