

SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS
IN THE 2001-2002 LABOR AGREEMENT BETWEEN
THE CITY OF MILWAUKEE AND
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, DISTRICT NO. 10, AFL-CIO
CC File #000988

1. Article 1, Duration of Agreement and Timetable

A two-year agreement beginning at 12:01 a.m. on January 1, 2001, and ending at 12:01 a.m. on January 1, 2003.

2. Article 10, Base Salary

- a. Effective Pay Period 1, 2001, a 2.5% across-the-board increase.
- b. Effective Pay Period 1, 2002, a 3.0% across-the-board increase.
- c. Effective the pay period following execution of the 2001-2002 City-Union Agreement, employees occupying the position of Fire Equipment Mechanic, Pay Range 734, shall be eligible to receive for all hours of active service an additional fifteen cents per hour per level for the attainment and maintenance of the Emergency Vehicle Technician (EVT) Fire Apparatus Technician Level I, Level II and Master Level III certifications. It is understood that each EVT certification level requires the attainment and maintenance of specific ASE certifications.

3. Article 20, Vacation

Effective in fiscal year 2002, an employee shall earn vacation time in the following manner from his/her last anniversary date:

- a. One (1) day per month, with a maximum of 10 days per calendar year for employees with less than 5 years' creditable service.
- b. One and one-half (1.5) days per month with a maximum of 15 days per calendar year for employees with at least 5 but less than 10 years of creditable service.
- c. Two (2) days per month with a maximum of 20 days per calendar year for employees with at least 10 but less than 15 years of creditable service.
- d. Two and one-half (2.5) days per month with a maximum of 25 days per calendar year for employees with at least 15 years but less than 22 years of creditable service.
- e. Three days per month with a maximum of 30 days per calendar year for employees with at least 22 years of creditable service.

Effective Pay Period 1, 2003, vacation and "09 day" accrual on a pay period basis shall be implemented. Vacation carry-over, if any, from 2002 and vacation earned in 2002 for use in 2003 shall be placed in a Transitional Vacation Account. In addition the following employees shall have the number of hours indicated in the table below placed into their Transitional Vacation Accounts:

Name	# Hours
Berka, Robert	24
Pogorzelski, Terrence	24
Madritsch, Mark	24
Lepak, Russell	24
Baumgart, Kurt	40
Gielow, James	40
Washington, Peter	40
Werner, Keith	40
Nolinski Jr, Edward	40
Gajewski, Guy	40

4. Article 24, Tuition Reimbursement

Effective upon execution of the 2001-2002 City-Union Agreement, the maximum amount of tuition and textbook reimbursement for 2002 shall be increased to \$700.

5. Article 26, Safety Shoes

Effective in calendar year 2002, increase the allowance to a maximum of \$115 per calendar year.

6. Article 15, Health Insurance

- a. Effective January, 2002, the employee contribution for employees enrolled in the Basic Plan shall be increased to \$50 for single coverage and to \$100 for family coverage.
- b. Effective in 2002, the lifetime maximum under the Major Medical for employees enrolled in the Basic Plan shall be increased to \$500,000.

7. Article 21, Holidays

Effective Pay Period 1, 2003, the days off in lieu of holiday benefits as specified in section 8 ("09 days") shall be combined with vacation leave and shall be accrued on a pay period basis. Days off in lieu of holiday benefits as specified in section 8 shall be eliminated after Pay Period 26, 2002.

8. Article 17, Sick Leave

Section 10, Sick Leave Control Incentive Program: under section d, eliminate the option to have eight hours added to the sick leave account.

9. Article 28, Shift Differential

Effective the pay period following execution of the 2001-2002 Agreement, increase shift differential to 33¢ per hour.

10. Article 29, Week-end Differential

Effective the pay period following execution of the 2001-2002 Agreement, increase weekend differential pay to 40¢ per hour for work performed on Saturday and to 50¢ per hour for work performed on Sunday.

11. Article 30, Holiday Differential

Effective the pay period following execution of the 2001-2002 Agreement, increase the holiday differential to 50¢ per hour.

JJA:jj
01-02 Wage & FB Summary
labr/iamaw