

**2001 – 2003 LABOR AGREEMENT  
STATE ENGINEERING ASSOCIATION  
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2001-2003 Professional Employees In Research, Statistics And Analysis (PERSA) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2001-03 PERSA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<b><u>Article II</u></b>	2/3/1	<b><u>ASSOCIATION RECOGNITION</u></b> <u>Personnel Lists</u> : Provide on biweekly basis (formerly quarterly). Will now also include: current hourly base rate, seniority dates, identify new employees, employees who were in pay status during previous pay period but not on current report, note changes in employee information, and designate HAM/RMR designations, if tracked.
	2/13/1	<u>Future Negotiations</u> : Increase number of employees per bargaining session from eight to ten.
<b><u>Article IV</u></b>	4/3/1	<b><u>GRIEVANCE PROCEDURE</u></b> <u>Special Arbitration Procedures</u> : Name change only - “Division” of Collective Bargaining to “Bureau” of Collective Bargaining
	4/12/1	<u>Disciplinary Actions and Appeals</u> (title change): Add that appeal of any disciplinary action, excluding verbal reprimands, is filed at Step One.
	4/12/3	[New Language]: Disciplinary action, other than verbal reprimands, will be in writing with a copy sent simultaneously to employee and designated association representative. E-mail will not be used to issue written discipline. Good faith effort will be made to maintain confidentiality when communicating about disciplinary matters via e-mail. Breach of confidentiality not the basis for appeal of, reduction or nullification of discipline. Provision will be disseminated to all supervisors.
	5/2/4	<b><u>SENIORITY</u></b> <u>Separation</u> : Employee’s seniority date is adjusted if reinstated within five years (formerly three years) of resignation.
<b><u>Article VII</u></b>	7/2/1	<b><u>TRANSFERS</u></b> <u>Selection Process</u> : Review requests on file from employees in a classification in the same, counterpart, or higher pay range. <u>The appointing authority shall give first consideration to qualified employees in the same agency who request or have requested a transfer.</u>
<b><u>Article VIII</u></b>	8/1/1	<b><u>LAYOFF PROCEDURE</u></b> <u>Application of Layoff</u> : Layoff subject to Article VIII <u>and subject to the provisions in Article X, Section 7</u> (Contracting Out).

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<b>Article IX</b>	9/4/2	<b><u>HEALTH AND SAFETY</u></b> <u>Training, Protective Clothing &amp; Equipment</u> [New language]: <u>Employees whom the Employer determines are regularly assigned to field work and who are not required to have safety sunglasses may purchase them for job-related purposes, at cost, through state procurement.</u>
	9/6/1	Safety Glasses [Add new language]: <u>The employee may choose either detachable or permanent side shields at the Employer’s expense. The parties further agree to remain in compliance with the standards issued by the American National Standards Institute (ANSI), as adopted by the Wisconsin Department of Commerce. If ANSI standards, as adopted by the Department of Commerce, change during the term of this Agreement, this provision will be administered in accordance with such new or modified standards.</u>
	9/6/2-9/6/3	<u>VDT/CRT Eye Examinations</u> : Use VDT-CRT and/or CADD throughout.
<b>Article XII</b>	12/7/1	<b><u>WAGES</u></b> <u>HAM and RMR Notification</u> : Employer will provide SEA with a copy of the completed HAM request form or agency request for RMR prior to implementation.
<b>Article XIII</b>	13/4/1	<b><u>EMPLOYEE BENEFITS</u></b> <u>Sick Leave</u> : Sick leave does not accrue during any absence without pay except as provided in Article <u>§ II and XIII</u> .
	13/4/2/B/3/a	Definition of “immediate family” for purposes of use of sick leave for a death is expanded to include spouse equivalent residing in the household of the employee. The term “spouse equivalent” applies in this paragraph only.
	13/4/2/B/5	Sick leave for temporary emergency care: Changed “his wife” to “his or her spouse”; now includes ten day period following adoption, as well as birth of a child.
	13/4/5	Sick leave is restored if employee is rehired within five years of separation (previously three years).
	13/5/7	<u>Catastrophic Leave</u> : Excludes elected officials and certain unclassified employees from coverage under the program for purposes of transfer of donated credits.  The Employer will not release any information relating to approved recipients or donors unless required to do so by WERC or a court of law.
	13/11/1	<u>Holidays</u> : Personal holidays provided in each <u>of the calendar years covered by this Agreement</u> .

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<b>Article XIII</b>	13/12/1	<p><b><u>EMPLOYEE BENEFITS (cont'd)</u></b>  <u>Travel and Lodging</u> [Add new language]: <u>Employees covered by this Agreement shall receive any additional increases in reimbursement rates that the Employer may obtain under ss. 16.53(12) and 20.916, Wis. Stats.</u></p>
<b>MOU 3</b>	13/12/3	<u>Meals</u> : Updated meal rates
	13/12/10	<u>Lodging</u> : Updated lodging rates
	13/12/11/1 & 5	<u>Mileage Reimbursement</u> : Updated mileage reimbursement rate
	13/12/15	<p><u>Travel Expenses</u>: Updated personal phone call reimbursement amount</p> <p><b><u>Signing, Sealing or Stamping Professional Engineering and Surveying Documents</u></b>: Employer will not implement any new policies regarding signing, sealing, or stamping plans, reports, plats, or other documents during the term of the Agreement unless mutually agreed otherwise. Joint Committee, comprised of 3 SEA representatives (employed by DOT) and 3 DOT management representatives, will meet to discuss this issue. Attendance at these meetings will be without loss of pay. Joint Committee may make recommendations for consideration by the parties. Sunsets.</p>
<b>Appendix B</b>		<b><u>Ongoing Administration of Semi-Automatic Progression Adjustments</u></b> : Define thresholds
<b>Appendix C</b>		<b><u>Classification Listing</u></b> : Add Public Service Engineer at pay range 14-46