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In The Matter Of The Arbitration Between:)
THE CITY OF MILWAUKEE)
-and-)
INTERNATIONAL BROTHERHOOD OF ELECTRICIANS)
LOCAL 494)

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

Decision No. 17143-A

Appearances: Goldberg, Previant & Uelmen, Attorneys at Law, by: Marianne Goldstein, for the Union
James B. Brennan, City Attorney, by: Nicholas M. Sigel, for the Employer

The International Brotherhood of Electricians, Local 494, hereinafter referred to as the Union, is the certified exclusive collective bargaining representative of all regular employees having the classification of Blacksmith, Machinist and Machinist Helper in the Bureau of Traffic Engineering and Electrical Services of the City of Milwaukee, hereinafter referred to as the Employer. The Union and the Employer have been parties to a collective bargaining agreement covering wages, hours and conditions of employment which expired on December 31, 1978. On March 26, 1979, the parties exchanged their initial proposals on matters to be included in a new collective bargaining agreement and on June 7, 1979, the parties participated in mediation. On June 13, 1979, the Employer filed a petition with the Wisconsin Employment Relations Commission requesting the initiation of mediation/arbitration pursuant to section 111.70(4)(cm) of the Municipal Employment Relations Act. Pursuant to that petition an informal investigation was conducted by a member of the commission staff on June 18, 1979, and it reflected that the parties were deadlocked in their negotiations. During the investigation the parties exchanged their final offers and submitted said final offers as well as the stipulation on matters agreed upon to the investigator who then notified the parties that the investigation was closed. The final offer of the Union is attached hereto as addendum "A" and the Employer's final offer is attached hereto as addendum "B".

Subsequently, the investigator advised the Wisconsin Employment Relations Commission that the parties remained at impasse. The commission certified that the conditions precedent to the initiation of mediation/arbitration as required by section 111.70(4)(cm)6 of the Municipal Employment Relations Act had been met and it issued an order appointing the undersigned as the mediator/arbitrator. The mediation session was held in Milwaukee, Wisconsin on August 29, and no agreement was reached. The undersigned determined that there was no possibility of agreement by the parties and the arbitration phase of the proceedings was conducted on September 9 and 10, at Milwaukee, Wisconsin. A court reporter was present and prepared a transcript consisting of two hundred and forty-seven pages. The Employer introduced forty-two exhibits and the Union presented twenty-four.

The bargaining unit represented by the Union consists of one Machinist II position, eight Machinist I positions, one Electrical Services Blacksmith position and two Maintenance Mechanic positions. The Employer has other machinist positions in other departments and they are represented by District Council 48 of the American Federation of State, County and Municipal Employees. Five Machinist I positions are in the water department, two Machinist I positions are in the central repair shop in the Bureau of Municipal Equipment. The Department of City Development has five Maintenance Mechanic positions. The Health Department has two Maintenance Mechanic positions and the Public Library has one. The Bureau of Bridges and Public Buildings has one Maintenance Mechanic position and the Bureau of Forestry has five. All of the Machinist II positions, Machinist I positions, Electrical Services Blacksmith positions and Maintenance Mechanic positions of the Employer have the same class title and they have been in the same pay range.

Those positions represented by District Council 48 are covered by an agreement with the Employer on wages, hours and conditions of employment for the period from January 1, 1979 through December 31, 1980. Those twenty-one machinist positions represented by District Council 48 and the twelve positions represented by the Union received the same rates of pay under the recently expired collective bargaining agreement. Under the new agreement negotiated by District Council 48 for the machinist positions it represents, the employees received a 6.6 per cent increase for 1979 and are receiving a 6.4 per cent increase for 1980. The same percentage increases were given to all of the Machinist II, Machinist I, and Maintenance Mechanic and Blacksmiths positions represented by District Council 48.

The Employer's final offer to the Union proposed a two year agreement that would expire on December 31, 1980. It included a wage increase of 6.6 per cent effective pay period one 1979, and a 6.4 per cent increase effective pay period one in 1980. The Union's final offer was for a twenty-nine month agreement effective January 1, 1979 and ending May 31, 1981. It eliminated all of the steps in the existing pay ranges and established one level as of June 1, 1979. Under the proposal Machinist I and Blacksmiths positions would receive 75 per cent of the Electrical Mechanic rates as of June 1, 1979. They would be increased to 80 per cent of the Electrical Mechanic rates as of January 1, 1980. On January 1, 1981 they would receive 85 per cent of the Electrical Mechanic rates. On May 31, 1981 the Machinist I and Blacksmith positions would be advanced to 90 per cent of the Electrical Mechanic rates. Maintenance Mechanic positions would be paid 10 per cent less than the Machinist I and Blacksmith position rates and the Machinist II position would receive twenty-five cents more than the Blacksmith rate. The Union proposal would tie the rates of the members of this bargaining unit to the rates negotiated in the private sector for the electrical mechanics. Under the existing agreement, the maximum rate for a Machinist I is \$7.951 per hour. Under the Employer's proposal the rate would be increased in the first pay period of 1979 by 6.6 per cent or 52.5 cents per hour bringing the maximum hourly rate for a Machinist I to \$8.476 per hour. In the first pay period of 1980 the rate would be increased by 6.4 per cent, generating an increase of 54.3 cents per hour and bringing the maximum rate for a Machinist I to \$9.019 per hour. Over the two years the proposal generates an increase of 13.4 per cent or \$1.068 per hour. Under the Union's proposal the Machinist I and Blacksmith positions would receive 75 per cent of the current Electrical Mechanic rate of \$11.70 per hour as of June 1, 1979. This would amount to \$8.828 per hour. This would be an increase of 11 per cent or 87.7 cents per hour. On June 1, 1980 the rate for Machinist I and Blacksmith positions would increase to 80 per cent of the Electrical Mechanic rate which would be \$9.416 per hour. This is an increase of 6.6 per cent or 58.8 cents per hour. On January 1, 1981 Machinist I and Electrical Services Blacksmith positions would receive 85 per cent of the Electrical Mechanic rate which would be \$10.005 per hour. This would be another increase of 6.2 per cent or 58.9 cents per hour. In addition on May 31, 1980 the Machinist I and Blacksmith positions would be entitled to 80 per cent of any increase obtained by the Electrical Mechanics employed by the Employer as a result of the private sector negotiations. It is impossible to project the actual dollar figure or percentage increase that Machinist I and II positions, Maintenance Mechanics and Blacksmiths would receive under the Union's proposal after May 31, 1980, because the Electrical Mechanic rate as of that date is unknown. The Union's proposal will eliminate steps for employees below the maximum rate resulting in an additional percentage increase of up to 12 per cent for some employees.

The collective bargaining agreement covering the Electrical Mechanics also covers the Electrical Worker Trainee, Electrical Worker, Electrical Mechanic Apprentice, Electrical Mechanic Helper and Electrical Mechanic Trainee employed by the Employer. These positions are paid a percentage of the Electrical Mechanic rate and are tied to it. These positions are actually training positions or helper positions to the Electrical Mechanic and they perform work directly related to the Electrical Mechanic.

Under the current agreements between the Employer and the Union, employees in this bargaining unit receive different fringe benefits than employees in the Electrical Mechanic bargaining unit. The employees in the machine shop receive 09 days and they receive a 25 per cent an hour bonus for any hours worked over 12.

When the Employer puts out a job announcement sheet for a civil service exam for machinists it puts out the same one for all machinist positions whether they are in the Water Department, Traffic Engineering, Bureau of Municipal Equipment or any other place where machinists are employed by the Employer. The requirements are the same regardless of where the position is located. In prior years the Employer required a status as a journeyman machinist for applicants but that requirement was eliminated for all machinist positions as of 1975. Four years of apprenticeship is no longer required and three years of general experience can be substituted.

The Employer's proposal results in a cost to the Employer of \$2,225.00 per employee for each Machinist I over the two year period. The average additional cost for all city employees over the two year period is \$1,794.00. The Employer's proposal to this bargaining unit would result in a larger dollar increase for those employees than will be received by the average employee. The Union's proposal would result in an increase for this bargaining unit at least four or five times greater than the average increase the Employer will give to most of its other employees.

The Employer negotiates with twenty-three separate bargaining units over wages, hours and conditions of employment. It had reached agreement with eight separate bargaining units and three more were in progress at the time of this hearing. The basic salary increase was reached with District Council 48, American Federation of State, County and Municipal Employees which represents the Employer's largest collective bargaining unit. That agreement and the others negotiated by the Employer with other bargaining units provided for a 6.6 per cent increase during 1979 and a 6.4 per cent increase during 1980. There were reallocations made for some employees in the bargaining unit represented by District Council 48. However, the base salary increase, the changes in the pension provisions and the additional health insurance coverage were common in all the agreements. Some contractual changes affecting individual bargaining units were made that had no substantial cost impact. The agreement with the bargaining unit consisting of fire fighters include salary benefits over and above those agreed to by District Council 48 and the unions representing the other bargaining units with which agreement had been reached.

The Employer has adopted a policy of trying to get its first agreement with the union that is most capable of settling on a broad basis. It takes the position that such a Union is interested in looking good to its membership and is capable of exerting maximum pressure on the City of Milwaukee in terms of economic pressure, political pressure and the threat of a strike. Usually the pattern setting union is District Council 48 and the agreement reached with it usually serves as the pattern for a settlement with all other unions.

Positions of Machinist I and II, Blacksmiths, and Maintenance Mechanics are classified civil service positions. A position classification includes jobs that are sufficiently closely related to each other so that the employees filling them so the same work or similar kinds of work. They are in the same occupation and the same type of work. They have essentially the same level of difficulty and the qualification requirements are similar. These classifications are created by the City Service Commission based on studies by its staff. In classifying a position in the Machinist I classification a key factor considered would be the skills that are required to perform the work. The same examination is used to hire all Machinist I positions employed by the Employer. The level or work difficulty is common in all Machinist I positions even though the duties of the individual position in the various departments are some what different. There is an overlap of duties between all the machinist positions but the individual duties of the individual positions may vary within a classification. The main factors considered in placing a position in a classification are the type of work, the complexity and difficulty of the work, the degree of independence and the judgment and decision making involved. When job descriptions are prepared for the various departments the City Service Commission is provided with a description of the work to be done by the position. It reviews the work to be done and establishes the classification so that the position is placed in a classification that performs the same type of work of similar complexity and difficulty and involving the same degree of independence, judgment and decision making. Those factors are common to all of the positions placed in the same classification. The City Service Commission places positions in the same pay range if they are in the same classification.

The annual rate of the Electrical Mechanic has never had any relationship with the machinist positions in the history of the Employer. There was no relationship between the salaries because the bases on which the various rates were set were completely separate. The duties of the Electrical Mechanic and other positions in the prevailing wage ordinance are related to the same classifications that do similar types of work and require similar skills in the construction industry. None of the positions in this bargaining unit have ever had any connection with the Electrical Mechanics or their rates of pay. The Electrical Mechanic and the positions in this bargaining unit do completely different kinds of work. There is no relationship between the type of work done even though they might work in the same bureau. Different skills are involved, different training is required and different qualifications are necessary. Those factors that determine the classification and pay of the Electrical Mechanic are different from the factors involved in the classification of the positions in this bargaining unit.

The job descriptions for the various positions of the Employer do not list all of the duties to be performed. They are intended to indicate the significant and critical duties that require particular skills. The job description for a Machinist I or Machinist II or Blacksmith or Maintenance Mechanic would not spell out all of the duties required to be performed by an employee in that position in every department. However it would spell out those significant duties that indicate the particular skills that are needed and the difficulty and responsibility in the jobs. While the duties of a particular job may change from time to time, the job is not placed in a new classification unless the duties

have changed significantly and new skills are required.

The employees in this bargaining unit operate lathes, mills, drill presses, a shear, a brake, a rolling press, a band saw and other hand tools. Their duties require them to maintain all the types of machinery that the Employer owns and uses in the electrical repair division. That includes trucks, compressors, hoists, and machinery. They build and install ventilating systems and they make and repair equipment for some other departments. In addition to that they do some production work. This involves production of various parts and assembling them into finished products. In recent years the employees in the bargaining unit have been involved more and more with production work. They are required to make designs and lay out patterns to produce the end products sought. Some years ago the Employer would buy various pieces that had already been cast and the employees would make them fit and put them together as a finished product. Now they sometimes design the pieces and put them together and form the finished product. A substantial amount of their work consists of producing items from beginning to end. The volume of work in the bargaining unit has increased because of the additional amount of equipment purchased by the Employer that must be maintained. Traditionally the employees in this bargaining unit have worked an eight hour day and a forty hour week and that has not changed. The work that they perform is work that a machinist is expected to do. Their hours and working conditions and the skills required of them are not substantially different from those of other employees of the Employer in the same classifications in other bargaining units.

Machinists employed in the private sector in the Milwaukee area received wages ranging from \$9.64 an hour to as high as \$12.15 an hour. These are compared with the Employer's proposal for 1979 of \$8.47 an hour and the Union's proposal of \$8.83 an hour. During 1980 the private sector machinist will receive wages ranging from \$10.39 an hour to as high as \$12.15 an hour compared to the Employer's proposal of \$9.01 an hour and the Union's proposal of \$9.42 an hour. During the period of the old collective bargaining agreement the consumer price index rose from 175.3 to 201.6 which is an increase of 28.4 per cent. The increase proposed by the Employer for January of 1979 is 9.9 per cent higher than it was in January of 1977. In January of 1980 the proposal is 17.6 per cent higher than it was in January of 1977. Under the Union proposal employees in the bargaining unit would receive an increase in January of 1979 that would be 15 per cent higher than the January 1977 salary and the January 1980 salary would be 23 per cent higher than the January 1977 salary. Under the Employer's proposal it would pay a Machinist I 68 per cent of the rate it pays the Electrical Mechanic. Under the Union's proposal the Employer would pay Machinist II 89 per cent of the rate paid the Electrical Mechanic. The Milwaukee Sewage Commission pays a Machinist I 91 per cent of the Electrician's rate. The brewers in Milwaukee pay a machinist 88 per cent of the Electrician's rate. Newspapers Inc., a Milwaukee employer, pays a machinist 99 per cent of the Electrician's rate. Over the ten year period from May of 1968 to May of 1978 the consumer price index for the City of Milwaukee increased from 102.7 to 188.9. This increase of 86.2 points was a percentage increase of 83.9 per cent. During that same period the salary for a machinist has increased from the 1968 annual salary of \$8,374.21 to the 1978 level of \$16,584.03. The dollar increase in that ten year period is \$8,209.00 or an increase of more than 98 per cent.

The Union argues that the wages proposed by the Employer are substantially below that paid to comparably skilled individuals employed by private Employers or other public Employers. It contends that there is no clear record indicating that the work of other machinists employed by the Employer is similar to that of the machinists in this bargaining unit. It contends that the changes in the work of this particular bargaining unit justify a reallocation of all machinists or a reclassification of machinist in this bargaining unit. The Union points out that there are collective bargaining agreements between the Employer and the employees that do not follow the pattern agreed upon with District Council 48. It specifically cites the building trades council agreement and the agreement involving the Electrical Mechanic unit. It points out that the Fire Fighters reached agreement on an increase in excess of the District Council 48 pattern and the Milwaukee Police received a 10 per cent increase in each of two years as a result of an arbitration award. The Union particularly relies on the increase in the cost of living, pointing out that the consumer price index in Milwaukee rose 28.4 from January of 1977 to July of 1979. It contends that its proposal would result in a dollar increase in January 1980 of 23 per cent above the January 1977 rate, which would be less than the increase in the cost of living over that same period. The Union points out that the President's Wage Price Guidelines are voluntary and that neither Unions nor Employers have considered themselves bound by them. The basic Union thrust is that because of the low increase received under their last collective bargaining agreement by the employees it represents and the rampant rate of inflation, the employees are entitled to catch up pay as provided by its offer.

The Employer argues that its offer is within the pay standards set forth in the federal wage guidelines while the Union's offer is in violation of it. It contends that its offer maintains uniform pay rates required by the Budget Law and City Service Act of the State of Wisconsin. It points out that comparison of the increase offered by the Employer to this bargaining unit with that given to its other employees indicates that it is a fair offer. It argues that based on the increases granted to the members of this bargaining unit over the past ten years the employees' salaries have kept pace and in fact surpassed the increase in the consumer price index over that same period. It contends that there is no justification to tie the wages of any job title in this bargaining unit to the wages of employees in the Electrical Construction trades. The main thrust of the Employers position is that a settlement pattern has developed as a result of agreements reached by it with eight bargaining units comprising 3,900 employees of the Employer. Two thousand eight hundred and forty of those employees have accepted a 6.6 per cent and a 6.4 per cent settlement for the years 1979 and 1980 respectively. The Fire Fighters have agreed to a 7 per cent increase for each of those two years and they comprise 1,060 employees. District Council 48, in arriving at a settlement with the Employer, represented a substantial number of positions in the same classifications in this bargaining unit, and the pattern established by that agreement should be a prevailing factor in determining the wages of the employees in this bargaining unit.

DISCUSSION:

In reaching a decision the arbitrator is required by the Municipal Employment Relations Act to give weight to the lawful authority of the Municipal Employer; the stipulations of the parties; the interest and welfare of the public; the financial ability of the Employer to meet the cost of the settlement; a comparison of wages, hours and conditions of employment of the municipal employees involved in the arbitration proceedings with those of other employees performing similar services and other employees generally in public employment in the same community and comparable communities and in private employment in the same community and comparable communities; the average consumer prices for goods and services; the overall compensation presently received, including direct wage compensation, vacation, holidays and excused time, insurance and pensions, medical and hospitalization benefits; the continuity and stability of employment; and all other benefits and such factors normally and traditionally considered in determining wages, hours and conditions of employment.

There are no pertinent stipulations of the parties that the arbitrator must consider. The Employer does not contend that it does not have the financial ability to meet the Union's proposal. While the Employer raises the issue that the Wisconsin Statutes require that there be uniform rates of pay for all positions in the city service doing the same type of work, the positions involved can be reclassified or reallocated. The Employer also argues that it must consider the presidential wage guidelines and will be required to report its compliance or noncompliance with the pay standards set by the federal government. It takes the position that the Union's final offer far exceeds the allowable percentage increase permitted by the federal pay standards. While interest arbitrators have not ignored the presidential wage guidelines, they have not considered themselves bound by them anymore than many unions and employers.

A comparison of the wages being offered to the employees involved in this proceeding with the wages being paid to other employees of the Employer performing similar services and other municipal employees employed in the same community reveals that the offer of the Employer to the Union is the same being paid or offered to most other employees. A settlement pattern has developed among the eight bargaining units representing 3,900 employees of the Employer. Two thousand eight hundred and forty employees have accepted a 6.6 per cent increase for the year 1979 and a 6.4 per cent increase for the year 1980. The Fire Fighters have agreed to a 7 per cent increase for each of those two years and they represent 1,060 employees. Among the 2,840 employees represented by District Council 48 are a number of positions with the same duties and the same required skills as the employees involved in this proceeding. The increases agreed to by other employees of the Employer were reached after hard negotiations over the bargaining table between the Employer and two of its strongest unions. Agreement was reached in those negotiations with both parties having full knowledge of the rates of pay being paid to employees in the private sector. The unions were also aware of the increases that the employees represented by them have received over the years and how the cost of living has changed during that same period of years.

The concept of collective bargaining is based on the theory that strong unions have the political and economic muscle to bargain on an equal basis with the Employer. Certainly the Fire Fighters and District Council 48 are unions with both political and economic strength. Both unions have demonstrated that they are ready and willing to engage in strikes in order to obtain what they

believe to be adequate wages, hours and conditions of employment for the employees they represent. In the bargaining history between the Employer and the unions representing its employees, the Fire Fighters and District Council 48 have ordinarily set the pattern; and these terms have been extended to the other unions bargaining with the Employer. There have been occasions when special conditions or circumstances involving a specific bargaining unit have resulted in some departure from the pattern agreement reached by the Employer with District Council 48 and the Fire Fighters.

Collective bargaining is a process designed to give the adversaries an opportunity to measure each others bargaining power and test it. When each party assesses its own and its adversary's power accurately and realistically, an agreement is ordinarily reached. In some instances one party may have a disparate amount of power as compared to the other or may be unrealistic in its approach to the bargaining process. Because strikes are illegal in public employment the parties must resort to the mediation/arbitration process in those circumstances. The arbitrator must try to achieve a result that will be comparable to what would have been agreed upon between a strong and realistic union and a strong and realistic employer. It appears to the arbitrator that the negotiations between District Council 48 and the Fire Fighters with the Employer resulted in that kind of agreements. The award in this proceeding should be consistent with the agreements reached at the collective bargaining table by two strong and realistic unions negotiating with the same Employer. The fact that District Council 48 represents employees in the same classifications performing the same duties and requiring the same skills makes it even more important that the arbitrator not depart substantially from the pattern established by that union and the Employer in a free collective bargaining atmosphere.

The arbitrator does not take the position that there might not be circumstances when there should be a departure from the pattern agreement reached with the representatives of other collective bargaining units. There may be changes in duties or skills or working conditions that might require that employees in the same classifications but in a different bargaining unit be treated differently. That does not appear to be the case here. It is true that the work done by the employees in this bargaining unit has changed over the years. However the work they do is still machinist's work and does not differ substantially from the work performed by them in the past or that performed by Machinists and Maintenance Mechanics in other bargaining units of the Employer. They work on different equipment than they did in the past and they construct items that they did not construct in the past; but they still require the same level of skill required of them in the past and required of Machinists and Maintenance Mechanics represented by District Council 48. In these circumstances an award by the arbitrator that departed from the pattern agreement reached with District Council 48 and the Fire Fighters would do violence to the collective bargaining process between the Employer and the unions with which it bargains. There would be no reason for either the Employer or the unions to engage in good faith bargaining in an effort to reach the best possible agreement for each side if it would be possible for another union to utilize the mediation/arbitration process to obtain a more favorable agreement. While the Union points out that at least one other arbitrator has departed from the pattern of the agreement reached in the collective bargaining process without any substantial change in the working conditions of the employees involved in the proceedings, this arbitrator will not, in similar circumstances, disrupt relations between the Employer and its unions by making an award giving an increase in wages substantially higher than the increase agreed upon in a free collective bargaining atmosphere.

The argument of the Union that the wages proposed by the Employer are substantially lower than that paid to comparably skilled individuals employed in the private sector has some validity. However it should be noted that the ability to pay of the employers cited by the Union is substantially better than that of the Employer. The private sector employers that the Union cites are from strong sectors of the economy that are growing. This Employer has a declining population from which it must extract increasing amounts of revenue to meet an ever increasing demand for services at a time when taxpayers are reluctant to continue the level of support that they have provided in the past. While the Employer's ability to pay is not an issue in these proceedings, it certainly is proper to contrast its ability to pay with that of employers in the private sector who pay higher salaries to machinists.

The most valid argument that the union makes for its case is the substantial increase in the cost of living . There is no question that the consumer price index has increased substantially in recent months. It has increased as much for the Machinists and Maintenance Mechanics represented by District Council 48 as it has for the employees represented by the Union during that same period.

However the record establishes that over the preceding ten years the employees in this bargaining unit, like the employees represented by District Council 48 and the Fire Fighters, have received pay increases that exceeded the increase in the consumer price index for that period. Since the expiration of the last collective bargaining agreement the cost of living has increased rapidly. Undoubtedly District Council 48 and the Fire Fighters will take that into consideration when they bargain for their next agreement. This Union can be expected to do the same.

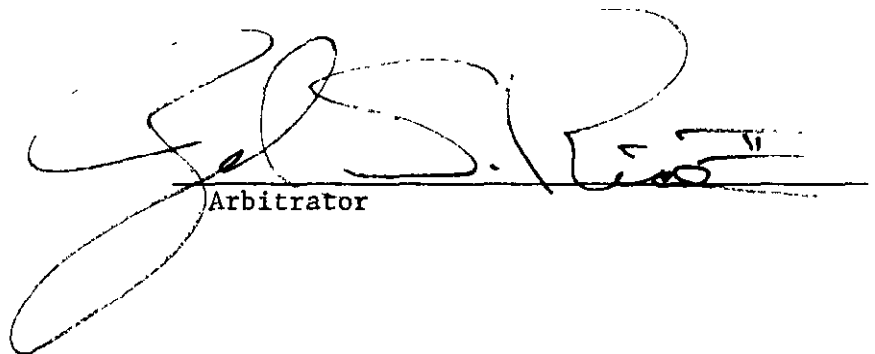
The major thrust of the Union's position is that its wages should be tied to the wages received by the electrical mechanic unit. However there is no factual basis to justify the utilization of the wages received by the electrical mechanics unit to award Machinists and Maintenance Mechanics in this bargaining unit an increase over and above that received by similar employees in other bargaining units. Their duties are not the same and the skills required are substantially different.

The arbitrator is satisfied that the free collective bargaining process between Employers and Unions of comparable strength is the best and most practical manner of determining wages for employees. He is satisfied that the pattern agreement reached by the Employer with eight other bargaining units in a free collective bargaining atmosphere has resulted in a wage increase that was fair to the employees in those bargaining units and would be fair to the bargaining unit involved in these proceedings.

FINDINGS AND AWARD:

After full consideration of the criteria listed in the statute and after careful and extensive examination of the exhibits and arguments of the parties the arbitrator finds that the Employer's final offer is preferable to that of the Union and orders the Employer's proposal be incorporated into an agreement containing the other items to which the parties have agreed.

Dated at Sparta, Wisconsin, this 27th day of February, 1980.


Arbitrator

Name of Case: City of Milwaukee Case EXECV.

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

6-18-79
(Date)

Henry J. Carrera
(Representative)

On Behalf of: City Machinists - Local Union 494
IBEW.

- Agreement effective 1-1-79.
- Machinists and Blacksmiths to 75% of the Elec Mech. rates as of 6-1-79.
- Machinist + Blacksmiths to 80% of the Elec Mech rates as of 1-1-80
- Machinists + Blacksmiths to 85% of the Elec Mech rates as of 1-1-81.
- Machinists + Blacksmiths to 90% of the Elec. Mech rates. as of 5-31-81.
- Maintenance Mechanic rates to 10% below the Machinist and Blacksmith rate
- The rate of Mach II to .25 cents over the Machinist and Blacksmith rate.
- This agreement to expire May 31, 1981,

[Signature]

Name of Case: City of Milwaukee Case CXCV

The following, or the attachment hereto, constitutes our final offer for the purposes of mediation-arbitration pursuant to Section 111.70(4)(cm)6. of the Municipal Employment Relations Act. A copy of such final offer has been submitted to the other party involved in this proceeding, and the undersigned has received a copy of the final offer of the other party. Each page of the attachment hereto has been initialed by me.

6/18/79
(Date)

Lillian Smith Mackley
(Representative)

On Behalf of: City of Milwaukee

The City's offer on term of contract is
A two year agreement commencing on January 1, 1979 and expiring on December 31, 1980.

The City's offer on wages is
An increase of the present rate of wages prevailing in Pay Period 26, 1978 by 6.6%, effective Pay Period 1, 1979.
A further increase of the ~~present~~ rate of wages prevailing in Pay Period 26, 1979 by 6.4%, effective Pay Period 1, 1980.
W/ks.