

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement Between  
City of Milwaukee and  
Local 195, IBEW, AFL-CIO (Bridge Operators)  
2001-2002**

1. **Duration, Article 1:** Two years: January 1, 2001 through December 31, 2002
2. **Base Salary, Article 17:**
  - a. Effective Pay Period 1, 2001, a 2.6% across the board increase over Pay Period 26, 2000 wage rates. Effective Pay Period 1, 2002, a 3.0% across the board increase over Pay Period 26, 2001 wage rates.
  - b. Effective Pay Period 1, 2002 increase the pay for Bridge Operator Leadworkers by \$.20 per hour.
  - c. Under the retroactive wage payments section change "1999 – 2000" to "2001 – 2002".

3. **Special Pay Practices, Article 18:**

Effective Pay Period 1, 2002 increase the premium pay for maintenance crew from \$.30 to \$.50 per hour.

4. **Health Insurance Benefits, Article 37:**

- a. Under subsection 37.3.a.(1)(a), effective January 1, 2002, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$40 to \$50 per month for single enrollment and from \$80 to \$100 per month for family enrollment.
- b. Effective January 1, 2002 for employees enrolled in the Basic Plan, the Major Medical lifetime maximum shall be increased from \$250,000 to \$500,000.

5. **Shift and Weekend Differential, Article 21:**

Effective the next pay period following the execution date of this Agreement, the shift, weekend and holiday differentials shall be increased by five cents per hour to the following new rates:

2<sup>nd</sup> shift Differential: \$0.40 cents per hour  
3<sup>rd</sup> shift Differential: \$0.45 cents per hour  
Saturday Differential: \$0.50 cents per hour  
Sunday and Holiday Differential: \$0.60 cents per hour

In lieu of making Article 21 changes retroactive, the City shall pay a one-time cash payment to each bargaining unit member in the amount of \$160 which is subject to customary withholding deductions.

6. **Clothing Allowance, Article 24:**

Effective January 1, 2002 increase the clothing and boot allowance from \$70 to \$80 for Bridge Operators and from \$90 to \$110 for the Maintenance Crew.

**7. Sick Leave, Article 27:**

Continue Sick Leave Control Incentive Program through Pay Period 26, 2002.

**8. Safety Shoe Allowance, Article 25:**

Effective calendar year 2002, the safety shoe reimbursement, as provided under section 25.3, shall be increased from up to \$105 to up to \$115 per calendar year.

**9. Vacations, Article 31:**

Effective Pay Period 1, 2002, an employee shall earn an additional 0.3 hours per pay period so that vacation time will be earned in the following manner:

- a. 3.4 hours per pay period for employees who have completed less than 6 years creditable service.
- b. 5.0 hours per pay period for employees who have completed at least 6 but less than 11 years of creditable service.
- c. 6.5 hours per pay period for employees who have completed at least 11 but less than 17 years of creditable service.
- d. 8.0 hours per pay period for employees who have completed at least 17 years of creditable service.

Effective Pay Period 1, 2002, the maximum amount of vacation an employee can maintain in his/her vacation account shall be increased by 8 hours so that the maximum amount shall be as follows:

- a. 128 hours for employees who have completed less than 6 years of service.
- b. 168 hours for employees who have completed at least 6 years of service but less than 11 years of service.
- c. 208 hours for employees who have completed at least 11 years of service but less than 17 years of service.
- d. 248 hours for employees who have completed at least 17 years of service.

Modify Article 31.8 as follows:

31.8.a In addition to Article 31.8.b. below, one of the vacation days earned per fiscal year (beginning with 2002) may be scheduled as a single day off. Anytime during a fiscal year, employees may request the scheduling of such day at least forty-eight hours in advance and the request is subject to the approval of management.

31.8.b same as current 31.8

**10.** The remaining Articles of the 1999-2000 labor agreement shall remain the same, except for non-substantive language updates.