

Grievance Settlement Between the City of Milwaukee and  
Public Employees Union Local 61, LIUNA, AFL-CIO, CLC  
On Multiple Grievances as specified in Attachments A and B

The City of Milwaukee and Public Employees' Union Local 61, LIUNA, AFL-CIO agree that the following terms and conditions shall constitute the full and complete settlement of all the grievances specified in Attachments A and B:

1. In the interest of resolving grievances that are in dispute, the City will pay a lump sum payment of \$26,284.78 to Public Employees' Union Local 61 to resolve the grievances specified in Attachment A.
2. The Union will drop the grievances specified as "drop" in Attachment A.
3. This settlement does not constitute a resolution on merits.
4. The City and Union agree to resolve certain grievances in the manner specified in Attachment B.
5. As part of settlement, the Union will withdraw all the grievances listed in Attachments A and B.
6. Dated: July 19, 2005

UNION REPRESENTATIVES	CITY REPRESENTATIVES
<i>Michael G. Hill</i>	<i>Walter A. ...</i>
	<i>...</i>
	<i>Elizabeth F. Schiavetti</i>

ATTACHMENT A

2002 & 2003 grievances		Amount	Hours	2004 grievances		Amount	Hours
133-02 Henderson / job assignment	\$ 299.20	10.0	83-04 Schmidt / GIC assignment	\$ 231.15	7.5		
94-03 Jenson /salting assignment	462.30	15.0	84-04 Welch /GIC assignment	231.15	7.5		
227-03 Jenson / job assignment	1,047.20	35.0	118-04 Pluta /GIC assignment	92.46	3.0		
214-03 Johnston / Job assignment	299.20	10.0	118-04 Jacobs / GIC assignment	92.46	3.0		
217-03 Bell / Job assignment	299.20	10.0	15-04 Falkowski / GIC assignment	354.43	3.0		
224-03 Jacobs / Job assignment	299.20	10.0	29-04 McFarling / GIC assignment	231.15	7.5		
226-03 Walker, / Job assignment	748.00	25.0	30-04 Tamillo / GIC assignment	231.15	7.5		
240-03 Hallverson / Job assignment	299.20	10.0	44-04 Bednarski / GIC assignment	231.15	7.5		
247-03 Morris/ Job assignment	299.20	10.0	65-04 Hagda /GIC assignment	354.43	7.5		
248-03 Anderson / Job assignment	299.20	10.0	67-04 Jacobs / GIC assignment	354.43	11.5		
249-03 Moten / Job assignment	299.20	10.0	85-04 Smith, K/ job assignment	308.20	10.0		
250-03 Tate /Job assignment	299.20	10.0	14-04 Young, / Job assignment	299.20	10.0		
251-03 Jiles / Job assignment	299.20	10.0	02-04 Morris / Job assignment	299.20	10.0		
255-03 Cross / Job assignment	299.20	10.0	231-04 Streich, Leonard /leaf assignments	\$4,081.20	132.30		
307-03 McKnight / Job assignment	299.20	10.0	<i>Subtotal B</i>	\$7,391.76	227.8		
266-03 Jones, J /overtime-less 48 hours notice (premium pay for 8 hrs worked)	119.68	4.0	<i>Subtotal A</i>	\$18,893.02	631.00		
267-03 Milonezyk / leaf assignment	1,077.12	36.0	<b>Total A &amp; B:</b>	<b>\$26,284.78</b>	<b>724.50</b>		
233-03- Streich/Leaf Assignments	11,848.32	396.0	<b>Union will drop grievances below:</b>				
<i>Subtotal A</i>	\$18,893.02	631.00	298-03 class action /				
			299-03 class action / GIC assignment				
			300-03 class action / GIC assignment				
			302-03 class action / GIC assignment				
			05-04 class action /GIC assignment				
			07-04 class action/ GIC assignment				
			61-04 Streich / GIC assignment				
			294-03 Gant, Lori / Seniority				
			116-03 Geiger /Insurance				

ATTACHMENT B

Grievance	Resolution of Grievance
03-122 Boggans, Anthony	City pulled sick leave letter and clarify sick leave control policy as attached.
03-225 Eddie Carter	City pulled sick leave letter.
04-129 Training	The City agrees to discuss with both Local 61 and DC 48 the following: a policy for employees who are pulled from their picked job assignment, for purpose of City training employees other than employee who is pulled from their assignment.
02-186 (Vacation picks) and 03-23 (job	02-186: Vacation picks. This issue has been resolved between the department and union.
picks) re: office staff policy	03-23 The Department will meet with Union to discuss office staff policy for job picks.
03-139 and 03-140: Bach and Hausmann	Employees have been paid, check registers sent.

## Addendum to Attachment B

### Clarification of Sick Leave control Policy:

As noted in Sick Leave control Program (chart) in city service guidelines or DPW policy)

### **Management Action**

#### Advancement to Next Step:

Management's action of issuing of a sick leave control letter or disciplinary action occurs as soon as administratively practicable after an employee has had four (4) occurrences of sick leave within a six-month period of actual service. The action is effective beginning with the date the employee receives the letter.

### **Management Review of Sick Leave**

Managers need to review sick leave usage on a monthly basis in order to issue sick leave letters/disciplinary actions or reductions to a prior step on a timely basis.

#### Reduction to Prior Step:

Management's action of reducing to a prior step occurs after an employee has six months of actual service without an occurrence of sick leave or one occurrence of sick leave in six months of actual service followed by one occurrence of sick leave in the next six months of actual service. This action occurs as soon as administratively possible after the employee is eligible for a reduction and is effective on the date the criteria are met.

#### Contractual Requirement:

Under the labor agreements, the sick leave letter of an employee who is on sick leave letter number 2 shall be reviewed at intervals not sooner than 6 months nor later than 8 months of actual service, as long as the requirement is in effect. The employer will notify the employee in writing of the results of this review. Therefore, twice a year, employees on letter number 2 are notified in writing if they are to continue on sick leave letter number 2.

At any time a review results in an action being taken; the issuance of a letter, the reduction to a prior step, or the removal from the program, the employee should be notified in writing.