

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
September 16, 2025

Re: The Labor Agreement between the City of Madison and Teamsters Local 120, tentatively agreed to on August 29, 2025.

The following is a summary of the modifications to the City of Madison and Teamsters Local 120 Collective Bargaining Agreement, effective January 1, 2025 through December 31, 2027.

1. Wages:

- A. 3% increase effective the pay period including January 1, 2025.
- B. 2.0% one-time payment equivalent to a mid-year wage increase (July 1, 2025-December 31, 2025) payment will be sent upon ratification of contract, to all Teamsters employed on date of ratification.
- C. 3.0% increase effective the pay period including January 1, 2026.
- D. 3.0% increase effective the pay period including January 1, 2027.
- E. Increase in Post Employment Health Plan contribution to match wage increases.
- F. No change to Health Insurance.

2. Contract Term:

January 1, 2025 through December 31, 2027.

3. Additional Modifications:

- A. Masthead: Modification to change all references to 695 to 120. Modification of all references of mechanic to technician. No cost.
- B. Glossary: Bus Cleaner: Delete "and move". No cost.
- C. Union Negotiating Committee: Increase to 9 members. No cost.
- D. Standing Committees: Adding a Shop Scheduling Committee. No cost.
- E. Employee Assaults: Adding assault standard operating procedure to agreement. No additional cost.

- F. Organ Donation Leave: Adding up to 30 days of paid leave specific to organ donation. No additional cost.
- G. Report time: Report and travel time between facilities is considered time worked. No cost.
- H. Probationary Period: Probation is 12 months from date of hire. No cost.
- I. Uniforms: Employer will furnish 2 pairs of shorts. No additional cost.
- J. Instructors: New employee instructors will serve a 5 year term. No cost.
- K. Shop Posting: Internal bids will be for 8 calendar days. No cost.
- L. New Programs: No autonomous vehicles. Automation will not remove work from bargaining unit. No cost.
- M. Addendum E: Deleted. No cost. Anticipated cost savings.
- N. Premiums: Increase dispatcher premium for service lane.
Cost: \$294.12
- O. Premium table: Increase premiums by % of wage increase.
Cost: 2025: \$13,772.77 2026: \$27,619.8 2027:\$39,837.06
- P. Shop Employee Differential: Increase from \$.75 to \$1.50.
Cost: \$38,000
- Q. Boot Allowance: Increasing boot allowance in shop from \$240 to \$300 every two years. Cost: \$3,000
- R. Slip resistant shoe allowance: Creation of a \$175 allowance. Cost: \$6,825.
- S. High voltage PPE. Cost:\$44,923
- T. Vacation:
 - a. Modify 7 years of service to 5 years; and modify 12 years of service to 10 years. Cost: need for actuarial review.
 - b. Cash out one week and carry over one week. No cost.
- U. Shop Overtime:
 - a. Employees on shift will be offered OT work before the daily OT sheet. No cost.

- b. If OT is accepted in this manner it won't count as last day worked for OT. No cost.
- c. Employees called from the OT call sheet will not be charged with the time. No cost.