

**2007-2009 LABOR AGREEMENT
WISCONSIN PHYSICIAN AND DENTIST ASSOCIATION
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2007-2009 Wisconsin Physician and Dentist Association (WPDA) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2007-2009 WPDA Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>II</u>		<u>LEAVE FOR UNION BUSINESS</u>
	2/7/1	<u>Printing of Agreement</u> : Each party will pay for the number of Agreements they order.
	2/12/1	<u>Union Business</u> : Increased from thirty to sixty the number of days of leave without pay for use by employees designated by the Union President for the conduct of union business.
	2/12/3	<u>Union Business</u> : Increased from forty to eighty the number of hours without loss of pay or benefits granted to the Union President or designee for the conduct of union business.
<u>IV</u>		<u>GRIEVANCE PROCEDURE</u>
	4/11/5	<u>Discipline</u> : Upon request of the employee, the Employer will remove written reprimands from the employee's personnel file twelve months after being issued and suspensions two years after being issued, provided the employee has received no discipline and all pending DRL investigations have been completed. Employees may request a review to consider removing a letter of suspension from the file twelve months after issuance provided the employee has received no intervening discipline.
	4/11/7	<u>Discipline</u> : The Employer will provide an electronic copy of the pre-disciplinary notice to the union.
	4/11/8	<u>Discipline</u> : When an employee has been formally notified of an investigation and the employer concludes no discipline will be taken, the employee will be so advised.
<u>VIII</u>		<u>LAYOFF PROCEDURE</u>
	8/4/8	<u>Restoration Between Departments</u> : Sunset provision extended.
<u>XII</u>		<u>EMPLOYEE BENEFITS</u>
	12/1/2	<u>Health Insurance Premiums</u> : Updated employee monthly premium contribution rates for calendar years 2008 and 2009.
	12/6/4	<u>Military Leave</u> : Provides that employees are granted a military leave without pay as provided under applicable federal statutes for duly authorized inactive duty training, such as weekend drills. Employees on military leave without pay for duly authorized inactive duty training or active duty training will continue to earn vacation, sick leave, and legal holiday credits.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
		<p><u>NEGOTIATING NOTES</u></p> <p>NN 6 <u>Continuing Medical Education Reimbursement System</u>: Sunset provision extended.</p> <p>NN 7 <u>DOC Oral Surgery Add-On Pilot</u>: The Department of Corrections will assign an hourly add-on amount not to exceed \$5.00 per hour for those employees assigned oral surgery responsibilities.</p> <p><u>MEMORANDA OF UNDERSTANDING</u></p> <p>MOU 1 <u>Conducting Bargaining Unit Business</u>: Sunset provision extended.</p> <p>MOU 2 <u>Reinstatement Eligibility</u>: Sunset provision extended.</p> <p>MOU 4 <u>Protective Occupation Status</u>: If AB 354 (Protective Occupation Status) is passed into law, appropriate matching sick leave credits will be calculated for affected employees.</p>