

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement
Between the City of Milwaukee and
SEIU Healthcare District 1199 W/Staff Nurses' Council
Three-year Agreement
CC# 070009**

1. Duration, Article 1: Three year: January 1, 2007 through December 31, 2009.
2. Base Salary, Article 9:
 - a. Effective Pay Period 1, 2007, a 2% across the board increase over Pay Period 26, 2006 wage rates.
 - b. Effective Pay Period 1, 2008, a 1% across the board increase over Pay Period 26, 2007 wage rates.
 - c. Effective Pay Period 14, 2008, a 1% across the board increase over Pay Period 13, 2008 wage rates.
 - d. Effective Pay Period 1, 2009, a 1% across the board increase over Pay Period 26, 2008 wage rates.
 - e. Effective Pay Period 14, 2009, a 1% across the board increase over Pay Period 13, 2009 wage rates.
 - f. In 2008 an additional \$6.92 will be added to the biweekly pay rate for each step in a pay range, after ATB, for the classifications of Public Health Nurse and Nurse Practitioner per the February 12, 2008 MOU.
 - g. Within 60 days following the execution date of the 2007-2009 Agreement, all employees who are capable of maintaining a financial relationship with a banking institution shall participate in direct deposit of pay checks.
 - h. Delete the title and pay range of the Public Health Nurse Intern.
3. Health Insurance, Article 23:
 - a. Basic Plan: Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw, but not sooner than December 1, 2009, increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as

determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.

- b. HMO: Effective upon the execution date of this Agreement, eliminate requirement to offer an HMO. City may offer an Exclusive Provider Organization with a South Eastern Wisconsin network and no coverage outside of network. Effective the first full calendar month following the execution date of this Agreement, implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). ER co-pay will be waived if the insured is admitted directly to the hospital. Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment. **Effective October 1, 2009:** implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA) including basic biometrics and a blood draw, but not sooner than December 1, 2009, increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.
- c. Wellness and Prevention Program and Committee shall be established to promote wellness and prevention of illness among employees and their families. The City agrees that SEIU shall have one voting member on the committee. The City shall not spend more than two million dollars, annually, Citywide, including the cost of conducting the HRA, on the Wellness and Prevention Program.
- d. For a limited benefit employee in active service, or who retires, or receives a duty disability retirement allowance during the term of this Agreement effective the first full calendar month following implementation of the annual HRA but not sooner than December 1, 2009, in addition to the employee contribution specified in subsections 23.3.a.(1) and (2) of this Agreement for active employees, such employees shall also contribute the amount toward meeting the subscriber cost in the Plan elected as specified in subsections 23.5 of this Agreement

4. Pension Benefits, Article 22:

Pension benefits for employees covered by this Agreement shall continue unchanged during the term of this Agreement, except as follows:

The sunset of December 31, 2006 will be removed to permit employees represented by this Union who participate in the combined fund and who retire after December 31, 2006 to receive creditable service for active military service, as provided in 36-04-1-c of the City Charter.

5. Automobile Allowance, Article 26:

Delete the current Automobile Allowance language in Article 26.1 in its entirety and substitute the following:

- a. Effective the first full month following the execution date of this Agreement, the City shall reimburse an employee in active service, who is required as a condition of employment to have a private automobile available for use on City business, a base amount of seventy-five dollars (\$75) per month or payment for each mile driven on official City business during that month at the IRS standard mileage rate per mile, whichever is greater. (On 01/01/09, the IRS standard mileage rate is \$0.55 cents per mile)

6. Uniform Allowance, Article 27:

Delete current Article 27, Uniform Allowance in its entirety and replace with Voluntary Political Check-Off.

- a. Effective the next pay period following the execution date of the Agreement, the City shall, during each pay period during the term of this Agreement, deduct from the biweekly earnings of employees in the bargaining unit, the employees' voluntary political contribution, and submit said deduction to the Union on a biweekly basis. The political check form shall be as provided by the Union and in compliance with Federal Election Commission requirements.

7. Premium Pay for Certain Job Assignments, Article 34:

In subsection 34.1.a delete the title of Staff Development Unit and Health Information Coordinator and add the title of PHN Coordinator-Adolescent Community Health Program (ACHP).

8. Sick Leave, Article 15:

Continue the Sick Leave Incentive Program through Pay Period 26, 2009.

9. Union Rights and Obligations, Article 6:

Add a #6 – Union Conventions/Conference Attendance

- a. Effective the next pay period following the execution date of this Agreement, up to six (6) bargaining unit officials shall be granted up to three (3) unpaid days, per calendar year, to attend union conventions, education classes, or conferences. No more than two (2) bargaining unit officials may be off at any given time for attendance to such events. A bargaining unit official may elect to take earned and unused vacation time or compensatory time off in lieu of unpaid time off. The Union shall notify, in writing, the Health Personnel Officer of the dates of the union conventions, education classes, or conferences and the names of the bargaining unit officials designated to attend at least thirty (30) calendar days in advance of such event.

10. Miscellaneous, Article 42:

Add #4 – Labor Management Committee

During the term of the 2007-2009 Agreement there shall be a Labor Management Committee.

11. Layoffs:

The City agrees that there will be no layoffs of SEIU employees from October 20, 2009 through December 31, 2009 with the exception of seasonal layoffs and loss of grant funding.

- This provision shall expire at the end of Pay Period 26, 2009.

12. City Letter:

The City agrees to withdraw its June 3, 2009 letter regarding ceasing of the practice of providing pay step advancement during a contract hiatus.

13. Add or update applicable dates, references, and delete obsolete language.