

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement Between
the City of Milwaukee and
Public Employees Union Local No 61, LIUNA, AFL-CIO/CLC
2001-2002**

1. Duration, Article 1: Two years: January 1, 2001 through December 31, 2002.

2. Base Salary, Article 19:

a. Effective Pay Period 1, 2001, a 2.75% 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 19.8, Retroactive wage payments, "1999-2000" shall be changed to "this".

c. Under Section 19.10, Pilot Office Support Continuing Education Incentive Program, "Effective January 1, 1999 and expiring December 31, 2000" shall be changed to "Effective January 1, 2001 and expiring December 31, 2002."

3. Shift and Weekend Differential, Article 22:

Effective the next pay period following the execution date of this Agreement, the shift, weekend and holiday differentials shall be increased to the following new rates:

2nd shift differential: \$0.40 per hour

3rd shift differential: \$0.45 per hour

Saturday differential: \$0.50 per hour

Sunday and holiday differential: \$0.60 per hour

4. Safety Shoe Allowance, Article 26:

Increase the allowance to \$115 effective Pay Period 1, 2002.

5. Tuition and Textbook Reimbursement, Article 28:

a. Under Section 2, increase the maximum reimbursement to \$800 for Calendar year 2001 and \$1,000 for Calendar Year 2002.

b. Under Section 3.d., increase the amount of the maximum which may be used for short courses to \$800 for Calendar Year 2001 and \$1,000 for Calendar Year 2002.

6. Sick Leave, Article 29:

Under Section 10, continue the Absenteeism Control Incentive Program until Pay Period 26, 2002.

7. Vacations, Article 31:

a. Under Section 1, effective Pay Period 1, 2001, a main office employee will earn vacation in the following manner:

1. 3.7 hours per pay period for employees who have completed less than 4 years of creditable service.

2. 5.3 hours per pay period for employees who have completed at least 4 years but less than 9 years of creditable service.

3. 6.8 hours per pay period for employees who have completed at least 9 years but less than 16 years of creditable service. (at least 9 but less than 14 in 2002)
 4. 8.4 hours per pay period for employees who have completed at least 16 years of creditable service but less than 21 years of creditable service. (at least 14 but less than 21 in 2002)
 5. 9.3 hours per pay period for employees who have completed at least 21 years of creditable service. (9.9 hours per pay period in 2002)
- b. Under Section 4, effective Pay Period 1, 2001, the maximum amount of vacation a main -office employee can maintain in his/her vacation account shall be as follows:
1. 136 hours for employees who have completed less than 4 years of service.
 2. 176 hours for employees who have completed at least 4 years of service but less than 9 years of service.
 3. 216 hours for employees who have completed at least 9 years of service but less than 16 years of service. (Less than 14 years in 2002)
 4. 256 hours for employees who have completed at least 16 years of service but less than 21 years of service. (at least 14 years in 2002)
 5. 280 hours for employees who have completed at least 21 years of service. (296 in 2002)

8. Health Insurance, Article 37:

- a. Under Subsection 3.a. (1), (a), 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. This increased employee contribution shall be deducted with the next regular health insurance payroll deduction following Common Council approval of this agreement and shall be effective on the first day of the next month following such increased contribution.
- 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.

9. Life Insurance, Article 38:

Maintain present language, except effective the first day of the next month following the next open enrollment (as determined by the City) for supplemental life insurance following the execution date of this Agreement, increase the optional insurance coverage maximum amount to either 1.5 times his/her annual basic salary rounded to the next higher thousand dollars of earnings or \$100,000, whichever is greater. Employees who elect optional insurance in excess of 1.5 times his/her annual basic salary rounded to the next higher thousand dollars of earning shall pay an amount equal to \$0.21 per month for each \$1,000 of coverage in excess of \$32,000 but not greater than 1.5 times his/her annual basic salary rounded to the next higher thousand dollars of earnings and an amount equal to the full premium per month for each \$1,000 of coverage in excess of 1.5 times his/her annual basic salary rounded to the next higher thousand dollars. Election of life insurance coverage is under the terms and conditions as are established and maintained from time to time by the City and /or its life insurance carrier. (At this time, the premiums for the additional amount of life insurance coverage exceeding 1.5 times the employee's annual basic salary will be age-rated and eligibility for the additional amount of coverage shall require evidence of insurability.)

10. Probationary Period, Article 41:

Delete Section 1d. Add a new Section 1d: Service does not include time worked during a Temporary Appointment.

11. New Provisions:

- a. As soon as practicable following the execution date of this Agreement, there shall be a one-time clothing allowance of \$115.00 paid to each employee eligible for the foul weather and protective clothing/equipment allowance.
- b. As soon as practicable following the execution date of this Agreement, there shall be a one-time training incentive of \$115.00 paid to each main office employee and field headquarters clerk.
- c. Provide employees with reports regarding their vacation and regular sick leave accounts once per year starting in 2002.

12. The remaining articles of the 2001-2002 labor agreement shall remain the same except for non-substantive language updates.

01/10/02 SM