

EMPLOYEE/LABOR RELATIONS MANAGER'S REPORT
Presented to City of Madison Common Council
On
July 14, 2020

Re: The Labor Agreement between the City of Madison and Teamsters Local 695, tentatively agreed to on June 17, 2020.

The following is a summary of the modifications to the City of Madison and Teamsters Local 695 Collective Bargaining Agreement, effective January 1, 2019.

1. Wages:

- A. 2.0% increase effective December 15, 2020.
- B. 2.5% increase effective the pay period including July 1, 2020.
- C. 2.5% increase effective the pay period including July 1, 2021.

2. Health Insurance:

No modifications to health insurance premium contribution. Added language to the agreement from an MOU related to additional stipend for employees with Domestic Partners.

3. Contract Term:

January 1, 2019 through December 31, 2021.

4. Additional Modifications:

- A. Article 32 Uniforms: The City will supply and pay for a safety shoe program for all shop employees to reimburse employees for up to \$215 per year for safety shoes.
- B. Article 28 Allowance and Premiums, Article 32, and Article 33:
 - o Mass Transit Operator night premium (6 pm to 6 am) increase from 35 cents to 75 cents per hour.
 - o Shop Employees night shift premium increase from 35 cents to 75 cents per hour
 - o Office Employees night premium (6pm to 6am) increase from 35 cents to 75 cents per hour.
 - o Sunday premium increase from 50 cents to one (1.00) dollar per hour.
 - o Acting Out of Classification Pay increase from 20 cents to 50 cents per hour.
 - o Modification in Shop Trainer Pay to increase from 75 cents to \$1.25 per hour, and addition of customer

service employees to list of those eligible for Trainer Pay.

- o Modification of Trainer Pay from 75 cents per hour to \$1.00 per hour.
- C. Article 3: Modifications to Union Security Language to comply with changes in State and Federal Law, to recognize the Union as the exclusive bargaining agent, and to allow for Union participation in the New Employee Orientation process. No cost.
- D. Article 20: Modification of Disability Leave return to work to require at least a 90 day return to work prior to eligibility for additional Disability Leave. No cost.
- E. Article 22: Modification to disciplinary language to include proven dishonesty, to reduce the amount of pre-determination hearings, and to modify the disciplinary schedule. No cost.
- F. Article 22: Modification to attendance language to create administrative efficiencies, modify the disciplinary schedule, and to require doctor's notes during specified times. No cost.
- G. Article 23: Modification of Disability Income Protection Language to eliminate the policy number and name of the plan. No cost.
- H. Article 34: Inclusion of recall rights in the event of displacement of employees due to layoff. No cost.
- I. Addendum B: Modification to the shop schedule. No cost.