

**Summary of Tentative Agreement between the City of Milwaukee and
Plumbers' Local 75, AFL-CIO**

One-Year Agreement

1. Duration, Article 1: One year: January 1, 2003 through December 31, 2003.

2. Recognition, Article 2:

Maintain present language, except delete Mechanical Plan Examiner and Mechanical Plan Examiner (auxiliary) and replace with Mechanical Plan Examiner I and Mechanical Examiner II.

3. Base Salary, Article 9:

a. All classifications, except Landscape and Irrigation Specialist: effective Pay Period 1, 2003, a 3% across the board increase over Pay Period 26, 2002 wage rates.

b. Landscape and Irrigations Specialists: Effective Pay Period 13, 2003, the wage rate for Landscape and Irrigation Specialist shall be 92% of the hourly wage rate agreed upon in the contract between the Union and the Contractors Association for Journey Plumbers for the time period June 1, 2003 through May 31, 2004, provided however, that for calculation purposes, the hourly wage rate for Landscape and Irrigation Specialist shall be reduced by an amount equal to any reduction or elimination of any fund contributions such as health and welfare fund, pension fund and vacation fund.

c. Eliminate section 2: obsolete per Mechanical Plan Examiner study completed in 2002.

4. Pay for Time Not Worked, Article 12:

Maintain present language, except update and delete obsolete language.

5. Sick Leave, Article 14:

Maintain present language, except continue Sick Leave Incentive Control Program through Pay Period 26, 2003.

6. Pension, Article 22:

Maintain present benefits, except as follows: Creditable service for active military service, as provided in Chapter 36-04-2-c of the Milwaukee City Charter, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2003 and December 31, 2003.

**Summary of Tentative Agreement between the City of Milwaukee and
Plumbers' Local 75, AFL-CIO**

Three-Year Agreement

1. Duration, Article 1: Three years: January 1, 2004 through December 31, 2006.

2. Base Salary, Article 9:
 - a. All classifications, except Landscape and Irrigation Specialist: effective Pay Period 1, 2004, a 3% across the board increase over Pay Period 26, 2003 wage rates.

 - b. All classifications, except Landscape and Irrigation Specialist: effective Pay Period 1, 2005, a 3% across the board increase over Pay Period 26, 2004 wage rates.

 - c. All classifications, except Landscape and Irrigation Specialist: effective Pay Period 1, 2006, a 3% across the board increase over Pay Period 26, 2005 wage rates.

 - d. Landscape and Irrigations Specialists: Effective Pay Period 13, 2004, the wage rate for Landscape and Irrigation Specialist shall be 92% of the hourly wage rate agreed upon in the contract between the Union and the Contractors Association for Journey Plumbers for the time period June 1, 2004 through May 31, 2005, provided however, that for calculation purposes, the hourly wage rate for Landscape and Irrigation Specialist shall be reduced by an amount equal to any reduction or elimination of any fund contributions such as health and welfare fund, pension fund and vacation fund.

 - e. Landscape and Irrigations Specialists: Effective Pay Period 13, 2005, the wage rate for Landscape and Irrigation Specialist shall be 92% of the hourly wage rate agreed upon in the contract between the Union and the Contractors Association for Journey Plumbers for the time period June 1, 2005 through May 31, 2006, provided however, that for calculation purposes, the hourly wage rate for Landscape and Irrigation Specialist shall be reduced by an amount equal to any reduction or elimination of any fund contributions such as health and welfare fund, pension fund and vacation fund.

 - f. Landscape and Irrigations Specialists: Effective Pay Period 13, 2006, the wage rate for Landscape and Irrigation Specialist shall be 92% of the hourly wage rate agreed upon in the contract between the Union and the Contractors Association for Journey Plumbers for the time period June 1, 2006 through May 31, 2007, provided however, that for calculation purposes, the hourly wage rate for Landscape and Irrigation Specialist shall be reduced by an amount equal to any reduction or elimination of any fund contributions such as health and welfare fund, pension fund and vacation fund.

- g. Effective the next pay period following the execution date of this Agreement, recruitment for Plumbing Inspector I position shall be up to the second step of the pay range at the discretion of the department head. Effective on the appointment date of a Plumbing Inspector I who is appointed after the execution date of this Agreement, Plumbing Inspector Is who were appointed prior to the execution date of this Agreement, who are in a pay step lower than the pay step of the newly appointed Plumbing Inspector I, shall advance to the same pay step as the newly appointed Plumbing Inspector I. Effective Pay Period 1, 2006, recruitment for Plumbing Inspector I position shall be up to the third step of the pay range at the discretion of the department head.
- h. Effective Pay Period 13, 2004, when the Landscape and Irrigation Specialist in the Forestry Section of the Operations Division of the Department of Public Works is assigned to supervisory or lead worker duties, determining and writing specifications for irrigation materials consistent with industry standards or assisting in design of irrigation systems, he/she shall be paid at 95% of the outside prevailing hourly rate for journeymen plumbers.

7. Health Insurance, Article 23:

- a. Under subsection 23.3.a (1)(a), effective January 1, 2005, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month for family enrollment.
- b. Under subsection 23.3.a (1)(a), effective January 1, 2006, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment. (Note: the deduction for January 2006 is normally deducted from employee's December 2005 paycheck.
- c. Except as noted below, eligible employees under Article 23.2.e. or f who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment when such employees' enrollment status is single and \$60 per month for family enrollment when such employee's enrollment status is family. The amount of retiree contribution shall be deducted from the retiree's pension check. Any subscriber costs for single or family enrollment in excess of the above stated amount shall be paid by the City. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost plan offered by the City, the foregoing \$30 employee contribution shall be waived. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost plan offered by the City, the foregoing \$60 employee contribution shall be waived.

- d. For eligible employees under subsections 23.2.e. or 23.2.f, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City pursuant to subsections 23.1.a. or b, having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees under subsections 23.2.e. or 23.2.f, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City pursuant to subsection 23.1.a. or b, having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his/her pension check.

In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan.

8. Pension, Article 22:

Creditable service for active military service, as provided in 36-04-2-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2004 and December 31, 2006.

9. Shift and Weekend Differential Pay, Article 10:

Effective the next pay period following the execution date of this Agreement, increase shift, weekend and holiday differential to the following amounts:

- 2nd shift: 40 cents per hour
- 3rd shift: 45 cents per hour
- Saturday shift: 50 cents per hour
- Sunday shift: 60 cents per hour

10. Tuition and Textbook Reimbursement, Article 25

Effective January 1, 2006, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 to \$1,200 per calendar year.

11. Funeral Leave, Article 21:

Effective the next pay period following the execution date of this Agreement under Article 40.1.b., include spouse's sibling's spouse in definition of brother-in-law and sister-in-law.

12. Sick Leave, Article 14:

Continue the Sick Leave Incentive Program through Pay Period 26, 2006.

13. Clothing Allowance, Article 26

Maintain present benefits, except after at least 5 years has past since receipt of jacket with department logo, Plumbing Inspectors shall be eligible to receive a replacement jacket with a department logo.