



Department of Employee Relations

October 22, 2001

John O. Norquist
Mayor

Jeffrey Hansen
Director

Florence Dukes
Deputy Director

Frank Forbes
Labor Negotiator

Michael Brady
Employee Benefits Manager

To The Honorable
The Committee on Finance
and Personnel
Common Council
City of Milwaukee

Dear Committee Members:

Re: Common Council File 000992

Agreement on a Memorandum of Understanding has been reached between the City Negotiating Team and Technicians, Engineers and Architects of Milwaukee (TEAM). The Memorandum of Understanding covers wages, hours and conditions of employment for the period commencing January 1, 2001 through December 31, 2002.

Copies of the Memorandum of Understanding, a resolution approving it, a summary of its provisions, a fiscal note and a notice of ratification from the Union are attached.

It is recommended that the attached resolution be approved.

Sincerely,

FRANK H. FORBES
City Labor Negotiator

Attachments

FHF:EFS:pak
000992 fp letter
labr/team

**Summary of Wage and Benefit Modifications in Tentative Agreement
Between City of Milwaukee and
Technicians, Engineers and Architects of Milwaukee
2001-2002**

1. **Duration, Article 1:** Two years: January 1, 2001 through December 31, 2002.

2. **Hours of Work, Article 8:**

Maintain present language. Continue side letter on Alternate Work Patterns for 2001-2002.

3. **Salary Provisions, Article 9:**

A. Base Salary:

1. Effective Pay Period 1, 2001, a 2.5% across the board increase over Pay Period 26, 2000 wage rates.
2. Effective Pay Period 1, 2002, a 3.0% across the board increase over Pay Period 26, 2001 wage rates.
3. Under section 9.A.6., Retroactive wage payments, "1999-2000" shall be changed to "this".

C. Shift and Weekend Differential

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

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

4. **Health Insurance, Article 14:**

- a. Under subsection 14.C.1.a. (1), 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. The City and Union will establish an Advisory Joint Labor/Management Health Care Cost Containment Committee. The Committee will be comprised of an equal number of Union and City representatives. The Committee's function is to review City health insurance experience data, study methods of cost control, educate employees regarding health insurance utilization and health care, and make recommendations to the City Labor Negotiator concerning these matters.

5. Vacation, Article 10A:

Effective Pay Period 1, 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*.)

6. Sick Leave, Article 11D:

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

7. Tuition and Textbook Reimbursement, Article 16A:

Effective for the 2001-2002 labor agreement, the combined maximum tuition reimbursement will be \$2000 for the calendar years 2001 and 2002.

8. Automobile Allowance, Article 16.C:

Modify Appendix C., by adding footnote 2/ After the heading "Additional cents per mile" with footnote 2/ Reading as follows: "Effective the next month following the execution date

of this Agreement, increase Automobile Allowance for additional cents per mile over 500 miles to 32.5 cents".

9. Safety Shoes, Article 16.D.

Effective calendar year 2002, the safety shoe reimbursement as provided under section 16.D.1.a shall be increased from up to \$105 to up to \$115 per calendar year.

10. Seniority for Layoff Purposes, Article 17:

Maintain present language.

Side Understanding. It is understood by the City and Union that for seniority for layoff purposes, the following current jobs are not considered "unique" jobs:

- Civil Engineer II jobs working on Water Engineering and Sewer-Environmental;
- Civil Engineer II jobs working on Transportation and Construction

10. **Side letter.** For the 2001-2002 and 2002-2003 winter seasons, the Department of Public Works will continue to provide chemical hand warmers for use during the winter season by survey crews in the Construction Section of the Infrastructure Services Division. This provision will be reviewed prior to any consideration of extension of this provision beyond the 2002-2003 winter season.