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File No.  
(Journal, )

By Supervisor Lipscomb, Sr.

**A RESOLUTION**

To extend, on a temporary basis, employee compensation and other policies to employees holding positions in non-public safety worker certified bargaining units, until the County Board reviews and adopts ordinance amendments addressing these matters.

WHEREAS, at the time of the consideration of this resolution, several non-public safety worker unions are certified by the Wisconsin Employment Relations Commission as the collective bargaining representatives for collective bargaining units at Milwaukee County; and

WHEREAS, collective bargaining agreements between Milwaukee County and these non-public safety worker unions contained numerous provisions related to compensation, fringe benefits and other matters that are no longer permissible subjects of bargaining under 2011 Wis Act 10; and

WHEREAS, Milwaukee County has enacted some ordinance amendments containing policies related to some compensation and fringe benefits of members holding positions in these units, but Milwaukee County has not yet reviewed and enacted policies with respect to all of the now-prohibited subjects of bargaining addressed by these collective bargaining agreements; and

WHEREAS, this resolution and ordinance is adopted for the sole purpose of avoiding administrative uncertainty and confusion that might exist without its adoption, and is expressly intended to be temporary; now, therefore,

BE IT RESOLVED, the Milwaukee County Board of Supervisors hereby adopts Sections 17.013, 17.014, 17.016, 17.017 and 17.018 of the Milwaukee County Code of General Ordinances by adopting the following:

**AN ORDINANCE**

The County Board of Supervisors of the County of Milwaukee does ordain as follows:

**SECTION 1.** Section 17.013 is created as follows:

**17.013. Continuation of certain compensation and fringe benefits for employees holding positions in the certified bargaining unit of AMCA**

35 (1) Notwithstanding any provision of these ordinances to the contrary, for  
36 employees who hold positions within the certified bargaining unit represented by  
37 the Association of Milwaukee County Attorneys (AMCA), all provisions of the  
38 2009-11 collective bargaining agreement between AMCA and Milwaukee County  
39 are adopted by reference and incorporated herein, except as set forth in the  
40 following paragraph, until such time that the County Board of Supervisors and the  
41 County Executive can consider other action.

42

43 (2) The following sections of the AMCA 2009-11 collective bargaining  
44 agreement are not incorporated herein and are exempted from the provisions of  
45 the preceding paragraph:

46 (a) 1.01 Recognition.

47 (b) 1.03 Duration of Agreement

48 (c) 2.01 Wages

49 (d) 2.06 Employee Health and Dental Benefits

50 (e) 3.01 Grievance Procedure

51 (f) 3.011 Arbitration Procedure

52 (g) 3.012 Selection of Arbitrator

53 (h) 3.02 Fair Share Agreement

54 (i) 4.01 Entire Agreement

55 (j) 4.03 Saving Clause

56 (k) 4.04 Collateral Agreements

57

58 **SECTION 2.** Section 17.014 is created as follows:

59 **17.014. Continuation of certain compensation and fringe benefits for**  
60 **employees holding positions in the certified bargaining unit of IAMAW**

61 (1) Notwithstanding any provision of these ordinances to the contrary, for  
62 employees who hold positions within the certified bargaining unit represented by  
63 the International Association of Machinists and Aerospace Workers (IAMAW), all  
64 provisions of the 2009-11 collective bargaining agreement between IAMAW and  
65 Milwaukee County are adopted by reference and incorporated herein, except as

66 set forth in the following paragraph, until such time that the County Board of  
67 Supervisors and the County Executive can consider other action.

68

69 (2) The following sections of the IMAW 2009-11 collective bargaining  
70 agreement are not incorporated herein and are exempted from the provisions of  
71 the preceding paragraph:

72 (a) 1.01 Recognition.

73 (b) 1.04 Duration of Agreement

74 (c) 2.04 Overtime

75 (d) 2.10 Employee Health and Dental Benefits

76 (e) 3.06 Fair Share Agreement

77 (f) 4.01 Resolution of Disputes

78 (g) 4.02 Grievance Procedure

79 (h) 4.03 Access to Work Locations

80 (i) 4.04 Arbitration Procedure

81 (j) 4.05 Disciplinary Suspensions Not Appealable Under S. 63.10 Wis.  
82 Stats.

83 (k) 5.02 Entire Agreement

84 (l) 5.03 Saving Clause

85 (m) 5.04 Collateral Agreements

86

87 **SECTION 3.** Section 17.016 is created as follows:

88 **17.016. Continuation of certain compensation and fringe benefits for**  
89 **employees holding positions in the certified bargaining unit of Trades**

90 (1) Notwithstanding any provision of these ordinances to the contrary, for  
91 employees who hold positions within the certified bargaining unit represented by  
92 the Milwaukee Building and Construction Trades Council AFL-CIO (Trades), all  
93 provisions of the 2009-11 collective bargaining agreement between Trades and  
94 Milwaukee County are adopted by reference and incorporated herein, except as

95 set forth in the following paragraph, until such time that the County Board of  
96 Supervisors and the County Executive can consider other action.

97

98 (2) The following sections of the Trades 2009-11 collective bargaining  
99 agreement are not incorporated herein and are exempted from the provisions of  
100 the preceding paragraph:

101 (a) 1.01 Recognition.

102 (b) 1.03 Duration of Agreement

103 (c) 2.01 Wages

104 (d) 2.02 Overtime

105 (e) 2.06 Employee Health and Dental Benefits

106 (f) 2.09 Sick Leave

107 (g) 2.23 Fair Share Agreement

108 (h) 2.24 Grievance Procedure

109 (i) 2.26 Entire Agreement

110 (j) 2.27 Saving Clause

111 (k) 2.30 Collateral Agreements

112

113 **SECTION 4.** Section 17.017 is created as follows:

114 **17.017. Continuation of certain compensation and fringe benefits for**  
115 **employees holding positions in the certified bargaining unit of TEAMCO**

116 (1) Notwithstanding any provision of these ordinances to the contrary, for  
117 employees who hold positions within the certified bargaining unit represented by  
118 the Technicians, Engineers and Architects of Milwaukee County (TEAMCO), all  
119 provisions of the 2009-11 collective bargaining agreement between TEAMCO  
120 and Milwaukee County are adopted by reference and incorporated herein, except  
121 as set forth in the following paragraph, until such time that the County Board of  
122 Supervisors and the County Executive can consider other action.

123

124 (2) The following sections of the TEAMCO 2009-11 collective bargaining  
125 agreement are not incorporated herein and are exempted from the provisions of  
126 the preceding paragraph:

- 127 (a) 1.01 Recognition.
- 128 (b) 1.03 Duration of Agreement
- 129 (c) 2.01 Wages
- 130 (d) 2.02 Overtime
- 131 (e) 2.08 Employee Health Benefits
- 132 (f) 2.08.2 Dental Insurance
- 133 (g) 2.11 Sick Leave
- 134 (h) 4.01 Settlement of Grievances
- 135 (i) 5.02 Entire Agreement
- 136 (j) 5.03 Saving Clause
- 137 (k) 5.04 Collateral Agreements

138

139 **SECTION 5.** Section 17.018 is created as follows:

140 **17.018. Continuation of certain compensation and fringe benefits for**  
141 **employees holding positions in the certified bargaining unit of FNHP**

142 (1) Notwithstanding any provision of these ordinances to the contrary, for  
143 employees who hold positions within the certified bargaining unit represented by  
144 the Federation of Nurses and Health Professionals (FNHP), all provisions of the  
145 2009-11 collective bargaining agreement between FNHP and Milwaukee County  
146 are adopted by reference and incorporated herein, except as set forth in the  
147 following paragraph, until such time that the County Board of Supervisors and the  
148 County Executive can consider other action.

149

150 (2) The following sections of the FNHP 2012 collective bargaining agreement  
151 are not incorporated herein and are exempted from the provisions of the  
152 preceding paragraph:

- 153 (a) 1.01 Recognition.

- 154     (b)    1.02 Bargaining Unit Defined
- 155     (c)    1.04 Duration of Agreement
- 156     (d)    1.06 Work of the Bargaining Unit
- 157     (e)    2.01 Wages
- 158     (f)    2.20 Employees' Health and Dental Benefits
- 159     (g)    4.01 Fair Share Agreement
- 160     (h)    4.02 Grievance Procedure
- 161     (i)    4.03 Selection of Arbitrator
- 162     (j)    5.01 Disciplinary Suspensions
- 163     (k)    5.02 Representation at Disciplinary or Discharge  
164     Hearings/Meetings – subsection (4) only.
- 165     (l)    5.03 Access to Work Locations
- 166     (m)    6.02 Entire Agreement
- 167     (n)    6.03 Saving Clause
- 168     (o)    6.04 Collateral Agreements

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170     **SECTION 6.** These Ordinances shall be effective upon passage and publication.