

**2003-2005 LABOR AGREEMENT
WISCONSIN PHYSICIAN AND DENTIST ASSOCIATION
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2003-2005 Wisconsin Physician and Dentist Association (WPDA) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2003-2005 WPDA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>II.</u>		<u>RECOGNITION AND UNION SECURITY AND RIGHTS</u>
	2/12/3	<u>WPDA President Leave</u> : 40 hours without loss of pay or benefits will be granted to the WPDA President or designee(s) for his/her use for the conduct of Union business.
<u>IV.</u>		<u>GRIEVANCE PROCEDURE</u>
	4/7/1	<u>Jurisdictional Areas</u> : Reflects additions to the jurisdictional areas.
<u>VIII.</u>		<u>LAYOFF PROCEDURE</u>
	8/1/2	<u>At Risk Layoff</u> : Provides the terms and conditions of employees identified as being at risk for layoff.
	8/2/2 D	<u>Determination Of Layoff</u> : Provides for the guarantee of the right of restoration for more senior employees who volunteer for separation from employment.
	8/3/1	<u>Employees Notified Of Layoff</u> : Provides for the ability of the Employer to extend the time limits associated with notice of available options.
	8/3/1 A2	<u>Transfer To Avoid Layoff Between Departments</u> : Provides the terms and conditions of Employees transferring to another agency in lieu of layoff. <u>Restoration</u> : Defines and incorporates restoration for the purposes of the contract.
	8/11/1	<u>Accumulated Unused Sick Leave</u> : Provides additional terms and conditions relating to supplemental health insurance credits and comparable health insurance plans.
	8/12/1	<u>Filling A Vacancy</u> : Lays out how a vacancy will be filled in accordance with an order of priorities.
<u>IX.</u>		<u>HEALTH, SAFETY & MISCELLANEOUS</u>
	9/17/1	<u>Involuntary Transfer Or Reassignment</u> : Defines how every reasonable effort will be made to retain the employee in the same geographic area and at the same rate of pay when an employee is involuntary transferred or reassigned due to contracting out.
	9/17/2	<u>Notification Of The Union</u> : Provides the terms for union notification after the issuance of a letter of intent to award a contract.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>X.</u>	9/17/3	<u>Justification Required:</u> Provides the components of a justification for contracting out which must be provided to the union.
		<u>PROFESSIONAL DEVELOPMENT</u>
<u>XII.</u>	10/3/1	<u>Continued Education Cost Minimum Contribution:</u> Provides for an increased minimum contribution for continued education cost of \$500.00.
		<u>HEALTH INSURANCE</u>
<u>XII.</u>	12/1/4	<u>Three Tier Health Insurance Premiums:</u> Implements a three-tier health insurance model effective January 1, 2004, including employee monthly contribution amounts.
	12/1/5	<u>Health Maintenance Program:</u> Provides for the continuation of the health maintenance program until the three tier system is implemented.
	12/1/6	<u>Health Insurance Premiums For Permanent Part-Time or Project Positions:</u> Provides for the conditions of health insurance premiums for permanent part-time or project position employees.
		<u>EMPLOYEE BENEFITS</u>
	12/4/4	<u>Supplemental Health Insurance Conversion Credits:</u> Incorporates provisions and terms of laid off and deceased employees for purposes of SHICC.
	12/5/7	<u>Prorated Receipt Of Leave:</u> Provides for the receipt of a portion of leave for select groups.
	12/8/6	<u>Military Duty:</u> Provides for terms and conditions for an employee who is activated to serve on military duty in the U.S. armed forces.
	12/11/5	<u>Personal Holiday:</u> Effective CY 2004, provides for an additional personal holiday each year in recognition of Veterans Day.
	12/20/1	<u>Commuter Benefits Program:</u> Allows for employees to participate in the Commuter Benefits Program.
	NN 5	<u>NEGOTIATING NOTE</u> <u>Professional Liability:</u> Provides for DOC to reimburse bargaining unit members for the actual customary and reasonable costs incurred by independent legal counsel.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
		<p><u>MEMORANDA OF UNDERSTANDING</u></p> <p>MOU #2 <u>Reinstatement And Restoration:</u> Provides terms and conditions for employees with reinstatement and restoration rights.</p> <p>MOU #3 <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 five working days prior to each service engagement; DOA will issue memo to agencies by January 2, 2004, clarifying process to be followed by agencies; establish 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.</p> <p><u>APPENDICES</u></p> <p>A <u>TRAVEL</u></p> <p><u>Travel By Taxi And Limousine:</u> Allows for reimbursement for taxi or limousine travel when other modes of travel are not available.</p> <p><u>Miscellaneous Expenses:</u> Modifies allowable expenses values.</p> <p>F <u>WAGE ADMINISTRATION</u></p> <p><u>Pay On Voluntary Transfer:</u> Provides terms and conditions of voluntary transfer movements.</p> <p><u>Pay On Reclassification And Reallocation:</u> Provides terms and conditions for reclassifications and reallocations.</p>