

Collective Bargaining Agreement between IATSE Local 251 and the City of Madison - Human Resources Director's Report

Initial Collective Bargaining Agreement for calendar years 2008 and 2009.

Following a decision by the Wisconsin Employment Relations Commission (WERC) providing that Stagehand Employees working at the Overture Center for the Arts and The Monona Terrace Convention Center were in fact employees of the City of Madison for purposes of collective bargaining the parties began negotiating an initial collective bargaining agreement. Prior to this decision the City paid the prevailing rate for Stagehands and for purposes of wages, hours, and conditions of employment followed a contract entered into by IATSE and Frank Productions. On January 22, 2010 the City and IATSE came to a tentative agreement. The attached agreement provides a detailed description of wages, hours, and working conditions as applied to stagehand performing work at the Overture Center for the Arts and Monona Terrace. A summary of the major economic agreement is listed below:

1. Wages:

0% in 2008

2.5% effective the final pay period of 2009 (Cost - 23,997 annually)

2. Health insurance:

Effective the final pay period of 2009 the City will make a contribution equal to 10% of the employee's wages into the IATSE National Benefit Fund which will be used to establish an individual employee account for the purchase of health insurance. This will only be possible if the Group Health Insurance Board at the WI Department of Employee Trust Funds grants an exemption from the Wisconsin Group Health Insurance Plan for these employees (See the attached letter requesting the exemption). (Cost - \$89,168 annually)

3. Wisconsin Retirement System (WRS):

Beginning January 1, 2010 the City will begin making contributions into the WRS for eligible employees. Employees must work over 600 hours per year to be eligible. (Cost - \$55,206 annually)

The total additional cost of this contract above the 2007 prevailing rate is \$168,371 annually. When compared to the prevailing rate each year of this contract and the next assuming a 3% increase in the prevailing rate in 2010 and 2011 the cost impact is as follows:

2008 - (\$5069)  
2009 - (\$29,044)  
2010 - \$91,055  
2011 - \$59,939

In general, these additional costs or savings are split 25% to Monona Terrance and 75% to the Overture Center. The majority of the cost of stagehands at the Overture Center is passed on to the shows that employ stagehands to perform labor.

Collective Bargaining Agreement between IATSE Local 251 and the  
City of Madison - Human Resources Director's Report

Collective Bargaining Agreement for calendar years 2010 and  
2011.

Wages:

0% in 2010

0% in 2011

No change to the remainder of the agreement.