

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37

FROM THE OFFICE OF JOSPEH J. CZARNEZKI

MILWAUKEE COUNTY CLERK

County Ordinance No. 14-3

File No. 13-949

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

- (1) Notwithstanding any provision of these ordinances to the contrary, for employees who hold positions within the certified bargaining unit represented by the Association of Milwaukee County Attorneys (AMCA), all provisions of the 2009-11 collective bargaining agreement between AMCA and Milwaukee County are adopted by reference and incorporated herein, except as set forth in the following paragraph, until such time that the CountyBoard of Supervisors and the County Executive can consider other action.
- (2) The following sections of the AMCA 2009-11 collective bargaining agreement are not incorporated herein and are exempted from the provisions of the preceding paragraph:
 - (a) 1.01 Recognition
 - (b) 1.03 Duration of Agreement
 - (c) 2.01(2) Wages; 2.01(1) is not exempted
 - (d) 2.06 Employee Health and Dental Benefits
 - (e) 3.01 Grievance Procedure
 - (f) 3.011 Arbitration Procedure
 - (g) 3.012 Selection of Arbitrator
 - (h) 3.02 Fair Share Agreement
 - (i) 4.01 Entire Agreement
 - (j) 4.03 Saving Clause
 - (k) 4.04 Collateral Agreements

38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76

SECTION 2. Section 17.014 is created as follows:

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

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

- (2) The following sections of the IAMAW 2009-11 collective bargaining agreement are not incorporated herein and are exempted from the provisions of the preceding paragraph:
 - (a) 1.01 Recognition
 - (b) 1.04 Duration of Agreement
 - (c) 2.04 Overtime
 - (d) 2.10 Employee Health and Dental Benefits
 - (e) 2.14 Sick Leave
 - (f) 3.06 Fair Share Agreement
 - (g) 4.01 Resolution of Disputes
 - (h) 4.02 Grievance Procedure
 - (i) 4.04 Arbitration Procedure
 - (j) 4.05 Disciplinary Suspensions Not Appealable Under S. 63.10 Wis. Stats.
 - (k) 5.02 Entire Agreement
 - (l) 5.03 Saving Clause
 - (m) 5.04 Collateral Agreements

SECTION 3. Section 17.015(2) and (3) are amended as follows:

- (2) Notwithstanding any provision of these ordinances to the contrary, for employees who hold positions that were included within the certified bargaining unit represented by AFSCME as of January 30, 2012, all provisions of the 2007-08 collective bargaining agreement between AFSCME and Milwaukee County are adopted by reference and incorporated herein, except as set forth in the following paragraph, until

77 such time that the County Board of Supervisors and the County Executive
78 can consider other action.

79
80 (3) The following sections of the AFSCME 2007-08 collective bargaining
81 agreement have already been addressed, as noted parenthetically below,
82 by the County Board and County Executive, and therefore, are not
83 incorporated herein and are excepted from the provisions of the
84 preceding paragraph:

- 85
- 86 (a) 2.03 Salary Increment [Milwaukee Code of Ordinances (MCO)
87 17.10]
 - 88 (b) 2.04 Overtime (M.C.O. 17.16)
 - 89 (c) 2.14 Auto Allowance (M.C.O. 5.06)
 - 90 (d) 2.16 Contribution to Retirement System [M.C.O. Chapter
91 201.24(3.11) Employee Contribution, (3.3) Employee
92 Membership Accounts, (3.5) Refunds, upon severance or
93 death]
 - 94 (e) 2.17(1)(b)(c) and (d), and 2.17(2) Retirement Benefits [M.C.O.
95 Chapter 201.24 (2.18) Normal Retirement Age, (4.1) Normal
96 Retirement, (5.1) Normal Pension]
 - 97 (f) 2.17(8) Sick Allowance Balance on Retirement, upon
98 adoption of resolution 11-20 (M.C.O. 17.184)
 - 99 (g) 2.18 Life Insurance (M.C.O. Chapter 62 Life Insurance)
 - 100 (h) 2.19 Employee Health Insurance [M.C.O. 17.14(7) Milwaukee
101 County Group Health Benefit Program]
 - 102 (i) 2.192 Dental Insurance [M.C.O. 17.14(9) County Dental
103 Benefit Plan]
 - 104 (j) 3.02 Full-Time Representative
 - 105 (k) 3.15 Fair Share Agreement (Wisconsin Act 10 and Act 32, no
106 longer allow for the collection of union dues on bargaining
107 agreements that have expired)
 - 108 (l) 3.16 Voluntary Political Contributions (halted as a result of
109 Act 10 and Act 32)
 - 110 (m) 4.01 Resolution of Disputes, 4.02 Grievance Procedure, 4.05
111 Selection of and Appeals to Umpire and 4.06 Disciplinary
112 Suspensions not Appealable under s. 63.10, Wis. Stats. (Civil
113 Service Rules, M.C.O. 17.207 and s. 63.10, Wis. Stats.)
 - 114 (n) 2.11 Temporary Assignments (M.C.O. 17.085)
 - 115 (o) 2.22 Sick Leave
- 116

117 **SECTION 4.** Section 17.016 is created as follows:
118

119 **17.016. Continuation of certain compensation and fringe benefits for employees**
120 **holding positions in the certified bargaining unit of Trades**

121 (1) Notwithstanding any provision of these ordinances to the contrary, for
122 employees who hold positions within the certified bargaining unit
123 represented by the Milwaukee Building and Construction Trades Council
124 AFL-CIO (Trades), all provisions of the 2009-11 collective bargaining
125 agreement between Trades and Milwaukee County are adopted by
126 reference and incorporated herein, except as set forth in the following
127 paragraph, until such time that the County Board of Supervisors and the
128 County Executive can consider other action.

129
130 (2) The following sections of the Trades 2009-11 collective bargaining
131 agreement are not incorporated herein and are exempted from the
132 provisions of the preceding paragraph:

- 133 (a) 1.01 Recognition
- 134 (b) 1.03 Duration of Agreement
- 135 (c) 2.01 Wages
- 136 (d) 2.02 Overtime
- 137 (e) 2.06 Employee Health and Dental Benefits
- 138 (f) 2.09 Sick Leave
- 139 (g) 2.23 Fair Share Agreement
- 140 (h) 2.24 Grievance Procedure
- 141 (i) 2.26 Entire Agreement
- 142 (j) 2.27 Saving Clause
- 143 (k) 2.30 Collateral Agreements

144
145 **SECTION 5.** Section 17.017 is created as follows:
146

147 **17.017. Continuation of certain compensation and fringe benefits for employees**
148 **holding positions in the certified bargaining unit of TEAMCO**

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

157
158
159
160
161
162
163
164
165
166
167
168
169
170
171
172
173
174
175
176
177
178
179
180
181
182
183
184
185
186
187
188
189
190
191
192
193
194
195
196

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

- (a) 1.01 Recognition
- (b) 1.03 Duration of Agreement
- (c) 2.01 Wages
- (d) 2.02 Overtime
- (e) 2.08 Employee Health Benefits
- (f) 2.08.2 Dental Insurance
- (g) 2.11 Sick Leave
- (h) 4.01 Settlement of Grievances
- (i) 5.02 Entire Agreement
- (j) 5.03 Saving Clause
- (k) 5.04 Collateral Agreements

SECTION 6. Section 17.018 is created as follows:

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

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

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

- (a) 1.01 Recognition
- (b) 1.02(2) Bargaining Unit Defined; 1.02(1) is not exempted
- (c) 1.04 Duration of Agreement
- (d) 1.06 Work of the Bargaining Unit
- (e) 2.01 Wages
- (f) 2.12 Sick Leave
- (g) 2.20 Employees' Health and Dental Benefits
- (h) 4.01 Fair Share Agreement

- 197 (i) 4.02 Grievance Procedure
- 198 (j) 4.03 Selection of Arbitrator
- 199 (k) 5.01 Disciplinary Suspensions
- 200 (l) 5.02 Representation at Disciplinary or Discharge
- 201 Hearings/Meetings subsection (4) only.
- 202 (m) 6.02 Entire Agreement
- 203 (n) 6.03 Saving Clause
- 204 (o) 6.04 Collateral Agreements
- 205

206 **SECTION 7.** These Ordinances shall be effective upon passage and publication.

207
208
209
210

Adopted by the Milwaukee County Board of Supervisors

211

212

December 19, 2013