

LABOR RELATIONS MANAGER'S REPORT

For  
The Labor Agreement  
Between  
The City of Madison  
And  
LIUNA Local 236

1. Wages:

- a. 2.0% increase effective the last pay period of 2011.
- b. 2.0% increase effective the last pay period of 2012.
- c. 3.0% increase effective the last pay period of 2013.

These wage increases will replace the agreed to wage increases in the prior labor agreement of January 1<sup>st</sup> 2010 to December 31<sup>st</sup> 2012.

2. Maintain Health Insurance at 105% of the lowest cost premium through 2012.

Effective January of 2013 the employee will pay 6% of the premium of any Qualified Tier 1 health insurance plan selected from the health care providers offered in the Wisconsin Public Employer's Group Health Insurance plan's Dane County service area, for family or single coverage. If any plan outside the aforementioned plans is selected, the Employer costs will not exceed the Employer costs for a Qualified Tier 1 plan described herein.

Effective January of 2014 the employee will pay 12% of the premium of any Qualified Tier 1 health insurance plan selected from the health care providers offered in the Wisconsin Public Employer's Group Health Insurance plan's Dane County service area, for family or single coverage. If any plan outside the aforementioned plans is selected, the Employer costs will not exceed the Employer costs for a Qualified Tier 1 plan described herein.

3. Effective the first pay period of January 2012 employees' will pay to the Wisconsin Retirement System (WRS) an amount equal to one half of the total contribution rate for approved by the Employee Trust Fund Board.

4. The term of the new agreement shall be from March 10<sup>th</sup>, 2011 until March 9<sup>th</sup>, 2014.

5. Memorandum of Understanding:

The City agrees to work cooperatively with LIUNA Local 236 to avoid layoffs during the term of the contract. The ability to avoid layoffs will be strengthened if the City implements furlough days and/or if the City pursues and the electorate adopts a referendum allowing the City to exceed the state-imposed levy limits. The goal of avoiding layoffs is not meant to include the elimination of any vacant positions, elimination of positions due to restructuring or creation of operational efficiencies, or termination of employees for just cause.

If at any point during the term of this collective bargaining agreement Wisconsin State Statutes 111.70 are reinstated as they existed on March 9<sup>th</sup>, 2011, either of the parties may reopen this collective bargaining agreement.