

MEMORANDUM OF UNDERSTANDING
between
THE CITY OF MILWAUKEE (CITY)
And the
MILWAUKEE PROFESSIONAL FIREFIGHTERS' ASSOCIATION
LOCAL #215, IAFF, AFL-CIO (ASSOCIATION)

RE: Labor-Management Committee

The City and the Association agree to the following:

- a. The City and the Association agree to create a joint Labor-Management Committee composed of three members selected by the Association and three members selected by the City.
- b. Recommendations, if any, of the Labor-Management Committee approved by the Fire Chief and the executive board of the Association shall be submitted to the Labor Negotiator and the Association's negotiating committee for final agreement and reduction to written memorandums of understanding.
- c. The *status quo* will be maintained pending an executed Memorandum of Agreement. Specifically, with regard to each issue identified below the parties agree that the *status quo* is:
 - (1) Compensatory Overtime Policy: The policy that existed prior to numbered notice 2004-59.
 - (2) Select Assignment: The policy that existed prior to January 1, 2001 i.e. no employee regularly scheduled to work 24-hour shifts shall be involuntarily assigned to work a shift of shorter duration, except as otherwise provided by the collective bargaining agreement.
 - (3) Light Duty: None
- d. Issues related to compensatory overtime, select assignment and light duty shall be submitted to the Labor-Management Committee.
- e. The Association shall withdraw its prohibited practice complaint and the grievance related to select assignment. The City and the Association agree that they will not offer the fact that the Association withdrew the prohibited practice or the grievance into evidence in any proceeding, specifically including any interest arbitration, grievance arbitration, judicial or quasi-judicial proceeding between the City and the Association; or otherwise use it to the disadvantage of the City or the Association.

- f. The Association withdraws its contract proposals relating to a "standards clause" and to the preservation of departmental policies and rules. These proposals were made for the purpose of clarifying what the Association believes to be existing employee and union rights. It withdraws these proposals subject to the specific agreement of the City that it will not use the fact of their withdrawal in any proceeding, specifically including any interest arbitration, grievance arbitration, judicial or quasi-judicial proceeding for any purpose whatsoever; or otherwise use it to the disadvantage of the Association.

Dated this 26th day of July, 2005.

	