

**Summary of Wage and Benefit Modifications in the Tentative Agreement
Between the City of Milwaukee and the Association of Scientific Personnel
2001-2002**

1. **Duration, Article 1:** Two years: January 1, 2001 through December 31, 2002.
2. **Base Salary, Article 12:**
 - a. Effective Pay Period 1, 2001: 2.5% across the board increase over Pay Period 26, 2000 biweekly rates.
 - b. Effective Pay Period 1, 2002: 3% across the board increase over Pay Period 26, 2001 biweekly rates.
3. **Health Insurance, Article 27:**
 - a. Effective January 1, 2002, 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.
 - 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 as soon as practicable, as determined by the City, after the execution date of this Agreement, registered domestic partners of eligible City employees if registered as such by the City 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.)
4. **Vacation, Article 17:**
 - a. Effective Pay Period 1, 2002, an employee shall earn vacation time in the following manner:
 - 3.7 hours per pay period for employees with less than 4 years' creditable service; (*Currently less than 6 years of creditable service.*)
 - 5.3 hours per pay period for employees with at least 4 but less than 9 years of creditably service. (*Currently with at least 6 but less than 11 years of creditable service.*)
 - 6.8 hours per pay period for employees with at least 9 but less than 14 years of creditable service. (*Currently with at least 11 but less than 17 years of creditable service.*)
 - 8.4 hours per pay period for employees with at least 14 but less than 21 years of creditable service. (*Currently at least 17 years of service.*)
 - 9.9 hours per pay period for employees with at least 21 years of creditable service. (*New*)

b. Effective Pay Period 1, 2002, the maximum vacation accruals shall be modified as follows:

136 hours for employees who have completed less than 4 years of service.

176 hours for employees who have completed 4 years of service, but less than 9 years of service.

216 hours for employees who have completed 9 years of service but less than 14 years of service.

256 hours for employees who have completed 14 years of service but less than 21 years of service.

296 hours for employees who have completed 21 years of service.

c. Effective as soon as administrative practicable after the execution date of this Agreement, the following hours shall be added to the following employees Transitional Vacation Account balances:

<u>Employee</u>	<u>Hours</u>
Frank Grocholski	23.4
John Sromek	23.4
Barbara Voight	23.4
Richard Pries	23.4
Susan Koehler	23.4
Clement Ng	23.4
Telesford Dulay	23.4
Mark Zemke	23.4
Elizabeth Zembrowski	18.0
David Griswold	19.5
Valdis Kalve	39.0
Nathalie Russell	39.0
Victoria Swinnie	11.2
Ben Hui	16.0

5. Overtime, Article 14:

a. Add cash option for compensation of overtime, special overtime and show up pay. Overtime compensation in either cash or compensatory time off shall be at the discretion of the Department Head.

b. Effective the next pay period following the execution date of this Agreement, employees in the classification of Chemist III, Microbiologist III, Virologist III and Laboratory Information Systems / QA-QC Coordinator shall be eligible to receive overtime benefits. For such employees overtime means authorized work performed in excess of the 40-hour workweek or for work performed on holidays. This overtime pay provision shall not apply to hours worked in excess of the 40-hour work week as a result of the employee's flexible schedule.

c. Change "Call In" pay to "Show Up". Part-time personnel shall also be eligible for Show Up pay on a prorated basis.

d. Effective Pay Period 21, 2001, employees covered under the Flexible Schedule Article shall be eligible for Show Up Pay.

- e. On-Call Pay. Effective Pay Period 21, 2001, an employee who is on an authorized on-call assignment shall be compensated at the rate of one (1) hour of pay in cash for each eight hour time period or fraction thereof outside an employee's regularly scheduled workday, weekend day or holiday that he or she is so assigned. An employee who is on authorized on-call must be available to work and be able to report to work within two hours from the time he/she is notified by the Public Health Laboratories Director or designee. As deemed necessary at the discretion of the Public Health Laboratories Director or designee, employees on an authorized on call assignment may be directed to report in less than two hours, when reasonably possible.

6. Flexible Schedule Benefits, Article 15

Add a new section e, clarifying that employees in positions covered by the Flexible Schedule benefits shall not be eligible for overtime benefits under the Overtime Article for any hours worked in excess of 40 hours in a work week as a result of the employee using flexibility in scheduling working hours.

7. Shift Differential, Article 16:

- a. Effective the next pay period following the execution date of this Agreement, the shift, differentials shall be increased to the following new rates:

- 2nd shift Differential: \$0.40 cents per hour
 - 3rd shift Differential: \$0.45 cents per hour

- b. Effective the next pay period following the execution date of this Agreement, weekend and holiday differentials shall be added with the following rates:

- Saturday Differential: \$0.50 cents per hour
 - Sunday and Holiday Differential: \$0.60 cents per hour

- c. Effective the next pay period following the execution date of this Agreement, the following language shall be added to the end of Section 2 of Article 16:

- In order for an employee to be eligible for 2nd and 3rd shift premium rates, the employee shall be required to work not less than 4 hours of the regular workday in either the 2nd or 3rd shift, and when such employee satisfies that requirement, the employee's entire workday shall be compensated for at the shift differential compensation set forth in this subsection.

8. Sick Leave, Article 19:

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

9. Funeral Leave, Article 25

Effective the next pay period following the execution date of the Agreement, a registered domestic partner of a City employee, if registered as such by the City as provided under Chapter 111 of the Milwaukee Code of Ordinances shall be included in the "immediate family" definition.

- 10. Except for housekeeping changes, all other provisions in the 1999-2000-labor agreement shall be maintained in the 2001-2002-labor agreement.