

**COUNTY OF MILWAUKEE  
INTER-OFFICE COMMUNICATION**

**Date:** August 23, 2012  
**To:** Milwaukee County Board Chairwoman Marina Dimitrijevic,  
**From:** Frederick J. Baul Department of Labor Relations  
**RE:** Ratification of the 2012 Memorandum of Agreement between Milwaukee County and District 10 of the International Association of Machinists and Aerospace Workers

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Milwaukee County has reached an understanding with the bargaining team for District 10 of the International Association of Machinists and Aerospace Workers that establishes a memorandum of agreement for 2012.

I am requesting that this item be placed on the September 20, 2012 agenda for the meeting of Finance, Personnel and Audit Committee as an action item. If the Committee would like to meet in closed session to discuss the changes first, please request that the Committee make appropriate arrangements when noticing the meeting.

The following documents will be provided to the Committees for their review:

- 1) The Tentative Agreement between the County and the Union;
- 2) A Union notification that the MOA was ratified by the membership;
- 3) A draft Resolution approving the MOA, this will also be provided electronically to the appropriate committee clerks;
- 4) The Office of the Comptroller is preparing a fiscal note, which will be reviewed by the Audit Division and County Board Staff. The finalized fiscal note will be sent to the Committees by the Office of the Comptroller as soon as it is completed.

If you have any questions, please call me at 223-1932.

cc: County Board of Supervisors  
Kelly Bablitch, Chief of Staff, County Board  
Amber Moreen, Chief of Staff, Office of the County Executive  
Scott Manske, Comptroller  
Jerome Heer, Director, Audit Division  
Patrick Farley, Director, Dept. of Administrative Services  
Kerry Mitchell, Director of Human Resources  
Kimberly Walker, Corporation Counsel  
Craig Kammholz, Fiscal & Budget Administrator  
Stephen Cady, County Board Staff  
Carol Mueller, Personnel, Finance and Audit Committee Clerk

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(ITEM ) From the Department of Labor Relations, submitting documents relating to the tentative agreement with District No. 10 of the International Association of Machinists and Aerospace Workers, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the negotiation staff of the Personnel Committee of the Milwaukee County Board of Supervisors and District No. 10 of the International Association of Machinists and Aerospace Workers, have reached an agreement on all issues relating to base wages for employees in the bargaining unit represented by District No. 10 of the International Association of Machinists and Aerospace Workers, for the period January 1, 2012 through December 31, 2012, modifying the previous agreement in the following respects:

- (1) Providing for the termination of the Agreement on December 31, 2012.
- (2) Providing for no wage increases for 2012.
- (3) Due to Act 10 any of the provisions of the MOA which are now prohibited subjects of bargaining will no longer be part of the previous MOA.

WHEREAS, such agreement was ratified by the membership of District No. 10 of the International Association of Machinists and Aerospace Workers on September XX, 2012; and

WHEREAS, the Committee on Finance, Personnel and Audit, on September XX, 2012, recommended approval (vote X-X) of the District No. 10 of the International Association of Machinists and Aerospace Workers agreement; now therefore

BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby approves the agreement on base wages with District No. 10 of the International Association of Machinists and Aerospace Workers which is incorporated herein by reference to this File No. 12-XXX, and hereby authorizes and directs the County Executive and the County Clerk to execute the agreement; and

BE IT FURTHER RESOLVED that the Director of the Department of Administration is hereby authorized and directed to prepare and submit appropriation transfer requests reflecting this agreement at a later date, if necessary.

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2012  
AGREEMENT  
Between  
COUNTY OF MILWAUKEE  
And  
DISTRICT NO. 10  
INTERNATIONAL ASSOCIATION OF MACHINISTS AND  
AEROSPACE WORKERS

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

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2012  
AGREEMENT  
BETWEEN  
COUNTY OF MILWAUKEE  
AND  
DISTRICT NO.10  
INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSPACE WORKERS

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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 District No. 10 of the International Association of Machinists and Aerospace Workers, as representative of employees who are employed by the County of Milwaukee, hereinafter referred to as "Union".

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 District No. 10 of the International Association of Machinists and Aerospace Workers as the exclusive collective bargaining agent on behalf of the employees of Milwaukee County in accordance with the certification of the Wisconsin Employment Relations Commission, Case L, No. 15909, ME-826, Decision No. 11685, in respect to wages, pursuant to Subchapter IV, Chapter 111.70, Wisconsin Statutes, as amended.

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1 1.02 EMPLOYEE DEFINED

2 Wherever the term "employee" is used in this Agreement, it shall mean and include only those  
3 employees of Milwaukee County within the certified bargaining unit represented by the Union.  
4

5 1.04 DURATION OF AGREEMENT

6 (1) The provisions of this Agreement shall become effective on January 1, 2012  
7 unless otherwise herein provided. Unless otherwise modified or extended by  
8 mutual agreement of the parties, this Agreement shall expire on December 31,  
9 2012.

10 (2) The initial bargaining proposals of the County and the Union for a successor  
11 agreement shall be exchanged prior to November 1, 2011 at a time mutually  
12 agreeable to the parties. Thereafter, negotiations shall be carried on in an  
13 expeditious manner and shall continue until all bargainable issues between the  
14 parties have been resolved.

15 (3) This timetable is subject to adjustment by mutual agreement of the parties  
16 consistent with the progress of negotiations.  
17

18 PART 2

19  
20 The provisions of this Part 2 shall become effective in accordance with Part 1 unless otherwise  
21 provided.  
22

23 2.01 WAGES

24 (1) Base wage rates for calendar year 2012 will remain the same as base wage  
25 rates in 2011.

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DATED AT MILWAUKEE, WISCONSIN, THIS \_\_\_\_\_ day of \_\_\_\_\_ 2012.

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

DISTRICT NO. 10, INTERNATIONAL  
ASSOCIATION of MACHINISTS  
and AEROSPACE WORKERS

COUNTY OF MILWAUKEE,  
a municipal body corporate

By: \_\_\_\_\_  
Greg Pursell  
Business Representative

By: \_\_\_\_\_  
Chris Abele. Walker  
County Executive

By: \_\_\_\_\_  
Russell Weber  
Milwaukee County  
Machinists Group

By: \_\_\_\_\_  
Joseph J. Czarnezki  
County Clerk

IN PRESENCE OF:

APPROVED FOR EXECUTION

\_\_\_\_\_  
Labor Relations

\_\_\_\_\_  
Corporation Counsel