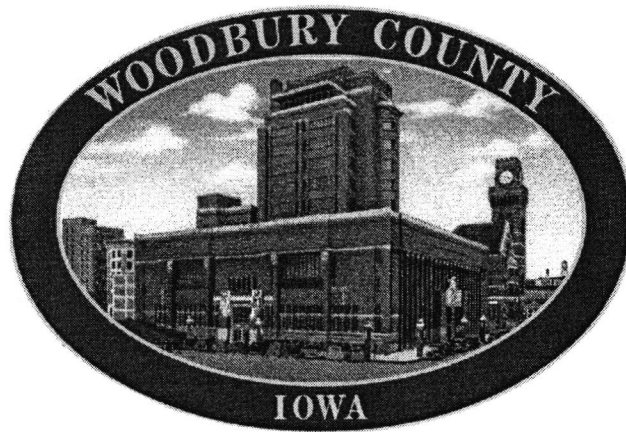


MASTER CONTRACT BETWEEN
WOODBURY COUNTY, IOWA

AND

THE COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO

CIVILIAN OFFICERS' CWA 7177



2017-2021

PREAMBLE

THIS AGREEMENT is executed by Woodbury County, hereinafter called "Employer," and Communications Workers of America, AFL-CIO, hereinafter called "Union."

ARTICLE I **Definitions**

Section 1 – A part-time employee is a person who is hired for a period of twenty-four (24) hours per week, or less.

Section 2 – A temporary employee is one who is hired for a period of one hundred twenty (120) consecutive calendar days, or less.

Section 3 – Part-time employees and temporary employee are not included within the bargaining unit, are not entitled to any of the benefits of this Agreement, and shall not become regular employees unless first hired as permanent employees. If a permanent employee has previously attended and successfully completed training at the Iowa Law Enforcement Academy, or a regional training facility certified by the Director of the Iowa Law Enforcement Academy, they will have a probationary period of six (6) months from date of hire. If the employee has not attended the Iowa Law Enforcement Academy or a regional training facility certified by the Director of the Iowa Law Enforcement Academy, they will have a probationary period of one (1) year from their date of hire.

Section 4 – A permanent employee is one who is hired as a permanent employee rather than for a part-time or temporary period or purpose.

Section 5 – A probationary employee is one who has not completed a probationary period as described in Section 3 above. During the probationary period, such employee may be removed or discharged by the Sheriff without cause.

Section 6 – A regular employee is an employee other than a temporary employee or part-time employee who has completed the probationary period.

Section 7 – Except where the context clearly indicates otherwise, the word "employee," when used in this Agreement, shall be limited to mean "regular" employees.

Section 8 – "Act" shall mean the Iowa Public Employment Relations Act as it may be amended from time to time.

Section 9 – Whenever reference is made in this Agreement to the Sheriff, such term shall also include the designated representative of the Sheriff.

Section 10 – The words "Civilian Officers" as used throughout this contract shall refer to court security staff, transport officers, corrections staff **and** electronic monitoring. (The purpose of this section is to recognize the fact that certified peace officers employed by the County are