

**Agreement Between
the City of La Crosse and
Amalgamated Transit Union,
Local #519, AFL-CIO**

January 1, 2026 – December 31, 2028



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THIS MEMORANDUM OF AGREEMENT, made and entered into by and between the City of La Crosse, hereinafter referred to as "City" and the Amalgamated Transit Union, Local #519, AFL-CIO, hereinafter referred to as the "Local".

WHEREAS, the mutual interest of the parties hereto are recognized by this agreement to provide for the operation of the Municipal Transit Utility (MTU) of the City of La Crosse under methods that will promote efficiency, cleanliness, safety, proper care of equipment, property and facilities, fair and peaceful adjustments of differences that might arise from time to time and the promulgation of rules and regulations of ethical conduct and business relations between employer and employee.

NOW, THEREFORE, the parties have reached their Agreement.

SECTION 1 - RECOGNITION

The City recognizes Local #519 of the Amalgamated Transit Union, AFL-CIO, as the sole bargaining representative for all transit department employees including part time operators, exclusive of managerial, supervisory, craft, confidential, part-time service employees and part time Bus Technician assistants.

SECTION 2 – MAINTENANCE OF MEMBERSHIP

The City agrees not to interfere directly or indirectly with the full freedom of choice on the part of the employees on the matter of union membership and agrees that it will in no manner discriminate because of membership in/or affiliation with the Union.

All employees covered by this agreement may within thirty (30) days become members of the Union. The City agrees that it will deduct membership dues from wages of each member of the Union covered by this agreement, who shall have furnished the City with a written deduction authorization in the form mutually agreed upon with the City and the Union. Revocation of the due's deduction provision shall be in writing with one copy to each, the City and the Union.

SECTION 3 – PROBATIONARY PERIOD

Each new employee shall serve a probationary period of six (6) months beginning with their date of full-time hire. Use of sick leave or personal business is not available during a new employee's initial probationary period. It is understood that probationary employees shall receive vacation, holiday pay, floating holidays (as allotted in Section 17) and bereavement leave subject to the same limitations as all regular employees.

The Local will be allowed to meet with new employees for up to thirty (30) minutes at a mutually agreeable time within the employees' first three (3) days of employment. The purpose of this meeting is to present Union information and discuss the collective bargaining agreement.

SECTION 4 – GRIEVANCE PROCEDURE

Matters involving the interpretation, application, or enforcement of this agreement shall constitute a grievance under the provisions as set forth; however, a grievance not initiated within twenty (20) calendar days from the date the employee knew or had reason to know of the cause of such grievance shall be held invalid. If a matter is not timely advanced by the Union from one step to the next, the grievance shall be considered settled as of the last completed step and shall be invalid. If a matter is not timely advanced by the City from one step to the next, the grievance shall be considered settled as of the last completed step in the interest of the Union. The parties may by written agreement extend the time limits contained in the grievance procedure for steps 2 and 3. If an employee has a grievance, he shall:

STEP 1- VERBAL

Within twenty (20) calendar days of the grievance event the employee shall discuss the grievance with his/her immediate supervisor. If no solution is reached, an employee may within ten (10) calendar days of initiating the grievance, proceed to Step 2.

STEP 2 – WRITTEN

Reduce the grievance to writing stating in detail a clear and concise statement of the grievance and indicate the issue involved, the relief sought, the date the incident or violation took place, and the specific section of the contract involved and submit it to the Director of Transit. The grievant and the Director of Transit or designee shall, within ten (10) calendar days, meet in an effort to resolve the grieved matters. If no resolution is reached the grievant may appeal to Step #3.

STEP 3 - APPEAL AND REVIEW

Within ten (10) calendar days of receipt of the appeal, a representative of the Union, the Director of Human Resources or designee, and the Director of Transit or designee, will meet to attempt a resolution of the disputed matter. The Director of Human Resources and/or the Director of Transit shall answer the grievance in writing within ten (10) calendar days of the Appeal and Review meeting.

STEP 4 - ARBITRATION

If a satisfactory solution cannot be reached, the Union may, within thirty (30) calendar days of receipt of the City's Step #3 grievance written answer, appeal to the Wisconsin Employment Relations Commission, who will appoint a neutral arbitrator.

The arbitrator shall not add to, or subtract from, the terms of this agreement.

The City and the union agree that the decision of the arbitrator shall be final and binding on both parties.

EXCLUSIVE PROCEDURE

The grievance procedure set forth herein shall be the exclusive complaint of an employee as to any matter involving the interpretation or application of this agreement.

All complaints originating in the MTU shall be handled in the manner outlined above and no deviation therefrom will be permitted. Specifically, employees are prohibited from presenting such complaints, formally or informally to officers of the City of La Crosse not included in this procedure.

SECTION 5 – TIME LIMITATIONS ON DISCIPLINARY ACTION

- A. Any and all written reprimands and/or memos of reprimands for all disciplinary actions less than suspensions, shall be removed from the employee's personnel file two (2) years after the date of the reprimand.
- B. Any and all other disciplinary actions shall cease to have any force and affect and shall be removed from the employee's personnel file three (3) years after the date of the disciplinary action.
- C. It is the intention of the parties that any memorandum, notation or disciplinary action hereby removed from an employee's file shall not be used in any future disciplinary action.
- D. Disciplinary matters involving immoral behavior and/or alcohol and drug violations are have no limitations, and shall not be removed from the employee's personnel file.

SECTION 6 – CESSATION OF SERVICES

It is understood and agreed that the services performed by the City Transit employees included in this agreement are essential to the public safety and welfare. It is agreed that there be no interruption of the work for any cause whatsoever, nor shall there be any slow down or other interferences with the services.

SECTION 7 – MANAGEMENT RIGHTS

Except as otherwise specifically provided herein, the management of the Municipal Transit Utility and the direction of the work force including but not limited, to the right to hire, discipline or discharge for proper cause, to decide initial job qualifications, to lay off for lack of work or funds, to make reasonable rules or regulations governing conduct or safety pursuant to Section - 23 Rules and Regulations, to be able to determine the methods and processes of how the work is performed, are vested with management.

The exercise of the foregoing functions shall be limited only by the express provisions of this contract and the City has all rights which it has by law except those which were expressly bargained away in this agreement. This article shall be liberally construed.

The exercise by the employer of any of the foregoing functions shall not be reviewed by arbitration except in cases where such functions are so exercised as to violate express provisions of this contract.

SECTION 8 – LAY-OFF AND RECALL

- A. The principle of bargaining unit seniority shall be taken into account on lay-off and recall.
- B. In the event that lay-offs occur the following shall apply:
 - 1. The City shall provide the employee and the Union with no less than three (3) calendar months notice in writing of the City's intention to lay off each employee.
 - 2. The City shall pay each laid off employee lay-off pay equal to three (3) months gross pay commencing on the first day of the lay off and extending for three months thereafter (six biweekly pay periods). The gross pay shall be 40 hours per week at their regular straight hourly rates from the last day of work and continuing for six biweekly pay periods unless such employees are recalled, then payment shall cease at the time the recall begins. There shall be no overlap in pay. This lay-off pay shall be in addition to any and all rights, privileges or benefits which may be due the laid off employee by virtue of the 13C agreement (Section 33 – Federal Transit Act, Section 49 U.S.C. 5333(b)) or from any other source.
 - 3. The City shall continue to pay its share of the monthly medical benefit plan payments for one (1) year following the last day of work of the laid off employees provided the employees pay their share of the monthly payments as required by the current labor agreement. Monthly medical benefit plan premiums are the same as are in effect for active employees as modified from time to time through collective bargaining.
- C. Unless otherwise provided, laid off employees shall have recall rights for two (2) years. In the event of a lay-off, the city may lay off by classification i.e. Operator, Bus Technician, Service Worker, Clerical. Such layoffs will occur by classification seniority, and if the laid off employee is capable of performing work in another classification, he/she will have the right to bump into said position provided he/she has more bargaining unit seniority than the bumped employee. This same procedure shall be used until the employee with the lowest

bargaining unit seniority is actually laid off. Laid off employees shall be recalled to work in bargaining unit seniority order provided that they can perform the available work.

D. This section applies to all employees.

E. Employees hired after March 1, 2016

Paragraphs B and D of this Section and paragraph D of Section #34 – Part-time Employees, shall not apply to employees hired after March 1, 2016. However, any such employees that are hired after March 1, 2016 shall be provided with at least two (2) weeks notice of lay-off and shall not receive any other employment benefits from the City. The lay-off of employees hired after March 1, 2016 shall not count as a “laid off employee” for purposes of limiting the Municipal Transit Utility’s use of part time employees.

It is understood that the City shall not lay-off full-time employees for the purpose of hiring additional part-time employees.

SECTION 9 - SENIORITY

A. Definition

Bus operator's seniority starts on the date of his/her full-time appointment to the bus operator classification. Service worker's seniority starts on the date of his/her full-time appointment to the service worker classification. Bus Technician’s seniority starts on the date of his/her full-time appointment to the Bus Technician classification. This does not alter unit wide seniority for purposes of lay-off and recall.

Transit Service Representative’s seniority starts on the date of his/her full-time appointment to the Transit Department.

B. Bus Operators – Run Selection

Bus operators may select a different run when run selection sign-ups are posted by MTU management, which shall occur when service needs change. Each run selection shall be by bus operator seniority. It is agreed that there shall be a minimum of two (2) run selection sign-ups per year, in six (6) month intervals.

C. Service Workers/Bus Technician Shift Selection

Service workers and Bus Technician may select a different shift a minimum of two (2) times per year, in six (6) month intervals, and as service needs change. Such sign-ups will be posted by MTU management. Where changes of shifts are made, shift selection shall be by seniority among qualified affected employees in the shop.

D. Advance Notice

In the event of a change in the workweek, or a change in operator’s runs and/or service

worker/Bus Technician's shifts, the City shall post a new run/shift sign-up sheet five (5) days in advance of the bidding process.

SECTION 10 – JOB BID

- A. For job bid purposes exclusively there shall be three (3) divisions, the Shop Division, the Operator's Division and the Clerical division. The Shop Division shall include the classifications of Bus Technician and Bus Service worker. The Operator Division shall consist of the classification of Bus Operator. The Clerical Division shall consist of the Transit Service Representative.
- B. Seniority lists of employees in each division shall be posted in a conspicuous place. Any disagreement concerning an employee's seniority shall be subject to the grievance procedure.
- C. All new jobs or vacancies shall be posted in the department.
- D. Any new job or vacancy shall be filled in the following manner:
 - 1. Posted on a bulletin board for five (5) working days.
 - 2. The Union shall be furnished a copy of the job posting.
 - 3. Employees in all three (3) divisions desiring posted jobs shall sign such notice.
 - 4. The employee oldest in seniority within the division who meets the basic requirements of the job shall be given a trial period of up to fourteen (14) calendar days in which to qualify for the job.
 - 5. This fourteen (14) day trial period may be extended to a thirty (30) day trial period by agreement of the parties.
- E. In the event no applicant is available or qualified within the division in which the vacancy occurred, such vacancy will be filled in the following manner:
 - 1. Department seniority shall prevail providing the applicant is qualified in accordance with the job description as posted with the City. The most senior candidate in the department shall be given a thirty (30) day trial period in which to qualify for the job.
 - 2. Successful bidding shall be defined as completing the fourteen (14) day or thirty (30) day trial period and surrendering the prior division seniority for the purposes of run selection, shift selection and/or vacation.
 - 3. If such vacancy cannot be filled or promotion made under the above provisions, it may be filled by hiring a qualified applicant from outside the bargaining unit.
- F. Job bids that result in transfers from the Operator or Clerical Division to the Shop Division shall result in the following:
 - 1. Seniority in the division for purposes of shift selection and/or vacation picks shall start

on the date of the transfer.

2. The transferring employee shall be paid the rate that his/her unit wide seniority requires for the position.
 3. Operator work left vacant by any job bid shall be assigned to the extra list for no more than the thirty (30) day trial period and thereafter bid.
- G. Job bids that result in transfers from the Shop or Clerical Division to the Operator Division shall result in the following:
1. Seniority in the division for purposes of run selection and/or vacation picks shall start on the date of the transfer.
- H. This job bid procedure shall in no way alter seniority rights of the employees for any other purpose.

SECTION 11 – EMPLOYEE DISCIPLINE

All discipline shall be administered in accordance with the City/MTU Operating Rules promulgated pursuant to Section 23 – Rules and Regulations of this agreement.

An employee may appeal his or her discipline using the grievance procedure beginning at Step #2. Regarding the retrieval of on-board camera recordings, transit management shall document when hard drives are pulled due to complaints or reported concerns and the resolution of such. Documents shall be limited to:

- Date hard drive pulled
- General nature of complaint or reported concern
- Management staff member reviewing the hard drive
- Run and bus number
- Resolution (i.e. under review, unfounded or reviewed with employee)

Such electronic documentation shall be available for viewing within seven (7) calendar days upon transit management's receipt of the written request by the ATU Local #519 President. Viewing of the electronic documentation shall be by the ATU Local #519 President (or his/her union board member designee) and shall be conducted during off-duty time. Electronic documentation is subject to applicable State and Federal record retention laws.

SECTION 12 - UNIFORMS

- A. Bus Operators
- The City will pay for ninety percent (90%) of the cost of the purchase of uniform items as described below. Such payments by the City shall occur upon successful completion of the employee's initial probationary period.

All drivers shall have the option to purchase specified uniform items (shirts, polo shirts, shorts, trousers, cardigan vests and sweaters, and jackets) at the store of their choice.

The City will pay for 100% percent of the cost of the purchase of shirts, polo shirts, jackets and caps which are ordered or approved through the City (embroidered or those with patches). Employee purchases at the store of their choice will result in 90% reimbursement from the City.

B. Shop Employees

The City shall pay 100% percent of the cost for the purchase or rent of coveralls for shop employees providing such employees have the supervisor's prior approval and furnish a purchase receipt.

The employer shall pay up to \$100 annually, upon presentation of a receipt of purchase, toward the purchase of work related clothing/equipment, such as safety shoes, gloves, safety eyeglasses, jacket for shop.

SECTION 13 - TRAINING

A. New Operators

Operators will be paid a work bonus of one dollar thirty cents (\$1.30) per hour while training new bus operators.

Trainee operators hired from within the bargaining unit shall receive credit for time worked in the bargaining unit and placed in the appropriate pay range and seniority list in accordance with Section #9 - Seniority.

B. Scheduled Training

Employees required to attend in-service training and/or other training or meetings outside the hours of their normally scheduled shift shall be paid a minimum of two (2) hours at the appropriate rate inclusive of overtime. Assigned training time which occurs before or after a regular scheduled shift may be treated as work continuation for which the two (2) hour minimum would not apply. Training shall be posted a minimum of fourteen (14) calendar days prior to the commencement of training. The assignment of employees is the right of management.

SECTION 14 – MINIMUM PAY/DEAD TIME

A. Minimum Pay for Operators

A minimum of two hours will be paid to any operator who is called in to pull out a bus.

B. Call In Pay

A two (2) hour minimum shall also apply to all employees including shop employees who are called in to work unless such call in abuts their regularly scheduled shift, i.e. in cases when an

employee is called in to work less than two (2) hours from their shift start time, then the employee will not receive the two (2) hour minimum.

C. Dead Time

For employees in the Operating Division, a one hour minimum or the deadtime, whichever is less, will be paid when any two pieces of work with one (1) hour or less scheduled in between is booked out to the same operator. Dead time shall be included in the calculation of the two (2) hour minimum pay provisions contained herein.

SECTION 15 – GUARANTEE TIME

All employees, except new employees in training, who report for work when requested, are guaranteed a minimum wage equal to eighty (80) hours at straight time, in one (1) pay period of two (2) consecutive weeks. The term “new employees” does not include bargaining unit employees making a change in classification. Any and all hours worked in any of the weeks in the pay period in question will be used in computing the guaranteed time. If an extra board person is called upon to work and refuses to do so for any reason, except on his/her regular days off, the guaranteed time will be reduced by the number of hours the person was privileged to work and refused to do so.

New employees that complete the training program and become qualified to operate equipment and are so assigned in mid pay period are exempt from this provision until the next pay period.

SECTION 16 – OVERTIME, SHIFT DIFFERENTIAL, PREMIUMS, AND LEAD BUS TECHNICIAN ASSIGNMENT

A. Overtime

Employees shall be paid time and one half for all hours actually worked over forty (40) hours per week. Additionally, vacation days shall be considered as “hours worked”. Holidays shall be considered as “hours worked” for overtime purposes when an employee works additional hours beyond their normal schedule (based on actual hours worked).

Examples:

1. Employee normal schedule is Monday through Friday, with the Holiday on Monday. Holiday is not paid as overtime, unless employee works additional hours beyond their normal schedule (based on actual hours worked).
2. Employee’s normal schedule is Tuesday through Saturday, with the Holiday on Friday. Holiday is not paid as overtime, unless employee works additional hours beyond their normal schedule (based on actual hours worked).
3. Employees normal schedule is Tuesday through Saturday, with the holiday (MTU closed) on Friday. Employee works additional hours on Sunday. Employee may be eligible for time and one – half for hours worked on Sunday, plus any additional hours beyond their normal schedule (based on actual hours worked).

B. Shift Differential

A fifty cent (\$0.50) per hour shift differential shall be paid to Bus Technician who work shifts other than the day shift. Day shifts for Bus Technicians are defined as any scheduled shift of work beginning after 4:59 a.m. and before 10:31 a.m.

A one dollar (\$1.00) per hour shift differential shall be paid to Service Workers for hours actually worked beginning at 12:00 midnight.

It is agreed by the parties that a shift differential is not available for Bus Operators currently, nor in the future.

C. Safe Ride Premium

A one dollar (\$1.00) safe ride premium shall be paid to operators for actual hours worked while operating a bus on a SAFE RIDE route.

D. ASE Certification Premium

Bus Technicians have the option to obtain ASE certifications for Bus Technicians. The City would pay for the initial registration fee, up to two registrations per year per employee. Successive attempts to pass an ASE certification will be at the employee's cost for registration.

Upon successful receipt of an ASE certification the Bus Technician is to provide proof to management, at which time the employee will receive a ten cent (\$.10) per hour premium effective the next scheduled work day. Premiums are limited to a maximum of eight (8) certifications. As agreed by the union, all other provisions would be the responsibility of the employee (time off, travel, exam fee, etc.). Recertification fee would be paid by the City.

E. Lead Bus Technician: An employee "assigned" to the position of Lead Bus Technician shall receive a premium pay of \$1.50 per hour for all hours worked. Assignment and removal to the "assignment" of Lead Bus Technician remains the sole discretion of management. This includes the selection of the lead Bus Technician, effective date of assignment, and determination as to whether an assignment is necessary or desired. The provision of assignment to Lead Bus Technician cannot be grieved. Lead Bus Technician, if so assigned by management, may only be designated to one employee at any one time.

F. Bus Technician premium pay effective January 9, 2017: Bus Technician shall receive a premium pay onto their base pay of \$1.00 per hour after one year of continuous service as Bus Technician, \$2.00 per hour after two (2) years of continuous service as Bus Technician, and \$3.00 per hour after three years of continuous service as Bus Technician. Premium is not subject to any negotiated across the board increases.

G. Lead Service Worker premium pay effective January 1, 2023: An employee "assigned" to the position of Lead Service Worker shall receive a premium pay of \$1.50 per hour for all hours worked. Assignment and removal to the "assignment" of Lead Service Worker remains the sole discretion of management. This includes the selection of the Lead Service Worker, effective date of assignment, and determination as to whether an assignment is necessary or

desired. The provision of assignment to Lead Service Worker cannot be grieved. Lead Service Worker, if so assigned, by management, may only be designated to one employee at any one time.

SECTION 17 – PAID HOLIDAYS

1. Operators, Shop and Clerical Division

Employees shall receive pay for the following designated holidays: New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve and two (2) floating holidays for which one is in lieu of the day after Thanksgiving. Employees who do not work on a holiday shall receive holiday pay only. Employees who work on a holiday shall receive holiday pay in addition to pay for all regular hours worked. On Martin Luther King Day employees will have the choice of receiving holiday pay, or eight (8) hours of compensatory time, at straight time, to be used by December 31st of the year it was received.

Floating holidays may be used anytime during the calendar year with prior approval from management. Such floating holidays must be used prior to December 31st of each year. If unused, they will be lost; no carryover or payout is allowed.

Proration of Floating Holidays For New Employees

- New employees hired between January 1 and June 30 will receive two (2) floating holidays to use for the calendar year.
- New employees hired between July 1 and November 30 will receive one (1) floating holiday to use for the calendar year.

If the employee terminates employment through retirement or any other reason, the floating holiday will be treated as follows:

- The floating holiday in lieu of the day after Thanksgiving will get paid out on the employee's last check only if the employee leaves employment after the day after Thanksgiving occurs. If an employee leaves employment prior to the day after Thanksgiving and they have used that floating holiday, the overpayment will be deducted from their last paycheck.
2. An employee must physically work all of their last scheduled day prior to the holiday and all of their first scheduled work day following the holiday in order to receive holiday pay as outlined in this section. An extra board operator who is available but not provided work the day before or the day after the holiday shall receive holiday pay as outlined in this section. Personal business days, vacations, and paid sick leave with an acceptable medical substantiation are considered time worked for purposes of this section.
 3. Holiday Pay shall be calculated as follows: All employees shall receive eight (8) hours pay at the regular straight time hourly rate.

SECTION 18 – TOOL ALLOWANCE

Employees in the Bus Technician's classification shall be eligible for seven hundred dollars (\$700.00) per year, for pre-approved tool purchase or replacement. Such payment shall be made upon presentation of a paid invoice for such purchase. Employee must be an active employee to receive reimbursement.

The City shall provide all tools to bus service workers for minor repairs such as changing headlights, tightening mirrors and/or tightening railings on the inside of buses.

SECTION 19 – WORKWEEK/PAY DAYS

A workweek for purposes of this provision, shall begin on 12:01 a.m. Mondays and end on 12:00 midnight the Sunday following.

Pay days for all hourly paid employees shall be every other Thursday and shall be paid for periods ending the Sunday midnight of the previous calendar week. Example: On the February 2, 2017 paycheck, the employee will be paid for all hours worked through January 22, 2017.

SECTION 20 – MEDICAL/DENTAL BENEFIT PLAN

Full-time bargaining unit employees are eligible to participate in the City's Medical Benefit Plan.

A. Employee's Medical Benefit Plan Payments

Active employee's monthly contributions shall be through payroll deductions. Employee contributions will be deducted from the first two paychecks of the month for the current month's coverage. An option to pay with pre-tax dollars will be provided under the City's IRS Section #125 Plan.

Effective January 1, 2019, the employee's contribution, if fully participating in the Health Risk Assessment as described below, shall be 12.6% of the total monthly premium equivalent rate for the coverage selected by ATU. Effective January 1, 2019, the employee's contribution, if not participating in the Health Risk Assessment, shall be 16% of the total monthly premium equivalent rate for the coverage selected by ATU. Monthly premium equivalent rates are established for 2019 and subsequent years based on the expected costs (factoring in claims, administrative costs, and medical trends) of the all City plan design utilizing the period from July 1 through June 30 prior to the effective date, plus an actuarial value reflecting, if any, the product differential between the all City plan design and the ATU plan design.

B. Health Risk Assessment

The City shall offer an annual health risk appraisal on a voluntary basis for active and retired employees and spouses enrolled in the City Medical Benefit Plan. Such program shall be conducted by a third-party vendor who agrees to comply with applicable privacy laws to maintain the confidentiality of information collected and not release personalized findings, other than the names of participants, to the City.

Active and retired employees may participate (by completing a short questionnaire, biometric testing with fasting, and a personal counseling session with personalized report of findings) in a secured environment (behind closed doors) on City premises at various times intended to maximize participation, on duty time as possible without adverse impact on City operations, and any duty conflict shall be rescheduled for such employees on duty. A participation incentive for active and retired employees shall be a lowered monthly contribution amount (per Section 20 – Medical Benefit Plan, Paragraph A above) while remaining covered under the City Medical Benefit Plan. Premiums shall be determined by participation in the previous calendar year. Employees who become covered under the City Medical Benefit Plan after the regular program testing start time shall be granted the related participation incentive prospectively until a subsequent testing is offered by the City provided that such covered employees then complete the participation requirements above.

Identification of participants on such questionnaires shall be a number other than the participant's full social security number.

It is further agreed that biometric testing for men over age 50 shall include PSA testing. Men age 40 to age 50 with a family history of prostate disease may also be tested. Retirees with permanent residences out of the network service area shall be provided access to a site for biometric testing in their local area. If the City changes vendors in the future and such local access is not available, such retirees shall be considered as a participant in the program.

Additional details or changes shall be decided by the joint labor management-union healthcare cost containment committee.

C. Networks With 100% Coverage

The City shall offer City employee's a choice of no less than two medical Networks serving the local labor market to provide covered medical services for eligible City employees. The City retains the right to select the Networks.

Employees may select a Network for themselves, spouse and covered dependents during open enrollment which occurs each November with an effective date of change to be the following January 1st. All employees will be required to remain in their selected Network through December 31st of each calendar year.

D. Monthly Rate Payments for Retirees or Surviving Spouse & Dependents

Monthly contributions are required to be received by the City in advance of coverage becoming and/or remaining in effect. Such contributions are due by the tenth (10th) of the preceding month for the next month's coverage.

E. **Medicare Carve-Out –For Disability**

1. Effective January 1, 2008: Any employee that retires in the future due to disability and meets the eligibility requirements to maintain City medical benefit plan coverage and who is eligible for Medicare due to their disability is required to apply for Parts A (Hospital) and B (Medical) of Medicare coverage. If the employee/retiree fails to apply for such coverage within 31 days of meeting the Federal eligibility requirements, then benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare.
2. All Retirees and Spouses: Any retiree, spouse of a retiree or surviving spouse (as of 1/1/08) that meet the eligibility requirements to maintain City medical benefit plan coverage and who are eligible for Medicare Parts A and B due to a disability are required to apply for Parts A and B of Medicare Coverage at their first enrollment opportunity following notice of such from the City. If the retiree, younger spouse of a retiree or surviving spouse fail to apply for Medicare Parts A and B at their first enrollment opportunity following notice of this requirement from the City, the benefits under the City plan will be offset for any benefits which would have been payable under Medicare Parts A and B had such person made a timely enrollment for Medicare as described in this paragraph. (Note that this provision does not apply to younger spouses that elect continued coverage following the retired person's age off the City plan).
3. Make Whole: It is understood that the City shall make whole any retiree, spouse of current retiree, or surviving spouse for his/her Medicare Part B premium payments. Under paragraphs 1 and 2 above until their City medical benefit plan terminates. Retirees, spouses of current retirees, or surviving spouses that were under the Medicare Carve-Out provision as of 12/31/14 and who were having their monthly medical benefit plan contributions waived will be grandfathered, i.e. their monthly contributions will continue to be waived until their City medical plan terminates.

F. **Retiree Medical Benefit Plan Coverage - Normal Service (For Full Time Employee's hired prior to January 1, 2014)**

1. For Incumbents Employed as of June 30, 2004:

Employees employed as of June 30, 2004, who are participating in the City's medical benefit plan and retire at any time after age fifty-five (55) or take an early retirement in conjunction with a special early retirement program, may continue their family, limited family, or single medical benefit plan coverage until they

become eligible for Medicare.

Covered retirees shall pay the same monthly rate payments as are in effect for active employees as modified from time to time through collective bargaining. The term "retirement" shall mean that the employee is eligible for and is actually receiving a service retirement annuity. Additionally, the employee must have **ten (10) years of continuous employment with the City** to be eligible for this benefit. Employment for purposes of this paragraph shall include approved leaves of absences and lay-offs if recalled within thirty-six (36) months.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees. Such coverage is to be the same as is applicable to active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

2. For Employees hired between July 1, 2004 through December 31, 2006

Employees employed between July 1, 2004 through December 31, 2006, who are participating in the City's medical benefit plan and retire at any time after age fifty-five (55) or take an early retirement in conjunction with a special early retirement program, may continue their family, limited family, or single medical benefit plan coverage until they become eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining. The term "retirement" shall mean that the employee is eligible for and is actually receiving a service retirement annuity. Additionally, the employee must have **fifteen (15) years of full time continuous service** with the City to be eligible for this benefit. Employment for purposes of this paragraph shall include approved leaves of absences and lay-offs if recalled within twenty-four (24) months.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

3. For Employees hired on January 1, 2007 through December 31, 2013

Employees employed as of January 1, 2007 through December 31, 2013, who are participating in the City's medical benefit plan and retire at any time after age fifty-five (55) or take an early retirement in conjunction with a special early retirement program, may continue their family, limited family, or single medical benefit plan coverage until they become eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as are in effect for active employees as modified from time to time through collective bargaining. The term "retirement" shall mean that the employee is eligible for and is actually receiving a service retirement annuity. Additionally, the employee must have **twenty (20) years of full time continuous service with the City** to be eligible for this benefit. Employment for purposes of this paragraph shall include approved leaves of absences and lay-offs if recalled within twenty-four (24) months.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants. Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

4. Employees Hired After January 1, 2014: COBRA provisions apply.

G. **Retiree Medical Benefit Plan - Duty Disability Pension (For full time employees hired prior to January 1, 2014)**

Without regard to paragraph L below, full-time employees who receive a duty disability pension shall receive the same benefits including contributions on the same basis as in effect for active employees as described in paragraph F above. This benefit ends when the retiree becomes eligible for Medicare.

Covered retirees shall pay the same monthly rate contributions as is in effect for active employees as modified from time to time through collective bargaining.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit

plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

H. Retiree Medical Benefit Plan - Non Duty Disability Pension (For full time employees hired prior to January 1, 2014)

Full time eligible employees who are participants in the City's Medical Benefit Plan who retire and receive a non-duty disability pension shall receive the same benefits including contributions on the same basis as in effect for active employees as described in paragraph F above provided that they have a minimum of ten (10) years of continuous service as a full-time employee of the City of La Crosse. This benefit ends when the retiree becomes eligible for Medicare.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

I. Retiree Medical Benefit Plan - Long Term Disability Insurance (LTDI) (For full time employees hired prior to January 1, 2014)

This paragraph only applies to employees who began WRS covered employment after October 16, 1992. Effective January 1, 2005, full time eligible employees who are participants in the City's medical benefit plan and who qualify and receive Wisconsin Retirement System (WRS) Long Term Disability Insurance shall receive the same benefits including contribution rates on the same basis as is in effect for active employees as described in paragraph E above provided they have a minimum of ten (10) years of service as a full-time employee for the City of La Crosse. This benefit ends when the WRS terminates the employees LTDI benefit.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

J. Medicare Health Maintenance Organization and/or Supplemental Insurance

All active employees and those retirees that retired after January 1, 1984 that remained in the City's medical benefit plan are eligible to continue coverage by the carrier that the City has selected for a Medicare health maintenance organization and/or supplemental insurance plan. If the eligible employee has had continuous participation in the City's medical benefit plan from retirement to age 65 or Medicare eligibility age, he/she shall be allowed into the Medicare health maintenance organization and/or supplemental plan without waiting periods or limitations because of pre-existing conditions. These Medicare supplement plans shall be available to spouses of retirees under the same rules as above. Retirees and spouses are responsible for payment of the monthly rates.

K. City's Right to Select Vendors/Self Insure

The City shall have the right to select the plan vendors and/or to self insure the plan.

L. Coverage for New Employees

Newly hired full time employees shall be eligible to participate in the City's medical benefit plan referred to herein after two (2) full months following the month in which they begin employment. New employees will have the opportunity to select a Network for themselves and their covered dependents up to 31 days following their first date of employment.

M. Retiree Medical Benefit Plan - Younger Spouse (For full time employees hired prior to January 1, 2014)

When a retiree reaches Medicare age and his/her spouse is younger, the spouse may continue his/her coverage in the City's medical benefit plan until the spouse reaches Medicare age, provided that the spouse pays the total monthly pseudo premium rate.

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

N. **Coverage for Spouse & Dependents of Eligible Employees/Retirees (for full time employees hired prior to January 1, 2014) that Die**

The spouse or eligible dependents of an insured employee or retiree (hired prior to January 1, 2014) who dies before the employee/retiree becomes eligible for Medicare, shall be eligible to continue to participate in the City's medical benefit plan. Such coverage is to be the same as applicable to active employees as modified from time to time through collective bargaining. The spouse or eligible dependents of such employee/retiree shall pay the same monthly contributions as are in effect for active employees as modified from time to time through collective bargaining until the spouse becomes eligible for Medicare or remarries.

Same Plan – Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants. Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must use in-network services to be considered in-network participants.

The spouse or eligible dependents of an *active*, eligible employee (8 years of full time, consecutive service with the City) who die due to causes other than work related injury or in line of duty, shall be eligible to continue to participate in the City's medical benefit plan. Such coverage is to be the same as applicable to active employees as modified from time to time through collective bargaining. The spouse or eligible dependents of such employee shall pay the same monthly contributions as are in effect for active employees as modified from time to time through collective bargaining until the spouse becomes eligible for Medicare, or remarries, whichever occurs first.

O. **Internal Revenue Service Section #125 Plan**

Employees may participate in an Internal Revenue Service Section #125 salary reduction reimbursement plan in order to pay for medical deductibles, medical co-pays, co-insurance and prescription drug co-pays with pre tax dollars. In addition to medical expenses, the plan may be used for vision, dental, and child care expenses. The City agrees to credit and pay for the pension costs on the salary which is put into the Section #125 Plan. This payment does not include any F.I.C.A. payments to Social Security. All employee medical benefit plan payments due the plan may be taken as a pre-tax deduction from employee's paychecks when participating in the IRS Section #125 Plan.

P. **One Plan for Married Employees**

Married employees that both work for the City shall be limited to one medical benefit plan. Married employees that both work for the City would be allowed to switch "subscribers" on

an annual basis if allowed to do so by State and Federal law. In the event that the subscriber's health insurance is terminated, the remaining employee shall become the subscriber and the former subscriber shall become the dependent without any waiting periods or limitations for pre-existing conditions. (The purpose of this clause is merely to avoid the duplication of administrative and stop loss insurance premium charges. It is not intended to reduce any employee's eligibility or benefits.) This is not intended to enhance the level of benefits or expand the network selection procedures as provided in paragraph C above.

Q. Medical Benefit Plan Coverage While on Income Continuation Insurance

Full time employees who are participants in the City's medical benefit plan and are receiving the Income Continuation Insurance (ICI) benefit shall receive the same medical benefit plan benefits including contribution rates on the same basis as in effect for active employees as described in paragraph E above provided that they have a minimum of ten (10) years of continuous service as a full-time employee for the City of La Crosse. This benefit ends when the employee becomes eligible for a Wisconsin Retirement System benefit of any kind (i.e. Normal Retirement pension, Duty Disability Retirement, Disability Retirement, or Long Term Disability Insurance) or Medicare or Medicaid or for a period of one (1) year while on ICI whichever occurs first.

Covered employees shall pay the same monthly contribution rates as are in effect for active employees as modified from time to time through collective bargaining

Same Plan - Same Benefits

It is understood by the parties that retirees shall remain under the City's medical benefit plan as is in existence for active employees as modified from time to time through collective bargaining.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in an area not served by the Network will be considered as in Network participants.

Retirees, surviving spouse and dependents of retirees whose permanent residence is in the State of Wisconsin must see in-network providers to be considered in-network participants.

R. Dependent Coverage

Eligible dependents shall be covered subject to eligibility and enrollment timeframes as defined by the Master Plan Document. Dependent eligibility shall be consistent with applicable state or federal law.

S. Health Care Cost Containment Committee

The parties agree to establish a joint labor/management committee on health care cost containment during the term of the 2017-2018 agreement. The committee will be made up of two members from the bargaining unit and two members from the City. The committee shall meet no less than two (2) times, or as needed, during the term of the 2017-2018 agreement to study and explore methods to make recommendations for health

care cost containment. The committee's recommendations will be provided to each representative's side no later than August of each year. Committee expenses up to \$1,000 per year may be authorized by the Director of Human Resources. The City agrees to provide an additional sum of money for health care cost containment initiatives for bargaining unit members during the term of this agreement. The sum of money provided for these initiatives shall be based upon the number of full time bargaining unit members employed as of January 1 of each respective year, at a rate of \$50 per bargaining unit member. Such funds are to be allocated as determined by the Health Care Cost Containment Committee.

Paid time will be provided to the Union President and one (1) designated Union Board Member to attend Health Care Cost Containment Committee meetings (if scheduled during their normal workday). The Union President may designate two (2) Union Board Members if the President wishes not to be a member of the Committee.

T. Dental Insurance

The City agrees to provide administrative services only for a Union sponsored voluntary dental plan made available to full-time bargaining union members.

SECTION 21 – LIFE INSURANCE

A. Benefits

The level of benefits in effect as of January 1, 1992 shall be maintained.

B. Eligibility

Employees become eligible for life insurance on the first day of the month following six (6) complete calendar months of employment. Employees with prior Wisconsin Retirement System (WRS) service may qualify for coverage sooner as dictated by Wisconsin Retirement System.

C. Coverage Available

Employees may select insurance for themselves and their spouse and dependents as follows:

1. Basic

This plan provides term insurance to each eligible Wisconsin Retirement System participant. The amount of insurance in force for the employee is equal to the amount of earnings reported to the WRS in the previous calendar year rounded up to the next higher thousand.

2. Additional - Units I, II & III

This plan is available to individuals covered by the Basic Plan. The amount of each Unit of Additional Life Insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to

the next higher thousand. Additional coverage for retired employees ceases at age 65.

For working employees, Additional Plan coverage continues past age 65, until retirement or age 70, whichever comes first.

3. Spouse and Dependent

This plan, available to individuals covered by the Basic Plan, provides term insurance for an employee's lawful spouse and/or dependents.

a. Schedule I

The spouse is insured for \$10,000; dependents are insured for \$5,000 each.

b. Schedule II

This allows the employee to increase coverage for his/her spouse to \$20,000 and \$10,000 for each dependent. In the event of the spouse's/dependent's

death, the employee is the beneficiary. Where both parents have coverage on a dependent, a death benefit will be paid for each coverage.

4. Supplemental

Supplemental life insurance is available to individuals covered by the Basic Plan. The amount of supplemental insurance is only available at one hundred percent (100%) of the employee's previous calendar year earnings reported to the WRS, rounded to the next higher thousand. Supplemental coverage for retired employees ceases at age 65. For working employees, Supplemental coverage continues past 65, until retirement or age 70, whichever comes first.

D. Cost of Insurance

All employees who are eligible and elect to participate in the basic group life insurance program shall pay one (1) cent per thousand per month for each thousand dollars worth of coverage for which they are eligible by reason of eligible earnings. The City will contribute the balance. Employees who elect Additional, Spouse and Dependent and/or Supplemental coverage shall pay the complete premium for such insurance. Premium rates are adjusted July 1st of each year.

E. Coverage for Eligible Retirees At Age 66

Basic life insurance coverage for eligible employees who retire after the effective date (established in accordance with State Statute #40.03(6)(b) and applicable State of Wisconsin Employee Trust Fund rules and regulations) shall remain at fifty percent (50%) at age 66.

F. Administration

The life insurance benefits described above shall be administered in accordance with State Statute 40.70 and applicable State of Wisconsin, Employee Trust Fund rules and regulations.

G. Change of Carrier

The City may select the carrier for the life insurance program and change carriers from time to time provided that the level of benefits are equal to or greater than the level of benefits in effect on January 1, 1992.

SECTION 22 – INCOME CONTINUATION INSURANCE

The Union agrees that the City has the right to discontinue the Income Continuation Insurance Coverage that it is presently providing. The discontinuation is not subject to any collective bargaining.

SECTION 23 – RULES AND REGULATIONS

All employees shall serve under the present rules and regulations of the City and/or the Municipal Transit Utility and such reasonable rules and regulations as it may hereinafter adopt. No rule or regulations may be adopted or enforced which is inconsistent with the terms of this agreement.

All new employees shall be furnished a copy of the present rules and regulations upon employment.

Any proposed change in the rules and regulations shall be posted on the bulletin board of the City in the Municipal Service Building one (1) calendar week before the effective date of the rule.

The reasonableness of any rule or regulation shall not be challenged unless a conference is requested within one (1) calendar week of the time it is posted on the bulletin board of the City in the Municipal Service Building.

Beginning January 1, 2023, management and a labor committee must meet every twenty-four (24) months to review and submit changes to the employee handbook.

The City agrees that all work rules shall be applied equally.

SECTION 24 – LEAVE OF ABSENCE

The Director of Transit may, with the approval of the Director of Human Resources grant an employee a leave of absence without pay for good reason when the employee's services can be spared without detriment to the interest of the City. It is understood that leaves of unpaid absences under this clause will not be granted where employees have existing appropriate leave balances. Such leave shall not exceed thirty (30) days unless unusual circumstances are evident. The use of applicable paid leave in conjunction with leaves of absence for family and medical reasons will be administered in accordance with applicable State and Federal Laws.

Leave taken without pay, may result in a pro-rated vacation accrual for the following year. It is

understood that pro-ration shall take into consideration “total hours” paid in the previous calendar year, i.e. 2080 hours equals one (1) full year. Approval of unpaid leave for union business shall be considered hours paid for the purposes of computing vacation and sick leave accruals.

SECTION 25 - VACATIONS

Initial calendar year of regular full time employment: An employee will be credited with vacation on the first full pay period following their date of hire. The vacation is pro-rated by the number of remaining full pay periods in the initial calendar year (from first full pay period through the last full pay period). The crediting of vacation is determinant upon the employee being employed through December 31 of their initial calendar year. Should an employee leave employment or change status wherein they are no longer a regular prior to December 31, all credited vacation taken will be deducted from their last paycheck as it had not yet been earned.

FT Employee (1.0 FTE)
40 hours/week employee

Earns 1.538 hours per pay period

Pay periods

Vacation Credited

- Rounded to the tenth
- Must be employed through December 31

26 full pay periods	40 hours
25 full pay periods	38.5 hours
24 full pay periods	36.9 hours
23 full pay periods	35.4 hours
22 full pay periods	33.8 hours
21 full pay periods	32.3 hours
20 full pay periods	30.8 hours
19 full pay periods	29.2 hours
18 full pay periods	27.7 hours
17 full pay periods	26.1 hours
16 full pay periods	24.6 hours
15 full pay periods	23.1 hours
14 full pay periods	21.5 hours
13 full pay periods	20 hours
12 full pay periods	18.5 hours
11 full pay periods	16.9 hours
10 full pay periods	15.4 hours
9 full pay periods	13.8 hours
8 full pay periods	12.30 hours
7 full pay periods	10.8 hours
6 full pay periods	9.2 hours
5 full pay periods	7.7 hours
4 full pay periods	6.2 hours
3 full pay periods	4.6 hours
2 full pay periods	3.1 hours
1 full pay period	1.5 hours

Employees shall accumulate vacation on the basis of full months of continuous service. When an employee qualifies for an additional vacation period within the calendar year, the vacation may be taken within the calendar year.

Continuous Service	Vacation Benefit
After one (1) year of continuous service	40 hours
After two (2) years of continuous service	80 hours
After six (6) years of continuous service	120 hours
After ten (10) years of continuous service	144 hours
After thirteen (13) years of continuous service	160 hours
After sixteen (16) years of continuous service	176 hours
After twenty (20) years of continuous service	200 hours
After twenty-six (26) years of continuous service	208 hours
After twenty-seven (27) years of continuous service	216 hours
After twenty-eight (28) years of continuous service	224 hours
After twenty-nine (29) years of continuous service	232 hours
After thirty (30) years of continuous service	240 hours

In conjunction with the January run sign-up or as soon as practical thereafter, of each calendar year, the Municipal Transit Utility Manager will consult with all regular employees entitled to vacations and from such consultations the Municipal Transit Utility shall establish a working schedule for vacation periods. The Municipal Transit Utility, in determining the vacation schedules, will respect the wishes of the employees as to the time of taking vacations insofar as the needs of the service will permit. However, the Municipal Transit Utility shall allow no less than three (3) operators to be on partial week/day vacations during the months of September through May. No less than four (4) operators will be allowed to be on partial week/day vacations during the summer sign-up.

Employees may split all vacation time with the approval of management. Employees may split up to forty (40) hours a year into blocks of at least two (2) hours.

Time for taking vacations shall be chosen by the employees on a Division seniority basis.

When an employee leaves employment with the City of La Crosse, such employee shall receive pay for unused earned vacation and pro-rated vacation calculated from employment anniversary date to termination date. In order to earn all vacation for the year an employee must work past his/her anniversary date.

An employee may carry over accrued, unused vacation, not to exceed two (2) weeks into the subsequent calendar year. The carryover will occur automatically after the last pay period of the year. Any vacation carried over into the subsequent year **must** be used by the last full pay period of that year, or it shall be forfeited.

In addition, any vacation remaining at year end which exceeds two (2) weeks (or as defined above) shall result in vacation forfeiture.

Upon Retirement: Any payout of accrued, unused vacation shall be made to the employee's Retirement Health Savings Plan.

SECTION 26 – EMPLOYEE SICK LEAVE

All employees shall accumulate eight (8) hours of paid sick leave which shall be credited to them for each month of employment. A month of employment for accrual shall mean a month in which the employee actually works or receives pay from the City for at least twenty (20) calendar days. The sick leave credits shall be cumulative to a maximum of one hundred and twenty (120) days.

For New Hires: Newly hired employees must have worked prior to the 15th of their first month of hire to accrue the initial day of sick leave.

At retirement or termination the employee will accrue a day of sick leave for their last month only if the last day worked is the 20th of the month or later.

Sick leave may be used for any bonafide illness, injury, or medical/dental appointments of the employee excepting those compensated for under the Wisconsin Worker's Compensation Act, and except as to injuries or illnesses incurred by employees engaged in any outside employment or business while so engaged in any outside employment or business.

All sicknesses or injuries of more than three (3) days duration must be verified with acceptable medical substantiation by a physician. The medical substantiation must state the kind or nature of the illness or injury and that the employee has been incapacitated for work for said period of absence. Where sick leave abuse is suspected the City reserves the right to require acceptable medical substantiation, including a general diagnosis, for any and all absences including those of three (3) or less workdays. The City reserves the right to require such independent medical examination.

Any and all medical substantiation, including physician certificate, required under this Article may bypass the employee's immediate supervisor and be directed to the City's Human Resources Department, if the employee so desires. Sick leave may be used on the first day of absence due to the employee's sickness or non-occupational accident.

Family Care Days: Employees eligible for sick leave may use up to three (3) days of accumulated sick leave credits to care for their priority family members (identified in Section 28) due to minor illness, injury, or medical/dental appointments or in the event of an unexpected closure of school for minor dependents (i.e. snow day, etc.) or daycare facility.

Use of sick leave for family care days shall be deducted from sick leave accumulation. Employees who have not accumulated sick leave will not be entitled to such time off.

Upon the employee's death the City will make a lump sum payment to his/her spouse/dependent/or estate equal to forty-five percent (45%) of the amount accrued, but unused sick leave earned at the time of death. Such payment shall be according to Wisconsin Statutes section 40.02 (22) (b) (6) concerning single cash sum payments

Retirement payout:

For this Section only, "retirement" shall mean that either 1) the employee applies for an immediate Wisconsin Retirement System (WRS) benefit at any time after fifty-five (55) or takes an early

WRS retirement in conjunction with a special early retirement program; or 2) the employee is at least the minimum age for which he/she would be eligible for Social Security (non-disability) benefits, however, the employee would not be required to apply for such benefits. .

- A. Employees hired prior to January 1, 2014: The City will make a lump sum payment to the retiring employee's Retirement Health Saving Account equal to fifty-five percent (55%) of the amount of accrued, but unused sick leave earned at the time of retirement.
- B. Employees hired after January 1, 2014:
The City will make a lump sum payment to the retiring employee's Retirement Health Savings Account equal to one hundred percent (100%) of the amount of accrued, but unused sick leave earned at the time of retirement. Eligibility for sick leave payout requires 20 years of full time continuous service with the City **and** meets the definition of retirement as defined above.

An employee who retires prior to meeting the 20 years of full time continuous service with the City would receive a lump sum payment to retiring employee's Retirement Health Savings Account equal to fifty-five percent (55%) of the amount of accrued, but unused sick leave earned at the time of retirement.

Personal Business: Employees may use three (3) days of accumulated sick leave credit for personal business each calendar year, provided, however, that the employee shall notify his supervisor at least twenty-four (24) hours prior to the time off requested. Requests for personal business are subject to management approval, based on needs of the department. Such credit shall be deducted in a like amount from sick leave accumulation. Employees who have not accumulated sick leave shall not be permitted such time off.

SECTION 27 – FAMILY AND MEDICAL LEAVE

City of La Crosse has established a Family and Medical Leave Act policy pursuant to the Federal and Wisconsin Family and Medical Leave Act.

SECTION 28 – BEREAVEMENT LEAVE

In the event of a death in the employee's "priority family", "immediate family" or "other relations", the employee will be allowed time off without loss of pay or sick leave credits. No funeral leave will be allowed if the employee is on vacation, sick leave for illness or injury, lay-off, or any other paid or unpaid leave of absence.

Priority Family

Priority family shall be defined as the employee's parent, legal spouse, or child (biological, adopted, foster or stepchild). Parents in the preceding sentence shall be interpreted as parents/stepparents of the employee and/or their legal spouse. Bereavement leave for Priority Family shall be allowed up to six (6) shift days off and shall be used from the date of death through two (2) weeks from the date of death.

Immediate Family

Immediate family shall be defined as the employee's, or the employee's legal spouse's

grandparent, grandchild, brother, stepbrother, sister, stepsister, son-in-law, or daughter-in-law. Bereavement leave for immediate family shall be used from the day of death up to and including the day after the funeral. Bereavement leave for Immediate Family shall be allowed up to three (3) shift days off.

Other Relations

Other relations shall be defined as the employee's niece, nephew, brother-in-law, or sister-in-law, and aunt or uncle of the employee. Bereavement leave for Other Relations shall be allowed one (1) shift day off.

SECTION 29 – PENSION PLAN

All full time employees will be covered by the Wisconsin Retirement System (WRS).

Effective January 1, 2012 employees are required to pay fifty percent (50%) of the total Wisconsin Retirement System contribution rate.

SECTION 30 – CLASSIFICATION AND WAGE SCHEDULES

The salaries of full time employees shall be set out on exhibit "A", "B", "C", "D", "E" and "F" attached hereto and made a part of this agreement.

Schedule "A" reflects a wage adjustment of four percent (4%) effective January 12, 2026.

Schedule "B" reflects a wage adjustment of four percent (4%) wage adjustment effective January 11, 2027.

Schedule "C" reflects a wage adjustment of three percent (3%) effective January 10, 2028.

Employees shall progress to the next applicable pay step on the employee's anniversary date.

Direct deposit of paychecks shall be a mandatory condition of employment.

Any Transit Service Representative hired after January 1, 2015 could be placed anywhere on the wage grid; said placement shall not be subject to the grievance procedure.

SECTION 31 – LONGEVITY

Longevity pay is intended to recognize long and faithful service, particularly where the opportunity for advancement is limited.

Full-time employees shall receive longevity pay as follows:

After eight (8) years of continuous service 40 cents per hour shall be added to the employee's pay.

After twelve (12) years of continuous service 60 cents per hour shall be added to the employee's pay.

After sixteen (16) years of continuous service 80 cents per hour shall be added to the employee's pay.
After twenty (20) years of continuous service \$1.00 per hour shall be added to the employee's pay.

After twenty-four (24) years of continuous service \$1.20 per hour shall be added to the employee's pay.

Employees qualifying for additional pay because of length of service shall receive the additional pay effective on the anniversary of their date of hire.

Transit Service Representatives shall earn longevity per the collective bargaining agreement.

SECTION 32 – FEDERAL TRANSIT ACT, SECTION 49 U.S.C. 5333(b)

The Union and the City agree that the provision of the Federal Transit Act, Section 49 U.S.C. 5333 (b) historically referred to as Paragraph 13, Section (c) shall remain in effect for the duration of this labor agreement.

SECTION 33 – PART-TIME EMPLOYEES

A. Part -Time Operators

For the purpose of limiting the use of part-time employees, it is agreed that the Municipal Transit Utility may utilize a number of part-time operators which is no more than twelve percent (12%) of the number of regular full-time operators, for example: 12% of 34 full time operators = 4.08 or 4 employees. The number is rounded up to the next whole number if above .50, and .50 and below equals the lower number. With 34 full time operators it is agreed that the Municipal Transit Utility may designate up to four (4) rotating daily extra list slots, not to be the bottom members of the existing seniority list.

No existing runs at the time of the contract may be altered for purposes of part time work. Part-time operators may be used on a year-round basis.

All use of part-time operators may not exceed 3400 hours per year, excluding training time. Wages for part-time operators are determined by cumulative driving hours as an MTU Operator.

Retired MTU drivers who are rehired as part-time operators would be placed at step 4 based upon cumulative hours of MTU driving.

Management reserves the right to hire new operators above step 1 based on previous work/driving experience. Such determination will be on a case by case basis and will be the sole discretion of management.

B. Part-Time Service Workers

The Municipal Transit Utility may use up to 1,400 hours of part-time service workers each calendar year. Part-time service workers shall be paid \$10.00 to \$13.50 per hour with no benefits.

All part-time service workers are excluded from the bargaining unit.

C. Benefits for Part-Time Employees

It is agreed that the assignment of part-time employees is an exclusive management function. It is further understood that represented part time operators are not covered by the provisions of this collective bargaining agreement, except this section, i.e. Section 34.

D. Part-Time Employees/Lay Off Status

The City agrees that it cannot employ any part-time employees if any bargaining unit employee is on lay-off status except as modified by Section 8 – Lay-Off and Recall, paragraph E.

SECTION 34 – SPECIAL PART-TIME EMPLOYEES

A. Special Part-Time Operators

The parties agree that the Municipal Transit Utility may hire "special part-time employees" to fill in for any full-time employee that is unavailable for work.

Effective January 12, 2026 "special part-time operators" shall be paid \$21.27 – \$25.12 per hour without benefits.

Effective January 11, 2027, "special part-time operators" shall be paid \$22.12 - \$26.12 per hour without benefits.

Effective January 10, 2028, "special part-time operators" shall be paid \$22.78 - \$26.90 per hour without benefits.

B. Special Part-Time Bus Technician Assistants

"Special part-time bus technician assistants" shall be paid \$12.00 - \$16.00 per hour without benefits.

C. Special Part-Time Service Workers

"Special part-time service workers" shall be paid \$10.00 to \$13.50 per hour without benefits.

D. Use of Special Part-Time Employees

Such "special part-time employees" may only be utilized to fill in for employee absences of at least one (1) week and may not be utilized in this capacity after the regular full-time employee returns to work. When a position becomes vacant (i.e. incumbent employee retires or resigns/terminates his/her employment with MTU) a Special part-time employee may be utilized for a period not to exceed 90 days, provided that the City is making a good faith effort to hire a full time replacement worker. It is further understood that if the vacancy remains open after 90 days all such hours (after 90 days) shall count against the part-time employee cap contained in Section #33 – Part-time Employees.

It is understood that management reserves the right to declare its intentions not to fill a vacancy at any time. It is further understood that the Municipal Transit Utility will not utilize such special part-time employees to fill in for bus operators and/or Bus Technician while on vacation, but may do so for service workers on vacation. Special part-time employees shall not count against the part-time employee caps contained in Section #33 – Part-time Employees.

E. Bargaining Unit Status

Special part-time employees defined above are not included in the bargaining unit and are not covered by the provisions of the collective bargaining agreement.

SECTION 35 – MUNICIPAL TRANSIT UTILITY COMMITTEES

The City and Local have agreed that the Joint Labor Management Committee (JLMC) will meet three (3) times per year.

In addition, the City and Local agree that the Safety Committee, consisting of up to five (5) union members selected at the union's discretion, will meet one (1) time per month, for one (1) hour.

SECTION 36 – TERM OF AGREEMENT

The term of the contract is January 1, 2026, through December 31, 2028. Either party desiring to negotiate changes in this agreement shall notify the other party in writing at least sixty (60) days prior to December 31, 2028, and such notice shall include therein the modifications desired.

Entered into this 11th day of December 2025.

**Amalgamated Transit Union
Local 519, AFL-CIO**

Todd Strasser
President, ATU Local #519

Trevor Swart
Vice President, ATU Local #519

Kenneth Nolte
Recording Secretary, ATU Local #519

City of La Crosse

Shaundel Washington-Spivery
Mayor

Erin Goggin, Chairperson
Finance & Personnel Committee

Rebecca Franzen, SHRM-CP, CLRP
Director of Human Resources

Roseanne Northwood
Finance & Personnel Committee

Barb Janssen
Finance & Personnel Committee

Chris Kahlow
Finance & Personnel Committee

Aron Newberry
Finance & Personnel Committee

Larry Slezniow
Finance & Personnel Committee

**CITY OF LA CROSSE
2026 TRANSIT WAGE SCHEDULE FOR EMPLOYEES**

**Exhibit A – 2026 TRANSIT WAGE SCHEDULE FOR PART-TIME & FULL-TIME
EMPLOYEES**

**Effective
January 12, 2026**

Position	Service	Hourly Rate
Operator	0 -12 months	\$24.61
	12+ - 24 months	\$25.51
	24+ - 36 months	\$26.44
	36+ - 48 months	\$29.91
	48+ months	\$31.84
Bus Technician	Base Rate	\$30.96
Service Technician	0 -12 months	\$23.62
	12+ - 24 months	\$24.52
	24+ - 36 months	\$25.48
	36+ - 48 months	\$29.05
	48+ months	\$31.09
Transit Service Representative	0 -12 months	\$22.02
	12+ - 24 months	\$22.63
	24+ - 36 months	\$23.28
	36+ - 48 months	\$24.61
	48+ - 60 months	\$25.99
	60+ - 72 months	\$27.46
	72+ months	\$28.98

Position	Service	Hourly Rate
Part-Time	Step 1 – New Hires	\$21.27
	Step 2 – Completion of 1040 cumulative hours of MTU Driving	\$22.59
	Step 3 – Completion of 2080 cumulative hours of MTU Driving	\$23.82
	Step 4 – Completion of 3120 cumulative hours of MTU Driving	\$25.12

**CITY OF LA CROSSE
2027 TRANSIT WAGE SCHEDULE FOR EMPLOYEES**

**Exhibit B – 2027 TRANSIT WAGE SCHEDULE FOR PART-TIME & FULL – TIME
EMPLOYEES**

Effective
January 11, 2027

Position	Service	Hourly Rate
Operator	0 -12 months	\$25.59
	12+ - 24 months	\$26.53
	24+ - 36 months	\$27.49
	36+ - 48 months	\$31.11
	48+ months	\$33.12
Bus Technician	Base Rate	\$32.20
Service Technician	0 -12 months	\$24.56
	12+ - 24 months	\$25.50
	24+ - 36 months	\$26.50
	36+ - 48 months	\$30.21
	48+ months	\$32.33
Transit Service Representative	0 -12 months	\$22.90
	12+ - 24 months	\$23.54
	24+ - 36 months	\$24.21
	36+ - 48 months	\$25.59
	48+ - 60 months	\$27.03
	60+ - 72 months	\$28.55
	72+ months	\$30.14

Position	Service	Hourly Rate
Part-Time	Step 1 – New Hires	\$22.12
	Step 2 – Completion of 1040 cumulative hours of MTU Driving	\$23.49
	Step 3 – Completion of 2080 cumulative hours of MTU Driving	\$24.77
	Step 4 – Completion of 3120 cumulative hours of MTU Driving	\$26.12

**CITY OF LA CROSSE
2028 TRANSIT WAGE SCHEDULE FOR EMPLOYEES**

**Exhibit C – 2028 TRANSIT WAGE SCHEDULE FOR PART-TIME & FULL-TIME
EMPLOYEES**

**Effective
January 10, 2028**

Position	Service	Hourly Rate
Operator	0 -12 months	\$26.36
	12+ - 24 months	\$27.33
	24+ - 36 months	\$28.32
	36+ - 48 months	\$32.04
	48+ months	\$34.11
Bus Technician	Base Rate	\$33.17
Service Technician	0 -12 months	\$25.30
	12+ - 24 months	\$26.27
	24+ - 36 months	\$27.29
	36+ - 48 months	\$31.12
	48+ months	\$33.30
Transit Service Representative	0 -12 months	\$23.59
	12+ - 24 months	\$24.24
	24+ - 36 months	\$24.93
	36+ - 48 months	\$26.36
	48+ - 60 months	\$27.84
	60+ - 72 months	\$29.41
	72+ months	\$31.05

Position	Service	Hourly Rate
Part-Time	Step 1 – New Hires	\$22.78
	Step 2 – Completion of 1040 cumulative hours of MTU Driving	\$24.20
	Step 3 – Completion of 2080 cumulative hours of MTU Driving	\$25.51
	Step 4 – Completion of 3120 cumulative hours of MTU Driving	\$26.90



Human Resources

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Memorandum of Understanding 2027 Health Care Plan Design and Selection Review

Between the City of La Crosse "City" and the Amalgamated Transit Union ("ATU"), Local #519

RE: Agreement to Review Health Insurance Options for Plan Year 2027

Purpose: This Memorandum of Understanding ("MOU") is entered into by and between the City of La Crosse ("City") and the Amalgamated Transit Union, Local #519 ("ATU"), collectively referred to as "the Parties."

The purpose of this MOU is to establish a mutual understanding and commitment by the Parties to jointly review and discuss health insurance plan options for employees represented by the ATU in preparation for the 2027 plan year.

Background: This Parties recognize the importance of providing affordable, comprehensive, and competitive health insurance benefits to employees, and the parties recognize the administration inefficiencies and cost volatility necessitating this review of available plan options and costs, are essential to maintaining these objectives and ensuring compliance with applicable federal laws, regulations, and collective bargaining obligations.

Agreement:

1. The parties agree to meet and to review available health care plan design and plan selection options no later than May 31, 2026, in preparation for implementation in the 2027 plan year.
2. The parties agree to engage in good faith discussions regarding health care plan design and selection options. The discussions will include, but are not limited to, plan design, plan provider, cost, wellness or preventive care initiatives.
3. This MOU does not constitute a binding agreement to modify existing terms, conditions or coverage. Any changes resulting from the review and discussion process that affect bargaining unit employees will be subject to review and recommendation by the Employee Benefit Trust Fund Committee and approval by the Common Council.

Duration: This MOU shall expire on December 31, 2027 unless modified by mutual written agreement of the parties.

Signatures:

Rebecca Franzen, SHRM-CP, CLRP
Director of Human Resources

Todd Strasser
President, ATU, Local #519

Rebecca A. Franzen, SHRM-CP
Director of Human Resources
Angela R. Leisso
Employee Benefits Specialist

Gwendolyn A. Benish
Human Resources Generalist
Megan Ihrke
Human Resources Generalist

Sheila K. Becker
Employee Safety & Risk Specialist
Heidi L. Stein
Wellness Coordinator

Angela M. Berget
Human Resources Assistant



Human Resources

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Side Letter Agreement Juneteenth Day Holiday

Between the City of La Crosse "City" and the Amalgamated Transit Union ("ATU"), Local #519

RE: Addition of Juneteenth as a Paid Holiday Contingent Upon Internal Comparability with Other Bargaining Units

Purpose: In the spirit of ongoing commitment to internal comparability, this Side Letter is entered into by and between the City and the ATU for the purpose of outlining the parties' agreement regarding the potential addition of *Juneteenth* (June 19) as a paid holiday contingent on collective bargaining negotiations and agreement with other unions.

Agreement:

1. The City and the Union agree that if another public safety employee bargaining unit within the City receives *Juneteenth* (June 19) as a paid holiday during the term of the 2026 - 2028 ATU collective bargaining agreement, then the Juneteenth holiday benefit shall be extended to employees eligible for holiday benefits represented by the ATU in a manner consistent with the administration of other similar holiday benefits and in consideration of Section 2 of this Side Letter.
2. The addition of *Juneteenth* as a paid holiday under this Side Letter shall not require further negotiation or ratification, except that both parties recognize and understand that if a *quid pro quo* exists for the holiday benefit obtained by another bargaining unit that the City and ATU will consider such *quid pro quo* for this benefit in subsequent negotiations between the parties. Upon verification that another group has received the Juneteenth holiday, the City shall implement the holiday for ATU represented employees at the earliest practicable date.
3. Except as expressly modified by this Side Letter all other terms and conditions of the current collective bargaining agreement between the City and the ATU remain in full force and effect. This Side Letter shall expire on December 31, 2028.

Duration: This Side Letter shall remain in effect for the duration of the current collective bargaining agreement unless modified by mutual written agreement of the parties.

Signatures:

Rebecca Franzen, SHRM-CP, CLRP
Director of Human Resources

Todd Strasser
President, ATU, Local #519

Rebecca A. Franzen, SHRM-CP
Director of Human Resources
Angela R. Leisso
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