

Memorandum of Understanding between  
City of Milwaukee and  
SEIU Healthcare District 1199 Wisconsin

Effective upon the date the Health Department implements its Dress Code Policy for all Health Department employees, the Health Department of the City of Milwaukee will discontinue its November 14, 1996 uniform policy for Public Health Nurses and Nurse Practitioners, discontinue its requirement that Public Health Nurses and Nurse Practitioners wear uniforms and discontinue the causal day option on Fridays for Public Health Nurses and Nurse Practitioners. Unless the SEIU Healthcare District 1199 Wisconsin is notified otherwise by the City, the Health Department will implement its Dress Code Policy for all Health Department employees on February 1, 2008.

In view of these changes in policy, the City of Milwaukee (City) and SEIU Healthcare District 1199 Wisconsin (Union) agree to the following:

1. Article 27, Uniform Allowance, of the 2004-2006-labor agreement shall be eliminated in its entirety as of December 31, 2007.
2. Effective Pay Period 1, 2008 and implemented at the time the successor labor agreement to the 2004-2006 labor agreement is implemented, six dollars and ninety-two cents (\$6.92) shall be added to the biweekly pay rate of all the pay steps in the Public Health Nurse and Nurse Practitioner pay range, after any across-the-board increases have been applied in Pay Period 1, 2008.
3. Dated: February 12, 2008

UNION REPRESENTATIVES	CITY REPRESENTATIVES
<i>Tran Palmer</i>	<i>[Signature]</i>
<i>Judy Shorshem, Pres</i>	<i>[Signature]</i>
<i>William Rice</i>	