

**TENTATIVE AGREEMENT between the CITY OF WEST ALLIS
and WAFN, Local #5038 (Nurses Union)**

- TERM of CONTRACT: 3 years (2008, 2009, 2010)
- WAGES:

Effective January 1, 2008	2% Increase Across the Board
Effective April 1, 2008	1% Increase Across the Board
Effective January 1, 2009	2% Increase Across the Board
Effective April 1, 2009	1% Increase Across the Board
Effective January 1, 2010	2% Increase Across the Board
Effective April 1, 2010	1% Increase Across the Board

 - Effective January 1, 2009: Add one step in salary range N-7 (take 5 years to get to the top step; divide current salary ranges into 6 steps – beginning, 4 middle levels, ending)
- DIRECT DEPOSIT - all employees shall be enrolled in Direct Deposit by December 31, 2008
- INSURANCE:
 - DENTAL - effective the first of the month following ratification of the contract, increase Dental Insurance annual maximum benefit from \$1000/person/plan year to \$1,500/person/plan year; City continue to pay 100% of monthly premium (prorated based on FTE for part-time employees).
 - PPO PODIATRY - effective the first of the month following ratification of the contract, cover podiatry service like any other medical service
 - PPO PRESCRIPTION DRUG COPAY - effective March 1, 2009, employees shall continue to pay \$10/\$20/\$30 for retail (34 day supply) prescriptions however increase mail order (90 day supply) prescriptions to 2.5 times retail or \$25/\$50/\$75
 - PPO OFFICE VISIT COPAY - effective March 1, 2009, employees shall continue to pay a \$20.00 office visit co-pay however it shall be waived for wellness/routine/preventative services in exchange for removing the maximum plan year out of pocket of \$200/single, \$400/couple, \$600/family
 - PPO ER COPAY - effective March 1, 2009, remove emergency room copay “doctor directed” portion of *waiver clause* ; to read as follows: “100% of eligible charges if admitted or transported by emergency vehicle; otherwise \$75 co-pay
 - ELIGIBILITY FOR RETIREE HEALTH INSURANCE - effective the first of the month following ratification of the contract “Newly hired employees, hired on or after the first of the month following ratification of the contract, must have 15 years of service with the City to qualify for retiree health insurance”
- VACATION - update contract language to acknowledge practice of 40* hours vacation carryover to be used by May 1st - revise Article VIII, Section 2, (d) (*prorated for part-time based on budgeted FTE)

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- FUNERAL LEAVE– effective January 1, 2008: modify to move mother, step-mother, father, step-father, mother-in-law and father-in-law from 3 to 5 day category and add step-child to wording of 5 day category
- CLOTHING ALLOWANCE - effective January 1, 2009, Clothing Allowance to be extended to all positions of the bargaining unit (this will add the 3 new members) - modify Article XV, Miscellaneous, Section 9
- RESIDENCY - The perimeter for establishing non-residency shall be established as listed below: The residence shall be **south of Highway 60, east of Highway P, south of Hwy. MM, east of Hwy. 67, north of Hwy LO, east of Hwy. E and north of Highway 20. To establish qualified residency, the residence must have a postal address inside of the boundaries or on one of the highways named below. All employees hired before January 1, 2008 shall be “grandfathered” at their current residence; if said employee moves, must be within boundaries**
- SIDE AGREEMENTS for Split Shift and Appendices A & B
- HOUSEKEEPING - Update the formatting of the contract for consistency purposes including but not limited to: Capitalization, Header formatting, hyphens, underscoring, and numbering as examples.