

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
November 16, 2021

Re: The Labor Agreement between the City of Madison and Teamsters Local 695, tentatively agreed to on October 12, 2021.

The following is a summary of the modifications to the City of Madison and Teamsters Local 695 Collective Bargaining Agreement, effective January 1, 2021 through December 31, 2014.

1. Wages:

- A. 2.5% increase effective the pay period including January 1, 2022.
- B. 2.0% increase effective the pay period including January 1, 2023.
- C. 2.0% increase effective the pay period including January 1, 2024.
- D. Increase in Post Employment Health Plan contribution to match wage increases.
- E. No change to Health Insurance.

2. Contract Term:

January 1, 2022 through December 31, 2024.

3. Additional Modifications:

- A. Recognition: Modification to pre-amble and recognition clause to reflect diversity of workforce and representation at all facilities. No cost.
- B. New Programs: Inclusion of New programs language to support any modifications required as a function of BRT, apprenticeship program, and satellite facility needs. No cost.
- C. CSR Schedules: Modification of Customer Service Representative schedules to reflect current practices. No cost.
- D. Vacation Donation: Adding ability to donate vacation in accordance with the City's vacation donation policy. No cost.
- E. Holiday: Adding Juneteenth as a City holiday and renaming the Day after Thanksgiving as Ho-Chunk day. Approximate Cost: \$55,000

F. Hiring and Promotion: Adding an MOU to allow the employer to hire up to Step 3 of the pay schedule, allowing Office employees to remain in the same step in cases of promotion, and moving current employees below Step 3 up to Step 3 effective January 1, 2022.

Approximate Cost:

- Pay rate for starting operator could go from step one of \$45,540 and step two of \$48,576 to \$51,612 for step 3. The additional salary cost per operator hired at step three is an additional \$9000 for the first 18 months before normalizing at step four after 30 months. Approximate cost of moving current employees to step 3: \$110,000.

G. Instructor/Trainer Pay: Increasing route familiarization trainer pay from \$1.00 to \$1.25 per hour and instructor pay from \$1.25 per hour to \$2.00 per hour. Approximate Cost:\$600

H. Boot Allowance: Increasing boot allowance in shop from \$215 to \$240 every two years. Approximate Cost: \$3,150 over two years.

I. Shop Schedule/Overtime/Classification changes:

- Modifying the work schedule to a standard 40 hours per week and effectuating a major class change to increase base wages of shop classifications by 7.5%. No cost.
- Providing for overtime only after work in excess of regular scheduled hours on scheduled work days. No cost. Expected overtime savings.
- Eliminating in-late/out-early provision. No cost. Expected overtime savings.
- Adding a shift premium for Mechanics on weekends and increasing night premium to \$3.00 per hour on second and third shift. Approximate Cost:\$83,054
- Modifying the shop schedule to add A Mechanics on 2nd and 3rd shift, moving a bus cleaner to 2nd shift, and allowing for new positions to be added after discussion with the Union based on the needs of the organization. Retitling 1 Service Lane Worker to Dispatcher. Approximate Cost:\$2,444
- Allowing for up to 120 hours of compensatory time approval from 86 hours. No cost.
- Increasing dispatcher premium pay to \$0.62. Approximate Cost:\$145