

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement
Between the City of Milwaukee and
Public Employees' Union #61, LIUNA, AFL-CIO, CLC
Two-year Agreement
CC#101066**

1. Duration, Article 1: Two year: January 1, 2010 through December 31, 2011.
2. Base Salary, Article 19:
 - 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.
 - Employees who received a pay step in 2010 shall be required to reimburse the City for additional wages earned. Except for those EE's in PR 750 who moved from step 1 to step 2.
 - This provision shall expire at the end of Pay Period 26, 2011.
 - c. During the term of the Agreement section 8 of Article 19, Pilot Office Support and Continuing Education Incentive Program, shall be suspended.
3. Pension Benefits, Article 36:
 - a. Effective 1/1/2010 through 12/31/2011 employees who retire from active service on a normal service retirement or an early 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 5/1/2010 and 4/30/2011 on a normal service retirement or an early 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.
 - This provision shall expire 4/30/2011.
 - c. Effective upon the execution date of the Agreement, employee's hired on or after 1/1/2010 shall be required to pay member contributions equal to 5.5%.

4. Health Insurance, Article 37:

- a. Employees who retire from active service on a normal service retirement and elect to use the bonus year to meet the minimum age requirements for retiree health insurance shall be entitled to the benefits under subsections 37.2.e or f and costs under subsection 37.3.c.(1) or (2).
 - This provision shall expire at the end of Pay Period 9, 2011.
- b. Effective as soon as practicable after the execution date of this Agreement, 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 eligible to be covered under the employee's health and dental insurance. An employee who elects coverage for his or her domestic partner must be enrolled in the same plan.

6. Sick Leave, Article 29:

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

7. Notices, Article 4:

- a. The City and the Union may exchange notices via E-Mail or FAX as agreed.
- b. All Sanitation Section Alerts dealing with changes in hours of work and notifications regarding sign-up opportunities shall either be E-mailed or faxed to the Union along with the issuance of the notice to supervisory personnel.

8. Contract Booklets, Article 51:

Delete the Article in its entirety. Each party shall be responsible for printing their own contract booklets.

9. 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 set as set forth in the Department of Employee Relations Mandatory Furlough and Administrative Guidelines policy dated December 7, 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.

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

NMF
LABR/LO61\2010-2011\Implementation