

Tentative Agreement between City of Racine and IBT Local 200
May 27, 2025

SUMMARY OF AGREEMENT

I. Article 38. Duration (*Item #61*)

A two-year contract (January 1, 2025 to December 31, 2026).

II. Article 27. Wages (*Items ##42.A., 42, and set forth in signed TA dated May 27, 2025*)

The following wage increases would be base building:

January 1, 2025:	3.0 %
January 1, 2026:	3.5 %

Insert the following language before the wage chart on p. 30:

In 2025, Mechanics (including the Lead Mechanic) will receive a one-time, non-base building, \$500.00 retention bonus for working on new technology.

In 2026, Mechanics (including the Lead Mechanic) will receive a one-time, non-base building, \$500.00 retention bonus for working on new technology.

Insert the following language below the wage chart on p. 30:

1. For the 2025 calendar year, members who maintain residency in the City of Racine will be eligible for a 1.0% residency pay differential above and beyond what is agreed upon for non-resident members upon certification of residency with the City of Racine's Human Resources Department.
2. For the 2026 calendar year, members who maintain residency in the City of Racine will be eligible for a 2.0% residency pay differential above and beyond what is agreed upon for non-resident members upon certification of residency with the City of Racine's Human Resources Department.

Update the dates and rates in this Article to reflect the outcomes of the parties' negotiations.

In the section of this Article labeled "Mechanics Helpers," move the heading "Mechanics Helpers" so that it is on the same line as the next sentence and delete the following sentences:

~~**Mechanics Helpers**~~

~~**Mechanics Helpers**~~ – Any and all employees that work in the wash rack shall be paid mechanic helper wages for actual time worked.

~~The Para-transit Operator wage scale and progression will be identical to the Part-time Operator scale and progression.~~

~~Part-time Operator going to full time will move into the wage progression that is consistent with their total number of years worked.~~

III. Article 16. Vacation & Holiday Pay (*Item #26*)

Add two annual floating holidays in honor of the Birthday of Dr. Martin Luther King Jr. and Juneteenth. Employees will accrue one floating holiday on the third Monday in January of each year, and employees will accrue a second floating holiday on June 19th of each year.

The calculation of the hours allotted for an employee's floating holidays shall be administered in accordance with the calculation of holiday hours not worked under Article 16, and said hours taken off work for floating holidays shall be paid out at the employee's straight time rate.

Employees shall not be eligible to take these floating holidays until they have completed their probationary period.

The Employer shall be notified not less than three days in advance if the employee wishes to request one or more floating holidays off. All floating holidays will be paid as straight time hours without hours being compounded for overtime purposes.

All floating holidays must be used in the calendar year in which they are earned, and they cannot be carried over from year to year. Employees who are laid off, discharged, retire, or who resign shall not be paid for their unused floating holidays. Employees who die shall not have their unused floating holidays paid to their estate.

IV. Article 18. Full-Time Employees Shall Receive Six (6) Sick Days Per Contract Year (Items ## 30.A. and 31)

Delete the clause that states, “~~Part-time employees who have completed their probationary period and work more than one day a week shall earn 2 hours of sick pay for every 120 hours worked.~~” And replace it with the following language:

Any part-time employees who have completed their probationary period and worked an average of at least 20 hours per week in the preceding calendar year may be eligible to receive 3 sick days in the current calendar year.

Add the following Paid Parental Leave benefit:

Paid Parental Leave. Beginning January 1, 2025, any employee who is eligible for and uses federal or state Family and Medical Leave (FMLA), for the birth of a child or for the placement with the employee of a child for adoption or foster care, shall be granted up to 320 hours of paid leave at the employee’s then-regular hourly pay rate to be used during the FMLA period.

V. Article 19. Health & Welfare Benefits (Items ##32.A. and 32)

Section 1.: Insert the following language as noted to include a 20% cap on employee health insurance premium contributions:

Employees agree to contribute on a weekly basis the amount determined by calculating the weekly premium increase then split 50/50 by tier with employees' contribution as an addition to previous contribution applicable on a weekly basis through payroll deductions. For the duration of the parties’ 2025-2026 collective bargaining agreement, employee health insurance premium contributions will not exceed twenty percent (20%) of the total health insurance premium amount.

Section 10. Retiree Coverage: Correct the typo in Article 19, Section 10, part “First:,” by adding the word “-five” after “twenty” so that it is consistent with the numerical expression “(25)” that follows as well as past practice.

Section 10. Retiree Coverage

First: Upon retirement all retirees under the age of 65 will apply for COBRA coverage. The Employer will reimburse retirees under age 65 that have reached age 57 with twenty-five (25) years of service with the company for the purchase of COBRA coverage from Central States for as long as they are eligible following retirement, keeping the retiree's contribution the same as under the Central States "R4" plan.

VI. Article 35. Mechanics and Mechanic's Helpers (*Item #56*)

Delete the entirety of Section 1, and replace it with the following:

~~Mechanics and mechanic's helpers shall receive a clothing allowance of (\$355.00) in the form of a check made payable to the employee. The mechanic or mechanic's helper shall use this allowance or the purchase of approved work clothes, coveralls and safety equipment, such as safety glasses and shoes, at the location of the employee's choice. Mechanics and mechanic's helpers must submit receipts for uniforms within two weeks of purchase to receive reimbursement. All receipts and purchases shall be verified by management. Any unused portion of clothing allowance will be returned to management by the employee.~~

A uniform purchased through the Employer's vendor must be worn by all mechanics and mechanics' helpers while on duty. The Employer shall furnish and pay for three (3) complete uniforms, consisting of pants and shirts, along with one (1) spring jacket, one (1) winter jacket, and one (1) winter hat. The Employer shall pay a maximum replacement cost of four hundred five dollars (\$405.00) annually for employees who work an average of at least twenty-five (25) hours per week and two hundred two dollars and fifty cents (\$202.50) for employees who work on average less than twenty-five (25) hours per week. All clothing and safety equipment, such as safety glasses and shoes, will be purchased through the Employer's uniform provider. Mechanics may keep their used uniforms at the conclusion of their employment.

VII. Article 15. Uniforms (*Items ##18 and 19*)

Revise Article 15 to insert the following language as indicated below (see Attachment A with pictures of colors as specified):

A regulation uniform as prescribed by the Employer must be worn by all drivers while on duty. Wearing of cap shall be optional, but only prescribed uniform cap will be worn. Fixed Route and Para-Transit operators may wear the prescribed uniform short pants starting May 1st and ending November 1st.

Multicolor uniform shirts may be worn while on duty. However, when worn, the only authorized colors are Electric Blue, Campus Orange, Campus Purple, or Classic Red. The wearing of accessories is optional. When accessories are worn, they must be solid black, white or navy blue in color.

Amend the following sentence in Article 15 as noted below:

Effective 7/1/13 the Employer shall, after one (1) year pay a maximum replacement cost of ~~three hundred fifty five~~four hundred five dollars (\$~~355.00~~\$405.00) for employees who work an average of at least twenty-five (25) hours per week and two hundred two dollars and fifty cents (\$202.50) for employees who work an average of less than twenty-five (25) hours per week.

VIII. Article 36. 401(k) (Item #58)

Delete the entirety of the language in Article 36, and replace it with the following. (IRS regulations prohibit municipal employees from participating in a 401(k) plan.)

Article 36. 457(b)

At no cost to the City, the City will offer Local 200 members the option to enroll in a 457(b) deferred compensation plan. Members may elect to defer a specified amount from each paycheck into a 457(b) deferred compensation plan. The amount deducted from each paycheck shall be deposited by the City into the deferred compensation account of the member for accumulation and earning under the deferred compensation plan provided by the agency approved by the City and selected by the member. Deferred compensation accounts are fully funded by the member; the City makes no contributions. Annual contribution limits for 457(b) deferred compensation plans are established by the Internal Revenue Service (IRS).

IX. Article 4. Seniority (Item #4)

In the first paragraph of Article 4, increase the six enumerated departments to seven and add, “7) Extra Board Fixed Route Operator,” as the seventh enumerated department.

Delete the third paragraph of Article 4, and replace it with the following language:

When a Para-Transit Operator becomes eligible to move to Part-Time fixed route and refuses such move, (other than an approved medical issue) the next time they are offered the move and they accept, that fixed route date will become their start date. That date will be used as the determining factor for eligibility in moving to Full-Time Fixed Route Operator and the picking of the platform hours that said position entails. If a Para-Transit Operator requests to become a Fixed Route Operator and is moved to the part-time fixed route seniority list, that fixed route date will be used as the determining factor for eligibility in moving to Full-Time Fixed Route Operator and the picking of the platform hours that said position entails.

In the fourth paragraph of Article 4, change “~~Bus Operators~~” to “Fixed Route Operators.”

X. Article 6. Union Activities and Discrimination (Item #6)

Revise the language in Article 6 as noted below:

The Employer agrees that ~~he~~it will not discriminate against any member of the Union because of Union activities or because of time taken off for such Union activities provided, however, that ~~he~~it shall not be required to pay for such time taken off and provided that reasonable notice of time to be taken off is given to the Employer and that such time off in the opinion of the Employer will not impair the necessary operation of the Employer. The meetings of the grievance committee shall not be subject to such notice. The Employer shall be responsible to find a suitable replacement for the Steward/alternate while they are on Union business.

The Chief Steward or Alternate Steward shall be allowed reasonable time off, without loss of wage for grievance hearings.

It is agreed that any employee who ~~may be~~has been elected or appointed to an office in Local 200 which will require his/her absence from duty shall, at the expiration of such office, be reinstated in his/her former position including all his/her seniority rights and other rights then common to other employees, provided he/she meets the then existing qualifications for the position.

XI. Article 9. Posted Rules (Items ##9.A. and 10.A.)

Throughout Article 9, change the term “~~Working Suspension~~” to “written reprimand.”

Under Article 9.2.(c), revise the language to reflect that employees will only be required to pay the cost of intentional damage to equipment if so ordered by a court of law.

XII. Article 12. Pay Period & Paid Excused Time (Item #15.A.)

Revise the first paragraph of Article 12 as follows:

The pay period will be from Sunday through Saturday each week. All employees shall be paid by direct deposit to their financial institution on the day of a regular pay date at no cost to them. ~~allowed to pick up their checks after 4:00 P.M. on Thursdays. Checks may not be cashed before the date displayed on the check.~~ The Employer will reflect on pay stubs all vacation hours used and keep updated. All casual and sick days will be updated and posted on weekly basis for the previous week.

XIII. Article 28. Special Service (Item #49)

Delete the sentence that reads, “~~Special Service paychecks shall be paid separately on a monthly basis.~~”

Add a sentence at the end of Article 28 that states, “The Employer recognizes and will be consistent with FTA Charter Rules.”

XIV. Article 29. Credit Union (Item #50)

Delete Article 29 in its entirety.

XV. Article 32. Traffic Violations (Item #53)

Throughout Article 32, change the term “~~Working Suspension~~” to “written reprimand.”

XVI. Article 34. Public Health and Safety (Item #55.A.)

In the final sentence, add the underlined language for purposes of clarity: “If it is determined that operations should continue as normal, the employee will be held harmless of any accidents or damage unless an investigation determines that the employee engaged in reckless or grossly negligent behavior.”

XVII. Memorandum of Understanding (Item #62)

Add language to clarify that the Drug and Alcohol policy is “appended hereto.”

XVIII. Language Clean Up (Item #63)

Throughout the contract, references to “Transit Management of Racine, Inc.” will be changed to “City of Racine.”

Update the Table of Contents to reflect the insertion or deletion of entire Articles and to ensure the accuracy of the page numbers listed therein.

Throughout the contract, remove bolded font from text, other than headings, that are in bold for no clear reason.

Make non-substantive formatting, spelling, and grammatical corrections throughout the contract as needed.

Where periods of time are calculated in terms of months, change language to reflect the same increments in terms of days, wherein each month is equal to thirty days. See, for example,

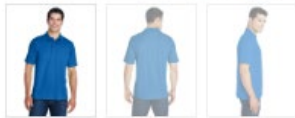
Article 4, where “three months” was converted into “ninety (90) days.” However, where increments of twelve months are used, they will be replaced with the term “one year.”

The term “company” will be replaced by “Employer” throughout the contract

NOTE: No retroactive payments for wage increases or other monetary benefits will be made until all parties have ratified the TA and signed the final 2025-2026 collective bargaining agreement.

The City reserves the right to add to, delete from, or amend these proposals during the course of negotiations.

ATTACHMENT A



All provisions Jan 8, 2025 TA except:

prop 2, Article 27, inserted language re: residency bonus is replaced with:

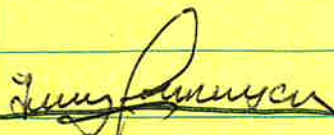
1. 1% residency pay differential, per certification of residency, in 2025, following city's proposed language
2. 2% residency pay differential, per certification of residency, in 2026, following city's proposed language


ADD provision:

\$500 retention bonus for mechanics + lead mechanic in 2025

\$500 retention bonus for mechanics + lead mechanics in 2026

Signatures


union 5/27/2025

 5/27/25
city

Roubik, Marisa

From: Roubik, Marisa
Sent: Tuesday, May 27, 2025 2:18 PM
To: Jung, Trevor
Subject: Residency Pay Differential Language

For the 2025 calendar year, members who maintain residency in the City of Racine will be eligible for a 1.0% residency pay differential above and beyond what is agreed upon for non-resident members upon certification of residency with the City of Racine's Human Resources Department.

For the 2026 calendar year, members who maintain residency in the City of Racine will be eligible for a 2.0% residency pay differential above and beyond what is agreed upon for non-resident members upon certification of residency with the City of Racine's Human Resources Department.

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