

August 22, 2024  
TENTATIVE AGREEMENT OF THE CITY OF MANITOWOC AND  
IAFF LOCAL 368, AFL-CIO  
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

1. **Term.** January 1, 2025 to December 31, 2027

2. **Wages**

- a. Wage effective first full pay period after the dates below for all positions:
  - i. January 1, 2025 4.0%
  - ii. January 1, 2026 4.0%
  - iii. January 1, 2027 5.0%

3. **Article 4 Hours of Work.**

- a. **Section 4 Light Duty.** Revise Section 4 as follows:

Section 4. Light Duty.

(a) General Provisions. Light duty assignments shall include duties consistent with those normally performed by firefighters or to perform other duties of other City employees when the Fire Chief determines performance of such duties is advantageous to the City. Attendance in training sessions shall thus not be preempted by other assigned duties. ~~One employee per shift (duty-related and non-duty-related) will be assigned to light duty on a 24-hour work day. A second employee per shift, if assigned light duty, the employee will be assigned to an 8-hour day, 40-hour work week. Light-duty assignments will be assigned in order of chronological notification of light duty restriction to by the fire chief. Any employee outside of the second firefighter per shift seeking light duty assignment will take sick leave. 40-hour light-duty firefighters will be allowed to be off during their scheduled vacation and holiday periods and for previously-scheduled trades.~~

~~Any light duty shall not exceed 120 calendar days from the date on which a physician certifies that the employee is eligible for light duty. The 120 calendar days of light duty begins on the date that the physician initially certifies the employee as eligible for light duty, whether or not the employee commences light duty on that day. This provision applies for duty and non-duty-related illness, duty and non-duty-related injury, and matters related to pregnancy to comply with the Pregnant Workers Fairness Act. The maximum amount of light-duty days may be increased by consent of the Chief and Union in consultation with the employee and physician.~~

The employee shall furnish the Chief with a physician's statement specifying the employee's work restrictions ~~type of work which the employee may be assigned.~~ Temporary assignments hereunder shall be consistent with any work restrictions placed on the employee by the physician.

~~(b) Duty-Related. Employees who are recuperating from a duty incurred injury will be temporarily assigned light duty work by the Chief, notwithstanding the employee's inability to perform all essential job functions.~~

~~(c) Non-Duty-Related. Employees who are recuperating from a non-duty incurred injury or illness will be assigned light duty work upon the employee's request and the physician's written approval, subject to subsection (a). However, the employee must report for any department wide training that is consistent with the restrictions outlined by the physician.~~

~~(d) Pregnancy. Employees who are pregnant will be assigned light duty work upon the employee's request and the physician's written approval, subject to subsection (a). However, the employee must report for any department wide training that is consistent with the restrictions outlined by the physician.~~

4. **Article 9, Compensation.** Revise Section (c) Acting Pay:

(c) Acting Pay. In the event an employee at a lower classification is qualified for and is temporarily required to serve and accept full responsibility for work as an MPO, or Lieutenant, Captain such employee shall receive the pay for the higher classification if so assigned for one continuous tour of duty of eight (8) hours or more. Acting pay will be based on the number of hours worked. No acting pay will be applied for a two person ambulance.

In order to receive acting pay for the rank of ~~Captain or~~ Lieutenant, the employee must have participated in and passed the most-recent promotional procedure for Lieutenant ~~the rank just below the acting position~~, as outlined in Article 6, Section 1 (a). ~~Acting Captains must have passed the Lieutenants procedure, and Acting Lieutenants must have passed~~ possess the MPO state certification exam pumper and aerial state certifications. In order to receive acting pay for the MPO position, the employee must ~~have passed~~ possess the MPO state certification exam pumper and aerial state certifications.

In the event of trades, only the employee who actually works shall receive any additional compensation under this provision.

5. **Side Letters.** Incorporate side letters regarding Premium Pay and Residency and Acting Captain Pay

6. **Mutually agreed upon Archaic language clean-up and clarification of errors.**