

AGREEMENT

THIS AGREEMENT made and entered into by and between the Racine Waterworks Commission, Racine, Wisconsin, hereinafter called the "Commission" or "Employer" and the Labor Association of Wisconsin, Inc. (LAW), Local No. 732 – Racine Waterworks Employees Association, hereinafter called the "Association".

WITNESSETH THAT:

Now, therefore, in consideration of the mutual promises and covenants hereinafter set forth, the parties hereto hereby agree with each other as follows:

1. MANAGEMENT AND ASSOCIATION POLICY OF COOPERATION

- A. Recognition: The Employer agrees that it will and does hereby recognize the Association as the sole collective bargaining agent for all employees of the Racine Waterworks Commission who are members of the bargaining unit as listed by job classification on Table A. Recognition embodies and embraces collective bargaining with authorized representatives chosen by the Association.

In the event new operations of new installations are commenced by the Commission, or in the event new positions are created or reclassifications occur with respect to existing positions with respect to the present activities and operations of the Commission, the inclusion or exclusion of such employees from this collective bargaining unit shall be determined by stipulation between the parties.

- B. Association Activities and Discrimination: The Employer agrees that no employee will be discriminated against because of membership in or activity in connection with the Association, and the Employer will not interfere with the rights of the employee to become a member of the Association and to advise, urge, and suggest to other employees that they should become members of the Association. The Association also agrees that it will not discriminate against any employee due to his failure to participate in Association membership and/or activities. The Employer will not discourage membership in the Association, and the Association agrees that it will not conduct Association activities other than collective bargaining on the Employer's time.

Upon reasonable notice to the Manager, the Association will be allowed to conduct Association meetings at the Racine Water Treatment Plant outside normal working hours.

The Association shall provide written notification to the Employer within ten (10) business days following the election or selection of officers or representatives.

2. TOTAL BASE WAGES

Base Wage Adjustment: The Commission has authorized a base wage increase of **1.56%** effective January 1, 2021 for all active Local 732 Association employees over 2020 total base wages. This base wage adjustment impact to all Local 732 job classifications is shown in Table A.

3. DURATION

Term: This Agreement shall become effective as of the first day of January 1, 2021 and shall remain in effect for one (1) year through December 31, 2021.

TABLE A: RACINE WATER UTILITY BASE WAGE SCHEDULE

	2021		Years
Position	Base Wage	License	In Service
Operator I	\$ 30.22	DNR Surface Water	0
Operator II	\$ 31.56	Op I + Boiler + DNR Distribution	3
Operator III	\$ 32.31	Op II	6
Maintenance I	\$ 27.61	None	0
Maintenance II	\$ 28.91	Boiler + DNR Surface Water	3
Maintenance III	\$ 29.68	Maint II + DNR Distribution	6
Electrician	\$ 36.77	Journeyman Electrician	0
Electrician	\$ 37.32	Master Electrician	0
Bldg & Gr Maint I	\$ 23.84	None	0
Bldg & Gr Maint II	\$ 24.55	Pesticide Application	3
Bldg & Gr Maint III	\$ 25.29	B&G II + DNR Surface Water or DNR Distribution	6
Meter I	\$ 27.46	None	0
Meter II	\$ 28.39	DNR Distribution	3
Meter III	\$ 29.12	Meter II + DNR Surface Water	6
Construction I	\$ 27.56	CDL-A	0
Construction II	\$ 28.30	Const I + DNR Distribution	3
Construction III	\$ 29.04	Const II + DNR Surface Water	6
Construction V	\$ 30.02	2015 Machine Ops Only (Cannon, LaRue, Ulcek)	NA
Eng Aide I	\$ 27.36	None	0
Eng Aide II	\$ 28.18	DNR Distribution	3
Eng Tech	\$ 29.45	Eng Aide II + DNR Surface Water	6
Locater I	\$ 25.60	None	0
Locater II	\$ 26.38	DNR Distribution	3
Locater III	\$ 27.56	Loc II + DNR Surface Water	6
Notes:			
1. The boiler license shall refer to either the class III or class IV stationary engineer.			
2. Task rates only apply to actual work hours and not for holidays, sick leave, vacation leave, comp time, or any other leave time.			
3. Crew Leaders are not eligible for Lead Pay.			
4. Const machine operators in 2015 (Cannon, LaRue, Ulcek) are not eligible for the machine operator task rate, as built into base wage.			
5. Construction V category only applicable to 2015 machine operators until they leave the position, no other employees applicable.			
6. The Tier I wage equals the 100% wage with 120% of that wage being the cap (includes all task rate/merit pay; but not OT/Standby).			
7. Employee transfers to new positions or upgraded tiers, must be performing satisfactorily in addition to exp/license requirements.			
8. Previous task rates and requirements for Assoc of Boards of Certification (ABC) license eliminated 01-01-2021.			
Task Rates:			
1. Lead Pay, Backflow Tester, and Electrical Technician: \$0.88/hour			
2. Construction Dept and Meter Dept Crew Leader: \$2.00/hour			
3. Construction Dept Machine Operator: \$0.90/hour			
4. Standby and Relief Standby Pay: \$55.00/day			

IN TESTIMONY WHEREOF, the Employer has caused its name to be subscribed hereto by its President and General Manager, and the Association has caused its name to be subscribed by its President and Agent.

LOCAL 732, RACINE WATERWORKS EMPLOYEES ASSOCIATION, LAW INC.

Jeff Larsen, President

Date

Doug Nelson, LAW INC.

Date

RACINE WATERWORKS COMMISSION

John Tate II, President

Date

Keith Haas, General Manager

Date