



Department of Employee Relations

July 24, 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 010490

The City Negotiating Team and three bargaining units have reached an agreement relative to compensation for employees who are assigned to operate the Directional Boring Machine, 40 horsepower and over, or who are assigned to be the locator for the Directional Boring Machine, 40 hp and over. These employees are employed in the Infrastructure Division in the Department of Public Works. The three bargaining units are: Milwaukee District Council 48, AFSCME, AFL-CIO; Local 494, IBEW, AFL-CIO (Electrical Group); and Joint Bargaining Unit Local 139, IUOE, AFL-CIO/Milwaukee District Council 48, AFSCME, AFL-CIO.

The Department of Public Works, Infrastructure Division began to use the Directional Boring Machine, 40 hp and over, in the spring of 2000. Employees represented by Milwaukee District Council 48, AFSCME, AFL-CIO and employees represented by Local 494, IBEW, AFL-CIO have operated this machine. The City and the three bargaining units have agreed that, except for two "grandfathered" Electrical Workers, the Joint Bargaining Unit Local 139, IUOE, AFL-CIO/Milwaukee District Council 48, AFSCME, AFL-CIO represents an employee who is assigned as the primary operator of the Directional Boring Machine, 40 hp and over. Employees, other than the two "grandfathered" Electrical Workers, who are assigned to be the primary operator will be in the classification of Directional Boring Machine Operator/Worker, 40 hp and over, in Pay Range 960. Employees in the classification of Electrical Worker, who are represented by Local 494, IBEW, AFL-CIO, will be paid at a rate consistent with Pay Range 960 while they are assigned as a the primary locator with the Directional Boring Machine, 40 hp and over or while assigned as the primary operator of the Directional Boring Machine, 40 hp and over, in the case of the two "grandfathered" Electrical Workers. Employees in the classification of Laborer (Electrical Services), Special Laborer (Electrical Services) or City Laborer (Regular), who are represented by Milwaukee District Council 48, AFSCME, AFL-CIO may be trained and assigned to be an operator or locator with the Directional Boring Machine, 40 hp and over. After completing the training period, they shall be appointed to the title of Directional Boring Machine Operator/Worker, 40 hp and over, while they are assigned as the primary operator or locator with the Directional Boring Machine, 40 hp and over. This agreement also specifies to which Union dues and fair share deductions shall be paid.

In order to implement the Memorandum of Understanding between the City of Milwaukee Negotiating Team and the three bargaining units, we need to amend the Salary Ordinance effective Pay Period 8, 2000 as follows:

Under Section 24, Pay Range 960, effective Pay Period 8, 2000, add the title "Directional Boring Machine Operator/Worker, 40 hp and over"

Under Section 25, Pay Range 974, add the footnote designation "3/" following the title of Electrical Worker and add the following footnote "3/" to read: "Effective Pay Period 8, 2000, an employee who has completed the training period on the Directional Boring Machine, 40 hp and over, shall be paid a rate consistent with Pay Range 960, when assigned to work as the primary locator or primary operator with the Directional Boring Machine, 40 hp and over.

We request your approval of the above amendment to the Salary Ordinance and the enclosed resolution approving the Memorandum of Understanding. A copy of the resolution, the Memorandum of Understanding and the fiscal note are attached.

Sincerely,

A handwritten signature in black ink that reads "Frank H. Forbes" with a stylized flourish at the end.

FRANK H. FORBES
City Labor Negotiator

Attachments

c: Robert Klaus
John Garland
Willie D. Ellis
Sam Purdy
Jerome Zaremba
Franklin Words
Dan Thomas

FHF:EFS:pak
010490 F&P.doc
labr/dc48