

**Tentative Agreement for Ratification
Between
The City of Kaukauna
and
International Association of Firefighters
AFL-CIO-Kaukauna Local 1594**

(January 30, 2025)

1. **Article III - Hours of Work** – The parties agree to establish a non-binding study committee to review and consider a schedule change during the term of the contract.
2. The parties also agree they will eliminate the practice of not calling employees on various leaves.
3. **Article IV - Overtime** – As a clarification to existing application only, modify the first sentence of paragraph A. to read:
 - A. All time worked excluding training time, in excess of 72 hours in a nine day schedule, as set forth in Article III above, shall be considered overtime and paid for at the rate of time and one-half such employee's base rate.
4. **Article V - Salaries** – Modify paragraph C to read:

In addition to the attached wage schedule, it is understood that Firefighters who request through their department head or are required to train during off duty hours, will be paid at the straight time 40hr rate of pay for all classroom/training hours and also reimbursed for mileage from the fire station to and from the training site, required text, tuition, and miscellaneous classroom expenses as approved by the Fire Chief. Firefighters requesting training shall fill out a Request for Training form and approval of such training shall be at the request of the Chief, or his/her designee.
5. **Article IX – Vacations** – Modify section A. 1 to read:
 1. 4 days of vacation upon hire date, with no payout if leaving employment within the first year. (Pro-rated for Year One: Jan. 1 to April 30: 4 days; May 1 to August 31: 3 days; Sept. 1 to December 31: 2 days).
6. **Article XI – Retirement Hospitalization Plan** – Add new paragraph to read:

For those employees hired effective January 1, 2025 and thereafter, employees shall receive the retirement health insurance plan as set forth in the City Personnel Handbook.
7. **Article XXIII – Grievance Procedure** – Modify paragraph A, the introductory sentences in Steps 1 and 2 to read as follows:

Step 1. The grievance shall be presented in writing to the Chief of the Fire Department and include a statement of the facts supporting the grievance and the provisions alleged to have been violated. ...

Step 2. The grievance shall be presented in writing to the Human Resources Director and include a statement of the facts supporting the grievance and the provisions alleged to have been violated. ...

Modify the third sentence of Step 3 (a) to read:

- a. ... Failing to do so, they shall, within ten (10) calendar days of the appeal to the WERC, jointly request the WERC to submit a list of the WERC staff from which the parties will select an arbitrator. ...

8. Article XIV – Clothing Allowance- Increase clothing allowance from \$450 to \$500.

(c) New Hire Clothing Allowance: City will provide new employees with 2 uniform pants, 2 uniform t-shirts and two uniform polos upon hiring, not to be deducted from their clothing allowance.

9. Article XVI – Leaves of Absence:

- i. In (A) sentence 3: “Employees shall be charged sick days only for ~~his~~ their ability to report”
- ii. In (A)(2) sentence 1: “for absences required by ~~his~~ their off-duty”
- iii. In (A)(4): “Employees can request that ~~and~~ the Chief, or ~~his/her~~ the Chief’s designee”

10. Article XIX – Vacancies and Promotions – Add a new section (E) to read:

E. Members of Local 1594 who are promoted to positions outside of the bargaining unit shall be given the opportunity to return to the Union with the rank from which they were promoted. This option will be available for a range of 90 up to 180 calendar days from the date of promotion and shall be allowed either at the employee’s discretion or by managerial judgment. Employees returning to the Union in this fashion shall recover seniority for purposes of benefits and vacation selection.

11. Article XX – Probationary Status – New Employees. Modify the new employee raise from occurring at 18 months to occur at 12 months.

12. Salary

Attached revised wage schedule for 2025, 2026 and 2027. (As a clarification, with the schedule change, employees that might otherwise end up with a reduction in 2025 will be redlined)