

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement Between
City of Milwaukee and Joint Bargaining Unit Local 139, IUOE, AFL-CIO and
Milwaukee District Council 48, AFSCME, AFL-CIO
2001-2002**

1. **Duration, Article 1:** Two years: January 1, 2001 through December 31, 2002.
2. **Base Salary, Article 16:**
 - a. Effective Pay Period 1, 2001, a 2.5% across the board increase over Pay Period 26, 2000 wage rates. Effective Pay Period 1, 2002, a 3.0% across the board increase over Pay Period 26, 2001 wage rates.
 - b. Under section 19.5, Retroactive wage payments, "1999-2000" shall be changed to "this".
 - c. Effective the next pay period following the execution date of this Agreement, an employee while operating the Backhoe shall be paid at the hourly rate in Pay Range 961 instead of the hourly rate of Pay Range 962. Section 16.8 of the 1999-2000 labor agreement (relative to \$0.20 cents per hour additional rate) shall be eliminated.
 - d. Effective the next pay period following the execution date of this agreement, Section 16.7 of the 1999-2000 labor agreement shall be modified by adding the following clause after "per hour", except for the time period beginning Pay Period 25 through Pay Period 8 (snow and ice control operation season), an employee while operating a Log Loader shall be paid at the hourly rate in Pay Range 961.
3. **Health Insurance, Article 35:**
 - a. Under subsection 35.3.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.
 - 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.)
4. **Shift and Weekend Differential, Article 19:**

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:

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

5. Safety Shoe Allowance, Article 25:

Effective calendar year 2002, the safety shoe reimbursement as provided under section 29.7 shall be increased from up to \$105 to up to \$115 per calendar year.

6. Tuition and Textbook Reimbursement, Article 40:

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.

7. Sick Leave, Article 26:

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

8. 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.)*

9. Funeral Leave, Article 33:

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 33.1.b.

10. Clothing Allowance, Article 24:

Effective in calendar year 2001, increase the clothing allowance for the Asphalt Plant Engineer, who works at least 13 pay periods in a fiscal year, from \$90 to \$110 per calendar year.