

## Summary of Tentative Agreement

### IAFF Bargaining Unit

2016-2018

All items in the labor agreement are “status quo” except as listed below.

- Wages:           0.5% increase effective January 1, 2016  
                      0.5% increase effective April 1, 2016  
                      2.0% increase effective January 1, 2017  
                      2.5% increase effective January 1, 2018
  
- Article 3, Section 4: New section clarifying that the Employer has the sole discretion to determine and provide training related to rescue task force operations.
- Article 10, Section 2: Parties will mutually request a declaratory ruling from the WERC as to whether this section dealing with work assignments is a mandatory or permissive subject of bargaining. If ruled to be mandatory this provision will remain in the labor agreement; if it is ruled to be permissive, it will be deleted from the labor agreement.
- Article 11 and Attachment C: Amend trade days language to incorporate special rule for duty related injuries.
- Article 12: update section to reflect employees are to pay the entire WRS employee’s contribution. This section continues current contribution rates.
- Article 13, Section 1: update section to reflect current premium contribution rates for PPO1 and PPO2 plans. This section continues PPO1 employee premium contribution rate at 20% without Health Risk Assessment participation and 12% with Health Risk Assessment participation. No premium contribution is required for PPO2 plan.
- Article 16: amend to allow employees to voluntarily waive entitlement to military pay differential.
- Other minor changes are grammatical or gender neutral amendments.