

**2005-2007 LABOR AGREEMENT
PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS AND ANALYSIS
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2005-2007 Professional Employees in Research, Statistics and Analysis (PERSA) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2005-2007 PERSA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>XI</u>	11/5/1-3	<p><u>WAGES</u></p> <p><u>Periodic Classification/Pay Range Assignment Meetings</u>: Employer and the Union agree to meet during the life of the Agreement to discuss new classifications or the reassignment of existing classifications to pay ranges.</p>
<u>XII</u>	12/5/2	<p><u>EMPLOYEE BENEFITS</u></p> <p><u>Additional Vacation for FLSA Non-Exempt Employees</u>: Provides an additional three days of vacation for employees with up to 25 years of seniority, and an additional two days of vacation for employees with 25 or more years of seniority.</p>
	MOU #3	<p><u>MEMORANDUM OF UNDERSTANDING</u></p> <p><u>Carryover of Additional Vacation and Personal Holiday Hours</u>: Employees who earn additional vacation under 12/5/2 shall be permitted to carry over any of the unused additional calendar year 2005 credits into calendar year 2006. Any unused additional personal holiday credits in recognition of Veteran's Day for calendar years 2004 and 2005 may also be carried over. Both the additional vacation and personal holiday credits must be used prior to December 31, 2006.</p>