

**2003-2005 LABOR AGREEMENT  
WISCONSIN PROFESSIONAL EMPLOYEES COUNCIL  
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2003-2005 Wisconsin Professional Employees Council (WPEC) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2003-2005 WPEC Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<b><u>II.</u></b>		<b><u>RECOGNITION &amp; UNION SECURITY</u></b>
	2/2/11	Administrative errors corrected within two pay periods. Provides for timeframes to correct errors in dues collection.
	2/4/2	Dues. Time for membership secretary or treasurer to resolve problems. Provides for union Treasurer to take up to four hours of paid time per pay period to resolve payroll discrepancies.
	2/4/3	Attendance at State Payroll Council. Allows WPEC treasurer and membership secretary to attend State Payroll Council meetings without loss of pay.
	2/11/6	Conventions. Allows filing a grievance for denial of release time & increased amount of professional development time that may be used for conventions.
	2/12/3	Paid Union leave for President. Grants WPEC President 156 hours of paid time to conduct union business.
<b><u>IV.</u></b>		<b><u>GRIEVANCE PROCEDURE</u></b>
	4/1/2	E-form & management sequence. Allows for grievances to be filed on an electronic form. Allows steward to file grievance with next level supervisor if direct supervisor refuses to accept grievance.
	4/2/5	30 day deadline for appealing discharge. Changes the timeframe for appealing discharge decision from 14 to 30 days.
	4/4/1	Steward notice. Grants five day notice to stewards of 1 <sup>st</sup> , 2 <sup>nd</sup> or 3 <sup>rd</sup> step meetings.
	4/14/1	Concentrated Performance Evaluation. Clarifies language on concentrated performance evaluations.
<b><u>VI.</u></b>		<b><u>HOURS OF WORK</u></b>
	6/13/2	Overtime for protective status added in DOR. Provides for the same overtime provisions for protective services employees in the DOR as that granted to Special Agents at DOJ.
<b><u>VII.</u></b>		<b><u>TRANSFERS</u></b>
	7/7/1-5	Transfer between agencies. Provides for improved transfer and restoration rights
	7/8/1	Voluntary demotion. Language was moved from 8/3/1

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<b>VIII.</b>		<b><u>LAYOFF PROCEDURE</u></b>
	8/1/5	Employees who have received a written at risk notice may request consideration for transfer to any classified position for which the employee is qualified to perform the work. If not selected, employee may request a written explanation that must be provided within five working days.
	8/1/6	For the purposes of this Article, an agency includes the university system and campuses, exclusive of the UW Hospital and Clinics. Each university campus and its employing units (if any) will be considered a separate agency for the purposes of administering this chapter.
<b>XI.</b>		8/11/1 Layoff Procedure. Gives seven calendar days vs. five days to decide on layoff options. Allows employees to volunteer for layoff without losing rights and privileges granted to laid-off employees. Improves options when employee is notified of layoff and elects to transfer, demote or bump in lieu of layoff.
		<b><u>WAGES</u></b>
<b>XII.</b>	11/5/3	Provides that pay administration for employees in pay ranges 07-30 and 07-31 will be in accordance with Appendix H and the provisions of 11/5/4-11.
	11/7/1	HAM notice sunset extended. Continues current practice for notification of hiring above the minimum
	12/4/3-10	Sick leave conversion. Allows laid-off employees and insured dependents of deceased employees to convert sick leave at the premium rate to pay for health insurance coverage. Conversion is at highest rate of pay while in state service rather than current rate of pay.
	12/5/7	Sabbatical. Increases from 80 to 120 the maximum number of hours of vacation that employees may bank to sabbatical/termination leave.
12/8/1-8	Health Insurance. Implements a three-tier health insurance model including employee monthly contribution amounts.	
12/9/6	Military leave. State will pay difference between state pay and military pay if state pay is more. Allows employees to roll over leave time not used if activated to military service. Allows employees to use paid leave time upon return from service to adjust to return.	

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		<p><b><u>NEGOTIATING NOTE</u></b></p> <p>NN #2 Bilingual add-on. State agrees to discuss establishment of bilingual add-on for those who use a second language on the job.</p> <p><b><u>MEMORANDA OF UNDERSTANDING</u></b></p> <p>MOU 3 Employee Health Information. Establishes a Committee to examine and make recommendations on nature of information collected, nature and levels of controls on information and establishment of uniform policies on release and protection of information.</p> <p>MOU 5 Special Agents. Deleted obsolete language.</p> <p>MOU 6 Steward Training. Establishes pilot program to train 20 stewards up to eight hours of training without loss of pay.</p> <p>MOU 7 Transfer of functions to different state agency. If an agency is eliminated or job functions are transferred to a different agency, employees have reinstatement eligibility and restoration rights to the agency where the functions are being performed.</p> <p>MOU 8 Contracting Out. 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 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>MOU 9 Union President. Employer agrees to keep employee appointed or elected as union president in pay status during term of office when such employee is on a leave of absence for that purpose, and union agrees to reimburse employee’s agency for all associated salary and benefit costs.</p> <p><b><u>APPENDIX</u></b></p> <p>A Broadband Pay System.  C. – E. Added definitions for “New Appointment Maximum,” “New Pay Range Maximum,” and “Red-Circled Pay Rate.”  G. Added provisions covering “Pay on Transfer in Lieu of Layoff.”  H. Added provisions covering “Pay on Demotion.”</p>