

**COUNTY OF MILWAUKEE  
INTER-OFFICE COMMUNICATION**

**Date:** June 30, 2014  
**To:** Milwaukee County Board Chairwoman Marina Dimitrijevic,  
**From:** Frederick J. Bay, Department of Human Resources--Labor Relations  
**RE:** Ratification of the 2014 Memorandum of Agreement between Milwaukee County and the Federation of Nurses and Health Professionals for Non-Mental Health Board Bargaining Unit Positions

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Milwaukee County has reached an understanding with the bargaining team for the Federation of Nurses and Health Professionals that establishes a memorandum of agreement for 2014 for non-Mental Health Board bargaining unit positions.

I am requesting that this item be placed on the next agenda for the meeting of Finance, Personnel and Audit Committee as an action item.

The following documents will be provided to the Committee 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 clerk;
- 4) A fiscal note that has been prepared by the Office of the Comptroller.

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

cc: Kelly Bablitch, Chief of Staff, County Board  
Raisa Koltun, Interim Chief of Staff, Office of the County Executive  
Scott Manske, Comptroller  
Jerome Heer, Director, Audit Division  
Don Tyler, Director, Dept. of Administrative Services  
Kerry Mitchell, Director of Human Resources  
Paul Bargren, Corporation Counsel  
Stephen Cady, Research Analyst  
Janelle Jensen, Personnel, Finance and Audit Committee Clerk

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JW

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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2014  
Federation of Nurses and Health Professionals  
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2014  
AGREEMENT  
BETWEEN  
COUNTY OF MILWAUKEE  
AND  
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

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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%).  
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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. Czarnezki, 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



**Wisconsin Federation  
of Nurses & Health  
Professionals** AFT,  
AFL-CIO 

*A Union of Professionals*

9620 West Greenfield Ave.  
West Allis, WI 53214-2601  
T: 414/475-6065  
800/828-2256  
F: 414/475-5722  
www.wfnhp.org

June 25, 2014

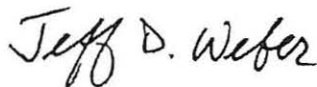
Frederick J. Bau  
Senior Labor Relations Specialist  
Milwaukee County Labor Relations  
901 N 9<sup>th</sup> Street, Room 210  
Milwaukee, WI 53222

Dear Mr. Bau,

This letter is inform you that on May 15, 2014, the members of the Milwaukee County Chapter of Wisconsin Federation of Nurses and Health Professionals, Local 5001, AFT, AFL-CIO, voted to ratify the 2014 tentative agreement between the County and the Union.

Please let the union office know if you need any further details.

Sincerely,



Jeff Weber, RN  
WFNHP Local 5001 President  
Milwaukee County Chapter President



Candice Owley, RN  
WFNHP President

- Local 5001*  
Dynacare Laboratories  
Milwaukee County  
St. Francis Hospital
- Local 5011*  
Sheboygan City  
Professionals  
Sheboygan County  
Health Care Centers  
Sheboygan County  
Divisions of Public Health &  
Community Programs
- Local 5012*  
Memorial Hospital of  
Burlington
- Local 5024*  
Dodge County Public  
Health & Human Services
- Local 5032*  
Clement J Zablocki Veterans  
Administration Medical  
Center
- Local 5033*  
Langlade Memorial Hospital
- Local 5034*  
Eagle River Memorial  
Hospital
- Local 5035*  
Middle River Health &  
Rehabilitation Center
- Local 5037*  
Wood County Health  
Department
- Local 5038*  
West Allis Health  
Department
- Local 5039*  
Ridgewood Care Center
- Local 5040*  
Cumberland Memorial  
Hospital
- Local 5061*  
Brookside Care Center  
Kenosha County Division of  
Health
- Local 5068*  
Manitowoc County Health  
Department
- Local 5084*  
Columbia County  
Department of Health &  
Human Services

MILWAUKEE COUNTY  
LABOR RELATIONS

2014 JUN 26 PM 5: 24

RECEIVED

An affiliate of the  
American Federation  
of Teachers, AFL-CIO





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(ITEM ) From Department of Human Resources--Labor Relations, submitting documents relating to the tentative agreement with Federation of Nurses and Health Professionals Local 5001, AFT, AFL-CIO, by recommending adoption of the following:

**A RESOLUTION**

WHEREAS, the negotiation staff of Milwaukee County and the Federation of Nurses and Health Professionals Local 5001, AFT, AFL-CIO, have reached agreement on all issues relating to wages, for employees in the bargaining unit represented by Federation of Nurses and Health Professionals Local 5001, AFT, AFL-CIO, in non-Mental Health Board Organizational Units, for the period January 1, 2014 through December 31, 2014, modifying the previous agreement in the following respects:

- (1) Providing for the termination of the Agreement on December 31, 2014.
- (2) Providing for Effective Pay Period 10, 2014, (April 13, 2014) wages of these bargaining unit employees shall be increased by one percent (1%).

WHEREAS, such agreement was ratified by the membership of the Federation of Nurses and Health Professionals, Local 5001 on May 15, 2014; and

WHEREAS, the Committee on Finance, Personnel and Audit, on XXXX XX, 2014, recommended approval (vote X-X) of the Federation of Nurses and Health Professionals, Local 5001 agreement; now, therefore,

BE IT RESOLVED, that the Milwaukee County Board of Supervisors hereby approves the agreement on wages with the members of the Federation of Nurses and Health Professionals, Local 5001, in non-Mental Health Board organizational units which is incorporated herein by reference to this File No. 14-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.