

**2007-2009 LABOR AGREEMENT
WISCONSIN STATE ATTORNEYS ASSOCIATION
SUMMARY OF CHANGES**

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

| <u>ARTICLE</u> | <u>SECTION</u> | <u>SUMMARY OF CHANGES</u> |
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| <u>II</u> | | <u>RECOGNITION AND ASSOCIATION SECURITY AND RIGHTS</u> |
| | 2/6/1 | <u>Employee Lists</u> : Lists to be sent via e-mail to the designated Association representative. |
| | 2/6/2 | <u>Employee Lists</u> : Delete sentence stating that the provision of the appointment letter to the Association is for informational purposes only. |
| | 2/10/1 | <u>Employee Orientation</u> : (NEW) The Association will be granted thirty minutes in the Employer's group orientation session for new employees to orient new bargaining unit members. If the Employer does not conduct group orientations, the Association may arrange with the Employer to conduct the thirty minute orientation at a mutually convenient time. |
| | 2/10/2 | <u>Employee Orientation</u> : (NEW) The Association may elect to distribute a packet of information in lieu of conducting the orientation described in 2/10/1. |
| <u>IV</u> | | <u>GRIEVANCE PROCEDURE</u> |
| | 4/2/1 | <u>Step One</u> : Replace the term "immediate supervisor" with "agency representative." |
| | 4/2/2 | <u>Step Two</u> : If dissatisfied with the agency's representative's answer at Step One, to be considered further, the grievance must be appealed to the appointing authority or designee who will be different than the Step One representative, and, if applicable, at a higher organizational level. |
| | 4/2/3 | <u>Step Three</u> : Grievances not settled at prior steps may be appealed to arbitration. References to "Step Three" or "Third Step" are changed to "Step Two" or "Second Step". Step Four is deleted. |
| <u>V</u> | | <u>WAGES AND EMPLOYEE BENEFITS</u> |
| | 5/6/3 | <u>Health Insurance</u> : Updated employee monthly premium contribution amounts for calendar years 2008 and 2009. |
| | 5/10/2/B-D | <u>Sick Leave</u> : Employee may use sick leave for personal and immediate family medical and dental appointments and for the death of immediate family members. Paragraphs include the list of qualifying immediate family members. |
| | 5/10/3B | <u>Sick Leave</u> : Employee may delay conversion of sick leave credits after the date of retirement provided the employee is covered by a comparable health insurance plan between the date of retirement and the date of conversion. |

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| <u>VII</u> | 5/11/9 | <u>Scheduling Vacation, Personal Holiday and Compensatory Time Off:</u> Included personal holidays and compensatory time off in vacation scheduling language. If a vacation (not personal holiday or compensatory time off) is cancelled, employee may extend scheduling into next calendar year. In the event of a transfer, employees will be permitted to carry scheduled absence to the new work unit providing operational needs permit and no other employee is adversely affected. |
| | 5/13/1D | <u>Leaves of Absence Without Pay/Military Leave:</u> The employee will be granted a military leave without pay as provided under Wisconsin Statutes and the applicable federal statutes for duly authorized inactive duty training such as weekend drill. Employees on military leave without pay for duly authorized inactive duty training or active duty for training shall continue to earn vacation, sick leave and legal holiday credits.. |
| | 5/13/2 | <u>Return from Leaves of Absence Without Pay:</u> Clarified that employees returning from military leave under Section 15 will also be provided the specified rights. |
| | 5/19/2 | <u>Compensatory Time:</u> The parties may mutually agree to compensate employees in cash for compensatory time. If no agreement, compensatory time will be in time off. |
| | 5/21 | <u>Travel & Lodging:</u> Update reimbursement rates consistent with Travel Schedule Amounts provided in the Compensation Plan. |
| | 5/22/3 | <u>Elected Officers:</u> (NEW) Employees who are elected officers to bar associations at the local, state or national level directly related to their state positions as determined by management will be granted up to five work days annually to attend the organization's meetings. Employees will give at least 14 days notice of the meeting and provide a copy of the meeting notice and agenda. Management may deny attendance for operational reasons. The provision will sunset on June 30, 2009 unless expressly extended by the parties. |
| | 5/28/1 | <u>Whistleblower:</u> (NEW) The Employer agrees to abide by the provisions of Chapter 230, Subchapter 111, Wis. Stats., regarding employees' protection on disclosure of information. This provision is not grievable under Article IV. |
| | 7/3/1 & 7/3/2 | <u>HOURS OF WORK</u> <u>Professional Time:</u> Professional Time letter dated April 28, 2004 is incorporated into the language. The letter is deleted from the contract. Intent of the language is the same. |

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| <u>IX</u> | 9/9/1 | <p><u>LAYOFF PROCEDURE</u></p> <p><u>Layoff Benefits:</u> (NEW) An employee who has received written notice of being at risk of layoff or who has received a notice of layoff shall be granted up to 80 hours for job search activities and/or attendance at training. Employee may also receive assistance in preparation of a resume and use of office equipment and supplies where available.</p> |
| <u>X</u> | | <p><u>TRANSFERS</u></p> <p><u>Transfer Registration:</u> A period of 14 calendar days will be allowed for interested employees to file a written request to be considered for the vacancy.</p> <p><u>MEMORANDA OF UNDERSTANDING</u></p> <p>Old MOU 1 <u>Additional Personal Holiday Carryover:</u> Deleted.</p> <p>MOU 2 <u>Pay Progression:</u> (NEW) During the term of the Agreement, WSAA will meet with OSER to discuss pay progression.</p> <p>Old MOU 3 <u>Health Insurance Recoupment:</u> Deleted.</p> <p>MOU 3 <u>Pay Provisions:</u> (NEW) If any attorney unit receives an additional GWA, market adjustment, pay progression, or any other monetary benefit, WSAA will receive an equal adjustment.</p> <p>Old MOU 4 <u>Stratification Adjustment:</u> Deleted.</p> <p>Old MOU 5 <u>Attorney Compensation Meetings:</u> Deleted.</p> <p>Old MOU 6 <u>Continuing Legal Education Payment:</u> Deleted.</p> <p><u>APPENDIX</u></p> <p>Appendix C Broadband Pay System</p> <p>Section 5G.1. <u>Reporting Requirements:</u> Delete requirement for the name of the nominating supervisor and justification.</p> <p>Section 5G.2. <u>Reporting Requirements:</u> OSER will provide the DCA Recommendation Report within 45 days of the end of the quarter.</p> |

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| | Section 5G.3. | <u>Reporting Requirements:</u> (NEW) In a reasonable amount of time, upon request from WSAA, OSER will provide the names of the nominating supervisor and the justification in a separate report. |
| | Section 5J. | <u>Reporting Requirements:</u> (NEW) The agencies' DCA policy will be posted on the respective agency's intranet. At the annual performance review, an employee may discuss the employee's opportunity for DCA with the supervisor. |