

**EXECUTED**

**2015  
AGREEMENT  
BETWEEN  
COUNTY OF MILWAUKEE  
AND  
WISCONSIN FEDERATION OF NURSES AND HEALTH PROFESSIONALS  
LOCAL 5000, AFT, AFL-CIO**

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

2015  
Wisconsin Federation of Nurses and Health Professionals  
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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 Wisconsin 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 Wisconsin Federation of Nurses and Health Professionals, Local 5000, 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 and 8921 in the following classifications: Registered Nurse, Registered Nurse Utilization Review, Registered Nurse (Mental Health), Registered Nurse Staff

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

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

19 1.03 DURATION OF AGREEMENT

- 20 (1) The provisions of this Agreement shall become effective January 1, 2015, unless  
21 otherwise herein provided. Unless otherwise modified or extended by mutual agreement  
22 of the parties, this Agreement shall expire on December 31, 2015.
- 23 (2) The initial bargaining proposals of the County and the Federation for a successor  
24 agreement shall be exchanged at a time mutually agreeable to the parties. Thereafter,  
25 negotiations shall be carried on in an expeditious manner and shall continue until all  
26 bargainable issues between the parties have been resolved.

27 **PART 2**

28 2.01 WAGES

- 29 (1) Effective pay period 14, 2015 (June 21, 2015), the wages of bargaining unit employees  
30 shall be increased by 1.50%.

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

Dated at Milwaukee, Wisconsin, this 14<sup>th</sup> day of December, 2015.

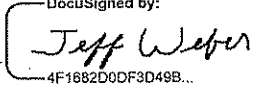
(Three copies of this instrument are being executed, all with the same force and effect as though each were an original.)

WISCONSIN FEDERATION OF NURSES  
AND HEALTH PROFESSIONALS  
LOCAL 5000, AFT, AFL-CIO

COUNTY OF MILWAUKEE  
a municipal body corporate

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

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

BY  \_\_\_\_\_  
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Jeff Weber  
President, Local 5000

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

BY \_\_\_\_\_  
Scott Manske, Comptroller

IN PRESENCE OF:

\_\_\_\_\_  
Luis Padilla, Jr.  
Director, Employee Relations

APPROVED FOR EXECUTION:

\_\_\_\_\_  
Paul Bargren  
Corporation Counsel