

## **SUMMARY OF NEGOTIATED SETTLEMENT**

The undersigned, being duly authorized representatives and/or agents for the indicated parties hereto, agree that the following Summary represents the terms of the negotiated agreement for wages, hours and other conditions of employment for the above-captioned bargaining unit.

**EMPLOYER:** CITY OF WEST ALLIS

**BARGAINING UNIT:** LOCAL 80 (CLERICAL UNIT), AFSCME, AFL-CIO

**1) CONTRACT TERM:** January 1, 2006 through December 31, 2007

**2) WAGES:**

- A) Year 2006: Effective July 1, 2006, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1.5%.
- B) Year 2007: Effective July 1, 2007, the base hourly rate at each step increment in the salary ranges for personnel represented by the bargaining unit shall be increased by 1.5%.

**3) RECLASSIFICATIONS:**

Effective January 1, 2006 the Labor-Management Reclassification Committee as set forth in the Summary of Negotiated Settlement between the City of West Allis and Local 80, Clerical Unit, shall be incorporated in to the contract as Exhibit F:

### **EXHIBIT F**

#### **LABOR MANAGEMENT RECLASSIFICATION COMMITTEE**

Effective January 1, 2006, a Labor-Management Reclassification Committee will be instituted, consisting of six (6) members -- three (3) from management and three (3) from the collective bargaining unit.

- A. All requests for reclassifications of existing positions must be made before the Reclassification Committee. Requests shall initially be submitted to the Personnel Manager.
- B. Either management or the collective bargaining unit must complete and submit a Reclassification Questionnaire to the Committee for consideration.
- C. The Labor-Management Reclassification Committee shall meet quarterly (or as needed) to deliberate the merits of any requests.
- D. All six (6) members of the Committee shall be present to conduct business. A simple majority vote will determine approval of the reclassification for implementation.
- E. Should a 3-3 tie or deadlock occur, the Committee will cease deliberations and the reclassification request will default to the grievance and arbitration procedure in the contract.

**4) CONTRACT LANGUAGE UPDATES:**

- A) Exhibit A, Section 1 – Wages: update the following pay headings to coincide with the headings on the new payroll software (HTE):
  - AA-5 to B05
  - AA-7 to B07
  - AA-10 to B10
  - AA-11 to B11
  - AA-25 to B25

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- B)** Article VIII, Wages, Hours, and Working Conditions, B. Vacations: update language to be consistent on pages 19, 20 and 21 (Chart listed in B. Vacations, 1. a-j on page 19 and top of page 20 to be incorporated into text on pages 20 and 21)
- C)** Update contract language to replace any reference to age 65 with "Medicare Eligible" (as found in the Table of Contents and pages 32 and 34).
- D)** Modify Article IV Union Activity, Section C – Access to Records page 7, to be consistent with Wisconsin Statutes.