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2014  
AGREEMENT  
BETWEEN  
COUNTY OF MILWAUKEE  
AND  
FEDERATION OF NURSES AND HEALTH PROFESSIONALS  
LOCAL 5001, AFT, AFL-CIO

MILWAUKEE COUNTY  
LABOR RELATIONS  
COURTHOUSE, ROOM 210  
901 NORTH NINTH STREET  
MILWAUKEE, WISCONSIN 53233  
414-278-4852

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[Signature]

2014  
Federation of Nurses and Health Professionals  
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FEDERATION OF NURSES AND HEALTH PROFESSIONALS  
LOCAL 5001, AFT, AFL-CIO

This Agreement made and entered into by and between the County of Milwaukee, a municipal body corporate, as municipal employer, hereinafter referred to as "County" and the Federation of Nurses and Health Professionals, as representatives of employees who are employed by the County of Milwaukee hereinafter referred to as "Federation".

WITNESSETH

In consideration of the mutual covenants herein contained, the parties hereto do hereby mutually agree as follows:

PART 1

1.01 RECOGNITION

The County of Milwaukee agrees to recognize and herewith does recognize the Federation of Nurses and Health Professionals, Local 5001, AFT, AFL-CIO, as the exclusive collective bargaining agent on behalf of bargaining unit classifications, in accordance with the certification of the Wisconsin Employment Relations Commission as amended, made pursuant to Subchapter IV, Chapter 111.70, Wisconsin Statutes.

1.02 BARGAINING UNIT DEFINED

- (1) Whenever the term "employee" is used in this Agreement, it shall mean and include bargaining unit nurses of Milwaukee County in Organizational Units 4391, 4900, 7973, 7994, 7995, 8672 and 8921 in the following classifications: Registered Nurse I,

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1 Registered Nurse II, Registered Nurse II Utilization Review, Registered Nurse II (Mental  
2 Health), Registered Nurse II Staff Development, Advance Practice Nurse Prescriber,  
3 Clinical Nurse Specialist, Community Service Nurse, EMS Instructor, RNII Adult  
4 Services Division, RNII Department on Aging, Infection Control Practitioner,  
5 RN I (Pool), Clinical Safety and Risk Management Nurse and Advance Practice Nurse  
6 Prescriber (Pool). Whenever the term "employee" is used it shall mean in addition to  
7 those set forth above, the following bargaining unit classifications **in Organizational**  
8 **Units 4391, 4900, 7973, 7994, 7995, 8672 and 8921**: Forensic Chemist, Occupational  
9 Therapist, Occupational Therapist (Pool), Music Therapist and Behavioral Health  
10 Emergency Service Clinician.

- 11 (2) When classifications are created which have not been certified by the Wisconsin  
12 Employment Relations Commission to any bargaining unit, the employer shall notify the  
13 Federation within 30 days of the creation of such classifications and send the copies of  
14 the job descriptions of same. Upon request of the Federation, the parties shall meet and  
15 attempt to enter into a stipulation of agreement regarding the inclusion or exclusion of the  
16 classifications. If the parties reach an agreement, they shall jointly notify the Wisconsin  
17 Employment Relations Commission of the agreement and request the Commission to  
18 certify the classification(s) as being represented by the Federation. If the parties fail to  
19 reach an agreement, either party may petition the Commission for a determination under  
20 Chapter 111.70.

21  
22 1.04 DURATION OF AGREEMENT

- 23 (1) The provisions of this Agreement shall become effective January 1, 2014, unless otherwise  
24 herein provided. Unless otherwise modified or extended by mutual agreement of the  
25 parties, this Agreement shall expire on December 31, 2014. If during the term of this  
26 Agreement the State Legislature modifies the educational requirements for the licensure of  
27 Registered Nurses, the County agrees to meet with the Federation for the singular purpose  
28 of negotiating the impact of such legislative action on wages, hours and conditions of  
29 employment.
- 30 (2) The initial bargaining proposals of the County and the Federation for a successor agreement  
31 shall be exchanged at a time mutually agreeable to the parties. Thereafter, negotiations shall  
32 be carried on in an expeditious manner and shall continue until all bargainable issues  
33 between the parties have been resolved.

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PART 2

1  
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5 2.01 WAGES

6 (1) Effective Pay Period 10, 2014, (April 13, 2014), the wages of bargaining unit employees  
7 shall be increased by one percent (1%).  
8  
9

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This Agreement shall remain in full force and effect until replaced by a subsequent Agreement.

Dated at Milwaukee, Wisconsin, this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

(Three copies of this instrument are being executed, all with the same force and effect as though each were an original.)

FEDERATION OF NURSES  
AND HEALTH PROFESSIONALS  
LOCAL 5001, AFT, AFL-CIO

COUNTY OF MILWAUKEE  
a municipal body corporate

BY \_\_\_\_\_  
Candice Owley  
President, WFNHP

BY \_\_\_\_\_  
Chris Abele, County Executive

BY \_\_\_\_\_  
Jeff Weber  
President, Local 5001

BY \_\_\_\_\_  
Joseph J. Czarnecki, County Clerk

IN PRESENCE OF:

IN PRESENCE OF:

\_\_\_\_\_  
Susan Schwegel  
Chief Steward, Local 5001

\_\_\_\_\_  
Frederick J. Bau,  
Labor Relations

Approved for Execution

\_\_\_\_\_  
Mark A. Grady  
Deputy Corporation Counsel