

**Summary of Wage and Fringe Benefit Modifications in the Tentative Agreement
Between the City of Milwaukee and
Joint Bargaining Unit Local 139, IUOE, AFL-CIO
Milwaukee District Council 48, AFSCME, AFL-CIO
One-Year Agreement**

1. Duration, Article 1: One year: January 1, 2003 through December 31, 2003.

2. Base Salary, Article 16:

Effective Pay Period 1, 2003, a 3% across the board increase over Pay Period 26, 2002 wage rates.

3. Pension, Article 34:

Creditable service for active military service, as provided in Chapter 36-04-2-c of the Milwaukee City Charter, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2003 and December 31, 2003.

4. Sick Leave, Article 26:

Continue the Sick Leave Incentive Program through Pay Period 26, 2003.

**AND
Three-Year Agreement**

1. Duration, Article 1: Three years: January 1, 2004 through December 31, 2006.

2. Base Salary, Article 16:

- a. Effective Pay Period 1, 2004, a 3% across the board increase over Pay Period 26, 2003 wage rates.
- b. Effective Pay Period 1, 2005, a 3% across the board increase over Pay Period 26, 2004 wage rates.
- c. Effective Pay Period 1, 2006, a 3% across the board increase over Pay Period 27, 2005 wage rates.
- d. Effective as soon as administratively practicable after the execution date of this Agreement, the City shall provide a one-time \$100 non-pensionable lump sum payment to current City employees represented by the Union as of September 21, 2004 and seasonally laid off employees. Employees are not eligible for this payment if they received a lump sum payment under the terms of another collective bargaining agreement.

3. Health Insurance, Article 35:

- a. Under subsection 35.3.a (1)(a), effective January 1, 2005, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$50 to \$60 per month for single enrollment and from \$100 to \$120 per month for family enrollment. (Note: the deduction for January 2005 is deducted from employee's December 2004 paycheck.
- b. Under subsection 35.3.a (1)(a), effective January 1, 2006, for those employees enrolled in the Basic Plan, the employee contribution shall be increased from \$60 to \$75 per month for single enrollment and from \$120 to \$150 per month for family enrollment. (Note: the deduction for January 2006 is deducted from employee's December 2005 paycheck.
- c. Except as noted below, eligible employees under Article 35.2.e. or f who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the Basic Plan shall contribute an amount toward meeting the monthly subscriber cost in the Basic Plan of \$30 per month for single enrollment when such employees' enrollment status is single and \$60 per month for family enrollment when such employee's enrollment status is family. The amount of retiree contribution shall be deducted from the retiree's pension check. Any subscriber costs for single or family enrollment in excess of the above stated amount shall be paid by the City. In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost plan offered by the City, the foregoing \$30 employee contribution shall be waived. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost plan offered by the City, the foregoing \$60 employee contribution shall be waived.
- d. For eligible employees under subsections 35.2.e. or 35.2.f, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in an HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for single enrollment for retirees in the HMO plan elected of 100% of the monthly subscriber cost of single enrollment in the Plan offered by the City pursuant to subsections 35.1.a. or b, having the lowest single enrollment subscriber cost for retirees to the City. For eligible employees under subsections 35.2.e. or 35.2.f, who retire between January 1, 2005 and December 31, 2006 and who are enrolled in the HMO Plan, the City will contribute an amount towards meeting the monthly subscriber cost for family enrollment in the HMO plan elected of 100% of the monthly subscriber cost of family enrollment for retirees in the Plan offered by the City pursuant to subsection 35.1.a. or b, having the lowest family enrollment subscriber cost for retirees to the City. If the per capita subscriber cost for enrollment in the plan elected exceeds the maximum City contribution provided, the retiree shall have the amount of excess cost deducted from his/her pension check.

In the event that the monthly subscriber cost to the City for single enrollment for retirees in the Basic Plan is the lowest single enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for single enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of single enrollment for retirees in the Basic Plan. In the event that the monthly subscriber cost to the City for family enrollment for retirees in the Basic Plan is the lowest family enrollment subscriber cost for retirees to the City for both the Basic Plan and any HMO Plan, the City will contribute an amount towards meeting the subscriber cost for family enrollment for retirees in an HMO Plan of 100% of the monthly subscriber cost of family enrollment for retirees in the Basic Plan.

4. Pension, Article 34:

- a. Notwithstanding any provision of Chapter 36-05 of the Milwaukee City Charter and the Rules of the Annuity and Pension Board, for employees retiring on a service retirement allowance on or after January 1, 2005 with at least 5 years of City service, hours worked as a City Laborer-Seasonal or Playground Laborer Seasonal (MPS) shall be taken into account in determining the amount of their service retirement allowance. The additional creditable service earned under this provision shall be granted in accordance with Board Rules and shall not exceed one year of creditable service. The additional creditable service earned under this paragraph shall not be taken into account for any other purpose including, but not limited to determining eligibility for a service retirement allowance under Chapter 36-05-1-d or f, a deferred retirement allowance under chapter 36-05-6-b-2 or 6-d-2, an early retirement allowance under Chapter 36-05-6-b-3 or 6-c, or eligibility for additional imputed service credit under Chapter 36-04-4.
- b. Creditable service for active military service, as provided in 36-04-2-c, shall be extended to employees represented by the Union who participate in the combined fund and who retire on a service retirement between January 1, 2004 and December 31, 2006.

5. Tuition and Textbook Reimbursement, Article 40

Effective January 1, 2006, increase the maximum amount of City reimbursement for tuition, laboratory fees and required textbooks for approved courses of study from \$1,000 to \$1,200 per calendar year.

6. Funeral Leave, Article 33:

Effective the next pay period following the execution date of this Agreement under Article 33 1.b., include spouse's sibling's spouse in definition of brother-in-law and sister-in-law.

7. Joint Labor Management Committees, Article 11:

Create an advisory Joint Labor Management Committee to discuss the CDL 2005 regulation changes. The committee will make advisory recommendations to the City Labor Negotiator.

8. Sick Leave, Article 26:

Continue the Sick Leave Incentive Program through Pay Period 26, 2006.

9. Seniority for Layoff Purposes. New Article

In the event the Asphalt plant closes, the Asphalt Plant Engineer shall be added to bottom of the Tractor list of drivers who in a previous calendar year had worked at least 51% of their time in that calendar year as a Tractor Operator, but before employees on the Tractor trainee list. At such time he shall be placed at the bottom of the Operations Driver Worker list.

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