

**2007-2009 LABOR AGREEMENT
WISCONSIN STATE EMPLOYEES UNION
SUMMARY OF CHANGES**

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

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>II</u>		<u>RECOGNITION AND UNION SECURITY</u>
	2/9/3A	<u>Bargaining Team Use of Email</u> : Allows bargaining team members, during contract negotiations, to use state email during non-work hours for bargaining related business with other team members and union officers.
	2/14/1	<u>Orientation</u> : Allows 90 minutes for union orientation at DOC Agent Basic Training and a reasonable amount of additional time will be allowed if a translator is needed.
<u>IV</u>		<u>GRIEVANCE PROCEDURE</u>
	4/10/6	<u>Processing Grievances (BC, PSS, T)</u> : This language was new in the 2005-2007 contract but never underlined. Underlining in this contract at the Union's request.
	4/11/5	<u>Investigations</u> : For PSS only, the local president will be advised if no discipline results from the investigation.
	4/11/9	<u>Uncorroborated Inmate Statement (SPS)</u> : The Employer agrees that it will not discipline a staff member based solely on an uncorroborated statement by an inmate or patient.
<u>VI</u>		<u>HOURS OF WORK</u>
	6/3/2C	<u>Eligibility for Overtime Credit (SPS)</u> : For DOC-WCCS, employees who are regularly scheduled to work forty (40) hours per week shall be compensated at the premium rate for all hours in pay status in excess of forty (40) hours per week versus work status.
	6/3/2D	<u>Eligibility for Overtime Credit (BC, SPS, T)</u> : Riot Duty – employees will receive premium cash or comp time for all hours in excess of 40 hours in pay status during the week versus work status.
	6/3/5	<u>Eligibility for Overtime Credit (PSS)</u> : Employees who are FSLA exempt will earn comp time credits at straight time for all hours in pay status over 40 hours in a workweek versus work status.
	6/10/1	<u>Rest Breaks (BC, AS, SPS, T)</u> : Rest breaks may be postponed and rescheduled with management approval.
	6/13/1	<u>Call Back Duty (BC, AS, SPS, T)</u> : Increased from two hours to two and a half hours the minimum number of hours of pay for employees who are called back to duty (in recognition of travel time).

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<u>VII</u>	6/15/1	<u>Elected Officials Attending Meetings</u> : Allows employees who are elected to either a seat on a municipality board or a municipal school board to have their schedule adjusted, by mutual agreement, to allow them to attend elected seat meetings or to make up for the hours of work missed due to attendance of such meetings.
	6/18/1	<u>Telecommuting</u> : Added that OSER and WSEU will meet to discuss impact if substantively new policies are developed.
		<u>TRANSFERS</u>
	7/0/1	<u>Waiver</u> : Added “relieving hardship” as a reason for waiver.
	7/1/1	<u>Transfer within Employing Units</u> : Added language taking into account whether the position is being filled with a substitute for someone on military leave as information that must be provided to the local union.
	7/1/2	<u>Posting of Transfers (PSS)</u> : Changed from “may” to “shall” the fact that positions be posted at all appropriate levels.
	7/3/3	<u>Transfers at DOC Center System (SPS)</u> : Details the process for returning an employee to the previous or another position if the employee does not pass permissive probation.
<u>IX</u>	7/5/1	<u>Transfers</u> : Added PSS/DOC-DCC to those who are allowed an unlimited number of transfers.
		<u>HEALTH AND SAFETY</u>
	9/10/1	<u>Foot Protection</u> : Increased safety shoe allowance from \$15 to \$30.
<u>XI</u>	9/10/5	<u>Foot Protection (BC)</u> : Increased allowance for Employer-approved second pair of safety shoes from \$15 to \$30.
		<u>MISCELLANEOUS</u>
	11/2/7	<u>Union-Management Meetings</u> : The Bureau of Milwaukee Child Welfare is separated from DHFS (moves to new Department of Children & Families effective 7/1/08).
	11/4/1	<u>Local Negotiations</u> : Lists appropriate subjects for local negotiations as found throughout the Agreement.
11/13/7	<u>Required Training (T)</u> : Added Dental Hygienists to those who have time off without loss of pay for continuing education.	

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<u>XII</u>		<u>WAGES</u>
	12/7/1	<u>Flight Pay (SPS, T)</u> : Removed Conservation Warden and Aircraft Mechanic from list of exempt classes.
	12/7/2	<u>Flight Pay (SPS, T)</u> : Aircraft Mechanics required to pilot an aircraft will receive additional add-on pay of \$5.00 per hour from the time the plane takes off until it lands, including wait time (no overnight). Mechanics are also eligible for the add-on if they are a passenger on a flight for the purpose of acting as a pilot flying an aircraft to a remote location to park the aircraft or flying to a remote location to pickup a parked aircraft.
	12/8/12	<u>Add-ons (SPS)</u> : Conservation Wardens performing specifically identified duties beyond their position description will receive an add-on of \$1.50 for hours spent performing those work activities.
<u>XIII</u>	12/11	<u>Pay Administration</u> : Updated language.
		<u>EMPLOYEE BENEFITS</u>
	13/1/3	<u>Health Insurance</u> : Updated employee monthly premium contribution rates for calendar years 2008 and 2009.
	13/6/3	<u>Computation of Annual Leave</u> : Added annual leave conversion table, as well as language clarifying pro-ration process.
	12/6/4 12/6/4A 12/6/6	<u>Annual Leave Options (Sabbatical)</u> : Added sunset language effective 12/31/08 due to implementation of new banking provisions effective 1/1/09.
	13/6/6A	<u>Annual Leave Options (Sabbatical)</u> : Effective January 1, 2009, implement new annual leave options schedule that allows for banking/cash-out options based on sick leave accumulation thresholds.
	13/6/7B	<u>Carry Over of Annual Leave</u> : Increased from sixteen to forty the number of hours of annual leave employees may carry over until June 30 th of the ensuing calendar year. (15/6/7C for PSS is removed).
	13/6/7C 13/10/1C	<u>Carry Over of Annual Leave (PSS)</u> : Deleted. <u>Military Leave</u> : Provides that employees on leave without pay for inactive duty training and active duty for training will continue to earn vacation, sick leave, and legal holiday credits.

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	13/12/2	<u>Election Officials Time Off on Election Day</u> : If an employee uses personal leave time (excluding sick leave) to serve as an election official, they will not be required to deduct the election worker pay from their state pay.
	13/14/5	<u>Meal Reimbursement (SPS)</u> : Employees in specified classifications may utilize drive-thru restaurant services or eat at the medical facility/institution when escorting inmates/patients to off-site medical appointments.
<u>XV</u>		<u>GENERAL</u>
	15/1/2	<u>Obligation to Bargain</u> : Added the WSEU Union President for purposes of shared cost of bargaining time.
<u>XVI</u>		<u>TRAVEL</u> (Newly created Article – formerly 13/16)
	All	<u>Reimbursement Rates</u> : Updated reimbursement rates consistent with Travel Schedule Amounts included in the Compensation Plan.
	16/3/1	<u>Lodging</u> : If request for reimbursement exceeds amounts indicated, a receipt and a full explanation of the reasonableness is required.
		<u>NEGOTIATING NOTES</u>
	NN 6	<u>Overtime and Holiday Compensation SPS/DNR</u> : Add expiration date of April 11, 2009. This NN will be replaced by new NN 6A, effective April 12, 2009.
	NN 6A	<u>Overtime and Holiday Compensation SPS/DNR</u> : Effective April 12, 2009. Clarifies procedures and modifies hourly amounts for granting overtime and compensatory time to Conservation Wardens, Environmental Wardens, Safety Specialist Wardens, and Special Investigative Wardens.
	NN 20	<u>Permissive Transfers (Probation and Parole Agents (C), Social Worker Corrections (C), Offender Class Specialists (B))</u> : Added Offender Class Specialists. Changed probationary period from 6 month to 12 for PPAs and from 12 months to 6 for SWs.
	NN 23	<u>DHFS/Clinical Social Workers</u> : Social Worker-Senior employees who obtain a clinical social worker license and submit documentation will be reallocated to the Social Worker-Clinical classification. Expires three years from the effective date of the 2007-2009 Agreement.
	NN 24	<u>Distribution of Medication at DHFS/MMHI and DVA/Union Grove</u> : RCTs and CNAs will not be disciplined for the responsibilities covered under the statutes which apply to nurses.
	NN 25	<u>Meal Reimbursement – Conservation Wardens</u> : A Conservation Warden assigned to train will be reimbursed for within headquarters city meal expenses subject to contract limitations.

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		<p><u>MEMORANDA OF UNDERSTANDING</u></p> <p>MOU 15 <u>Transfer in Event of Closing of Youth Facility (SPS/DOC)</u>: YCs and YC-As will be able to transfer to CO or CS once they have fulfilled certain requirements. Expires June 30, 2009.</p> <p>MOU 16 <u>Wrongful Orders (SPS/DOC/CO,CS,YC,YC-Adv)</u>: Defines a wrongful order. Will be paid at time and a half for all hours wrongfully ordered and if known to be more than two hours, management will try to find relief.</p> <p>MOU 28 <u>Correctional Sergeant Promotion (SPS)</u>: Extended the sunset for 2007-2009.</p> <p>MOU 31 <u>Notice in 24/7s in DHFS, DOC, DVA</u>: There will be notice in job postings if the vacancy is the subject of a pending grievance.</p> <p>MOU 32 <u>Plumbing Specialty Add-on (Tech)</u>: Add-on of \$3.50 per hour for those employees falling into certain classifications or having certain licenses or certifications.</p> <p>MOU 33 <u>Fire Duty Readiness Payments (DNR/Forestry Techs)</u>: Employees will receive one hour of straight pay for each eight hours in fire duty readiness status on weekdays and, on weekends, will receive two hours of straight pay for every eight hours in such status.</p> <p><u>APPENDICES</u></p> <p>Appendix 8 <u>Counterpart Pay Range Designations as of January 20, 2008</u>: Added Counterpart Pay Range chart.</p> <p>Appendix 9 <u>Action on 2005-2007 Negotiating Notes</u>: Added listing of action taken (e.g., where a NN was incorporated into contract or deleted) on 2005-2007 Negotiating Notes.</p> <p>Appendix 10 <u>Action on 2005-2007 Memoranda of Understanding</u>: Added listing of action taken (e.g., where an MOU was incorporated into contract or deleted) on 2005-2007 Memoranda of Understanding.</p> <p><u>SIDE AGREEMENTS</u></p> <p><u>Add-On Pilot for AODA Certified Social Worker Corrections A, B or C, Social Worker-Clinical and Treatment Specialists 1 or 2 in the Department of Corrections (DOC)</u>: Effective 6/24/07, employees holding positions identified by the Employer as assigned to DOC AODA treatment programs where the majority of their duties are social work and who hold a specified certification issued by DRL may be paid the associated add-on. Identification of positions and employees eligible for an add-on is the sole responsibility of DOC BPHR.</p>

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		<p><u>Telework at Division of Long Term Care/DHFS (PSS)</u>: Memo explaining how telework is administered in this division.</p> <p><u>Guidance for Implementation of the Local Agreement on Conservation Warden Work Scheduling at DNR</u>: Copy of the policy developed cooperatively between Conservation Warden management and Conservation Warden/WSEU Local 1215, that was used to implement the local agreement on Field Conservation Warden Work Scheduling.</p> <p><u>Standards & Guidelines for DNR Field Warden Overtime</u>: Copy of the policy developed cooperatively between Conservation Warden management and Conservation Warden/WSEU Local 1215, used to facilitate and implement the wise use of limited overtime funding allocated to Field Conservation Wardens in protecting, preserving, enhancing natural resources and public safety.</p> <p><u>Incidental Use of Qualified Non-Personal Use Vehicles by DNR Conservation Wardens</u>: Copy of the policy that provides guidance to Conservation Wardens regarding the issues, conditions and responsibilities associated with incidental use of vehicles classified as “qualified non-personal use” that are personally assigned to them.</p> <p><u>Blue Collar Studies/Surveys (BC)</u>:</p> <p><i>Power Plant</i>: Training, recruitment, how to staff plants in the future.</p> <p><i>FMS Advances, HVAC & HVAC Advanced</i>: Review for ongoing class meetings; to be completed for the 09-11 negotiations.</p> <p><i>Auto Tech series, Forestry Techs, Locksmith series</i>: Full classification & compensation surveys. Note: OSER will monitor the Forestry Tech & Auto Tech allocations in DNR to ensure that all affected positions are properly classified and classes properly utilized.</p> <p><u>New Employee Orientation</u>: Memo to agencies reminding them of the importance of union orientation, asking them to ensure union representatives are introduced at the new employee group orientations, and that new employees are informed about the importance of attending the union’s portion of the presentation.</p> <p><u>Use of DNR Communications Equipment by DNR Wardens (SPS)</u>: Letter outlining policy revisions that DNR will make that will allow DNR Wardens some limited use of state-owned communications equipment under certain circumstances.</p> <p><u>Wrongful Orders – Memo of Intent (SPS)</u>: Outlines the parties’ intent when the MOU on wrongful orders was negotiated.</p>