

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
January 22, 2019

Re: The Labor Agreement between the City of Madison and International Association of Firefighters (IAFF), tentatively agreed to on January 7, 2019.

The following is a summary of the modifications to the City of Madison and IAFF Collective Bargaining Agreement, effective January 1, 2018, through December 31, 2021.

1. Wages:

- A. 2.0% increase effective the last pay period of 2018.
- B. 2.5% increase effective the first pay period of July, 2019.
- C. 3.25% increase effective the first pay period of January, 2020.
- D. 3.75% increase effective the first pay period of January, 2021.

* See fiscal note for wage increase costs.

2. Health Insurance:

The City's shall pay 100% of the lowest cost provider. Effective with the premium payment for December 2021 (for coverage beginning January 1, 2022), and moving forward, the City shall pay 88% of the average for Dane County Tier 1 service providers. If the City during the term of the agreement selects a single provider for health care coverage the City will pay 100% of the cost of the monthly premium.

3. Contract Term:

January 1, 2018 through December 31, 2021

4. Additional Modifications:

- A. Modified reopen date (from Oct. to May prior to expiration of agreement). No cost.
- B. Modification to include impact on dues deduction of Supreme Court "Janus" ruling. No cost.
- C. Modification to allow former employees to be paid for testimony arising out of employment. No significant cost.

- D. Modification to authorized leave language to allow for use of bereavement leave for hospice care. No cost.
- E. Modification to authorized leave language to allow for increase of half day of vacation with 27 or more years of service. This was a City proposal to eliminate problematic half shift vacation accrual. Maximum cost would be reflected by backfill of 9 shifts annually, but is mitigated by current practices of backfilling for partial shifts.
- F. Inclusion of language prohibiting use of interlocking devices on City vehicles. No cost.
- G. Modification to seniority language to reflect loss of bargaining unit seniority after promotion out of bargaining unit. No cost.