MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MADISON
AND
LABORERS INTERNATIONAL UNION OF NORTH AMERICA

During recent discussion the city and the Union have agreed to continue discussion to develop and implement Snow and Ice Bus Stop Removal Crews during the term of the 2010-2012 collective bargaining agreement.

Agreed to this 17th day of February, 2011

FOR THE CITY

FOR THE UNION

__ signature _______________  __ signature _______________
Promotion from Automotive Mechanic to

Master Mechanic

Requirements for Auto Mechanic promotion:

- Pass and maintain ASE certification in the following areas:

Automotive Technician:
- Suspension & Steering
- Hydraulic Brakes
- Electrical System
- Heating & A/C
- Drivability & Emissions

Med/Hvy Truck Technician:
- Transmission & Driveline
- Air Brakes
- Suspension and Steering
- Battery/Starting/Charging
- PMI

- Pass and maintain EVT certifications in the following areas:

  F3 Fire Pumps and Accessories
  F5 Aerial Fire Apparatus

- Additional training will be provided to meet the operational needs of the City and the effective and efficient repair and servicing of specialized equipment.

- Motor Equipment will continue to pay for ASE certification and re-certification; additionally Motor Equipment will pay for the certification and re-certification in the EVT program.

- Motor Equipment will allow paid time to employees for the testing and training required.

- Ten years in class as Motor Equipment Division Automotive Mechanic
Current Master Mechanics

- Current Master Mechanics would have 3 years to complete the required BVT certification testing programs, however their pay status would elevate to the new level (range 10). The required BVT certification is:
  - F3 Fire Pumps and Accessories
  - F5 Aerial Fire Apparatus

- The required training of 24 hours annually will apply to all Master Mechanics. Additional training will be provided to meet the operational needs of the City and the effective and efficient repair and servicing of specialized equipment. If the employees under this provision fail to obtain/maintain the required certification and training requirements, the employee will revert to their previous pay/range (9) classification.

- Employees promoted to Master Mechanic after 1/1/2004 must obtain/maintain 4 certifications listed below for each of the 3 years for a total of 12 at the end of the 3-year period after promotion. If the employees under this provision fail to obtain/maintain the required certification and training requirements, the employee will revert to their previous pay/range (9) classification.

Automotive Technician:
  - Suspension & Steering
  - Hydraulic Brakes
  - Electrical System
  - Heating & A/C
  - Drivability & Emissions

Med/Hvy Truck Technician:
  - Transmission & Driveline
  - Air Brakes
  - Suspension and Steering
  - Battery/Starting/Charging
  - PMI

- Pass and maintain EVT certifications in the following areas:
  - F3 Fire Pumps and Accessories
  - F5 Aerial Fire Apparatus
Current Senior Automotive Mechanic Promotion
To Master Mechanic

- Current Motor Equipment Division three most senior Automotive Mechanics will be elevated to the Master Mechanic (range 10) position and remain at the new classification provided that within 3 years the required certifications are obtained and maintained. These three employees are Indulis Brakmanis, Thomas West, and Jorge Rincon-Olmos. Employees covered under this provision must obtain/maintain 4 certifications listed under the Mechanic promotion to Master Mechanic listed for each of the 3 years for a total of 12 at the end of the 3-year period. If the Automotive Mechanics under this provision do not obtain/maintain the required certification, the employee will be demoted to the position of (range 8) Automotive Mechanic. Additionally, employees covered by this provision are required to maintain the certifications as a Master Mechanic. Additional training will be provided to meet the operational needs of the City and the effective and efficient repair and servicing of specialized equipment. This is a one-time offer to the employees. The Automotive Mechanics covered under this provision have the right to elevate to the new level or remain at their current pay range.

- Current Automotive Mechanics (range 8) within the Motor Equipment Division with less than ten year in class as an Automotive Mechanic (range 8) may be elevated to range 9 with the following requirements: Master ASE Certification (car or truck) and the required BVT certification. Five years as an Automotive Mechanic in the Motor Equipment Division. At the ten year anniversary date of becoming an Automotive Mechanic within the division the employee becomes a Master Mechanic at range 10. If the employees under this provision fail to obtain/maintain the required certification and training requirements, the employee will revert to their previous pay/range classification.
General Requirements to Maintain
Master Mechanic Status
Range 10

- Maintain minimum ASE and BVT certifications as require to be placed at this level. This requirement may vary.

- 24 hours of authorized training per year

- Each additional ASE or BVT certification above the minimum requirement may substitute for 8 hours of training, however the City will make available 24 hours of training to all Master Mechanics.

- Motor Equipment will continue to pay for ASE certification and re-certification; additionally Motor Equipment will pay for the certification and re-certification in the BVT program.

Motor Equipment will allow paid time to employees for the testing and training required.
General Provisions

- Out-of-class pay for a Mechanic performing Master Mechanic duties will no longer exist.

- Seniority: Seniority would be by total time in the position of Automotive Mechanic (range 8) and above. Sign-offs for vacant positions will be done by this criterion.

- Motor Equipment reserves the right to establish minimum number of employees in range 8, 9, and 10 level positions at each of the Motor Equipment locations. The intent of this provision is to establish staffing levels. Employees are required to maintain/obtain necessary training, certifications and time in range 8 to advance to range 9 or range 10.
New Job Title and Clarification of New Pay Structure

Whenever range 9 is referred to in the career ladder proposals, this will be replaced by range 8 step 6. Whenever range 10 is referred to in the proposals, this will be replaced by range 8 step 7. Currently there are job titles of Master Mechanic and Automotive Mechanic, upon execution of the MOU, these job titles will be replaced with "Fleet Technician". The intent of this new pay structure is to provide one step increase for current Master Mechanics, and two steps for Senior Automotive Mechanic. Normal progression through the steps is not affected.
Fleet Services Fleet Technician Career Ladder
Comp Group 15; Range 81 (8a); Steps: 1-7

Steps 1 through 5 are standard progression as with any City position.

- New Hire: 15 81, Step 1
- 6 Months: Step 2
- 18 Months: Step 3
- 30 Months: Step 4
- 42 Months: Step 5

Steps 6 & 7 are tenure and knowledge based financial incentives
(Grandfathered staff members not included)

Step 6 requirements: 5 years of service within Fleet Tech position and

ASB Certifications – Either Master or Master Truck

<table>
<thead>
<tr>
<th>Master Auto Tech</th>
<th>OR</th>
<th>Master Truck Tech</th>
</tr>
</thead>
<tbody>
<tr>
<td>A1 Auto: Engine Repair</td>
<td></td>
<td>T1 Med/Hvy Truck: Gasoline Engines</td>
</tr>
<tr>
<td>A2 Auto: Automatic Trans/Transaxle</td>
<td></td>
<td>T2 Med/Hvy Truck: Diesel Engines</td>
</tr>
<tr>
<td>A3 Auto: Manual Drive Train and Axles</td>
<td></td>
<td>T3 Med/Hvy Truck: Drive Train</td>
</tr>
<tr>
<td>A4 Auto: Suspension and Steering</td>
<td></td>
<td>T4 Med/Hvy Truck: Brakes</td>
</tr>
<tr>
<td>A5 Auto: Brakes</td>
<td></td>
<td>T5 Med/Hvy Truck: Suspension/Steering</td>
</tr>
<tr>
<td>A7 Auto: Heating and Air Conditioning</td>
<td></td>
<td>T7 Med/Hvy Truck: HVAC</td>
</tr>
<tr>
<td>A8 Auto: Engine Performance</td>
<td></td>
<td>T8 Med/Hvy Truck: PMI</td>
</tr>
</tbody>
</table>

AND: Both EVT Certifications

<table>
<thead>
<tr>
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</tr>
<tr>
<td>F5: Aerial Fire Apparatus</td>
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</tbody>
</table>

Step 7 requirements: 10 years of service within Fleet Tech position and

ASB Certifications – Blend of Auto & Truck

<table>
<thead>
<tr>
<th>Auto Tech</th>
<th>AND</th>
<th>Truck Tech</th>
</tr>
</thead>
<tbody>
<tr>
<td>A4 Auto: Suspension and Steering</td>
<td></td>
<td>T3 Med/Hvy Truck: Drive Train</td>
</tr>
<tr>
<td>A6 Auto: Brakes</td>
<td></td>
<td>T4 Med/Hvy Truck: Brakes</td>
</tr>
<tr>
<td>A6 Auto: Electrical/Electronic Systems</td>
<td></td>
<td>T5 Med/Hvy Truck: Suspension/Steering</td>
</tr>
<tr>
<td>A7 Auto: Heating and Air Conditioning</td>
<td></td>
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</tbody>
</table>
Grandfathered Staff – Step 7

- Seniority based Fleet Technicians, formerly 15 9 (Master Mechanics) are not required to maintain ASB certification but are entitled and encouraged to do so. BVT certifications F3 & F5 are required. A window of three years (effective January 1, 2005) is allowed for successful completion of this certification.

- Fleet Technicians, formerly 15 8, who were elevated to Step 7 due to longevity are required to achieve the ASB & BVT certifications noted earlier. A window of three years (effective January 1, 2005) is allowed for successful completion of this certification.

**Training:** All Fleet Technicians will be offered and must attend a minimum of 24 hours training per year by the Fleet Services Division in keeping with the terms of the Career Ladder.
MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF MADISON
AND
LABORERS INTERNATIONAL UNION OF NORTH AMERICA, AFL-CIO
LOCAL 236

The City and the Union agreed as a part of bargaining that during the 2010-2012 contract period the City would complete all of the following:

1. Job Studies for the Engineering Division positions of Street and Sewer Maintenance Worker 3, Engineering Operations Maintenance Worker (GPS), Maintenance Mechanic 1, Street & Sewer Machine Operator 3.

2. A Job Analysis will be completed to determine the necessity of a mechanic position in the Engineering Division.

Agreed to this 18th day of February, 2011

FOR THE CITY

FOR THE UNION
MEMORANDUM OF UNDERSTANDING
Between
The City of Madison
And
LIUNA Local 236

The City of Madison and the Union agree that the parties will work together to continue payments to VEBA Inc beyond the expiration of the current labor agreement, as far as legally possible.

Agreed to this ___ day of ___, 2011

FOR THE CITY

FOR THE UNION

[Signatures]
MEMORANDUM OF UNDERSTANDING

Between
The City of Madison
And
LIUNA, Local 236

For the term of the 2011-2014 collective bargaining agreement, the parties agree to the following:

1. The City agrees to work cooperatively with LIUNA Local 236 to avoid layoffs during the term of the contract. The ability to avoid layoffs will be strengthened if the City implements furlough days and/or if the City pursues and the electorate adopts a referendum allowing the City to exceed the state-imposed levy limits. The goal of avoiding layoffs is not meant to include the elimination of any vacant positions, elimination of positions due to restructuring or creation of operational efficiencies, or termination of employees for just cause.

2. If at any point during the term of this collective bargaining agreement Wisconsin State Statutes 111.70 are reinstated as they existed on March 5th, 2011, either of the parties may reopen this collective bargaining agreement.

3. The parties agree to add language to any successor bargaining agreement to provide payment at a regular rate for attendance at arbitration hearings for up to three employees, in accordance with the current practice.

4. The City and the Union agree to work cooperatively toward identifying alternates to current Health Care options.

Agreed to this _______ day of ______ , 2011

FOR THE CITY

FOR THE UNION

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