

EXECUTED

**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**

2014
Federation of Nurses and Health Professionals
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3 2014
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6 COUNTY OF MILWAUKEE
7 AND
8 FEDERATION OF NURSES AND HEALTH PROFESSIONALS
9 LOCAL 5001, AFT, AFL-CIO
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12 This Agreement made and entered into by and between the County of Milwaukee, a municipal body
13 corporate, as municipal employer, hereinafter referred to as "County" and the Federation of Nurses and
14 Health Professionals, as representatives of employees who are employed by the County of Milwaukee
15 hereinafter referred to as "Federation".
16

17 WITNESSETH
18

19 In consideration of the mutual covenants herein contained, the parties hereto do hereby mutually agree
20 as follows:
21

22 PART 1

23 1.01 RECOGNITION

24 The County of Milwaukee agrees to recognize and herewith does recognize the Federation of
25 Nurses and Health Professionals, Local 5001, AFT, AFL-CIO, as the exclusive collective
26 bargaining agent on behalf of bargaining unit classifications, in accordance with the certification of
27 the Wisconsin Employment Relations Commission as amended, made pursuant to Subchapter IV,
28 Chapter 111.70, Wisconsin Statutes.
29

30 1.02 BARGAINING UNIT DEFINED

- 31 (1) Whenever the term "employee" is used in this Agreement, it shall mean and include
32 bargaining unit nurses of Milwaukee County in Organizational Units 4391, 4900, 7973,
33 7994, 7995, 8672 and 8921 in the following classifications: Registered Nurse I,

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

2.01 WAGES

(1) Effective Pay Period 10, 2014, (April 13, 2014), the wages of bargaining unit employees shall be increased by one percent (1%).

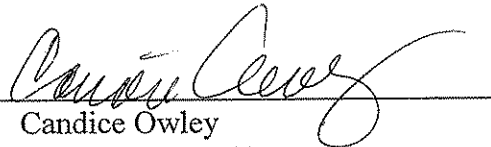
This Agreement shall remain in full force and effect until replaced by a subsequent Agreement.


Dated at Milwaukee, Wisconsin, this 3rd day of September, 2014.

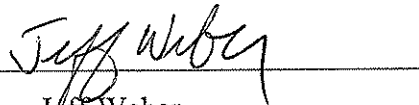
(Three copies of this instrument are being executed, all with the same force and effect as though each were an original.)

FEDERATION OF NURSES
AND HEALTH PROFESSIONALS
LOCAL 5001, AFT, AFL-CIO

COUNTY OF MILWAUKEE
a municipal body corporate

BY 
Candice Owley
President, WFNHP

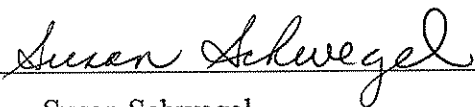
BY 
Chris Abele, County Executive

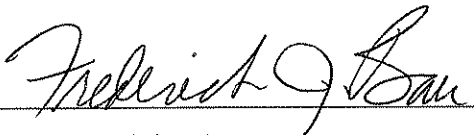
BY 
Jeff Weber
President, Local 5001

BY 
Joseph J. Czapczynski, County Clerk

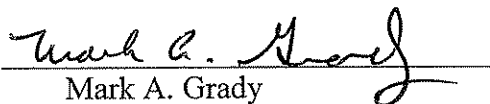
IN PRESENCE OF:

IN PRESENCE OF:


Susan Schwegel
Chief Steward, Local 5001


Frederick J. Bau,
Labor Relations

Approved for Execution


Mark A. Grady
Deputy Corporation Counsel