

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement
Between the City of Milwaukee and
Public Employees' Union #61, LIUNA, AFL-CIO, CLC
Three-year Agreement
CC# 070008**

1. Duration, Article 1: Three year: January 1, 2007 through December 31, 2009.

2. Base Salary, Article 19:
 - a. Effective Pay Period 1, 2007, a 2% across the board increase over Pay Period 26, 2006 wage rates.
 - b. Effective Pay Period 1, 2008, a 1% across the board increase over Pay Period 26, 2007 wage rates.
 - c. Effective Pay Period 14, 2008, a 1% across the board increase over Pay Period 13, 2008 wage rates.
 - d. Effective Pay Period 1, 2009, a 1% across the board increase over Pay Period 26, 2008 wage rates.
 - e. Effective Pay Period 14, 2009, a 1% across the board increase over Pay Period 13, 2009 wage rates.
 - f. Extension of the Office Support Continuing Education Incentive Program from January 1, 2007 through December 31, 2009.
 - g. Within 60 days following the execution date of the 2007-2009 Agreement, all employees who are capable of maintaining a financial relationship with a banking institution shall participate in direct deposit of pay checks.

3. Health Insurance, Article 37:
 - a. Basic Plan: Effective the first full calendar month following implementation of a Health Risk Assessment (HRA), including basic biometrics and a blood draw increase the monthly employee contribution to \$85 single/\$170 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall be \$75 per month for single coverage and \$150 per month for family coverage.

- b. HMO: Effective upon the execution date of this Agreement, eliminate requirement to offer an HMO. City may offer an Exclusive Provider Organization with a South Eastern Wisconsin network and no coverage outside of network. **Effective the first full calendar month** following the execution date of this Agreement, implement an office visit co-payment of \$10 (waived for preventive care and disease management visits) and an emergency room co-payment increase to \$50 (from \$25). ER co-pay will be waived if the insured is admitted directly to the hospital. Implement a 3-tier drug card with co-payments of \$5/\$17/\$25. Legend drug co-payment shall be \$5. A 90-day mail order supply shall be available for a 60-day co-payment. **Effective October 1, 2009**: implement a monthly employee contribution of \$20 single/\$40 family. Employees selecting a higher cost plan (if applicable) pay \$20/\$40 plus the difference between lowest cost plan and the plan selected. Effective the first full calendar month following implementation of a Health Risk Assessment (HRA) including basic biometrics and a blood draw increase the monthly employee contribution to \$30 single/\$60 family. The monthly employee contribution shall increase \$20 per month for each adult (maximum of two, not including dependent children) who does not participate fully in the HRA. For employees with single coverage and for employees and their spouse (if applicable) with family coverage who fully participate in the HRA and who do not smoke (as determined by the HRA), the monthly contribution shall remain at or be reduced to \$20 single/\$40 family.
- c. Wellness and Prevention Program and Committee shall be established to promote wellness and prevention of illness among employees and their families. The City shall not spend more than two million dollars, annually, Citywide, including the cost of conducting the HRA, on the Wellness and Prevention Program.
- d. For a limited benefit employee in active service, or who retires, or receives a duty disability retirement allowance during the term of this Agreement effective the first full calendar month following implementation of the annual HRA in addition to the employee contribution specified in subsections 37.3.a.(1) and (2) of this Agreement for active employees, such employees shall also contribute the amount toward meeting the subscriber cost in the Plan elected as specified in subsections 37.5 of this Agreement

4. Pension Benefits, Article 36:

Pension benefits for employees covered by this Agreement shall continue unchanged during the term of this Agreement, except as follows:

The sunset of December 31, 2006 will be removed to permit employees represented by this Union who participate in the combined fund and who retire after December 31, 2006 to receive creditable service for active military service, as provided in 36-04-1-c of the City Charter.

5. Overtime, Article 21:

In Section 21.7 add the following language: In a pay period that a full time employee is paid for less than eighty (80) non-overtime hours because they worked and were paid for snow overtime during that pay period, in addition to reporting the hours worked at the straight time rates of pay to the ERS, the City shall report the overtime hours worked at the straight time rates of pay to the ERS up to a combined maximum of 80 reported hours worked at the straight time rates of pay during the pay period.

6. Seniority for Layoff Purposes, Article 17:

- a. Section 17.4 – delete (a) Driver/Loader language
Delete Field Headquarters Clerk title and replace with Office Assistant IV title.
Delete President and replace with Business Manager.
- b. Section 17.5.a – change ‘subsection 9 to 8’ and add language for Operation Driver Workers ‘and Operation Driver Workers as permitted under the terms of the January 9, 2002 Memorandum of Understanding between the City, Public Employees’ Union #61, LIUNA, AFL-CIO, CLC, and Milwaukee District Council 48, AFSCME, AFL-CIO.
- c. Section 17.7.a.(9) – add ‘except as provided for in subsection 5.a’
- d. Section 17.8 – add language: 17.8.a Employee’s who are promoted out of the bargaining unit after the execution date of the 2007-2009 Agreement shall have bumping rights to the classification(s) he/she previously held in the bargaining unit only if due to layoff.

7. Joint Labor-Management Committees, Article 12:

Delete the Joint Health Care Cost Containment Committee language and the Joint Labor/Management Committee language on CDL regulations.

8. Safety Shoes, Article 26:

Add the title of Sanitation Inspector to the list of eligible employees to receive one (1) pair of safety shoes.

- Effective calendar year 2009.

9. Foul Weather and Protective Clothing/Equipment Allowance, Article 27:

Add the title of Sanitation Inspector to the list of eligible for this benefit.

- Effective calendar year 2009

10. Sick Leave, Article 29:

Continue the Sick Leave Incentive Program through December 31, 2009.

11. Transitional Employment Program, Article 44:

Delete the Article in its entirety

12. Add or update applicable dates, references, and delete obsolete language.

NMF
LABR/LO61/2007-2009/07-09 Implementation