

**2003 - 2005 LABOR AGREEMENT  
WISCONSIN STATE BUILDING TRADES NEGOTIATING COMMITTEE  
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2003-2005 Wisconsin State Building Trades Negotiating Committee (Trades) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2003-2005 Trades Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<b><u>VII</u></b>		<b><u>WAGES &amp; EMPLOYEE BENEFITS</u></b>
	7/13	<u>Military Service:</u> New language on military pay (differential), sick leave and annual leave for employees activated into certain federal service.
<b><u>VII</u></b>		<b><u>CALL BACK TIME</u></b>
	7/21	<u>Call-Back Time:</u> Guarantee increased from two to three hours.
<b><u>X</u></b>		<b><u>HEALTH AND SAFETY</u></b>
	10/3	<u>Protective Clothing &amp; Equipment:</u> The Employer shall furnish protective foul weather gear when weather conditions are extreme.
		<b><u>MEMORANDA OF UNDERSTANDING</u></b>
	MOU #2	<u>Contracting Out:</u> The Employer agrees to establish a shared format to be used by all agencies in tracking contracted services; abide by current state procurement policies and collective bargaining agreements; a notice will be issued to the union for all vendor-managed service contracts within 5 working days prior to each service engagement; DOA will issue memo to agencies by January 2, 2004, clarifying process to be followed; establishes an advisory group comprised of three management members and three union members for the purpose of advising the DOA Secretary, by July 1, 2004, on the procurement of services that are normally performed by bargaining unit members and provide recommendations, if any.
	Letter	<u>Appropriate Classification Of Positions:</u> Letter (included in contract) provides assurances that the OSER Director will take special care to properly classify jobs in the Trades occupational area, recognizing that there is overlap with the Blue Collar occupational area.
	Letter	<u>Posting of Vacancies:</u> Letter (included in contract) describes job posting process under WISJOBS. Purpose of the letter is to aid Trades employees who want to know how to find and apply for vacancies.