

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement Between  
City of Milwaukee and  
Local 494, IBEW, AFL-CIO, Machine Shop  
2001-2002**

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

2. **Base Salary, Article 16:**

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.

3. **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:

2<sup>nd</sup> shift Differential: \$0.40 cents per hour  
3<sup>rd</sup> shift Differential: \$0.45 cents per hour  
Saturday Differential: \$0.50 cents per hour  
Sunday and Holiday Differential: \$0.60 cents per hour

4. **Safety Equipment and Clothing Allowance, Article 23:**

- a. Effective 2001, the clothing allowance shall be increased from \$90 to \$110 per year for all employees who work in the Machine Shop in the Infrastructure Division at least 13 pay period in a fiscal year. For such employees who work at least 6 pay periods but less than 13 pay periods in a fiscal year the clothing allowance shall remain at \$55 per year.
- b. Effective calendar year 2002, the safety shoe reimbursement, as provided under section 23.1.c, shall be increased from \$105 to \$115 per calendar year.

5. **Tuition and Textbook Reimbursement, Article 24:**

- a. Effective calendar year 2002, increase the maximum reimbursement of tuition, laboratory fees, required textbooks or required equipment for approved courses of study from "up to an aggregated amount of \$900" to "up to an aggregated amount of \$1,000" per calendar year.
- b. Effective calendar year 2002, up to \$100 per year of the maximum tuition benefit may be used for the payment of professional dues to an organization approved by the employee's Division Head.

6. **Sick Leave, Article 25:**

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

**7. Vacations, Article 28:**

Effective Pay Period 1, 2001, an employee shall earn vacation time in the following manner. The maximum vacation balance an employee can maintain in his/her vacation account is also shown.

- a. 3.7 hours per pay period for employees with less than 4 years of creditable service. (Currently less than 6 years of creditable service). Maximum vacation balance: 136 hours.
- b. 5.3 hours per pay period for employees with at least 4 but less than 9 years of creditable service. (Currently with at least 6 but less than 11 years of creditable service.). Maximum vacation balance: 176 hours.
- c. 6.8 hours per pay period for employees with at least 9 but less than 16 years of creditable service. (Currently with at least 11 but less than 17 years of creditable service). Maximum vacation balance: 216 hours.
- d. 8.4 hours per pay period for employees with at least 16 but less than 21 years of creditable service. (Currently at least 17 years of creditable service). Maximum vacation balance: 256 hours.
- e. 9.3 hours per pay period for employees with at least 21 years of creditable service. (New). Maximum vacation balance: 280 hours.
- f. Effective fiscal year 2002, in lieu of c. above: 6.8 hours per pay period for employees with at least 9 but less than 14 years of creditable service. (In 2001, was less than 16 years of creditable service). Maximum vacation balance: 216 hours.
- g. Effective fiscal year 2002, in lieu of d. above: 8.4 hours per pay period for employees with at least 14 years but less than 21 years of creditable service. (In 2001, was at least 16 years of creditable service). Maximum vacation balance: 256 hours.
- h. Effective fiscal year 2002, in lieu of e. above: 9.9 hours per pay period for employees with at least 21 years of creditable service. (In 2001, was 9.3 hours per pay periods instead of 9.9 hours per pay period). Maximum vacation balance: 296 hours.

**8. Funeral Leave, Article 32:**

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 32.1.b.

**9. Health Insurance Benefits, Article 34:**

- a. Under subsection 34.3.a.(1)(a), effective January 1, 2002, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$25 to \$50 per month for single enrollment and from \$50 to \$100 per month for family enrollment. (Note: the deduction for January 2002 is deducted from employee's December, 2001 paycheck.)

- 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.)
10. The remaining Articles of the 1999-2000 labor agreement shall remain the same, except for non-substantive language updates.