

**2005-2007 LABOR AGREEMENT
STATE ENGINEERING ASSOCIATION
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2005-2007 State Engineering Association (SEA) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2005-2007 SEA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>VI</u>		<u>HOURS OF WORK</u>
	6/4/1	<u>Standby:</u> Employees will be compensated on the basis of a fee of \$25 for each eight consecutive hour period, or any portion thereof, for which the employee is in standby status.
<u>IX</u>		<u>HEALTH AND SAFETY</u>
	9/7/1	<u>Foot Protection:</u> The Employer will pay an allowance of \$35 when requested by the employee payable the first pay period of the biennium.
<u>X</u>		<u>MISCELLANEOUS</u>
	10/4/2	<u>Professional Liability Protection:</u> The Employer will follow all standards established by the Department of Regulation and Licensing as they pertain to signing, sealing, and stamping of plans, reports, plats, or other documents. An employee who is directed to sign, seal, or stamp plans, reports, plats, or other documents and who believes such action is a violation of the statutes, rules, or standards administered by DRL, may inform his/her supervisor of the reasons in writing. The supervisor will sign and date the employee's written reasons as acknowledgement of receipt and will direct the employee in writing as to the action to be taken by the employee with regard to the plan, report, plat or other document.
	10/7/2	<u>Contracting Out:</u> The Employer will provide three hard copies and one electronic copy of the cost benefit analyses for engineering services prepared by the Employer pursuant to 2005 Act 89. The copies will be provided within 14 days following the award of the contract for services. Copies will also be provided for any referenced supporting documents. If requested, Employer representatives will meet with up to three SEA representatives quarterly to discuss the analyses, the supporting documents, and the process. The Association members will be in without loss of pay status.
<u>XI</u>		<u>PROFESSIONAL DEVELOPMENT</u>
	11/9/2/B.	<u>Reimbursement for Professional Licenses/Add-On:</u> Effective June 25, 2006, the add-on will be \$0.50 per hour for employees who currently hold or obtain a license from the Department of Regulation and Licensing as either a Registered Land Surveyor, Landscape Architect, Professional Geologist, or who have a permit for Designer of Engineering Systems.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>XIII</u>	11/9/2/C.	<u>Reimbursement for Professional Licenses/Add-On:</u> Effective June 25, 2006, the add-on for employees who hold or obtain a license from the Department of Regulation and Licensing as either a Professional Architect or a Professional Engineer will be \$1.00.
		<u>EMPLOYEE BENEFITS</u>
	13/1/3	<u>Monthly Contributions:</u> The tables provide employee monthly premium amounts for calendar years 2006 and 2007
	13/5/2/B 1.	<u>Paid Annual Leave of Absence/Non-Exempt Employees:</u> Employees will earn annual leave ranging from 104 hours for 0-5 years of service up to 216 hours for 26 or more years of service.
	13/5/2/B 2.	<u>Paid Annual Leave of Absence/Exempt Employees:</u> Employees will earn annual leave ranging from 120 hours for 0-5 years of service up to 216 hours for 20 or more years of service.
	13/5/3	<u>Computation of Annual Leave:</u> The table show the conversion factor for the annual leave rate.
	13/5/4	<u>Termination/Sabbatical Leave:</u> Employees eligible for 160, 176 or 184 hours annual leave may elect to receive 40 hours or prorated portion as annual leave, credit for termination leave or as accumulated sabbatical leave.
	13/5/6	<u>Termination/Sabbatical Leave:</u> Employees eligible for 216 hours annual leave may elect to receive 120 hours or prorated portion as annual leave, credit for termination leave or as accumulated sabbatical leave. Employees may elect to receive no more than 40 hours in cash.
13/12/11	<u>Mileage Reimbursement:</u> The Employer agrees to reimburse any employee who is authorized and required to use the employee's personal automobile or truck in work at \$0.425 per mile. The Employer agrees to reimburse an employee who is authorized to use a privately owned motorcycle at \$0.212 per mile subject to the listed conditions.	