

Memorandum of Understanding
Between
International Association of Firefighters Local 311
and the
City of Madison

Pursuant to the exercise of the wage reopener contained within the parties 2012 to 2015 collective bargaining agreement and pursuant to recent bargaining and mediation between International Association of Firefighters Local 311 (IAFF 311) and the City of Madison the parties have agreed to modify their existing collective bargaining agreement with duration January 1, 2012, to December 31, 2015 as follows:

1- The parties agree that the tuition reimbursements will be cap at one hundred thousand dollars (\$100,000.00) for calendar year 2014 and 2015.

2- Article XXI G- Health Insurance- Post Employment Health Plan add the following language-

G. Beginning with the pay period that includes January 1, 2010:

“Each pay period the City will contribute one and a quarter percent (1.25%) of the individual’s base salary into a Post Employment Health Plan (PRHP) for each eligible employee. **The contribution rate for calendar years 2014 and 2015 will be reduce by one half (.625%) of the individual’s base salary. The contribution shall return to one and a quarter percent the pay period that includes December 31, 2015 and an additional fifteen dollars (\$15.00) will be added to the contribution per month per individual.** The PRHOP selected by the union, will specify plan benefits, limitations, eligibility requirements, and enrollment procedures.”

This City’s total contribution to the Post Employment Health Plan shall be capped at a annual total of five hundred thousand dollars (\$500,000.00) for the calendar year.

3- Article XXVIII Duration of the Agreement- C

Delete the following reopener language from the 2012-2015 agreement.

~~Either party shall be entitled to request that the labor contract be reopened one time for each year, 2014 and 2015, for the limited purpose of collectively bargaining wage adjustments described above, for employees in the bargaining unit. The requests to reopen must be made on or before August 1, 2013, to reopen 2014 wages, and August 1, 2014, to reopen 2015 wages.~~

~~The labor contract shall be reopened only one time in each of those years for the subsequent contract year. Requests to reopen shall be in writing. Upon receipt of such requests, the labor contract shall be opened, and the parties shall meet at mutually agreeable times and places for the purposes detailed in this reopener provision.~~

These modifications have been mutually agreed to and shall become a part of the January 1, 2012, to December 31, 2015, collective bargaining agreement and incorporated into any successor agreements.

dated this _____ day of December, 2013.

For The City of Madison

International Association of Firefighters Local 311

Human Resources Director

President

Employee/ Labor Relations Manager

Vice- President

Bargaining Team member

Bargaining Team Member