

116.



City of West Allis Matter Summary

7525 W. Greenfield Ave.
West Allis, WI 53214

File Number	Title	Status
R-2008-0151	Resolution	In Committee
	Resolution to approve Summary of Negotiated Settlement with Local 5038 (West Allis Federation of Nurses), for 2008-2010.	
	Introduced: 6/17/2008	Controlling Body: Administration & Finance Committee
		Sponsor(s): Administration & Finance Committee

COMMITTEE RECOMMENDATION Adopt

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
JUN 17 2008			Barczak				
			Czaplewski				
			Kopplin	✓			
		X	Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Roadt				
			Sengstock				
			Vitale	X	✓		
		Weigel					
		TOTAL		5			1

SIGNATURE OF COMMITTEE MEMBER

Kurt Kopplin
 Chair Vice-Chair Member

COMMON COUNCIL ACTION adopt

ACTION DATE:	MOVER	SECONDER		AYE	NO	PRESENT	EXCUSED
6-17-08			Barczak	✓			
			Czaplewski	✓			
			Kopplin	✓			
			Lajsic	✓			
			Narlock	✓			
			Reinke	✓			
			Roadt	✓			
			Sengstock	✓			
			Vitale	✓			
		Weigel				✓	
		TOTAL		9	1		1



City of West Allis

7525 W. Greenfield Ave.
West Allis, WI 53214

Resolution

File Number: R-2008-0151

Final Action:

Sponsor(s): Administration & Finance Committee

JUN 17 2008

Resolution to approve Summary of Negotiated Settlement with Local 5038 (West Allis Federation of Nurses), for 2008-2010.

WHEREAS, the current labor contract with Local 5038 (West Allis Federation of Nurses) ended on December 31, 2007; and,

WHEREAS, the City and Local 5038 (West Allis Federation of Nurses) have entered into negotiations for a new contract; and,

WHEREAS, the City and Local 5038 (West Allis Federation of Nurses) have reached a tentative settlement for the three year period of January 1, 2008 through December 31, 2010; and,

WHEREAS, the Administration & Finance Committee has reviewed the Tentative Agreement and is recommending approval; and,

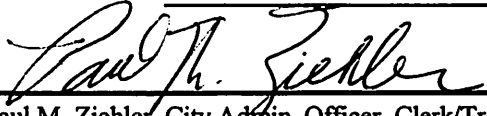
WHEREAS, the membership of Local 5038 (West Allis Federation of Nurses) has voted and ratified the Tentative Agreement.

NOW, THEREFORE, BE IT RESOLVED by the Common Council of the City of West Allis that the attached Summary of Negotiated Settlement between the City and Local 5038 (West Allis Federation of Nurses), for the period January 1, 2008 to and including December 31, 2010 be and is hereby approved.

BE IT FURTHER RESOLVED that the proper City officers and representatives be and are hereby authorized and directed to execute the aforesaid Summary of Negotiated Settlement on behalf of the City in the form of a new three year Labor Agreement.

ADM\ORDRES\ADMR.Nurses SNS 0810

ADOPTED JUN 17 2008



Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED 6/20/08



Dan Devine, Mayor

**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 *waver 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)

TENTATIVE AGREEMENT

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

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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.