

LABOR RELATIONS MANAGER'S REPORT

For
The Labor Agreement
Between
The City of Madison
And
AFSCME Local 60, AFL-CIO

Collective Bargaining has concluded between AFSCME Local 60 General unit and the City for a successor labor agreement for the duration of January 1, 2015 to December 31, 2015.

1. Wages:

The City will not decrease wages and may grant a wage increase of 0% to 3% the last pay period of 2015. In addition language will be added to the wage scale that all wages rates must be at the declared living wage or above if such is negotiated. The City is committed to providing equity and parity as it relates to negotiated wage increase among all bargaining units.

2. Memorandums' of Understanding-

The City and Union have agreed to eliminate expired and conflicting MOU's identified during bargaining.

3. Expanded certification and departmental only posting option for non-entry level positions.

4. Including the new handbook grievance procedure language and additional step, to allow for mediation upon agreement between the parties, prior to arbitration.

5. Work at home- employees will be paid a half hour minimum for actual work performed between midnight and six am. The employee must either perform tasks or give direction for tasks which are not of a routine nature.

6. Parking enforcement court cancellation- to allow a minimum of two hours of pay if court is scheduled outside of their normal shift and is cancelled with less than 24 hours notice.

7. Ability to apply AFSCME work shirt patches to work shirts with agreement of HR Director and Department Head.

8. Displacements-

When employees are returning from Disability Leave/Layoff, or has their position reduced or eliminated, employees will no longer have the option of displacing employees in any department, but rather will have the following options:

A. Bump another employee in same or lower classification in their department with less seniority in which they are qualified.

or

B. Select a vacancy in any department in the same or lower classification in which they are qualified.

or

C. Be placed in a higher position by agreement of the City.

If none of these options are available during the time of displacement, the employee will have the following options:

A. Bump an hourly/ seasonal employee in another classification for which they are qualified or

B. Receive recall rights to any position at or below their current classification for which they are qualified for the period of recall, broken only if they are offered a position at their current range/cert rate which they decline.

Employees who have been suspended three (3) days or more in the previous twelve months will not be eligible for placement into another department, or displacement, but rather will only be permitted to select from vacancies in their own department.

Employees who are laid off will be allowed to use their sick leave to purchase health insurance through the City if they do not have the option of coverage by a family member. Health care may be purchased with the sick leave balance until either sick leave is exhausted or until the first day of the month following six months from the first day of layoff. Employees who either refuse a recall or fail to return after recall shall have this option terminated.

9.- Seasonal/ Hourly's-

Maximum number of hours that they may be worked will increase from 1100 to 1180.

10. Create work a work group to discuss possibilities to improve testing process/reporting for City employees applying for positions.

