

**SUMMARY OF WAGE AND FRINGE BENEFIT MODIFICATIONS
IN THE 2001-2003 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY OF MILWAUKEE
AND
MILWAUKEE BUILDING AND CONSTRUCTION TRADES COUNCIL**

CC#: 000989

1. Article 1, Duration: Two years. (8/1/01 to 8/1/03)

2. Article 9, Wages
 - a. Wage increase based on 93% of the outside rates effective Pay Period 16, 2001.
 - b. Wage increase based on 93% of the outside rates effective Pay Period 16, 2002.
 - c. Effective the pay period following execution of the Agreement, in the Infrastructure Division, the Painter Leadworker position that received limited additional supervisory duties and responsibilities shall be paid \$1.12 per hour more than the highest Painter classification it supervises.

3. Article 21, Health Insurance
 - a. Under subsection 3.a. change the employee contributions toward the monthly subscriber cost of the Basic Plan as follows :

Effective the month following execution of the Agreement, increase the employee contribution to \$50 per month for single enrollment and \$100 per month for family enrollment.

Effective January, 2003, increase the employee contribution to \$60 per month for single enrollment and \$120 per month for family enrollment.
 - b. Effective January, 2002, the lifetime maximum under the Major Medical Coverage portion of the Basic Plan shall be increased to \$500,000.

4. Article 13, Vacation

Effective in 2002, an employee shall earn vacation time from his or her last anniversary date in the following manner:

Service Years Completed	Maximum Vacation Entitlement per Year	Earned at the rate of
1 - 4	10 days	1.0 day per month
5 - 9	15 days	1.25 days per month
10 - 16	20 days	1.67 days per month
17 - 21	25 days	2.08 days per month
22 and over	30 days	2.5 days per month

5. Article 10, Shift, Weekend and Holiday Differential

Effective the pay period following execution of the Agreement, increase shift and weekend differentials to the following amounts:

- a. Second shift - 40¢ (from 35¢)
Third shift - 45¢ (from 40¢)
- b. Saturday - 50¢ (from 45¢)
Sunday - 60¢ (from 55¢)

6. Article 24, Safety Shoe Allowance Program

Effective for calendar year 2002 payments, increase the annual allowance to \$115 (from \$105).

7. Article 11, Overtime

- a. Effective upon execution of the contract, the maximum accumulated compensatory time off balance shall be increased to 60 hours, which is equivalent to 40 hours worked on a time and one-half basis.

- b. Add the following language under paragraph 3.b.:

An employee may not under any circumstances elect compensatory time off for overtime worked performing snow and ice control duties unless such overtime work has been scheduled at least 48 hours in advance.

8. Article 24A, Clothing and Glove Allowance and Coveralls

Effective in 2002 the clothing, the allowance shall be increased to \$60 per year (from \$40).

9. Article 15, Sick Leave

Sick leave allowance accumulation shall be capped at 960 hours (120 eight-hour work days). The "special sick leave account" shall be eliminated.

10. Article 37, Long Term Disability Insurance (new article)

Effective as soon as administratively practicable following execution of the Agreement, the City will offer the Long Term Disability (LTD) Benefit program to members of the Union. Effective upon establishment of the LTD program, the Accrued Time Off Donor Program shall be eliminated, except for employees not eligible for LTD due to a pre-existing condition.

11. Side letter: Interpretation of the definition of "immediate family" for purposes of determining funeral leave benefits shall be consistent with that of District Council 48.