

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement
Between the City of Milwaukee and
SEIU Healthcare District 1199 W/Staff Nurses' Council
Two-year Agreement
CC# 070009**

1. Duration, Article 1: Two year: January 1, 2010 through December 31, 2011.
2. Base Salary, Article 9:
 - a. During the term of the Agreement, the biweekly base salary paid to employees shall be those rates which became effective Pay Period 14, 2009.
 - b. Effective Pay Period 1, 2010 through Pay Period 26, 2011 there shall be no pay step advancement.
 - This provision shall expire at the end of Pay Period 26, 2011.
3. Pension Benefits, Article 22:
 - a. Effective 1/1/2010 through 12/31/2011 employees who retire from active service on a normal service retirement during the term of the Agreement shall receive a 2% COLA increase after the first twelve months of retirement.
 - This provision shall expire 12/31/2011.
 - b. Employees who retire from active service between 1/1/2010 and 12/31/2010 on a normal service retirement shall be eligible for a bonus year. That year may be, at the discretion of the employee, added to either age, for eligibility qualification, or years of service. The bonus year may be split into portions no smaller than full months and used for a combination of age and service not to exceed 12 months in total. If the bonus year is used as an additional year of service credit the total years of service cannot exceed 35, and will not be used to break the 70% cap. In order to be eligible for this benefit, employees must provide notice only of their intent to retire during 2010 to their Department head or designee by August 31, 2010.
 - This provision shall expire 12/31/2010.
 - c. Employee's hired on or after 1/1/2010 shall be required to pay member contributions equal to 5.5%.

4. Health Insurance, Article 23:

Employees who retire from active service on a normal service retirement and elect to use the bonus year to meet the minimum age requirements or years of creditable service for retiree health insurance shall be entitled to the benefits under subsection 23.2.e or f and costs under subsection 23.3.c.(1) or (2).

- This provision shall expire at the end of Pay Period 26, 2010.

5. Sick Leave, Article 15:

Continue the Sick Leave Incentive Program through Pay Period 26, 2011.

6. Layoffs:

The City agrees that there will be no layoffs of SEIU employees from Pay Period 1, 2010 through Pay Period 26, 2010 with the exception of seasonal layoffs, loss of grant funding, or loss of reimbursement for specific positions or programs.

- This provision shall expire at the end of Pay Period 26, 2010.

7. Furloughs:

a. There shall be no more than four furlough days during calendar year 2010 and no more than four furlough days during calendar year 2011.

b. The policies as set forth in the Department of Employee Relations Mandatory Furlough and Administrative Guidelines policy dated June 19, 2009 regarding benefits during furlough days shall apply in calendar years 2010 and 2011.

c. The agreement on furloughs shall not be used by either party in future grievances, prohibited practice complaints, or any other legal actions.

d. These provisions shall expire at the end of Pay Period 26, 2011.

8. Add or update applicable dates, references, and delete obsolete language.