



CITY OF MANITOWOC

WISCONSIN, USA

www.manitowoc.org

TO: Personnel Committee
FROM: City of Manitowoc Bargaining Team
RE: 2022 - 2024 Collective Bargaining Agreement with Firefighters' Local 368
DATE: October 1, 2021

The bargaining team believes we've reached agreement with the firefighter's union regarding a 2022-2024 contract. Highlights of the contract include:

- A glossary clearly defining wage terms as used in the contract
- 2.25% wage increase for each of the three years of the contract
- Limit light duty to two firefighters per shift.
- Medical exam section revised for clarity, confidentiality, and to clarify payment responsibility
- Update non-discrimination language to include sexual orientation and gender identity
- Include language about seniority list for promotions being unalterable
- Update funeral leave for ease of administration and limit to two consecutive shifts
- Allow front-loading of sick leave in first year to mirror police contract and protect employees
- Update language on pensions, health insurance, and cafeteria plans to reflect current practice
- Cleanup of language regarding laundry and linens

Staff are requesting that the Personnel Committee approve this contract and direct the City Attorney to finalize contract language with the union for ratification.

City Bargaining Team

Alderson Eric Sitkiewitz, Fire Chief Todd Blaser, HR Director Jessie Lillibridge, City Attorney Kathleen McDaniel