

**MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF MILWAUKEE,
MILWAUKEE DISTRICT COUNCIL 48, AFSCME, AFL-CIO (LOCALS 423 AND 33)
AND
PUBLIC EMPLOYEES UNION LOCAL 61, LIUNA, AFL-CIO**

OPERATIONS CONSOLIDATION

The City of Milwaukee ("City"), District Council 48, AFSCME, AFL-CIO ("Union" or "Local 423" or "Local 33") and Public Employees Union Local 61, LIUNA, AFL-CIO ("Union" or "Local 61") agree to the following items relating to the impact resulting from the consolidation of all driving titles in the new Operations Division of the Department of Public Works. The consolidated driving titles are Truck Driver, Driver/Worker, Special Equipment Operator, Equipment Operator/Worker and Driver Loader. All items are effective Pay Period 1, 2002, except the winter job picks will not be implemented until the winter beginning in November of 2002 and the A and B Team salting district picks are effective December 5, 2001 in accordance with the policy.

1. Each Union maintains its jurisdiction over its existing positions and job responsibilities. Dues paid according to the three current labor contract practices.
2. All current employees in driving titles in Fleet Services and Sanitation and Urban Forestry Specialists who are working full time as of July 1, 2001 will not be subject to layoff as a result of the reorganization. Any future elimination of the above driving titles employees who were working full-time as of July 1, 2001 will be done by attrition.
3. All driving positions in DPW - Operations Division will be placed on one merged list by seniority.
4. One driving pay scale consisting of ten steps. Effective Pay Period 1, 2002, a new Operations Driver /Worker classification shall be created with the following biweekly rates:

steps	biweekly
1	\$986.49
2	\$1,191.25
3	\$1,217.50
4	\$1,247.13
5	\$1,292.85
6	\$1,337.00
7	\$1385.99###
7.5	\$1408.84***
8	\$1,437.51
9	\$1,490.72
10	\$1,549.39

5. All employees certified on the operational driver's seniority list shall receive a rate of pay from the above pay scale whether they are driving or laboring. All employees currently holding an Operations Driver title shall be placed in the step of the Operations Driver pay range equivalent to the straight time pay rate they currently receive. Dual titled driver loaders, driver workers, special equipment operators and truck drivers shall be initially placed in the new pay scale based on their average straight time pay rate in 2001; year to date (i.e., Pay Period 1 to execution of this agreement.) The following year the employees shall be eligible to advance to

the next highest pay step. The intent of this provision is to assure no existing employee receives a reduced straight time rate of compensation from the implementation of the new pay scale.

All Local 423 employees on the current Operations Driver seniority list who were working full time as of July 1, 2001 shall be placed in the new pay range at a minimum of step seven (7).

*** All Local 61 employees on the current Operations Driver seniority list who were working full time as of July 1, 2001 shall advance to a minimum of step 7.5 after five full years of service.

6. Vacations will be picked once a year by seniority. Picked vacations will be honored. Details will be determined.
7. Seniority will be based upon the first day of driving in DPW. Seniority lists are to be verified by the City and Unions in accordance with Civil Service Rules. Two additional lists will be maintained.
8. They will be: Tractor Operator List (Employees holding seniority on the current Tractor Operators list will have it maintained) and Special Equipment/Skid Loader Operator List.
9. Employees holding seniority on the current Special Equipment List will have it maintained. Individuals on the Skid Loader List as of July 1, 2001 will be trained on special equipment and added to the bottom of the Special Equipment List. Individuals on the Special Equipment Operator list as of July 1, 2001 will be trained on skid loader operation. Current Skid Loader Operators on the list as of July 1, 2001, will receive skid loader pick preference.
10. Each employee currently on the above named lists will be granted a seniority number based upon the date first placed on the list.
11. Employees placed on the Special Equipment/Skid Loader List on the same date shall be placed in the order of the Operations Driver seniority date.
12. Employees placed on the Tractor Operators List on the same date shall be placed in the order of their Special Equipment seniority date. If the Special Equipment seniority date is the same, the employees shall be placed in order of their seniority on the Operations Driver List.
13. Tractor/Special Equipment/Skid Loader Operator Qualifications
See Attachment "A"

Winter Route Picks

14. Tractor Operator assignments will continue as is unless modified by the City and Local 139.
15. Special Equipment/Skid Loader Operators pick first according to their seniority. Current Skid Loader Operators on the list as of July 1, 2001 will receive skid loader pick preference.
16. Single titled Sanitation Workers shall pick their sanitation route first, in the order of their sanitation seniority. Sanitation Workers shall not be eligible to pick special services trucks.

17. The 15 winter special service trucks are reserved for salt driver volunteers. Eight of the special service trucks will be reserved for Skid Loader Operators. Drivers picking off the Operations Drivers List are not required to select a route or position. After the initial route pick has been completed, any remaining open positions will be assigned by reverse seniority.
18. A person with a regular job assignment will remain in that assignment for the duration of the job pick period except for participation in the training program, unless the driver is assigned by seniority to a Tractor, Special Equipment/Skid Loader Operator assignment or Training Instructor assignment.

Long-Term Assignments

19. Long-term replacements shall remain in the filled position until the original assigned driver returns, unless the replacement driver is assigned by seniority to a Tractor/Special Equipment/Skid Loader or Training Instructor assignment. A long-term replacement is defined as more than five working days.

Assignments for Sick, Injured, and Absent with Leave Calls for Operations Drivers

20. The City will assign replacement drivers in accordance with seniority. There will be an allowance made to assign staff out of seniority for a period of 24 hours.

General Salting Operation

21. 45 positions to Local 423 designated positions
22. 30 positions to Local 61 designated positions
23. 15 positions to Local 33 designated positions
24. The criteria for the Operations Division salt assignment are those currently used by Sanitation. See attachment "B."
25. Any additional positions will be added in a rotation and any elimination of positions will be eliminated in reverse rotation.
26. Bridge runs will remain with Local 423.

Sanitation

27. The 15 winter special service trucks are reserved for salt driver volunteers. Eight of the special service trucks will be reserved for Skid Loader Operators.

Forestry

28. 15 positions from a volunteer list based upon seniority.

Fleet Services

29. 45 salting positions from a volunteer list based upon seniority off designated salting-

floating positions. Thirty of these forty-five positions retain jurisdiction in Local 423 regardless of the floating position performed within the Operations Division. These positions cannot be placed on long term assignments.

30. The above salting-floating positions shall be designated job picks selected simultaneously with the other driving positions.
31. From the 60 salting positions selected by Forestry and Fleet Services the salting districts will be picked in a subsequent pick by DPW seniority.
32. Replacement of a first call unavailable salting driver shall be selected by seniority off the floating positions without an assignment at the time needed.

B Team

33. B Team call out:
34. First: Year round Forestry employee volunteers by seniority.
35. Second: Year round Infrastructure Services employee volunteers by seniority.
36. Third: If volunteers from the above groups are not sufficient to fill the B Team then the least senior year round Forestry employees will be assigned by reverse seniority.
37. The criteria for B Team salt driver assignment are those currently used by Sanitation. See Attachment "B."

Snow Pay

38. The snow rate for Local 33 and employees in Local 423 (423 employees as of July 1, 2001) utilized in salting and plowing shall be at \$17.37 (2000 rate) but in no event less than their current wage rate. This snow rate shall increase the same percentage of increase provided in the wage pay steps each contract year.
39. The snow pay for all Local 61 Operations Drivers and Local 423 employees hired after July 1, 2001 shall be per their pay rates set forth on the pay wage scale.
40. All overtime pay, including snow and salting pay for Local 33 and Local 423, shall be at 1.56% and time and three quarters depending upon the contractual provision applicable.
41. All overtime pay, including snow and salting pay for Local 61 shall be at 1.5% and time and three quarters depending upon the contractual provision applicable.

Summer Route Picks

42. Tractor Operator assignments will continue as is unless modified by the City and Local 139.
43. Special Equipment/Skid Loader Operators pick first and according to their seniority. Current Skid Loader Operators on the list as of July 1, 2001 will receive skid loader pick preference.

44. Single title Sanitation Workers shall pick their sanitation routes first, in the order of the sanitation seniority.
45. Drivers picking off the Operations Drivers list are not required to select a route or position. After the initial route pick has been completed any remaining open positions shall be posted a second time and picked by seniority. After the second round of picks has been completed, any remaining open positions will be assigned by reverse seniority.
46. Twenty-two (22) summer special service trucks will be included in the Summer Route Pick. Eight (8) of the trucks will be reserved for Skid Loader Operators. Eight (8) of the trucks will be reserved for Special Equipment Operators. Six (6) of the trucks may be picked by any Operations Driver.

Long-Term Assignments

47. Long-term replacements shall remain in the filled position until the original assigned driver returns, unless the replacement driver is able to be assigned by seniority to a Tractor, Special Equipment/Skid Loader, or Training Instructor assignment. A long-term replacement is defined as more than five working days.

Assignments for Sick, Injured and Absent with Leave Calls for Operations Drivers

48. The City will assign replacement drivers in accordance with seniority. There will be an allowance made to assign staff out of seniority for a period of 24 hours.

Leaf Collection

49. Leaf collection packers and pushers will be chosen from a volunteer list off the drivers' operational list selected by seniority. Excluded from the volunteer list are employees who selected a position off the following lists:

1. Tractor list;
2. Special Equipment/Skid Loader List.

50. Assignments for replacement Operations Drivers, if needed, will be assigned from the replacement pool of drivers in reverse seniority.

Grievance Resolution

51. The City shall pay a lump sum payment of \$60,000.00 to Local 423 and \$90,000.00 to Local 33.
52. All Milwaukee District Council 48, AFSCME, AFL-CIO and all Public Works Employee Union #61, LIUNA, AFL-CIO grievances relating to jurisdiction (bargaining unit work), assignments or hours of work that are relative to leaf, snow or ice control will be withdrawn, including but not limited to the following grievances:
 - 225-95 Leaf, Snow and Ice Control-McAlpin award
 - 247,248-97-Bargaining Unit Work
 - 031-00-Hours of Work

Dispatching

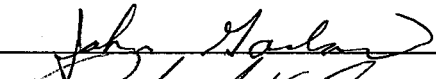
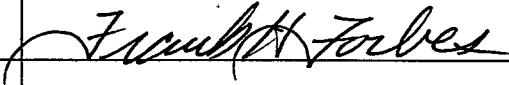


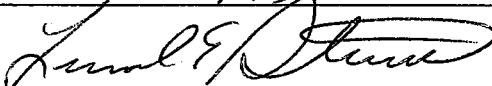
53. The Operations Division dispatching function will be consolidated into the current Fleet dispatching operation at 2142 W. Canal Street.

Operations Division Workforce

54. The Operations Division workforce may be assigned as necessary to achieve the division's service delivery priorities as determined by the Commissioner of Public Works subject to the terms of this agreement.

55. It is the intent of the City and Locals 423, 61, and 33 that any previous agreements, including the Hans Baumann agreement, existing between the City and each individual union that are not modified or superceded by this agreement remain in effect.

56. Dated January 9, 2002.

UNION REPRESENTATIVES	CITY REPRESENTATIVES
	
	
	

Attachment "A"

Tractor/Equipment Operator Qualifications

Qualifications to obtain status on the tractor list will be:

- Two (2) years of operating Special Equipment/Skid Loaders;
- No suspensions in past two (2) years;
- No more than two (2) preventable accidents in past two (2) years;
- Not on a sick leave letter #2.

Qualifications to obtain status on the Special Equipment/Skid Loader list will be:

- Two (2) years of experience as an Operations Driver;
- No suspensions in past two (2) years;
- No more than two (2) preventable accidents in past two (2) years;
- Not on a sick leave letter #2.

Attachment "B"

Salt Driver Assignment Removal

The following procedure must be followed when a snow and ice control equipment driver volunteer is unavailable for a snow and ice control assignment:

- | | |
|--------------------------|---|
| First Occurrence | The Union must be notified and a joint union/management meeting with the individual will be held |
| Second Occurrence | A written warning will be issued. The warning shall state that a repetition will result in removal as a snow and ice control equipment driver volunteer. |
| Third Occurrence | Removal as a snow and ice control equipment driver volunteer. Anyone who is removed from a volunteer assignment will not be allowed to volunteer for the following winter season. |