

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement Between  
City of Milwaukee and  
Local 494, IBEW, AFL-CIO, Electrical Group  
2001-2003**

1. **Duration, Article 1:** Two years: June 1, 2001 through May 31, 2003.

2. **Base Salary, Article 17:**

- a. Effective Pay Period 12, 2001, the base salary for Electrical Mechanics shall be increased based on 93% of the outside rates.
- b. Effective Pay Period 12, 2002, the base salary for Electrical Mechanics shall be increased based on 93% of the outside rates.
- c. Wage rates for Electrical Mechanic Apprentices, Electrical Mechanic Helpers and Electrical Workers shall be calculated and adjusted in the same manner as was provided for in the City/Union June 1, 1999-May 31, 2001 Labor Agreement.

3. **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

4. **Tuition and Textbook Reimbursement, Article 25:**

Effective calendar year 2002, increase the maximum reimbursement of tuition, laboratory fees and required textbooks for approved courses of study from "up to \$900" to "up to \$1,000" per calendar year.

5. **Sick Leave, Article 26:**

Continue Sick Leave Control Incentive Program through Pay Period 11, 2003.

6. **Vacations, Article 28:**

Effective in fiscal year 2001, an employee shall earn vacation time in the following manner from his/her last anniversary date:

- a. One (1) day per month, with a maximum of 10 days per calendar year for employees with less than 5 years' creditable service. (*Currently less than 7 years of creditable service*).

- b. One and one-half (1.5) days per month with a maximum of 15 days per calendar year for employees with at least 5 but less than 10 years of creditable service. *(Currently with at least 7 but less than 12 years of creditable service.)*
- c. Two (2) days per month with a maximum of 20 days per calendar year for employees with at least 10 but less than 17 years of creditable service. *(Currently with at least 12 but less than 18 years of creditable service.)*
- d. Two and one-half (2.5) days per month with a maximum of 25 days per calendar year for employees with at least 17 but less than 22 years of creditable service. *(Currently at least 18 years of service.)*
- e. Two and eight-tenths (2.8) days per month with a maximum of 28 days per calendar year for employees with at least 22 years of creditable service. *(New)*
- f. Effective fiscal year 2002, in lieu of c, above: Two (2) days per month with a maximum of 20 days per calendar year for employees with at least 10 but less than 15 years of creditable service. *(In 2001, was but less than 17 years of service.)*
- g. Effective fiscal year 2002, in lieu of d., above: Two and one-half (2.5) days per month with a maximum of 25 days per calendar year for employees with at least 15 years but less than 22 years of creditable service. *(In 2001, was at least 17 years of service.)*
- h. Effective in fiscal year 2002, in lieu of e., above: Three days per month with a maximum of 30 days per calendar year for employees with at least 22 years of creditable service. *(In 2001, was 28 days instead of 6 weeks.)*

**7. Funeral Leave, Article 32:**

Effective calendar year 2002, registered domestic partners of City employees, if registered as such by the city Clerk as provided under Chapter 111 of the Milwaukee code of Ordinances, shall be included in "immediate family" definition under section 32.1.b.

**8. Health Insurance Benefits, Article 34:**

- a. Under subsection 34.3.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. (Note: the deduction for January 2002 is deducted from employee's December, 2001 paycheck.)
- 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.
- c. Effective January 1, 2002, registered domestic partners of eligible City employees if registered as such by the City Clerk as provided under Chapter 111 of the Milwaukee code of Ordinances shall be covered by health and dental insurance when any of the city's insurance carriers provide for such coverage provided, however, any employee who desires such coverage must enroll in a program which offers that benefit. (It is understood that registered domestic partners will include same-sex or opposite-sex partners.)

9. **Safety Shoe Allowance, Article 38:**

Effective calendar year 2002, the safety shoe reimbursement, as provided under section 38.3, shall be increased from up to \$105 to up to \$115 per calendar year.

10. **Side Letter.** Electrical Mechanics in the Street Lighting Operations Section of Infrastructure Services will be paid \$36 for each weekend day or holiday when assigned as an "On-Call Mechanic". Employees must respond to calls for service and will be called between 5:00 a.m. and 9:00 a.m. except on rare occasions.

11. The remaining Articles of the 1999-2001 labor agreement shall remain the same, except for non-substantive language updates.