

AGREEMENT

between the

STATE OF WISCONSIN

and

AFSCME COUNCIL 24

WISCONSIN STATE EMPLOYEES UNION

AFL-CIO

and its appropriate affiliated locals

Blue Collar and Non-Building Trades,

Administrative Support,

Technical,

Security and Public Safety,

Professional Social Services

and

Law Enforcement

Bargaining Units

May 29, 2004 - June 30, 2005

HOW TO READ THIS CONTRACT

This contract is divided into articles. Each article has its own number and title, begins at the top of a new page, and is indicated in large boldface letters like this:

ARTICLE II

RECOGNITION AND UNION SECURITY

Each article is divided into sections. Each section has its own number and title and is indicated in boldface letters like this:

SECTION 13: Loss of Benefits

The entire contract is divided into paragraphs. Each paragraph is identified by its article, section, and a subsection number like this:

2/13/1 Employees on leave....

Sometimes there is more than one paragraph within a particular part. In that case, the paragraphs are further identified by letters like this:

2/2/5/A The Employer will not deduct....

Occasional lists are included in the contract. They are indicated by parenthesized light face numbers which should not be confused with article, section, or subsection numbers. A sample list looks like this:

- 234
- (1) BC--Blue Collar and Non-Building Trades
 - (2) AS--Administrative Support
 - (3) SPS--Security and Public Safety
 - (4) T--Technical
 - (5) PSS--Professional Social Services
 - (6) LE--Law Enforcement

Some sections and paragraphs of the contract apply only to certain bargaining units. In those cases, the title of the section or subsection or the letter of the paragraph will be followed by the abbreviation (from the above list) of the unit or units to which that particular section, subsection, or paragraph applies. For example:

2/3/2 (AS)

This means that Section 2/3/2 (including all of its paragraphs) is applicable only to the Administrative Support bargaining unit and is not at all applicable to any of the other units.

Another example:

2/3/4 (BC, SPS, T, PSS, LE) The location, size, type and number of bulletin boards....

This means that this paragraph is applicable only to the Blue Collar; Security and Public Safety; Technical; Professional Social Services; and Law Enforcement bargaining units and not at all applicable to any other group.

At the front of the contract is a table of contents, which is an outline of the contract in numerical order by article and section. At the back of the contract is an index, which is a reference guide to the contract in alphabetical order.

Language in this Agreement which
is new or changed from the 2001-2003
Agreement is underlined.

TABLE OF CONTENTS

AGREEMENT.....	1
PURPOSE OF AGREEMENT.....	1
ARTICLE I – SCOPE OF THE AGREEMENT	2
ARTICLE II – RECOGNITION AND UNION SECURITY	3
SECTION 1: BARGAINING UNIT	3
SECTION 2: DUES DEDUCTION	23
SECTION 3: BULLETIN BOARDS.....	24
SECTION 4: PERSONNEL TRANSACTIONS.....	25
SECTION 5: UNION ACTIVITY	26
SECTION 6: UNION CONVENTIONS, EDUCATIONAL CLASSES AND BARGAINING UNIT CONFERENCES.....	26
SECTION 7: PRINTING OF AGREEMENT.....	29
SECTION 8: ATTENDANCE AT LOCAL UNION MEETINGS, MONTHLY STEWARD MEETINGS, OR MONTHLY LOCAL UNION EXECUTIVE BOARD MEETINGS.....	29
SECTION 9: TELEPHONE, EMAIL AND FAX USE	29
SECTION 10: MAIL SERVICE.....	30
SECTION 11: VISITATIONS.....	31
SECTION 12: EXECUTIVE BOARD OF COUNCIL 24	31
SECTION 13: LOSS OF BENEFITS.....	32
SECTION 14: LOCAL UNION ORIENTATION	33
SECTION 15: UTILIZATION OF TECHNOLOGIES	33
ARTICLE III – MANAGEMENT RIGHTS	34
ARTICLE IV – GRIEVANCE PROCEDURE	35
SECTION 1: DEFINITION	35
SECTION 2: GRIEVANCE STEPS.....	35
SECTION 3: ARBITRATION PANEL PROCEDURES.....	37
SECTION 4: RETROACTIVITY	40
SECTION 5: EXCLUSIVE PROCEDURE.....	40
SECTION 6: NUMBER OF REPRESENTATIVES AND JURISDICTIONS.....	40
SECTION 7: UNION GRIEVANCES.....	41
SECTION 8: PROCESSING GRIEVANCES.....	42
SECTION 9: DISCIPLINE	43
SECTION 10: EXCLUSION OF PROBATIONARY EMPLOYEES.....	45
SECTION 11: PAY STATUS OF ARBITRATION WITNESSES	45
SECTION 12: SPECIAL ARBITRATION PROCEDURES	46
SECTION 13: CONCENTRATED PERFORMANCE EVALUATION	48
ARTICLE V - SENIORITY	50
SECTION 1: GENERAL	50

SECTION 2: SENIORITY INFORMATION	51
ARTICLE VI – HOURS OF WORK	52
SECTION 1: STANDARD	52
SECTION 2: SCHEDULING	52
SECTION 3: OVERTIME	54
SECTION 4: COMPENSATORY TIME	57
SECTION 5: SCHEDULING OF COMPENSATORY TIME CREDITS	58
SECTION 6: ACCESS TO WORK LOCATIONS	58
SECTION 7: TRAVEL	58
SECTION 8: MEETINGS	58
SECTION 9: ALTERNATIVE WORK SITES	58
SECTION 10: REST PERIODS	58
SECTION 11: WASH-UP TIME	59
SECTION 12: MEAL PERIODS	59
SECTION 13: CALL-BACK TIME	59
SECTION 14: COURT APPEARANCES	59
SECTION 15: ALTERNATIVE WORK PATTERNS	60
SECTION 16: TELEPHONE RELATED CONCEPTUAL AGREEMENTS	61
ARTICLE VII - TRANSFERS	62
SECTION 0: WAIVER	62
SECTION 1: TRANSFER WITHIN EMPLOYING UNITS	62
SECTION 2: ADDITIONAL PROCEDURES	63
SECTION 3: SECONDARY SELECTION PROCEDURES	64
SECTION 4: DEFINITION OF PERMANENT VACANCY	65
SECTION 5: LIMITATIONS	66
SECTION 6: PRIORITY OF TRANSFER RIGHTS	66
SECTION 7: INTERVIEWS	67
SECTION 8: JOB ORIENTATION AND TRAINING	67
SECTION 9: INSTITUTION CLOSING	67
ARTICLE VIII – LAYOFF PROCEDURE	68
SECTION 1: APPLICATION OF LAYOFF	68
SECTION 2: GENERAL LAYOFF PROCEDURES	68
SECTION 3: NOTICE OF LAYOFF	69
SECTION 4: REDUCTION IN HOURS	70
SECTION 5: EMPLOYEE OPTIONS UPON NOTIFICATION OF LAYOFF	70
SECTION 6: RESTORATION	72
SECTION 7: A REASONABLE OFFER	73
SECTION 8: REINSTATEMENT	73
SECTION 9: FOR INFORMATIONAL PURPOSES	74
SECTION 10: EMPLOYING UNITS	74
SECTION 11: PRIORITY OF ARTICLE VII AND ARTICLE VIII RIGHTS	74
SECTION 12: DEFINITION OF PERMANENT VACANCY	75
SECTION 13: RELOCATION EXPENSES	75
SECTION 15: LAYOFF ASSISTANCE	76
ARTICLE IX – HEALTH AND SAFETY	78
SECTION 0: ASSIGNMENTS	78

SECTION 1: FIRST AID EQUIPMENT AND TRAINING	78
SECTION 2: TOOLS AND EQUIPMENT	79
SECTION 3: TRANSPORTATION OF TOOLS	79
SECTION 4: PROTECTIVE CLOTHING.....	79
SECTION 5: CONFIDENTIALITY OF RECORDS	80
SECTION 6: BUILDINGS	80
SECTION 7: MEDICAL EXAMINATION	80
SECTION 8: JOB-RELATED EXPOSURE TO DISEASE	80
SECTION 9: MOTOR VEHICLES	81
SECTION 10: FOOT PROTECTION	81
SECTION 11: SAFETY INSPECTION	82
SECTION 12: COMPLIANCE LIMITATION.....	82
SECTION 13: DEPARTMENT OF COMMERCE REGULATIONS (FORMERLY DILHR)...	83
SECTION 14: JOINT COMMITTEE ON HEALTH AND SAFETY	83
SECTION 15: DATA SHEETS.....	88
SECTION 16: JOINT HEALTH AND SAFETY COMMITTEE REPORT ON ERGONOMICS.....	88
SECTION 17: VDT/CRT EYE EXAMINATIONS	88
SECTION 18: SAFETY EYEWEAR.....	89
SECTION 19: WEATHER RELATED CONSIDERATIONS	89
SECTION 20: VIOLENCE IN THE WORKPLACE	90
ARTICLE X – HEARING OFFICER	91
ARTICLE XI - MISCELLANEOUS.....	92
SECTION 1: DISCRIMINATION	92
SECTION 2: UNION-MANAGEMENT MEETINGS.....	94
SECTION 3: UNION-MANAGEMENT MEETINGS - STATEWIDE	99
SECTION 4: NOTICE OF PROMOTIONAL EXAMS	99
SECTION 5: UNIFORMS	100
SECTION 6: DAMAGED PERSONAL PROPERTY	100
SECTION 7: WORK RULES	101
SECTION 8: INCLEMENT WEATHER	101
SECTION 9: DISTRIBUTION OF PAY CHECKS	103
SECTION 10: COMMERCIAL DRIVERS LICENSES AND SCHOOL BUS ENDORSEMENTS (CDL/SBE).....	103
SECTION 11: ADVISORY TRAINING COMMITTEE	104
SECTION 12: TRAINING AND EDUCATION.....	104
SECTION 13: PROFESSIONAL DEVELOPMENT FOR SOCIAL SERVICES UNIT.....	107
SECTION 14: PERSONNEL FILES	108
SECTION 18 CONTRACTING OUT	109
SECTION 16: LIABILITY PROTECTION.....	110
SECTION 17: P.E.O.P.L.E. DEDUCTIONS.....	110
SECTION 18: AFFIRMATIVE ACTION.....	110
SECTION 19: BLOOD DONATIONS.....	111
SECTION 20: EMPLOYING UNIT DESIGNATIONS	111
SECTION 21: EMPLOYEE ASSISTANCE	111
SECTION 22: CHILD CARE.....	112

SECTION 23: EMPLOYEES' ORGANIZATIONAL ACTIVITIES FOR PROFESSIONAL SOCIAL SERVICES UNIT	113
SECTION 24: WHISTLEBLOWER	113
SECTION 25: COMMITTEES	113
SECTION 26: ARREST/CONVICTION RECORD	113
SECTION 27: NURSE AIDE REGISTRATION	114
SECTION 28: OPERATIONAL NEED	114
ARTICLE XII - WAGES	115
SECTION 1: WAGE ADJUSTMENTS	115
SECTION 2: RECRUITMENT RATES	121
SECTION 3: PAY PERIOD	121
SECTION 4: SHIFT DIFFERENTIAL	122
SECTION 5: FLIGHT PAY	122
SECTION 6: MOTORCYCLE PAY	122
SECTION 7: ADD-ONS	122
SECTION 8: ADMINISTRATIVE DATE FOR PAY ADJUSTMENTS	124
SECTION 9: PERIODIC CLASSIFICATION/PAY RANGE ASSIGNMENT MEETINGS ..	124
SECTION 10: PAY ADMINISTRATION	125
ARTICLE XIII – EMPLOYEE BENEFITS	128
SECTION 1: HEALTH INSURANCE	128
SECTION 2: LIFE INSURANCE	129
SECTION 3: DENTAL INSURANCE	129
SECTION 4: INCOME CONTINUATION INSURANCE	130
SECTION 5: SICK LEAVE	130
SECTION 6: PAID ANNUAL LEAVE OF ABSENCE (VACATION)	136
SECTION 7: LEAVE FOR PROMOTIONAL EXAMS	140
SECTION 8: LEAVES OF ABSENCE WITHOUT PAY	141
SECTION 9: HOLIDAYS	143
SECTION 10: MILITARY SERVICE	146
SECTION 11: JURY DUTY AND WITNESS STATUS	149
SECTION 12: VOTING TIME	150
SECTION 13: RETIREMENT	150
SECTION 15: MEALS WHILE ON DUTY	151
SECTION 16: HAZARDOUS EMPLOYMENT STATUS	152
SECTION 17: TRAVEL AND LODGING	154
SECTION 18: ADMINISTRATION OF WORKER'S COMPENSATION BENEFITS	158
SECTION 19: STANDBY/ON CALL	159
SECTION 20: HOSTAGE LEAVE	159
SECTION 21: CATASTROPHIC LEAVE	160
SECTION 22: EMPLOYEE FUNDED REIMBURSEMENT ACCOUNT	162
SECTION 23: CALLS AT HOME	162
SECTION 24: CRITICAL INCIDENTS	162
SECTION 25: SPECIALIZED DISASTER RELIEF SERVICES	163
ARTICLE XIV – NO STRIKE OR LOCKOUT	164
SECTION 1: GENERAL	164
SECTION 2: DISPUTE RESOLUTION	165

ARTICLE XV - GENERAL.....	166
SECTION 1: OBLIGATION TO BARGAIN	166
SECTION 2: PARTIAL INVALIDITY.....	166
SECTION 3: DEFINITION OF PROBATIONARY EMPLOYEE	166
SECTION 4: DEFINITION OF APPOINTING AUTHORITY	167
SECTION 5: DEFINITION OF SEASONAL EMPLOYMENT.....	167
ARTICLE XVI	168
SECTION 1: TERMINATION OF AGREEMENT.....	168
SECTION 2: NEGOTIATIONS OF FUTURE AGREEMENTS.....	168
NEGOTIATING NOTE NO. 1 – ASSIGNMENT OF CARS TO EMPLOYEES....	169
NEGOTIATING NOTE NO. 2 – REST BREAKS	169
NEGOTIATING NOTE NO. 3 – REST BREAKS ULP.....	169
NEGOTIATING NOTE NO. 4 – HOME-BASED WORK	170
NEGOTIATING NOTE NO. 5 – OFFICERS AND YOUTH COUNSELORS ...	170
NEGOTIATING NOTE NO. 6 – FLSA COVERAGE.....	171
NEGOTIATING NOTE NO. 7 – AGREEMENT REGARDING OVERTIME FOR DEPARTMENT OF NATURAL RESOURCES TECHNICAL AND BLUE COLLAR EMPLOYEES AND SECURITY AND PUBLIC SAFETY EMPLOYEES CLASSIFIED AS RANGER.....	171
NEGOTIATING NOTE NO. 8 – SPECIAL NEGOTIATIONS FOR SELECTED CLASSES INCLUDED IN THE SECURITY AND PUBLIC SAFETY BARGAINING UNIT IN THE DEPARTMENT OF NATURAL RESOURCES	172
NEGOTIATING NOTE NO. 9 – EMPLOYEE ASSISTANCE PROGRAMS	174
NEGOTIATING NOTE NO. 10 – TRAINING ASSISTANCE TO DEVELOPMENTALLY DISABLED CENTER EMPLOYEES	174
NEGOTIATING NOTE NO. 11 – BARGAINING TIME.....	176
NEGOTIATING NOTE NO. 12 – NOTICE OF DISCIPLINARY ACTIONS....	176
NEGOTIATING NOTE NO. 13 – MEMO-PERFORMANCE EVALUATIONS.....	177
NEGOTIATING NOTE NO. 14 – MEMO-GRIEVANCE RESPONSES.....	178
NEGOTIATING NOTE NO. 15 – OFFENDER CLASSIFICATION SPECIALIST PAY PROGRESSION.....	179
NEGOTIATING NOTE NO. 16 – DNR-HEALTH & SAFETY PROBLEMS....	180
NEGOTIATING NOTE NO. 17 – MEMO-REIMBURSEMENT OF TRAVEL EXPENSES.....	180
NEGOTIATING NOTE NO. 18 – MEMO-DNR USE OF PESTICIDES.....	181

NEGOTIATING NOTE NO. 19 – MEMO-DNR IDENTIFICATION OF NON-UNIFORMED PERSONNEL	182
NEGOTIATING NOTE NO. 20 – OVERTIME FOR FIRE CRASH RESCUE SPECIALIST CLASSIFICATION	183
NEGOTIATING NOTE NO. 21 – ORDER OF APPLICATION OF TRANSACTIONS INVOLVING PAY ADJUSTMENTS WHICH OCCUR ON THE SAME DATE	183
NEGOTIATING NOTE NO. 22 – PART TIME EDUCATIONAL LEAVES OF ABSENCE	183
NEGOTIATING NOTE NO. 23 – DUTY DISABILITY BENEFITS	183
NEGOTIATING NOTE NO. 24 – VACATION CARRYOVER FOR UNION BARGAINING TEAM.....	183
NEGOTIATING NOTE NO. 25 – TIME REPORTING RECORDS-BLUE COLLAR UNIT.....	184
NEGOTIATING NOTE NO. 26 – STATE PATROL TROOPERS, INSPECTORS AND POLICE COMMUNICATIONS OPERATORS (PCOS) ASSIGNED TO NATIVE AMERICAN TREATY RIGHTS ENFORCEMENT.....	184
NEGOTIATING NOTE NO. 27 – PCO ELIGIBILITY FOR BAG MEAL.....	185
NEGOTIATING NOTE NO. 28 – DUTIES OUTSIDE OF POSITION DESCRIPTION	185
NEGOTIATING NOTE NO. 29 – ANNUAL LEAVE SCHEDULE-FIRE CRASH RESCUE.....	186
NEGOTIATING NOTE NO. 30 – DRESS AND GROOMING CODE-DOC	186
NEGOTIATING NOTE NO. 31 – TRANSFER RIGHTS OF OFFICERS BETWEEN DHFS AND DOC.....	187
NEGOTIATING NOTE NO. 32 – MEALS FOR OFFICERS AT UW HOSPITAL.....	187
NEGOTIATING NOTE NO. 33 – INSPECTOR MEAL POLICY	188
NEGOTIATING NOTE NO. 34 – EMPLOYMENT AND TRAINING COUNSELOR PAY PROGRESSION	189
NEGOTIATING NOTE NO. 35 – LIGHT DUTY	190
NEGOTIATING NOTE NO. 36 – NOTICE OF SUSPENSIONS WITH PAY ...	193
NEGOTIATING NOTE NO. 37 – MEMO-LAYOFF	193
NEGOTIATING NOTE NO. 38 – MEMO-ALTERNATIVE WORK SCHEDULES	194

NEGOTIATING NOTE NO. 39 – STATE EMPLOYMENT AND TRANSFER BULLETINS 195

NEGOTIATING NOTE NO. 40 – ELECTRONIC DEPOSIT AND TRANSFER..... 196

NEGOTIATING NOTE NO. 41 – DUES DEDUCTION REPORTS-U.W. MADISON 196

NEGOTIATING NOTE NO. 42 – DISCUSSION OF FORMAT OF INFORMATION-DER AND WSEU 196

NEGOTIATING NOTE NO. 43 – PAY PROGRESSION SYSTEMS AND GRIDS 196

NEGOTIATING NOTE NO. 44 – RAISED MINIMUM RATES (RMRS) AND HIRING ABOVE THE MINIMUM (HAM)..... 197

NEGOTIATING NOTE NO. 45 – TRANSFER POSITION DESCRIPTIONS... 197

NEGOTIATING NOTE NO. 46 – VEHICLE ASSIGNMENTS (DOT)..... 197

NEGOTIATING NOTE NO. 47 – COUNTERPART PAY RANGE COMPARISON CHART..... 197

NEGOTIATING NOTE NO. 48 – PASSING OF MEDICATION..... 198

NEGOTIATING NOTE NO. 49 – LEADERSHIP INSTITUTE..... 198

NEGOTIATING NOTE NO. 50 – VDT/CRT EQUIPMENT 198

NEGOTIATING NOTE NO. 51 – DEPARTMENT OF NATURAL RESOURCES: NATIONAL INCIDENT COMMAND SYSTEM OUT-OF-AGENCY ASSIGNMENT 199

NEGOTIATING NOTE NO. 52 – DOT - DMV PAY STATUS..... 199

NEGOTIATING NOTE NO. 53 – ADD-ON PILOT PROGRAM..... 199

NEGOTIATING NOTE NO. 54 – DEPARTMENT OF NATURAL RESOURCES: COLD WEATHER PROTECTIVE CLOTHING 200

NEGOTIATING NOTE NO. 55 – DEPARTMENT OF TRANSPORTATION, DIVISION OF STATE PATROL TROOPER/INSPECTOR PAY STATUS . 200

NEGOTIATING NOTE NO. 56 – HARASSMENT IN THE WORK PLACE.... 201

NEGOTIATING NOTE NO. 57 – ARBITRATION PROCESS IMPROVEMENTS..... 201

NEGOTIATING NOTE NO. 58 – LYME DISEASE PREVENTION..... 201

NEGOTIATING NOTE NO. 59 - TELECOMMUTING 202

NEGOTIATING NOTE NO. 60– POWER PLANT ASSISTANT/ OPERATOR ADD-ONS 202

NEGOTIATING NOTE NO. 61 – CORRECTIONAL OFFICER, OFFICER, PSYCHIATRIC CARE TECHNICIAN AND YOUTH COUNSELOR PAY PROGRESSION	203
NEGOTIATING NOTE NO. 62 – SOCIAL WORKER-CORRECTIONS PAY PROGRESSION	205
NEGOTIATING NOTE NO. 63 – PROBATION AND PAROLE AGENT PAY PROGRESSION	206
NEGOTIATING NOTE NO. 64 – PSYCHIATRIC CARE TECHNICIAN 1 PAY	208
NEGOTIATING NOTE NO. 65 – ADD-ON PILOT FOR FIRE/CRASH RESCUE SPECIALISTS IN THE DEPARTMENT OF MILITARY AFFAIRS.....	208
NEGOTIATING NOTE NO. 66 – EMPLOYMENT AND TRAINING SPECIALIST PAY PROGRESSION.....	210
NEGOTIATING NOTE NO. 67 – LABOR MARKET ANALYST PAY PROGRESSION.....	211
NEGOTIATING NOTE NO. 68 – APPRENTICESHIP TRAINING REPRESENTATIVE PAY PROGRESSION.....	213
NEGOTIATING NOTE NO. 69 – VOCATIONAL REHABILITATION COUNSELOR PAY PROGRESSION.....	214
<u>NEGOTIATING NOTE NO. 70 – PROFESSIONAL SOCIAL SERVICES CASELOAD.....</u>	216
<u>NEGOTIATING NOTE NO. 71 – PROBATION/PAROLE AGENT VACANCIES</u>	216
<u>NEGOTIATING NOTE NO. 72 – PSYCHOLOGICAL SERVICES ASSISTANT PAY PROGRESSION</u>	216
<u>NEGOTIATING NOTE NO. 73 – PSYCHOLOGICAL ASSOCIATE PAY PROGRESSION.....</u>	217
<u>NEGOTIATING NOTE NO. 74 – RECREATION LEADER PAY PROGRESSION.....</u>	219
<u>NEGOTIATING NOTE NO. 75 – REHABILITATION CASE MANAGER PAY PROGRESSION.....</u>	220
<u>NEGOTIATING NOTE NO. 76 – OMBUDSMAN SERVICES SPECIALIST PAY PROGRESSION.....</u>	221
<u>NEGOTIATING NOTE NO. 77 – MEDIGAP INSURANCE SPECIALIST PAY PROGRESSION.....</u>	223
<u>NEGOTIATING NOTE NO. 78 – EXPERIENTIAL RECREATION SPECIALIST.....</u>	224

<u>NEGOTIATING NOTE NO. 79 –PROBATION AND PAROL AGENTS AND SOCIAL WORKER-CORRECTIONS PERMISSIVE TRANSFERS ...</u>	225
MEMORANDUM OF UNDERSTANDING NO. 1 – HEALTH AND SAFETY COMMITTEE REPORT	226
MEMORANDUM OF UNDERSTANDING NO. 2 – JOINT COMMITTEE ON CONTRACT INTERPRETATIONS	226
MEMORANDUM OF UNDERSTANDING NO. 3 – JOINT COMMITTEE ON SICK LEAVE USE.....	227
MEMORANDUM OF UNDERSTANDING NO. 4 – METHOD TO IMPROVE COMMUNICATIONS BETWEEN REGIONAL MANAGERIAL STAFF AND PROBATION/PAROLE AGENTS.....	227
MEMORANDUM OF UNDERSTANDING NO. 5 – CORRECTIONAL SERGEANT AND YOUTH COUNSELOR ADVANCED DEMOTION	228
MEMORANDUM OF UNDERSTANDING NO. 6 – HEPATITIS B VACCINATIONS	228
MEMORANDUM OF UNDERSTANDING NO. 7 – INTERPERSONAL CONFLICTS	229
MEMORANDUM OF UNDERSTANDING NO. 8 – UNIFORMITY OF EMPLOYEE FILE FOLDER	229
MEMORANDUM OF UNDERSTANDING NO. 9 – CONSENSUS/ WIN-WIN COMMUNICATIONS	230
MEMORANDUM OF UNDERSTANDING NO. 10 – EMPLOYEE REFERRAL SERVICE	230
MEMORANDUM OF UNDERSTANDING NO. 11 – DUES DEDUCTION COLLECTION	231
MEMORANDUM OF UNDERSTANDING NO. 12 – DIRECT DEPOSIT OF PAYROLL CHECKS	232
MEMORANDUM OF UNDERSTANDING NO. 13 – LAYOFF.....	232
MEMORANDUM OF UNDERSTANDING NO. 14 AMENDED – DEPARTMENT OF CORRECTIONS.....	233
MEMORANDUM OF UNDERSTANDING NO. 15 – ALTERNATIVE DISPUTE RESOLUTION.....	234
MEMORANDUM OF UNDERSTANDING NO. 16 – PROBATION AND PAROLE AGENTS WORK SCHEDULES	234
MEMORANDUM OF UNDERSTANDING NO. 17 – BEEPERS	235
MEMORANDUM OF UNDERSTANDING NO. 18 – PROBATION AND PAROLE AGENTS-BEEPERS	236

MEMORANDUM OF UNDERSTANDING NO. 19 – ELECTRONIC TRANSFER SYSTEM	237
MEMORANDUM OF UNDERSTANDING NO. 20 – DOT LAW ENFORCEMENT VEHICLES	239
MEMORANDUM OF UNDERSTANDING NO. 21 – JOINT INDEPENDENT MEDICAL EXAMINERS	239
MEMORANDUM OF UNDERSTANDING NO. 22 – STATE PATROL RESIDENCY POLICY	239
MEMORANDUM OF UNDERSTANDING NO. 23 – PARKING AND TRANSIT	239
MEMORANDUM OF UNDERSTANDING NO. 24 – ALTERNATIVE WORK PATTERNS.....	240
MEMORANDUM OF UNDERSTANDING NO. 25 – TEMPORARY TRANSFACTION RATE FOR SELECT VOLUNTARY DEMOTIONS- DEPARTMENT OF AGRICULTURE, TRADE AND CONSUMER PROTECTION	240
MEMORANDUM OF UNDERSTANDING NO. 27 – SECURITY AND PUBLIC SAFETY UNIT (SPS)-TRANSFERS	242
MEMORANDUM OF UNDERSTANDING NO. 28 – DEPARTMENT OF CORRECTIONS-OVERTIME.....	242
MEMORANDUM OF UNDERSTANDING NO. 29 – MACHINIST APPRENTICESHIP	243
MEMORANDUM OF UNDERSTANDING NO. 30 – AGREEMENT BETWEEN AFSCME COUNCIL 24, WSEU AND THE DEPARTMENT OF NATURAL RESOURCES	244
MEMORANDUM OF UNDERSTANDING NO. 31 – AGREEMENT BETWEEN AFSCME COUNCIL 24, WSEU AND THE DEPARTMENT OF NATURAL RESOURCES	245
MEMORANDUM OF UNDERSTANDING NO. 32 – EXPERIENTIAL RECREATION SPECIALISTS AND YOUTH COUNSELORS.....	246
MEMORANDUM OF UNDERSTANDING NO. 33 – LABOR- MANAGEMENT COOPERATION	246
MEMORANDUM OF UNDERSTANDING NO. 35 – ON-GOING COMPUTER TRAINING	247
MEMORANDUM OF UNDERSTANDING NO. 36 – GRIEVANCE PROCEDURE - PRE-FILING	247
MEMORANDUM OF UNDERSTANDING NO. 37 – PARKING/PUBLIC TRANSIT ACCOUNT	248

MEMORANDUM OF UNDERSTANDING NO. 38 – APPRENTICESHIP PROGRAMS	248
MEMORANDUM OF UNDERSTANDING NO. 39 – DOC-MILWAUKEE SECURED DETENTION FACILITY OT	248
MEMORANDUM OF UNDERSTANDING NO. 41 – MOVEMENT FROM SEA TO WSEU	250
<u>MEMORANDUM OF UNDERSTANDING NO. 42 – EMAIL LISTS</u>	250
MEMORANDUM OF UNDERSTANDING NO. 43 – AGENCY STATE-WIDE EMPLOYING UNIT LAYOFFS	251
MEMORANDUM OF UNDERSTANDING NO. 44 – CONTRACTING OUT PROCUREMENTS UNDER CH. 16 WIS. STATS	251
<u>MEMORANDUM OF UNDERSTANDING NO. 45 – EMPLOYEES WHO HAVE BEEN FORMALLY NOTIFIED OF LAYOFF DUE TO LAYOFF...</u>	253
APPENDIX 1 - ADMINISTRATIVE SUPPORT (AS) SENIORITY – BASED TRANSACTION GRID	255
APPENDIX 1 - TECHNICAL (T) SENIORITY – BASED TRANSACTION GRID	256
APPENDIX 2 - ADMINISTRATIVE SUPPORT (AS) SENIORITY – BASED TRANSACTION GRID	258
APPENDIX 2 - BLUE COLLOR & NON-BUILDING TRADES (BC) SENIORITY – BASED TRANSACTION GRID	259
APPENDIX 2 - SECURITY & PUBLIC SAFETY (SPS) SENIORITY – BASED TRANSACTION GRID	261
APPENDIX 2 - TECHNICAL (T) SENIORITY – BASED TRANSACTION GRID	262
APPENDIX 2 - PROFESSIONAL SOCIAL SERVICES (PSS) SENIORITY – BASED TRANSACTION GRID	263
APPENDIX 2 - LAW ENFORCEMENT (LE) SENIORITY – BASED TRANSACTION GRID	264
APPENDIX 2 - LAW ENFORCEMENT (LE) SENIORITY – BASED TRANSACTION GRID	265
APPENDIX 3 - ADMINISTRATIVE SUPPORT (AS) SENIORITY – BASED TRANSACTION GRID	266
APPENDIX 3 - BLUE COLLAR & NON-BUILDING TRADES (BC) SENIORITY – BASED TRANSACTION GRID	267
APPENDIX 3 - SECURITY & PUBLIC SAFETY (SPS) SENIORITY – BASED TRANSACTION GRID	268

APPENDIX 3 - TECHNICAL (T) SENIORITY – BASED TRANSACTION GRID	269
APPENDIX 3 - LAW ENFORCEMENT (LE) SENIORITY – BASED TRANSACTION GRID	270
APPENDIX 4 - CONSERVATION WARDEN SENIORITY – BASED TRANSACTION GRID	272
APPENDIX 4 - SAFETY SPECIALIST WARDEN, SPECIAL INVESTIGATIVE WARDEN, ENVIRONMENTAL WARDEN SENIORITY – BASED TRANSACTION GRID	273
APPENDIX 4 - TECHNICAL (T) BARGAINING UNIT PILOTS	274
APPENDIX 5 – PERSONNEL TRANSACTION PAY ADJUSTMENTS	275
APPENDIX 6 – SUPPLEMENTAL HEALTH INSURANCE CONVERSION CREDITS UPON RETIREMENT	280
MANAGEMENT BARGAINING TEAM.....	281
UNION BARGAINING TEAM.....	284
INDEX.....	309

AGREEMENT

This Agreement, made and entered into this twenty-ninth day of May, 2004 (BC, AS, SPS, T, PSS, LE), at Madison, Wisconsin, pursuant to the provisions of s. 111.80-111.97, Wis. Stats., by and between the State of Wisconsin and its Agencies (hereinafter referred to as the Employer), represented by the Office of State Employment Relations; and AFSCME, Council 24, Wisconsin State Employees Union, AFL-CIO, and its appropriate affiliated locals (hereinafter referred to as the Union), as representative of employees employed by the State of Wisconsin (as set forth specifically in the Recognition Clause).

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of s. 111.80-111.97, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the State as an Employer.

The parties do hereby acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the unlimited right and opportunity of the parties to make any and all demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

ARTICLE I

SCOPE OF THE AGREEMENT

1/1/1 This Agreement relates only to classified employees of the State of Wisconsin in the appropriate collective bargaining unit as defined by the Wisconsin Employment Relations Commission certification Cases IX, X and XI, Nos. 15583 and 15584, SE-44, 45, 46, Decision Nos. 11243, 11244 and 11245, dated August 25, 1972 and Case LXXIV, No. 19548, SE-75, dated January 9, 1976, and Cases VIII and XIV, Nos. 15582 and 15838, SE-43 and 49, Decision Nos. 11322-F and 113230-F.

1/1/2 This Agreement recognizes six separate bargaining units. Except as provided below, each provision of this Agreement applies to all six bargaining units unless specified otherwise.

The parties agree that all new (underlined) or deleted (strikethrough) language in the 2003-2005 Agreement does not apply to the Blue Collar and Non-Building Trades (BC), Administrative Support (AS), Security and Public Safety (SPS), Technical (T), and Law Enforcement (LE) until these units and the State have reached a tentative agreement that is ratified and becomes session law.

The coverage of this Agreement shall be extended by the parties when mutually agreed to by the Employer and the Union to include employees in the classified service of the State of Wisconsin in additional appropriate collective bargaining units represented by the Wisconsin State Employees Union as certified by the Wisconsin Employment Relations Commission.

ARTICLE II

RECOGNITION AND UNION SECURITY

SECTION 1: Bargaining Unit

2/1/1 The Employer recognizes the Union as the exclusive collective bargaining agent for all employees, as listed below:

2/1/2 BLUE COLLAR AND NON-BUILDING TRADES (BC)

Classification	Pay Range
Automotive/Equipment Tech. – Entry	5
Automotive/Equipment Tech. – Entry	6**
Automotive/Equipment Tech. – Entry	7***
Automotive/Equipment Tech. - Dev.	8
Automotive/Equipment Tech. - Sr. 10	
Automotive/Equipment Tech. – Master	11
Baker 1	8
Baker 2	9
Bindery Worker 1	3
Bindery Worker 2	5
Bindery Worker 3	6
Bindery Worker	7*
Biotron Operator 1	1
Cemetery Caretaker	8*
Cook 1	7
Cook 1	8*
Cook 2	8
Cook 2	9*
Corrections Food Service Leader 1	8
Corrections Food Service Leader 2	10
Corrections Food Service Leader 3	11
Corrections Food Service Leader 4	12
Custodian 1	3
Custodian 2	5
Custodian 3	7
Custodian	6*
Custodian	7***
Custodian Lead	8*
Dairy Plant Assistant – Entry	7
Dairy Plant Assistant –Senior	9
Dairy Plant Assistant – Advanced	11

Experimental Farm Laborer	7
Experimental Herd Assistant – Obj.	8
Experimental Herd Assistant – Sr.	10
Facilities Repair Worker 1	7
Facilities Repair Worker 2	8
Facilities Repair Worker 3	9
Facilities Repair Worker 4	10
Farm Equipment Operator	9
Farm Laborer	6
Farm Laborer	7***
Farm Laborer - Lead	7
Food Production Assistant	10
Food/Retail/Catering Leader 1	9
Food/Retail/Catering Leader 2	10
Food/Retail/Catering Leader 3	11
Food Service Assistant 1	6
Food Service Assistant 1	7***
Food Service Assistant 2	7
Food Service Assistant 3	8
Food Service Assistant 4	9
Forestry Equipment Technician	12
Gardener	8
Greenskeeper	10
Groundskeeper	7
Grounds Crew – Chief	8
Grounds Crew Lead	9*
Heating, Ventilating and Air Conditioning Specialist	13
Historic Farmer	10
Industries Specialist 1	11
Industries Specialist 2	12
Industries Specialist 3	13
Laboratory Helper	5
Laboratory Helper	6*
Laboratory Helper	7***
Laborer	5
Laborer	7*
Laborer - Lead	7
Laborer – Special6	
Laundry Services Assistant	7
Laundry Worker 1	3
Laundry Worker 2	4
Laundry Worker 3	5
Laundry Worker 4	6

Laundry Worker	6*
Laundry Worker	7***
Laundry Worker Lead	7*
Lawn Care Worker	7
Locksmith - Entry	9
Locksmith - Entry	10*
Locksmith - Journey	10
Locksmith - Journey	11*
Lottery Storekeeper	8
Maintenance Mechanic 1	9
Maintenance Mechanic 2	10
Maintenance Mechanic 3	11
Motor Vehicle Dispatcher	8
Motor Vehicle Operator - Light	6
Motor Vehicle Operator – Light	7***
Motor Vehicle Operator - Heavy	7
Offset Press Operator 1	7
Offset Press Operator 2	8
Offset Press Operator 3	9
Offset Press Operator	9*
Offset Press Operator Lead	10*
PE/Sports Equip. Area Coord.	8
Poultry Worker – Obj.	7
Poultry Worker – Sr.	8
Power Plant Assistant	7
Power Plant Assistant	9*
Power Plant Operator	11
Power Plant Operator	13*
Power Plant Operator – Sr.	12
Power Plant Operator – Sr.	14*
Power Plant Operator – In Charge	13
Power Plant Operator – In Charge	15*
Produce Gardener	8
Records Center Clerk	8
Records Center Coordinator	8
Research Gardener	8
Seamstress or Seamer 1	5
Seamstress or Seamer 1	6*
Seamstress or Seamer 1	7***
Seamstress or Seamer 2	6
Seamstress or Seamer 2	7*
Semi-Driver	11
Shipping & Mailing Clerk 1	6

Shipping & Mailing Clerk 1	7***
Shipping & Mailing Clerk 2	7
Shipping & Mailing Clerk 3	8
Stock Clerk	6
Stock Clerk	7***
Storekeeper	8
Tool Crib Coordinator	8
Tool Crib Coordinator	9*
Tree Pruner	8
Tugger Coordinator	7
Typographer	12
Upholsterer	9
Upholsterer	10*
Utility Plant Operator	12
Utility Plant Operator	14*

* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

** Effective 4/6/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

*** Effective 6/1/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/3 SECURITY AND PUBLIC SAFETY (SPS)

Animal Health Consultant	12
Animal Health Inspector – Entry	9
Animal Health Inspector - Obj.	11
Boiler Safety Inspector 1	13
Boiler Safety Inspector 2	14
Boiler Safety Inspector 3	15
Conservation Warden	40
Consumer Protection Investigator 1	11
Consumer Protection Investigator 2	13
Consumer Protection Investigator 3	14
Consumer Specialist 1	11
Consumer Specialist 2	12
Consumer Specialist 3	13
Consumer Specialist 4	14
Correctional Officer (A)	30
Correctional Officer (B)	31
Correctional Officer	31*
Correctional Sergeant	32

Detention Facilities Spec.	15
Detention Facilities Spec.	16*
Elevator Safety Inspector 1	13
Elevator Safety Inspector 2	14
Elevator Safety Inspector 3	15
Environmental Warden	41
Fire/Crash Rescue Specialist 1	9
Fire/Crash Rescue Specialist 2	10
Fire/Crash Rescue Specialist 3	11
Flam. Comb. Liq./Prod. Inspr. 1	12
Flam. Comb. Liq./Prod. Inspr. 2	13
Flam. Comb. Liq./System Coord.	15
Flam. Comb. Liq./System Spec. 1	13
Flam. Comb. Liq./System Spec. 2	14
Food Safety Consultant	14
Food Safety Inspector - Entry	12
Food Safety Inspector - Obj.	13
Lifesaving Station Operator	9
Lifesaving Station Operator	11*
Meat Safety Consultant	14
Meat Safety Inspector - Entry	12
Meat Safety Inspector - Obj.	13
Migrant Labor Inspector	13
Military Affairs Security Guard-Entry	8*
Military Affairs Security Guard-Obj.	9*
Military Affairs Security Guard-Sr.	10*
Military Funeral Honors Team Member	9
Military Funeral Honors Team Member	10*
Mining Safety Inspector 1	13
Mining Safety Inspector 2	14
Mining Safety Inspector 3	15
Multiple Products Grader - Entry	12
Multiple Products Grader - Obj.	13
Occupat. Safety Consult. 1	13
Occupat. Safety Consult. 2	14
Occupat. Safety Inspector 1	12
Occupat. Safety Inspector 2	13
Occupat. Safety Inspector 3	14
Officer (A)	30
Officer (B)	31
Officer	31*
Officer Lead	32

Petrol Prod. Insp.	11
Produce Inspector - Obj.	8
Produce Inspector - Leadworker	9
Psychiatric Care Tech. 1	10
Psychiatric Care Tech. 2	12
Psychiatric Care Tech	31*
Railroad Safety Analyst	11
Railroad Safety Analyst-Senior	13
Railroad Safety Analyst-Principal	14
Ranger – Assistant Property Manager	13
Ranger – Enforcement	13
Ranger – Operations	12
Safety Specialist Warden	41
Security Officer 1	6
Security Officer 1	7*
Security Officer 2	7
Security Officer 2	8*
Security Officer 3	8
Security Officer 3	9*
Security Officer 4	9
Security Officer 4	10*
Special Investigative Warden	41
Vehicle Emissions QA Spec-Entry	11
Vehicle Emissions QA Spec-Obj.	13
Vehicle Emissions QA Spec-Senior	14
Weights & Measures Inspector - Entry	10
Weights & Measures Inspector - Dev.	12
Weights & Measures Inspector - Obj.	13
Weights & Measures Tech. Spec.	14
Youth Counselor (A)	30
Youth Counselor (B)	31
Youth Counselor	31*
Youth Counselor – Advanced	32

* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/4 TECHNICAL (T)

Aircraft Mechanic	15
Aircraft Pilot	25
Animal Sciences Meat Technician	12
Arboretum Proj. Coord. 1	9
Arboretum Proj. Coord. 2	10

Arboretum Technician	7
Audiovisual Production Spec.	12
Audiovisual Production Spec. - Sr.	13
Audiovisual Services Asst.	10
Audiovisual Services Coordinator	11
Barber	7
Beautician	7
Building Inspector 1	15
Building Inspector 2	16
Cereal Chemist - Entry	8
Cereal Chemist - Obj.	11
Chemistry Laboratory Tech. - Entry	7
Chemistry Laboratory Tech. - Obj.	8
Chemistry Laboratory Tech. - Sr.	9
Chemical Test Coordinator 1	14**
Chemical Test Coordinator 2	15**
Child Care Counselor 1	9
Child Care Counselor 2	10
Child Care Counselor 3	12
Communications Technician	15*
Communications Technician-Senior	16*
Computer Printing Technician	10
Computer Printing Technician-Lead	11**
Cytopreparation Tech. - Entry	7
Cytopreparation Tech. - Obj.	8
Cytopreparation Tech	8**
DNA Technician – Entry	7
DNA Technician - Obj.	8
DNA Technician - Sr.	9
Dental Assistant	10
Dental Hygienist	16
Dental Hygienist	17**
Diagnostic Radiologic Tech. 1	11
Diagnostic Radiologic Tech. 2	12
Diagnostic Radiologic Tech-Entry	14**
Diagnostic Radiologic Tech. 3	13
Diagnostic Radiologic Tech.-Obj.	15**
Diagnostic Radiologic Tech. 4	14
Diagnostic Radiologic Tech.-Adv.	16**
Dietetic Technician – Clinical	10
Dietetic Technician – Administrative	12
Electroencephalograph Tech. 1	10
Electroencephalograph Tech. 2	11
Electroencephalograph Tech. 3	13

Electroencephalograph Technician	13**
Electronics Technician 1	9
Electronics Technician 2	10
Electronics Technician 3	11
Electronics Technician 4	12
Electronics Technician 5	13
Electronics Technician 6	14
Electronics Technician-Agency	13**
Electronics Technician-Agency Sr.	14**
Electronics Technician-Media	12**
Electronics Technician-Media Int.	13**
Electronics Technician-Media Sr.	14**
Electronics Technician-Research	13**
Electronics Technician-Research Sr.	14**
Electronics Technician-Security	13**
Electronics Technician-Security Sr.	14**
Electronics Technician-Specialized	13**
Electronics Technician-Specialized Int.	14**
Electronics Technician-Specialized Adv.	15**
Engineering Communication Spec.	14
Engineering Technician 1	9
Engineering Technician 2	10
Engineering Technician 3	11
Engineering Technician 4	12
Engineering Technician 5	13
Engineering Technician 6	14
Engineering Tech. – Trans	10
Engineering Tech. – Trans Journey	12
Engineering Tech. – Trans Senior	13
Engineering Tech. – Trans Advanced	14
Environmental Lab. Tech. - Entry	7
Environmental Lab. Tech. - Obj.	8
Environmental Lab. Tech. - Sr.	9
Equipment Fabricator - Entry	9
Equipment Fabricator - Jrny.	10
Equipment Fabricator - Sr.	12
Erosion Control Cons.	15
Exhibits Technician 1	9
Exhibits Technician 2	10
Exhibits Technician 3	11
Exhibits Technician	11**
Experimental Surgery Tech. - Entry	7
Experimental Surgery Tech. - Obj.	8
Experimental Surgery Tech.	8**
Experimental Surgery Tech. - Sr.	9
Fingerprint Technician 1	9
Fingerprint Technician 2	11

Fingerprint Technician 3	12
Fingerprint Technician 4	13
Fisheries Technician	10
Fisheries Technician-Adv.	12
Forensic Program Tech.	9**
Forensic Program Tech. – Sr.	10**
Forestry Technician	10
Forestry Technician-Adv.	12
Forms Technician	12
Glass & Media Prep. Tech. - Entry	5
Glass & Media Prep. Tech. - Obj.	6
Glass Technician	13
Grain Inspector	10
Grain Inspector – Leadworker	11
Grain Sampling Tech.	8
Grain Weighing Tech.	9
Graphic Designer - Entry	9
Graphic Designer	10
Graphic Designer - Sr.	11
Graphic Reproduction Coordinator	11
Graphic Reproduction Tech. - Entry	8
Graphic Reproduction Tech.	9
Graphic Reproduction Tech. - Sr.	10
Health Information Technician 1	10
Health Information Technician 2	12
Hemodialysis Technician	13
Herd Improvement Tech.	9
Histology Technician – Entry	10
Histology Technician – Obj.	11
Histology Technician	11**
Histology Technician – Sr.	12
Horticultural Technician	12
Instrument Maker – Entry	13
Instrument Maker – Journey	15
Instrument Maker – Adv.	16
Instrument Shop Coordinator	16
IS Comprehensive Support Technician – Entry	11
IS Comprehensive Support Technician – Int.	13
IS Comprehensive Support Technician – Senior	14
IS Network Support Technician – Entry	11
IS Network Support Technician –Int.	13
IS Network Support Technician – Sr.	14
IS Operations Support Technician – Entry	11
IS Operations Support Technician –Int.	13
IS Operations Support Technician – Sr.	14

IS Resources Support Technician – Entry	11
IS Resources Support Technician –Int.	13
IS Resources Support Technician – Sr.	14
Laboratory Animal Technician 1	6
Laboratory Animal Technician 1	7**
Laboratory Animal Technician 2	7
Laboratory Animal Technician 2	8**
Laboratory Animal Technician 3	9
Laboratory Animal Technician 3	10**
Laboratory Preparation Tech. - Obj.	8
Laboratory Preparation Tech. - Sr.	9
Laboratory Sample Cntrl & Rcvg Tch – Obj.	8
Laboratory Sample Cntrl & Rcvg Tch – Obj.	9**
Laboratory Sample Cntrl & Rcvg Tch – Sr.	9
Laboratory Sample Cntrl & Rcvg Tch – Sr.	10**
Licensed Practical Nurse 1	11
Licensed Practical Nurse 2	12
Licensed Practical Nurse	13**
Liquid Helium/Nitrogen Tech.	9
Material Reprocessing Asst. - Entry	6
Material Reprocessing Asst. - Obj.	7
Material Reprocessing Asst. - Leadworker	8
Mechanician - Entry	12
Mechanician - Journey	13
Media Technician 1	11
Media Technician 2	12
Media Technician 3	13
Media Technician 4	14
Medical Assistant 1	8
Medical Assistant 1	9**
Medical Assistant 2	9
Medical Assistant 2	10**
Medical Lab Technician – Entry	9
Medical Lab Technician – Entry	10**
Medical Lab Technician - Obj.	10
Medical Lab Technician - Obj.	11**
Microbiology Lab. Tech. - Entry	7
Microbiology Lab. Tech. - Obj.	8
Microbiology Lab. Tech. - Sr.	9
Microfilm Technician 1	7
Microfilm Technician 2	8
Microfilm Technician 3	9
Microfilm Technician	8**
Microfilm Technician – Sr.	9**
Mortician	11
Mortician	12**

Natural Resource Equip. Opr.	12
Natural Resource Research Technician	12
Necropsy Technician	9
Network Cable Technician	14
Nursing Assistant 1	9
Nursing Assistant 2	10
Nursing Assistant 3	11
Occupational Therapy Asst. - Entry	10
Occupational Therapy Asst. – Entry	11**
Occupational Therapy Asst. - Obj.	12
Occupational Therapy Asst. - Obj.	13**
Ocular Photography Technician	8
Ocular Photography Technician	9**
Ophthalmic Assistant – Entry	8
Ophthalmic Assistant – Objective	9
Orthopedic Appliance Tech. - Entry	8
Orthopedic Appliance Tech. - Obj.	10
Orthopedic Appliance Tech. - Sr.	12
Orthopedic Appliance Tech. - Lead	14
Pharmacy Technician - Entry	7
Pharmacy Technician - Entry	9**
Pharmacy Technician - Obj.	8
Pharmacy Technician - Obj.	10**
Phlebotomist - Entry	9
Phlebotomist - Obj.	10
Phlebotomist	11**
Photo. Lab. Technician - Entry	8
Photo. Lab. Technician	9
Photo. Lab. Technician - Sr.	10
Photographer - Entry	9
Photographer	10
Photographer - Sr.	11
Physical Therapy Asst. - Entry	10
Physical Therapy Asst. - Entry	11**
Physical Therapy Asst. - Obj.	12
Physical Therapy Asst. - Obj.	13**
Plumbing Consultant 1	15
Plumbing Consultant 2	16
Plumbing Consultant	17***
Plumbing Plan Reviewer 1	15
Plumbing Plan Reviewer 2	16
Plumbing Plan Reviewer	17***
PSL Ultra High Vacuum Spec.	14
Printing Assistant	11
Private Sewage Plan Reviewer 1	15

Private Sewage Plan Reviewer 2	16
Private Sewage Plan Reviewer	17***
Property Assessment Tech. 1	8
Property Assessment Tech. 2	10
Property Assessment Tech. 3	11
Radiobiology Technician	9
Recreation Assistant	9
Research Technician 1	8
Research Technician 2	10
Research Technician 3	12
Research Technician 4	13
Resident Care Tech. 1	9
Resident Care Tech. 2	10
Respiratory Therapist 1	12
Respiratory Therapist 1	13**
Respiratory Therapist 2	13
Respiratory Therapist 2	14**
Respiratory Therapist 3	14
Respiratory Therapist 3	15**
Respiratory Therapist 4	15
Respiratory Therapist 4	16**
Respiratory Therapist 5	16
Respiratory Therapist 5	17**
Schmeeckle Reserve Proj. Coord.	8
Soil Technician - Obj.	8
Soil Technician - Sr.	9
Soil Technician	9**
Teacher Assistant	9
Theater Maintenance Coord.	10
Therapy Assistant - Entry	9
Therapy Assistant - Obj.	11
Ultrasound Technician	16
Ultrasound Technician	18**
UW Extension Mail Technician	12
UW IS Customer Sales Technician	12
UW IS Customer Sales Technician – Lead	13
Veterinary Tech. 1	10
Veterinary Tech. 1	11**
Veterinary Tech. 2	11
Veterinary Tech. 2	12**
Veterinary Tech. 3	12
Veterinary Tech. 3	13**

Weatherization Technician 1	12
Weatherization Technician 2	13
Wildlife Technician	10
Wildlife Technician-Adv.	12
X-Ray Lithography Technician	9

* Effective the first day of the pay period following the effective date of the Agreement.

** Effective 3/9/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

*** Effective 6/15/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/5 ADMINISTRATIVE SUPPORT (AS)

Brailist 12

Clerical Assistant	7
Clerical Assistant 2	7
Coding Technician	11
Coding Technician	12**
Coding Technician – Senior	12
Coding Technician – Senior	13**
Coding Technician – Advanced	13
Coding Technician – Advanced	14**
Corrections Communication Operator	11**
Criminal History Records Specialist	8
Criminal History Records Specialist – Sr.	9
Criminal History Records Specialist – Adv.	10

Dean Assistant	11**
Document Production Asst.	8**
Document Production Asst. Lead	9**

Educational Loan Collector 1	10
Educational Loan Collector 2	11
Employment Security Asst. 1	8
Employment Security Asst. 1	9*
Employment Security Asst. 2	9
Employment Security Asst. 2	10*
Employment Security Asst. 3	10
Employment Security Asst. 3	11*
Employment Security Asst. 4	11
Employment Security Asst. 4	12*

Financial Clerk	8
Financial Specialist 1	9
Financial Specialist 2	10
Financial Specialist 3	11
Financial Specialist 4	12
Financial Specialist 5	13
Job Service Associate 1	11
Job Service Associate 2	12
Legal Assistant – Entry	11
Legal Assistant – Entry	12**
Legal Assistant – Obj.	12
Legal Assistant – Obj.	13**
Legal Secretary – Obj.	10
Legal Secretary – Obj.	11**
Legal Secretary – Adv.	11
Legal Secretary – Adv.	12**
Library Services Assistant	9
Library Services Assistant - Sr.	10
Library Services Assistant - Adv./Lead	11
Medical Program Assistant	9**
Medical Program Assistant – Associate	10**
Medical Program Assistant – Senior	11**
Medical Staff Assistant	12**
Medical Transcriptionist	8
Medical Transcriptionist – Senior	9
Military Funeral Honors Support Asst.	9
NR Customer Service Specialist Entry/Obj.	10
NR Customer Service Specialist Senior	11
NR Customer Service Specialist Lead	12
Offender Records Assistant 1	9
Offender Records Assistant 2	10
Offender Records Assistant 3	11
Offender Registrar	13
Payroll & Benefits Specialist 1	9
Payroll & Benefits Specialist 2	11
Payroll & Benefits Specialist 3	12
Payroll & Benefits Specialist 4	13
Payroll & Benefits Specialist 5	14
Program Assistant 1	8
Program Assistant 2	9
Program Assistant 3	10
Program Assistant 4	11

Revenue Customer Service Rep Entry	9
Revenue Customer Service Rep Dev.	10
Revenue Customer Service Rep Obj.	11
Revenue Customer Service Rep Adv.	12
Revenue Tax Assistant – Entry	7
Revenue Tax Assistant – Objective	8
Revenue Tax Representative – Entry	8
Revenue Tax Representative – Objective	9
Secretary 1	9
Secretary 2	10
Stenographic Reporter 1	12
Stenographic Reporter 2	14
Student Status Examiner 1	10
Student Status Examiner 2	11
Tax Representative 1	9
Tax Representative 2	10
Tax Representative 3	11
Technical Typist - Entry	7
Technical Typist - Obj.	8
Technical Typist	8**
Technical Typist - Sr.	9
Tourist Information Asst. 1	8
Tourist Information Asst. 2	9
Tourist Information Asst. 3	10
Tourist Information Asst. 3	11*
Transportation Customer Rep. 1	9
Transportation Customer Rep. 2	10
Transportation Customer Rep. 3	11
Transportation Customer Rep. 4	12
Transportation Customer Rep. 4 – Lead	12
Transportation Customer Rep. - Lead	14
Trust Funds Assistant 1	11
Trust Funds Assistant 2	12
Trust Funds Assistant 3	13
Typesetting Input Operator	10**
Typesetting Sys. Input Op. 1	8
Typesetting Sys. Input Op. 2	10
Typist	7
Typist - Lead	8
Unemployment Comp. Assoc. 1	11
Unemployment Comp. Assoc. 1	12*
Unemployment Comp. Assoc. 2	12
Unemployment Comp. Assoc. 2	13*
Unemployment Comp. Assoc. 3	14*

Word Processing Operator 1	7
Word Processing Operator 2	8
Word Processing Operator 3	9
Workers Comp. Assistant 1	9
Workers Comp. Assistant 2	10
Workers Comp. Assistant 3	12

* Effective the first day of the pay period following the effective date of the Agreement.

** Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/6 PROFESSIONAL SOCIAL SERVICES (PSS)

Classification	Pay Range
Apprenticeship Training Representative (A)	5
Apprenticeship Training Representative (B)	6
Apprenticeship Training Representative (C)	7
Chaplain	6
Chief Regional Psychologist	10
<u>Chief Regional Psychologist</u>	<u>11**</u>
Chief Regional Psychologist – Doct.	10
Client Rights Facilitator	6
Client Services Assistant - Entry	27
Client Services Assistant - Obj.	28
Client Services Specialist – Entry	4
Client Services Specialist - Obj.	5
Client Services Specialist - Sr.	7
Community Integration Specialist	7
Community Treatment Specialist	6
Corrections Program Specialist - Obj.	7
Court Liaison 1	6
Court Liaison 2	7
Crisis Intervention Worker	7
Deaf & Hard of Hearing Specialist – Entry	4
Deaf & Hard of Hearing Specialist - Obj.	5
Deaf & Hard of Hearing Specialist - Sr.	7
Disability Claims Reviewer	8
Disability Claims Specialist	9
Disability Determination Specialist – Entry	6
Disability Determination Specialist - Obj.	7

Economic Support QA Specialist	6
Economic Support QA Specialist-Adv.	8
Economic Support Specialist 1	6
Economic Support Specialist 2	7
Employment & Training Analyst	7
Employment & Training Analyst <u>Adv.</u>	8
Employment & Training Counselor (A)	4
Employment & Training Counselor (B)	5
Employment & Training Counselor (C)	6
Employment & Training Specialist (A)	4
Employment & Training Specialist (B)	5
Employment & Training Specialist – Lead	6
Equal Rights Officer - Entry	3
Equal Rights Officer - Jrny.	5
Equal Rights Officer - Sr.	7
Experiential Rec. Spec. – Entry	3
Experiential Rec. Spec – Obj.	4
<u>Experiential Rec. Spec. (A)</u>	<u>4****</u>
<u>Experiential Rec. Spec. (B)</u>	<u>5****</u>
Health Services Specialist 1	7
Health Services Specialist 2	8
Juvenile Review & Release Specialist	8
Juvenile Services Specialist	7
Labor Market Analyst (A)	4
Labor Market Analyst (B)	5
Labor Market Analyst (C)	6
Licensing/Certification Specialist	7
Medical Records Librarian	4
Medigap Insurance Specialist – Entry	4
Medigap Insurance Specialist - Obj.	5
<u>Medigap Insurance Specialist (A)</u>	<u>4*</u>
<u>Medigap Insurance Specialist (B)</u>	<u>5*</u>
Medigap Insurance Specialist - Lead	6
<u>Medigap Insurance Specialist – Lead</u>	<u>7****</u>
Offender Classification Specialist (A)	6
Offender Classification Specialist (B)	7
Ombudsman Services Spec. – Entry	5
Ombudsman Services Spec. – Obj.	6
<u>Ombudsman Services Spec. (A)</u>	<u>5****</u>
<u>Ombudsman Services Spec. (B)</u>	<u>7****</u>

Parole Commission Member	10
Probation and Parole Agent (A)	4
Probation and Parole Agent (B)	5
<u>Probation and Parole Agent (A)</u>	<u>5****</u>
<u>Probation and Parole Agent (B)</u>	<u>6****</u>
Probation and Parole Agent (C)	7
<u>Psychological Associate (A)</u>	<u>8*</u>
<u>Psychological Associate (B)</u>	<u>9*</u>
Psychological Services Associate – Entry	4
Psychological Services Associate – Obj.	6
Psychological Services Assistant (A)	5**
<u>Psychological Services Assistant (B)</u>	<u>6**</u>
<u>Psychologist – Licensed</u>	<u>9*</u>
<u>Psychologist – Licensed</u>	<u>10**</u>
Psychologist	8
Psychologist – Doct.	8
Psychologist – Sr.	9
Psychologist – Sr. Doct.	9
Recreation Leader – Entry	3
Recreation Leader – Obj.	4
<u>Recreation Leader (A)</u>	<u>4****</u>
<u>Recreation Leader (B)</u>	<u>5****</u>
Regional Housing Specialist	6
Rehabilitation Spec. for the Blind – Entry	4
Rehabilitation Spec. for the Blind – Int.	5
Rehabilitation Spec. for the Blind – Senior	7
Rehabilitation Case Mgr. - Obj.	5
Rehabilitation Case Mgr. - Sr.	6
<u>Rehabilitation Case Mgr. (A)</u>	<u>5**</u>
<u>Rehabilitation Case Mgr. (B)</u>	<u>6**</u>
School Psychologist	8
School Psychologist – Doct.	8
School Psychologist – Sr.	9
School Psychologist – Sr. Doct.	9
Social Services Spec. 1	6
Social Services Spec. 2	7
Social Worker – In Training	4
Social Worker	5
Social Worker – Sr.	7
Social Worker – Adv.	7
<u>Social Worker – Clinical</u>	<u>9**</u>
Social Worker-Corrections (A)	4
Social Worker-Corrections (B)	5
Social Worker-Corrections (C)	7
Substance Abuse Counselor - Entry	2
Substance Abuse Counselor - Obj.	4

Treatment Specialist 1	6
Treatment Specialist 2	7
Tribal Services Coordinator	8
Unempl. Benefit Analyst 1	6
Unempl. Benefit Analyst 2	7
Unempl. Benefit Analyst 3	8
Unempl. Benefit Analyst 4	9
Unempl. Benefit Specialist 1	4
<u>Unempl. Benefit Specialist 1</u>	<u>5****</u>
Unempl. Benefit Specialist 2	5
<u>Unempl. Benefit Specialist 2</u>	<u>6****</u>
Unempl. Benefit Specialist 3	6
<u>Unempl. Benefit Specialist 3</u>	<u>7****</u>
Unempl. Benefit Specialist 4	7
<u>Unempl. Benefit Specialist 4</u>	<u>8****</u>
Unempl. Benefit Specialist 5	8
<u>Unempl. Benefit Specialist 5</u>	<u>9****</u>
Unempl. Insurance Collection Spec. – Entry	4
Unempl. Insurance Collection Spec. – Inter.	5
Unempl. Insurance Collection Spec. – Sr.	6
Unempl. Insurance Collection Spec. – Adv.	7
Unempl. Tax & Acctg. Spec. - Adv.	7
Unempl. Tax & Acctg. Spec. - Entry	4
Unempl. Tax & Acctg. Spec. - Inter.	5
Unempl. Tax & Acctg. Spec. - Sr.	6
Veterans Asst. Prog. Spec.	6
Veterans Benefit Specialist 1	3
Veterans Benefit Specialist 2	4
Veterans Benefit Specialist 3	5
<u>Veterans Claims Officer 1</u>	<u>5**</u>
<u>Veterans Claims Officer 2</u>	<u>6**</u>
Veterans Employment & Tng. Spec.	4
Victim Services Specialist 1	5
Victim Services Specialist 2	7
Vocational Rehabilitation Cnslr – In Training	6
Vocational Rehabilitation Cnslr (A)	7
Vocational Rehabilitation Cnslr (B)	8
Vocational Rehab. Spec. 1	6
Vocational Rehab. Spec. 2	7
Vocational Rehab. Spec. 3	8
Volunteer Coordinator	4

Worker's Compensation Rehab. Spec.	6
Worker's Comp. Specialist 1	4
Worker's Comp. Specialist 2	5
Worker's Comp. Specialist 3	6

* Effective the first day of the pay period following the effective date of the contract.

** Effective 6/27/04.

*** Effective 12/26/04.

**** Effective 4/03/05.

2/1/7 Law Enforcement (LE)

Chemical Test Coordinator 1	12
Chemical Test Coordinator 2	13
Police Communications Operator	12
Police Communications Operator	42*
Police Detective	41
Police Officer	40
State Patrol Inspector	40
State Patrol Trooper	40
Transportation Cust. Rep. 1 – Field	9
Transportation Cust. Rep. 2 – Field	10
Transportation Cust. Rep. 3 – Field	11
Transportation Cust. Rep. 4 – Field	12
Transportation Cust. Rep. 4 – Field – Exam.	12
Transportation Cust. Rep. 4 – Field – Exam.	13*
Transportation Cust. Rep. – Field – Lead	14

* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

2/1/8 Employees excluded from these collective bargaining units are all office professional, (except Professional Social Services unit employees), sessional, confidential, limited term, project, management, supervisory and building trades-craft employees. All employees are in the classified service of the State of Wisconsin as listed in the certifications by the Wisconsin Employment Relations Commission as set forth in this Section.

2/1/9 The parties will review all deletions of existing classifications from the bargaining unit as well as all new classifications relating to the bargaining unit and, if unable to reach agreement as to their inclusion or exclusion from the bargaining unit, shall submit such classifications to the Wisconsin Employment Relations Commission for final resolution.

2/1/10 The WSEU will be provided by OSER, upon written request, available statistical data in OSER's possession on LTE utilization.

SECTION 2: Dues Deduction

2/2/1 Upon receipt of a voluntary written individual order from any of its employees covered by this Agreement on forms presently being provided by the Union, the Employer will deduct from the pay due such employee those dues required as the employee's membership in the Union. A list of all employees from whose pay dues have been deducted shall be sent to the appropriate local with that local's dues deduction check. At the same time, a copy of said list of employees shall also be sent to Council 24.

2/2/2 Such orders shall be effective only as to membership dues becoming due after the date of delivery of such authorization to the payroll office of the employing unit. New individual orders will be submitted on or before the 25th day of any month for deduction the following pay period. Such deductions shall be made from the employee's pay for the first pay period of each month, except that where the payroll of the department is processed by the centralized payroll of the Department of Administration, such deductions shall be evenly divided between the A and B pay periods. Deductions shall be made only when the employee has sufficient earnings to cover same after deductions for social security, federal taxes, state taxes, retirement, health insurance, income continuation insurance, and life insurance. Deductions shall be in such amount as shall be certified to the Employer in writing by the authorized representative of the local Union.

2/2/2A Dues shall be deducted each pay period (biweekly) if the local Union has notified the Office of State Employment Relations, or the University of Madison payroll, of its intent to change from the current deduction method to a biweekly deduction and has provided the amount of the biweekly deduction.

2/2/3 Employees represented by the WSEU who have a WSEU membership card on file who move to another position which may be legally represented by the WSEU will have their WSEU dues deduction continued. When an employee represented by the WSEU who has a WSEU membership card on file moves to a position which may not legally be represented by the WSEU, the dues deducted on behalf of the WSEU shall cease. Subsequent to the employee movement, dues deductions will be paid to the local Union having jurisdiction over the geographic assignment of the employee. New authorization cards must be submitted as indicated above by employees returning after a leave of absence without pay in excess of twelve (12) months. The Employer will remit all such deductions to the appropriate local Union within ten (10) days after the payday covering the pay period of deduction.

2/2/4 Such orders may be terminated in accordance with the terms of the order the employee has on file with the Employer. However, under no circumstances shall an employee be subject to the deduction of membership dues without the opportunity to terminate his/her order at the end of any year of its life or earlier by the employee giving at least thirty (30) but not more than one hundred twenty (120) days written notice to the Employer and local Union.

2/2/5 In those units that have a fair share or maintenance of membership agreement, the Employer agrees to deduct the amount of dues or proportionate share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required of all members, as certified by the Union from the earnings of the employees in the units. The amount so deducted shall be paid to the Union.

2/2/6 The Employer will not deduct from the pay of any employees in any bargaining unit covered by this Agreement dues or other financial contributions for any other labor organization.

2/2/7 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability which may arise out of any action taken or not taken by the Employer for the purpose of complying with the provisions of this Section.

SECTION 3: Bulletin Boards

2/3/1 The Employer shall provide bulletin boards at locations mutually agreed upon for use by the local Unions to enable employees of the bargaining unit to see notices posted thereon. Such mutual agreement shall be arrived at locally. The normal size of new bulletin boards will be eight (8) square feet. The Employer will maintain bulletin boards provided under prior negotiated collective bargaining agreements and they need not conform to the normal size. In the event any new bulletin boards are mutually agreed upon, the Employer shall pay fifty percent (50%) and the Union shall pay fifty percent (50%) of the cost of such new boards. All notices shall be posted by the President of the local Union or his/her designee and shall relate to the matters listed below:

- A. Union recreational and/or social affairs;
- B. Union appointments;
- C. Union elections;
- D. Results of Union elections;
- E. Union meetings;
- F. Rulings or policies of the International Union or other Labor Organizations with which the Union is affiliated;
- G. Reports of Union standing committees;
- H. Any other material authorized by the Employer or his/her designee and the President of the local Union or his/her designee; and,
- I. Official Union publications.

2/3/2 (AS) In those buildings where no boards exist for the WSEU and/or the Administrative Support unit local, a bulletin board shall be made available if there are at least ten (10) employees of the unit. The location and size of the board shall be determined by mutual local agreement. In those locations employing less than ten (10) administrative support unit employees, space for two (2) 8 1/2 x 11 sheets shall be made available on existing management bulletin boards, with the mutual agreement by the parties at the worksite.

2/3/3 No political campaign literature or material detrimental to the Employer or the Union shall be posted. The bulletin boards shall be maintained by the President of the local Union or his/her designee. Any material determined by the Employer to not be in compliance with the provisions of this section shall be brought to the attention of the local Union/Chapter President or his/her designee and said material shall be discussed prior to its removal from the board.

2/3/4 (BC, SPS, T, PSS, LE) The location, size, type and number of bulletin boards shall not be subject to the grievance procedure in Article IV. In determining the location and number of new bulletin boards at assigned work sites, consideration shall be given to diverse factors including but not limited to: normal traffic patterns, the number of employees at such work locations, the type of work performed, the general location of employee gathering places, such as break rooms and lounges, and access of the public to such locations. The location, size, type and number of new bulletin boards shall be subject to the grievance procedure in Article IV. For the purposes of this paragraph only "assigned work sites" shall mean the facility or location to which the employee is normally assigned by the Employer and from which he/she performs his/her assigned duties.

SECTION 4: Personnel Transactions

2/4/1 In the next directory published for the University of Wisconsin--Madison, a listing of all University employees covered by this Agreement who work at the University of Wisconsin--Madison will be included. The listing will include:

- A. The name;
- B. Building location;
- C. Work Phone;
- D. Home address;
- E. Home phone;
- F. Employees classification.

The listing of the home address and home telephone is at the employee's option.

2/4/2 The Employer will furnish the Treasurers of the local unions a list of dues check off information, seniority information and personnel transactions affecting employees in the units covered by this Agreement. This information will be included with the dues checks received from the payroll department on a biweekly basis including "C" payroll periods and will include the following information:

- A. bargaining unit;
- B. employee name;
- C. social security number;
- D. classification (old, new);
- E. work telephone number;
- F. home and work addresses;
- G. seniority date and tie-breaker information;

- H. ethnic group;
- I. sex;
- J. amount of dues deducted;
- K. effective date of the dues deduction;
- L. personnel transaction and effective date;
- M. "add" if new employee;
- N. "C" to indicate a change in employee information.

2/4/3 The Employer agrees to provide Council 24 with thirty (30) days notice of any positions which will be reallocated out of the bargaining unit as a result of personnel surveys by the Office of State Employment Relations.

2/4/4 Notwithstanding the provisions of §19.31-19.36 and 230.13 Wis. Stats. and any applicable Federal laws, the Employer will not release any information relating to the names, addresses, classifications, social security numbers, home addresses or home telephone numbers of employees covered by this Agreement to labor unions, labor organizations, local unions or the press except for Council 24 and the local union treasurer for the purpose of local membership list, unless required to do so by the Wisconsin Employment Relations Commission or a court of law. The Employer will notify the Union of any lists provided under this Section. This section does not preclude the Employer from providing such information about an individual employee when requested by financial institutions or other businesses and the employee consents.

SECTION 5: Union Activity

2/5/1 Bargaining unit employees, including Union officers and representatives shall not conduct any Union activity or Union business on State time except as specifically authorized by the provisions of this Agreement.

SECTION 6: Union Conventions, Educational Classes and Bargaining Unit Conferences

2/6/1 Conventions

Duly elected Union delegates or alternates to the annual conventions of the Wisconsin State Employees Union, Council 24, the Wisconsin State AFL-CIO Convention and the Wisconsin PEOPLE convention shall be granted time off, without pay, not to exceed a total of thirteen (13) workdays annually to attend said conventions.

2/6/2 Duly elected Union delegates or alternates to the biennial convention of the AFSCME, AFL-CIO, shall be granted time off without pay, not to exceed a total of ten (10) workdays, to attend said convention.

2/6/3 This time off may be charged to vacation credits, holiday credits, compensatory time or to administrative leave without pay as the individual employee may designate.

2/6/4 The employee shall give his/her immediate supervisor at least ten (10) calendar days advance notice in writing on attendance at such functions whenever possible. However, when an emergency arises and a delegate is unable to attend, the alternate shall give his/her supervisor at least five (5) calendar days advance notice in writing of attendance at such function, whenever possible.

2/6/5 Educational Classes

Employees who are elected or selected by the Union to attend educational classes conducted by or for the Union shall be granted time off without pay for the purpose of participating in such classes. The number of employees for all six bargaining units shall not exceed the following:

2/6/6 (BC, LE, SPS, T)

- A. Wisconsin Veterans Home local -- 5
- B. Northern Center for the Developmentally Disabled -- 5
- C. Central Center for the Developmentally Disabled -- 5
- D. Southern Center for the Developmentally Disabled -- 5
- E. Mendota Mental Health Institute local -- 5
- F. Winnebago Mental Health Institute local -- 5
- G. University of Wisconsin - Milwaukee local -- 5
- H. University of Wisconsin - Madison local -- 21 total (not to exceed 15 BC, 10 T, 1 SPS, 1 LE)
- I. Each Correctional Institution local -- 4
- J. DNR Local 1218 -- 3 (per chapter)
- K. Statewide locals (excluding Local 55) -- 7 (each)
- L. All other locals -- 2 (each)
- M. Wisconsin State Patrol Union Local 55 -- 19 total (2 employees per State Patrol District plus the 5 table officers of Local 55, or designee in lieu of table officers. It is recognized that the 5 table officers, or designee in lieu of table officers, could result in the restriction of 2 per State Patrol District to be exceeded.

2/6/7 (AS)

Administrative Support Represented by Local	Unit Employees to Attend Educational Classes
100 or less	2
101 through 300	3
301 through 500	4
501 through 700	5
701 through 900	6
901 and over	7

2/6/7A (PSS)

Statewide locals -- 18 each

2/6/8 (BC, SPS, T, LE) The number of workdays off for such purposes shall not exceed ten (10) for each employee in any one calendar year. This time off may be charged to vacation credits, holiday credits, compensatory time credits or to leave without pay as the employee may designate. The employee shall give his/her immediate supervisor at least ten (10) calendar days advance notice of the employee's intention to attend such functions.

2/6/9 (AS) The number of workdays off for such purposes shall not exceed ten (10) for any one employee in any one calendar year except at the University of Wisconsin-Madison local where the number of bargaining unit employees who may attend shall not exceed ten (10) and the number of workdays off shall not exceed seven (7) for any one employee in any one calendar year. This time off may be charged to vacation credits, holiday credits, compensatory time or to leave without pay as the employee may designate. The employee shall give his/her immediate supervisor at least ten (10) calendar days advance notice in writing of his/her intention to attend such functions.

2/6/9A (PSS) The number of workdays off for such purposes shall not exceed ten (10) for any one employee in any one calendar year. This time off may be charged to vacation credits, holiday credits, compensatory time or to leave without pay as the employee may designate. Where the nature of the educational class is for professional development, such time may be charged to time off without loss of pay under Article 11/13/2, as the employee may designate. The employee shall give his/her immediate supervisor at least ten (10) calendar days advance notice of the employee's intention to attend such functions.

2/6/10 Bargaining Unit Conferences

Attendance at bargaining unit conferences covered by this Section shall be limited to the regularly scheduled bargaining unit conferences held in June and September of each year of the contract and up to six (6) special bargaining unit conferences for the duration of the Agreement. This time off may be charged to vacation credits, holiday credits, compensatory time credits or to leave without pay as the employee may designate. The employee shall give his/her immediate supervisor at least ten (10) calendar days advance written notice of the employee's intention to attend such function.

2/6/11 Schedule Changes

Where an employee wishes to attend a Union educational class, Union convention, or bargaining unit conference as listed above requiring a change in schedule with another employee capable of performing the work, the immediate supervisor will make a reasonable effort to approve the change of schedule between the two (2) employees providing such a change does not result in overtime.

2/6/12 Where notice from the employee is required in 2/6/4, 2/6/8, 2/6/9, 2/6/9A, and 2/6/10 above, Council 24 shall also provide insofar as possible, at least seven (7) calendar days in advance of the function, written notice containing the names,

department and local union designation of the employees designated to attend such functions. This written notice is to be sent to the Office of State Employment Relations, Bureau of Labor Relations.

SECTION 7: Printing of Agreement

2/7/1 The Employer and the Union shall agree on the printer and the cost of printing this agreement. The Employer shall allow the Union an opportunity to proof this Agreement prior to the printing and distribution. Any material put into the Agreement that is not initialed and proofed by the Employer and the Union will be considered invalid and not a part of this Agreement. Prior to the printing of this agreement, the Employer and the Union shall agree on the number of Agreements to be printed. Each party will pay for the number of agreements they ordered. The printer shall provide a separate bill for the Union and the Employer.

2/7/2 It shall not be the responsibility of the Employer to provide the employees covered by this Agreement with a copy of the Agreement.

SECTION 8: Attendance at Local Union Meetings, Monthly Steward Meetings, or Monthly Local Union Executive Board Meetings

2/8/1 Local Union officers and stewards shall be granted time off without pay to attend local Union meetings, monthly steward meetings, and monthly local union executive board meetings, upon ten (10) calendar days advance notice to his/her immediate supervisor. When the officer, steward, and local executive board member is granted time off without pay to attend the local union meeting, steward meeting, and monthly local union executive board meeting, the employee will be allowed to work up to four (4) hours to make up for such lost time for each local union meeting and monthly local union executive board meeting, and eight (8) hours for a monthly steward meeting. Makeup time for all employees shall be at the regular rate of pay and scheduled by the Employer. Makeup time shall normally occur during the same week that the meeting occurred but may occur in the following week or pay period if it does not generate overtime under the Agreement or the Fair Labor Standards Act requirements.

2/8/2 Schedule Changes

Where an employee wishes to attend a Union activity under Section 8, the employee may, with prior supervisor approval, cover the absence with a voluntary schedule change or by exchanging shifts with another employee, providing such change is mutually agreed upon between the two (2) employees and does not result in overtime.

SECTION 9: Telephone, Email And Fax Use

2/9/1 Existing telephone facilities may be used by local Union officers and stewards for Union business. The location, number and procedure for using telephones shall be mutually agreed to at the first local labor- management meeting.

Such use shall not obligate the Employer for the payment of long distance or toll charges. Management will endeavor to respect the confidentiality of phone conversations concerning Union business conducted in accordance with the provisions of this Agreement or a local agreement.

2/9/2 Where currently no existing practices or local agreements are in place, union use of existing Employer facsimile machines shall be limited to communication between union and management.

2/9/3 (BC, T, PSS, SPS, LE) Local Union officers and stewards may use their existing state assigned Email for conducting Union business only as authorized under the Agreement. Such use shall be in compliance with 2/5/1. No political campaign literature or material detrimental to the Employer or the Union shall be distributed. This provision does not obligate the Employer to expand Email access nor limit agencies from developing or modifying their own policies and procedures for Email use. This provision shall expire with the expiration of the 2001-2003 Agreement.

SECTION 10: Mail Service

2/10/1 (LE [Local Unions 55 and 1195] SPS) Local Unions shall be allowed to use the existing inter-departmental and/or intra-departmental mail system(s) of the State of Wisconsin for a maximum of four membership mailings per month, not to exceed thirty six (36) mailings per year, to members of their respective locals. Local Unions shall be allowed to use intra-institutional mail service (if available). Such mailings must be of a reasonable size and volume and prepared by the local Union in accordance with prescribed mail policy. The Employer shall be held harmless for the delivery and security of such mailings. The content of such mailings shall relate to the matters listed below:

- A. Union recreational and/or social affairs;
- B. Union appointments;
- C. Union elections;
- D. Results of Union elections;
- E. Union meetings
- F. Rulings or policies of the International Union or other Labor Organization with which the Union is affiliated;
- G. Reports of Union Standing Committees.

2/10/1A (AS, BC, T, PSS) Local unions shall be allowed to use the existing inter-departmental and/or intra-departmental mail system(s) of the State of Wisconsin for a maximum of twenty-four (24) membership mailings per year, not to exceed four (4) per month, to members of their respective locals. Local Unions shall be allowed to use intra-departmental mail service (if available). Such mailings must be of a reasonable size and volume, and prepared by the local Union in accordance with prescribed mail policy. The Employer shall be held harmless for the delivery and security of such mailings. The content of such mailings shall relate to the matters listed below:

- A. Union recreational and/or social affairs;
- B. Union appointments;
- C. Union elections;
- D. Results of Union elections;
- E. Union meetings;
- F. Rulings or policies of the International Union or other Labor Organization with which the Union is affiliated;
- G. Reports of Union Standing Committees.

2/10/2 No political campaign literature or material detrimental to the Employer or the Union shall be distributed.

2/10/3 Local Union use of the mail systems involved shall not include any U.S. mails or other commercial delivery services used by the state as part of or separate from such mail system(s). The Union's use of the mail service shall be the responsibility of the president or a designee of the local Union.

SECTION 11: Visitations

2/11/1 The Employer agrees that non-employee officers and representatives of the WSEU or of the International Union shall be admitted to the premises of the Employer during working hours upon advance notice, twenty four (24) hours if possible, to the appropriate Employer representative. Such visitations shall be for the purpose of ascertaining whether or not this Agreement is being observed by the parties and for the adjustment of grievances. The Union agrees that such activities shall not interfere with the normal work duties of employees. The Employer reserves the right to designate a private meeting place whenever possible or to provide a representative to accompany the Union officer where operational requirements do not permit unlimited access.

SECTION 12: Executive Board of Council 24

2/12/1 Council 24 will furnish to the Office of State Employment Relations, Bureau of Labor Relations, in writing, the names, departments, and local Union designation of elected members of the Executive Board within five (5) days after election to the Executive Board. Notification of any changes in the membership of the Executive Board shall be made in writing to the Office of State Employment Relations, Bureau of Labor Relations within five (5) days after such change. Duly elected members of the Executive Board of Council 24 of the Wisconsin State Employees Union [not to exceed a total of twenty (20) employees from all bargaining units] shall be granted time off without pay to attend the regular monthly meeting and no more than six (6) special meetings of the Executive Board each calendar year. Such members will give their immediate supervisors seven (7) days advance written notice of the intended absence.

SECTION 13: Loss of Benefits

2/13/1 Employees on leave of absence without pay shall continue to earn vacation, sick leave, and length of service credits for the first two hundred sixteen (216) hours of time spent per calendar year in authorized Union activities contained in Article II, Section 6 (Union Conventions, Educational Classes, and Bargaining Unit Conferences) and Section 8 (Attendance at Local Union Meetings or Monthly Steward Meetings).

2/13/2 Employees on leave of absence without pay shall continue to earn vacation, sick leave, and length of service credits for time spent in authorized union activities contained in Article II, Section 12 (Executive Board) and for contract negotiations meetings with the Employer [six (6) designated members of the Union's bargaining team from each of the bargaining units covered by this Agreement]. A total of up to six (6) employees from all six (6) bargaining units on leave of absence under 13/8/3 shall also be covered. Such coverage shall be limited to a cumulative period of time of up to one (1) year per person for the life of the contract.

2/13/3 It is expressly understood that the Union or the employee can contribute to the Wisconsin Retirement Fund an amount equal to the amount that both the employee and the Employer would have contributed to the Wisconsin Retirement Fund if the employee had not been on leave of absence without pay.

2/13/4 The Union shall be allowed to prepay the retirement contributions for employees (at differing rates for employees in general or protective occupations) who are on leaves of absence without pay for contract negotiations. The contribution for an employee shall be based on the compensation the employee would be deemed to have been paid (at their then current base rate of pay) for the time during which the employee would be on a leave of absence without pay for contract negotiations. If the Union chooses to prepay said retirement contributions, it shall be obligated to prepay both the employee's and the Employer's contribution. There shall be one prepayment for the entire period of contract negotiations.

2/13/5 If the Union prepayment is in excess of the amount required to maintain an employee's status in the Wisconsin Retirement System, said excess shall be returned to the Union after the close of contract negotiations. When prepayment is made, the Union shall provide the Employer with the names of the employees so covered, and the calculations used in establishing the amount to be prepaid. Said prepayment shall be made at least one (1) month prior to the time at which an employee goes on leave without pay status for contract negotiations.

2/13/6 All contributions shall be in accordance with ch. 40, Wis. Stats.

SECTION 14: Local Union Orientation

2/14/1 A representative of the local Union shall be granted up to thirty (30) for Union orientation during scheduled group orientations involving from two (2) to five (5) new, restored, or reinstated WSEU represented employees as well as employees reallocated from non-WSEU represented bargaining units. When six (6) or more WSEU represented employees are scheduled, up to sixty (60) minutes shall be scheduled. The Employer shall notify the local Union five (5) days prior to any group orientation.

2/14/2 In the absence of such group orientation meetings, or when the Employer has given less than ten (10) days notice of a group orientation to the Union, the Employer agrees to allow, as the Union may elect, either up to thirty (30) minutes for Union orientation of a new employee(s), (up to sixty [60] minutes when the Employer schedules such orientations for six (6) or more employees at the same meeting) or to distribute to new employees represented by the WSEU a packet of informational material furnished to the Employer by the local Union. The time for such non-group Union orientation meetings shall be scheduled by the Employer within thirty (30) days of the date of hire and shall be without loss of pay.

2/14/3 When requested, the Union will provide the Employer copies of all written information to be distributed by the Union at the orientation(s) in advance of the meeting(s). The Employer retains the right to review the materials and refuse to distribute any materials, and/or prohibit or terminate any Union orientation presentation, that contains political campaign information or material detrimental to the Employer. The Employer will inform the Union in advance of its intention to attend any Union orientation. The Employer will not prohibit or terminate any Union orientation until a discussion has been held with the Union representative giving the orientation. Attendance at Union orientation presentations shall be voluntary. Union orientation is an appropriate subject for local negotiations.

2/14/4 (AS, T, BC) Prevention of a hostile work environment shall be a component of all new employee training.

SECTION 15: Utilization of Technologies

2/15/1 Both the Employer and the Union agree that changing technologies in the work place significantly enhance communications not only internally, but also externally. Computers, fax machines, e-mail, Internet access, multimedia, and video conferencing, to name a few, have changed the dynamics of the work place.

Because of the continuing expansion and enhanced capabilities with these technologies, the Employer and the Union agree to establish a joint state-wide committee to discuss, and upon mutual agreement, implement policies pertaining to the Unions' ability, and responsibilities in, utilizing these new technologies.

ARTICLE III

MANAGEMENT RIGHTS

3/1/1 It is understood and agreed by the parties that management possesses the sole right to operate its agencies so as to carry out the statutory mandate and goals assigned to the agencies and that all management rights repose in management, however, such rights must be exercised consistently with the other provisions of this Agreement. Management rights include:

- A. To utilize personnel, methods, and means in the most appropriate and efficient manner possible as determined by management.
- B. To manage and direct the employees of the various agencies.
- C. To transfer, assign or retain employees in positions within the agency.
- D. To suspend, demote, discharge or take other appropriate disciplinary action against employees for just cause.
- E. To determine the size and composition of the work force and to lay off employees in the event of lack of work or funds or under conditions where management believes that continuation of such work would be inefficient or nonproductive.
- F. To determine the mission of the agency and the methods and means necessary to fulfill that mission including the contracting out for or the transfer, alteration, curtailment or discontinuance of any goals or services. However, the provisions of this Article shall not be used for the purpose of undermining the Union or discriminating against any of its members.

3/1/2 It is agreed by the parties that none of the management rights noted above or any other management rights shall be subjects of bargaining during the term of this Agreement. Additionally, it is recognized by the parties that the Employer is prohibited from bargaining on the policies, practices and procedures of the civil service merit system relating to:

- A. Original appointments and promotions specifically including recruitment, examinations, certification, appointments, and policies with respect to probationary periods.
- B. The job evaluation system specifically including position classification, position qualification standards, establishment and abolition of classifications, and allocation and reallocation of positions to classifications.

ARTICLE IV

GRIEVANCE PROCEDURE

SECTION 1: Definition

4/1/1 A grievance is defined as, and limited to, a written complaint involving an alleged violation of a specific provision of this Agreement.

4/1/2 Only one (1) subject matter shall be covered in any one (1) grievance. A grievance shall contain a clear and concise statement of the grievance by indicating the issue involved, the relief sought, the date the incident or violation took place, and the specific section or sections of the Agreement involved. The grievance shall be presented to the designated supervisor involved in quadruplicate (on mutually agreed upon forms furnished by the Employer to the Union and any prospective grievant) and signed and dated by the employee(s) and the Local Union representative. A grievant shall not represent him or herself. Only a designated grievance representative pursuant to Article IV, Section 6 of this agreement may represent a grievant.

4/1/3 If an employee brings any grievance to the Employer's attention without first having notified the Union, the Employer representative to whom such grievance is brought shall immediately notify the designated Local Union representative and no further discussion shall be had on the matter until the appropriate Local Union representative has been given notice and an opportunity to be present.

4/1/4 All grievances must be presented promptly and no later than thirty (30) calendar days from the date the grievant first became aware of, or should have become aware of with the exercise of reasonable diligence, the cause of such grievance.

4/1/5 The parties will make a good faith effort to handle filed grievances, discipline and investigations in a confidential manner. The Employer and the Union agree to not release any open or closed grievance or arbitration file(s) to another organization or person not representing the Union or the Employer unless both parties mutually consent or the release is required by the WERC or a court of law. A breach of confidentiality will not affect the merits of the grievance, discipline or investigation.

4/1/6 (AS) Representatives of the Union and Management shall be treated as equals and in a courteous and professional manner.

SECTION 2: Grievance Steps

4/2/1 Pre-Filing: When an employee(s) and his/her Local Union representative become aware of circumstances, other than disciplinary actions, that may result in the filing of a Step One grievance, it is the intent of the parties that, prior to filing a

grievance, the Local Union representative will contact the immediate supervisor of the employee to identify and discuss the matter in a mutual attempt to resolve it. The parties are encouraged to make this contact by telephone. The State's DAIN line facilities will be used whenever possible. Both parties will provide any and all documents available, if requested, at the pre-filing step. If the grievance is denied, the grievance response will include an explanation of the reason for denial.

4/2/2 If the designated agency representative determines that a contact with the immediate supervisor has not been made, the agency representative will notify the Local Union and may hold the grievance in abeyance for not more than fourteen (14) days, for an attempt at such contact to be made.

4/2/3 The Employer representative at any step of the grievance procedure is the person responsible for that step of the procedure. However, the Employer may find it necessary to have an additional Employer representative present. The Union shall also be allowed to have one additional Local Union representative present in non-pay status. Only one (1) person from each side shall be designated as the spokesperson. By mutual agreement, additional Employer and/or Union observers may be present.

4/2/4 All original grievances must be filed in writing at Step One or Two, as appropriate, promptly and not later than thirty (30) calendar days from the date the grievant first became aware of, or should have become aware of, with the exercise of reasonable diligence, the cause of such grievance.

4/2/5 Step One: Within twenty-one (21) calendar days of receipt of the written grievance or within twenty-one (21) calendar days of the date of the supervisor contact provided for in 4/2/1, whichever is later, the designated agency representative will schedule a hearing with the employee and Local Union representative and respond to the Step One grievance. By mutual agreement of the parties, the parties are encouraged to hold grievance hearings by telephone or video conferencing. The State's DAIN line facilities will be used whenever possible. If the grievance is denied, the grievance response will include an explanation of the reason for denial.

4/2/6 Step Two: If dissatisfied with the Employer's answer in Step One, to be considered further, the grievance must be appealed to the appointing authority or the designee (i.e., Division Administrator, Bureau Director, or personnel office) within fourteen (14) calendar days from receipt of the answer in Step One. Upon receipt of the grievance in Step Two, the department will provide copies of Step One and Step Two to the Bureau of Labor Relations of the Office of State Employment Relations as soon as possible. Within twenty-one (21) calendar days of receipt of the written grievance, the designated agency representative(s) will schedule a hearing with the employee(s) and his/her designated Local Union representative(s) and a representative of Council 24 (as Council 24 may elect) and respond to the Step Two grievance, unless the time limits are mutually waived. The Employer and the Union agree to hear Step Two grievances on a regular schedule, where possible, at the work site or mutually agreed upon locations. By mutual

agreement of the parties, the parties are encouraged to hold grievance hearings by telephone or video conferencing. The State's DAIN line facilities will be used whenever possible. If the grievance is denied, the grievance response will include an explanation of the reason for denial. If the Employer has not responded to the grievance within sixty (60) days of the filing at Step Two, the Union may, prior to Step Three, refer the grievance to Council 24 and the Office of State Employment Relations to expedite an answer to the grievance.

4/2/7 Step Three: Grievances which have not been settled under the foregoing procedure may be appealed to arbitration by either party within thirty (30) calendar days from the date of the agency's answer in Step Two, or from the date on which the agency's answer was due, whichever is earlier, except grievances involving discharge, which must be appealed within fifteen (15) calendar days from the agency's answer in Step Two, or from the date on which the agency's answer was due, whichever is earlier, or the grievance will be considered ineligible for appeal to arbitration. If an unresolved grievance is not appealed to arbitration, it shall be considered terminated on the basis of the Second Step answers without prejudice or precedent in the resolution of future grievances. The issue as stated in the Second Step shall constitute the sole and entire subject matter to be heard by the arbitrator, unless the parties agree to modify the scope of the hearing.

Time Limits

4/2/8 Grievances not appealed within the designated time limits in any step of the grievance procedure will be considered as having been adjudicated on the basis of the last preceding Employer answer. Grievances not answered by the Employer within the designated time limits in any step of the grievance procedure may be appealed to the next step within the designated time limits of the appropriate step of the procedure. The parties may, however, mutually agree in writing to extend the time limits in any step of the grievance procedure.

4/2/9 If the Employer representative with whom a grievance appeal must be filed is located in a city other than that in which the grievance was processed in the preceding step, the mailing of the grievance appeal form shall constitute a timely appeal if it is postmarked within the appeal period. Likewise, when an Employer answer must be forwarded to a city other than that in which the Employer representative works, the mailing of the answer shall constitute a timely response if it is postmarked within the answer period. The Employer will make a good faith effort to insure confidentiality.

4/2/10 Arbitrations for discharge cases will be heard within one (1) year from the date of appeal to arbitration.

SECTION 3: Arbitration Panel Procedures

4/3/1 Within seven (7) calendar days from the date of appeal to arbitration, the parties shall meet to select an arbitrator from the panel of arbitrators according to the selection procedures agreed upon.

4/3/2 Where two or more grievances are appealed to arbitration, an effort will be made by the parties to agree upon the grievances to be heard by any one (1) arbitrator. On the grievances where agreement is not reached, a separate arbitrator from the panel shall be appointed for each grievance. Where the grievance is denied by the arbitrator, the fees and expenses of the arbitrator and the costs of a court reporter, if one was requested by either party for the hearing, will be borne by the Union. Where the grievance is upheld by the arbitrator, the fees and expenses of the arbitrator and the costs of a court reporter, if one was requested by either party for the hearing, will be borne by the Employer. Where the grievance is upheld in part and denied in part by the arbitrator, the fees and expenses of the arbitrator and the costs of the court reporter, if one was requested by either party for the hearing, will be shared equally by the parties. Except as provided in Section 11 of this Article, each of the parties shall bear the cost of their own witnesses, including any lost wages that may be incurred. On grievances where the arbitrability of the subject matter is an issue, a separate arbitrator shall be appointed to determine the question of arbitrability unless the parties agree otherwise. Where the question of arbitrability is not an issue, the arbitrator shall only have authority to determine compliance with the provisions of this Agreement. The arbitrator shall not have jurisdiction or authority to add to, amend, modify, nullify, or ignore in any way the provisions of this Agreement and shall not make any award which in effect would grant the Union or the Employer any matters which were not obtained in the negotiation process.

4/3/3 Both parties agree that there will be a panel of twelve (12) arbitrators selected to hear arbitration cases that are covered under the Agreement between the parties.

The procedure for selecting this panel of twelve (12) arbitrators is as follows:

A. Both parties will make an attempt to mutually agree on a panel of twelve (12) arbitrators.

B. If mutual agreement cannot be reached on the total twelve (12) arbitrators then the remaining number of arbitrators needed to complete the panel will be selected equally between the two parties.

C. After one (1) year from the date the panel was selected, either party shall have the right to eliminate up to two (2) arbitrators from the panel.

D. In replacing the arbitrators that were eliminated from the panel the procedure in B above shall again be used, but, it is noted that any arbitrator eliminated in C above may not be placed back on the panel.

4/3/4 The procedure for selecting an arbitrator from the panel to hear a particular case is as follows:

A. Each arbitrator shall be assigned a number one (1) through twelve (12).

B. In selecting an arbitrator for a case the parties shall draw five (5) arbitrator numbers at random from the total twelve (12). Then the elimination process will be used to select one (1) arbitrator from the group of five (5).

C. If both parties mutually disagree with the arbitrator number that has been selected in B above, then the original process of selecting an arbitrator shown in B above will again be used.

D. If, after two attempts, the parties mutually disagree with the arbitrator number that has been selected, then both parties shall jointly request a panel of arbitrators from the Federal Mediation and Conciliation Service.

E. Both parties shall jointly send letters to the twelve (12) arbitrators selected and request these arbitrators to agree to participate on the panel and comply with specific requirements.

F. Both parties agree to some type of retainer fee for each of the selected arbitrators in addition to a set daily fee allowed each arbitrator for his/her services.

4/3/5 Both parties shall jointly contact court reporters from around the state and develop a listing of these reporters who will agree to return the transcript of a hearing within ten (10) days from the date of the hearing.

4/3/6 Both parties agree to submit exhibits to each other that will be entered into evidence at the arbitration at least three (3) work days prior to the date of arbitration. Exhibits postmarked at least three (3) work days prior to the arbitration will satisfy the requirement.

4/3/7 The names of the witnesses that will be called to testify shall be shared with the other party three (3) work days prior to the hearing.

4/3/8 Disputes which arise under 4/3/6 or 4/3/7 will be resolved by OSER and Council 24.

4/3/9 If briefs are to be filed, both parties shall file their briefs within fourteen (14) days from the date of their receipt of the transcript. This time limit may be extended if mutually agreed by the two parties.

4/3/10 The decision of the arbitrator will be final and binding on both parties of this Agreement. When the arbitrator declares a bench decision, this decision shall be rendered within fifteen (15) calendar days from the date of the arbitration hearing. On discharge and 230.36 hazardous duty cases, the decision of the

arbitrator shall be rendered within fifteen (15) calendar days from receipt of the briefs of the parties or the transcript in the event briefs are not filed. On all other cases, the decision of the arbitrator shall be rendered within thirty (30) calendar days from receipt of the briefs of the parties or the transcript in the event briefs are not filed.

SECTION 4: Retroactivity

4/4/1 Settlement of grievances may or may not be retroactive as the equities of particular cases may demand. In any case, where it is determined that the award should be applied retroactively, except for administrative errors relating to the payment of wages, the maximum period of retroactivity allowed shall be a date not earlier than thirty (30) calendar days prior to the initiation of the written grievance in Step One. Employees who voluntarily terminate their employment (not including those who retire) will have their grievances immediately withdrawn and will not benefit by any later settlement of a group grievance. When a discharged employee resigns for the purpose of withdrawing funds from the State's retirement system, his/her grievance of the discharge will not be considered as withdrawn.

SECTION 5: Exclusive Procedure

4/5/1 The grievance procedure set out above shall be exclusive and shall replace any other grievance procedure for adjustment of any disputes arising from the application and interpretation of this Agreement.

SECTION 6: Number of Representatives and Jurisdictions

4/6/1 (BC, SPS, T, LE) Council 24 shall designate a total of up to 750 grievance representatives who are members of the bargaining units for the bargaining units.

4/6/2 (AS) Council 24 shall designate a total of up to 500 grievance representatives who are members of the bargaining unit for the bargaining unit.

4/6/2A (PSS) Council 24 shall designate a total of up to 115 grievance representatives who are members of the bargaining unit for the bargaining unit.

4/6/3 The Union shall designate the jurisdictional area for each grievance representative and his/her alternate. Each jurisdictional area shall have a similar number of employees and shall be limited to a reasonable area to minimize the loss of work time and travel giving consideration for the geographic area, employing unit, work unit, shift schedule and the right and responsibility of the WSEU to represent the employee of the bargaining unit. Jurisdictional areas shall include other employing units and/or departments where the number of employees in such units or departments are too minimal to warrant designation of a grievance representative.

4/6/4 (BC, T, PSS, LE) Each local Union or each chapter of a statewide local Union (for PSS and Department of Transportation SPS only) may appoint one chief steward whom the designated grievance representative of the local or chapter may consult with by telephone pursuant to the provisions of Article II, Section 9 (Telephone Use) in the event the grievance representative needs advice in interpreting the Agreement or in handling a grievance.

4/6/4A (AS) Each local Union may appoint chief stewards, and shall furnish to the Employer, in writing, the name of the Chief Steward for each respective jurisdictional area. The grievance representative of the local may consult with his/her appropriate jurisdictional area Chief Steward by telephone pursuant to the provisions of Article II, Section 9 (Telephone Use) in the event the grievance representative needs advice in interpreting the Agreement or in handling a grievance.

4/6/5 In those instances where there is not a designated grievance representative from an employee's bargaining unit available in the same building, a designated grievance representative from another WSEU represented bargaining unit or local Union within the same building shall be allowed, pursuant to Paragraph 4/8/1, to cross bargaining unit or local Union lines so as to provide grievance representation. Such substitute grievance representative shall obtain approval from his/her supervisor prior to providing such substitute representation.

4/6/6 (BC, SPS, T, PSS, LE) The Union shall furnish to the Employer in writing the names of the grievance representatives, and their respective jurisdictional areas within thirty (30) calendar days after the effective date of this Agreement. Any changes thereto shall be forwarded to the Employer by the Union as soon as the changes are made.

4/6/7 (AS) The Union shall furnish to the Employer in writing the names of the grievance representatives, and their respective jurisdictional areas as soon as they are designated and determined but not later than 180 calendar days after the effective date of this Agreement. Any changes thereto shall be forwarded to the Employer by the Union as soon as the changes are made.

4/6/8 The Employer will supply the local Union with a list of supervisors to contact on grievance matters.

SECTION 7: Union Grievances

4/7/1 Union officers and stewards who are members of the bargaining unit shall have the right to file a grievance when any provision of this Agreement has been violated or when the Employer interpretation of the terms and provisions of this Agreement leads to a controversy with the Union over application of the terms or provisions of this Agreement.

SECTION 8: Processing Grievances

4/8/1 A. The grievant, including a Union official in a Union grievance, will be permitted a reasonable amount of time without loss of pay to process a grievance from pre-filing through Step Three (including consultation with designated representatives prior to filing a grievance) during his/her regularly scheduled hours of employment. The employee's supervisor will arrange a meeting to take place as soon as possible for the employee with his/her Union representative through the Union representative's supervisor.

4/8/1 B. For purposes of training, first time new local union stewards will be permitted a reasonable amount of time without loss of pay to accompany a senior steward during the investigation and processing of one grievance (from pre-filing through step 2), one investigatory interview and one pre-disciplinary (Loudermill) meeting. Prior approval from the new steward's supervisor is required to exercise these provisions. Management will base participation decisions on the proximity of the stewards, work schedules, and staffing levels. The Employer may grant additional steward training as identified in this provision. Current practices will continue.

4/8/2 Designated grievance representatives will also be permitted a reasonable amount of time without loss of pay to investigate and process grievances from pre-filing through Step Three (including consultations) in their jurisdictional areas during their regularly scheduled hours of employment. Only one designated grievance representative will be permitted to process any one grievance without loss of pay as above. Further, in a group grievance, only one grievant, appearing without loss of pay, shall be the spokesperson for the group. (Group grievances are defined as, and limited to, those grievances which cover more than one employee, and which involve like circumstances and facts for the grievants involved.) Group grievances must be so designated at the first step of the grievance procedure and set forth a list of all employees covered by the grievance.

4/8/3 The grievance meeting as provided in the Pre-Filing Step and Steps One and Two above shall be held during the grievant's regularly scheduled hours of employment unless mutually agreed otherwise. The Employer shall designate the time and location for pre-filing, first and second step grievance hearings. The grievant's attendance at said hearings, including reasonable travel time to and from the hearing, shall be in pay status. The parties will provide all documents and information available if requested, at the pre-filing step, step 1, step 2 or when appropriate.

4/8/4 The designated grievance representative shall be in pay status for said hearing and for reasonable travel time to and from said hearing, provided that the hearing occurs during his/her regularly scheduled hours of work. If the grievant and/or the designated representative has a personally assigned vehicle, he/she may use that vehicle, without charge, to attend such grievance meetings, except that in the State Patrol, a designated grievance representative may only use his/her vehicle to attend a grievance hearing if the hearing occurs during his/her regularly

scheduled hours of work. If there is a state fleet vehicle available, at the sole discretion of the Employer, the designated grievance representative may use the vehicle, without charge, to attend such grievance meetings. However, the decision of the Employer is not subject to the grievance procedure.

4/8/4 A. (BC, AS, SPS, T, LE) The Pre-Filing Step and Step One of the grievance procedure will be held on the grievant's and the grievant's representative's work time if the work time is on the same or overlapping shift. It is understood that the grievance time limits may have to be extended to accommodate this provision and that work schedules need not be changed.

4/8/4 B. In cases where a steward is not available on an employee's shift to represent an employee in a hearing, the Employer will arrange for a steward from another shift. In scheduling the hearings, the Employer shall give consideration to minimizing the time between the hearing and the steward's shift. By mutual agreement, the steward's schedule may be adjusted to allow the steward to be in pay status during the hearing.

4/8/5 The Employer is not responsible for any compensation of employees for time spent processing grievances outside their regularly scheduled hours of employment. The Employer is not responsible for any travel or subsistence expenses incurred by grievants or Union representatives in the processing of grievances.

4/8/6 (BC, AS) The Employer and the Union may mutually agree to the need for an interpreter in discipline hearings and the Pre-Filing Step and Steps One and Two of the grievance procedure. The interpreter shall be used to assist persons who are hearing impaired or who do not speak English to understand the proceedings. The person selected as the interpreter will be mutually agreed to, and the Union and the Employer shall share the costs equally.

4/8/7 The Employer will send one (1) copy of the answered grievance at Step One to the District Council 24 area representative.

4/8/8 Information Requests

Both parties have the responsibility to share information when available. When requested by Council 24, information, materials, or photo copies pertinent to representation in the grievance procedure will be provided at no cost to the Union, prior to the 2nd step of the grievance process.

Any requests where costs exceed \$50.00 (fifty dollars), if questioned by the agency, must be approved by the Director of Council 24, and OSER.

SECTION 9: Discipline

4/9/1 The parties recognize the authority of the Employer to suspend, demote, discharge or take other appropriate corrective disciplinary action against employees for just cause. An employee who alleges that such action was not based on just

cause may appeal a demotion, suspension or discharge taken by the Employer beginning with the Second Step of the grievance procedure. A grievance in response to a written reprimand shall begin at the step of the grievance procedure that is appropriate to the level of authority of the person signing the written reprimand, unless the parties mutually agree to waive to the next step. Any letter issued by the department to an employee will not be considered a written reprimand unless a work rule violation is alleged or it is specifically identified as a letter of reprimand.

4/9/2 A. An employee shall be entitled to the presence of a designated grievance representative at an investigatory interview (including informal counseling) if he/she requests one and if the employee has reasonable grounds to believe or has been informed that the interview may be used to support disciplinary action against him/her.

4/9/2 B. When an employee reasonably believes a meeting or informal counseling with his/her supervisor will result in disciplinary action, the employee has the right to consult with a union representative when the employee requests one. If a supervisor tells an employee that the interview or counseling will not result in discipline, there is no reasonable basis to believe the meeting will result in discipline, the employee must answer questions or may be subject to discipline for insubordination. If a supervisor denies an employee union representation and informs the employee that he/she will not be disciplined as a result of the meeting or counseling and then the supervisor does discipline the employee as a result of the meeting or counseling, the Office of State Employment Relations will not support the agency's disciplinary actions.

4/9/3 Unless Union representation is present during informal counseling or performance evaluation, disciplinary action cannot be taken at such counseling or performance evaluation meetings. The occurrence of an informal counseling or performance evaluation meeting shall not be used as the basis for or as evidence in any subsequent disciplinary action. Such a meeting can be used to establish that an employee had been made aware of the circumstances which resulted in performance evaluation or informal counseling.

4/9/4 If any discipline is taken against an employee, both the employee and local Union president, or his/her designee, will receive copies of this disciplinary action. If the supervisor and the employee meet to explain or discuss the discipline, a Union representative shall be present, if requested.

4/9/5 When an employee has been formally notified of an investigation, and the Employer concludes no discipline will be taken at the present time, the employee shall be so advised. If a Union representative was present during the investigation, the Union representative shall also be advised. Such notification shall be provided in a timely manner.

4/9/6 No suspensions without pay shall be effective for more than thirty (30) days.

4/9/7 Where the Employer provides written notice to an employee of a pre-disciplinary meeting, and the employee is represented by a WSEU statewide local union, the Employer will provide a copy of such notice to the local union. Current practices between other WSEU local unions and the Employer will continue.

4/9/8 An employee shall be informed by his/her supervisor that he/she is being verbally reprimanded at the time such reprimand is issued. Verbal reprimands shall not be reduced to writing and placed in the employees personnel file(s), and shall not be used as a step in the progressive discipline process.

SECTION 10: Exclusion of Probationary Employees

4/10/1 Notwithstanding Section 9 above, the retention or release of probationary employees shall not be subject to the grievance procedure except those probationary employees who are released must be advised in writing of the reasons for the release and do, at the discretion of the Equal Rights Division of the Department of Workforce Development, have the right to a hearing before the Equal Rights Division. If a meeting is held to notify an employee of his or her release for failure to pass original probation, union representation may be requested. The purpose of such representation is to observe, ask clarifying questions and advise the employee. Failure of a Union representative to attend shall not delay the release of the probationary employee.

4/10/2 In those situations where an employee is on permissive probation between employing units in the same agency and same class due to a transfer and that probation is terminated, the employee has the right to request a formal meeting and be notified of the reason for termination in writing. Except for terminations for performance reasons, if the employee feels that the termination was for arbitrary and/or capricious reasons and not consistent with how other similarly situated employees are treated, the employee has the right to appeal the probation termination through the grievance procedure as set out in Article IV, Section 12, of the collective bargaining agreement.

SECTION 11: Pay Status of Arbitration Witnesses

4/11/1 When an employee is subpoenaed by either party in an arbitration case that employee may appear without loss of pay if he/she appears during his/her regularly scheduled hours of work providing the testimony given is related to his/her job function or involves matters he/she has witnessed while performing his/her job and is relevant to the arbitration case. A subpoenaed employee who appears during his/her non-scheduled hours of work shall be guaranteed an appearance fee equivalent to the hourly rate of the employee for two (2) hours or all hours testifying at the hearing, whichever is greater.

4/11/2 It is the intent of this section that every effort shall be made to avoid the presentation of repetitive witnesses.

4/11/3 A grievant appearing during non-scheduled hours of work at a special arbitration hearing as covered in Section 12 of this Article shall be paid an appearance fee equivalent to the hourly rate of the grievant for one (1) hour when appearing at the hearing. It is expressly understood by the parties that no more than one (1) appearance fee per day may be paid to a grievant appearing at the hearing.

SECTION 12: Special Arbitration Procedures

4/12/1 In the interest of achieving more efficient handling of routine grievances, including grievances concerning minor discipline, the parties agree to the following special arbitration procedures. These procedures are intended to replace the procedure in Subsection 4/3/1-7 for the resolution of non-precedential grievances as set forth below. If either of the parties believes that a particular case is precedential in nature and therefore not properly handled through these special procedures, that case will be processed through the full arbitration procedure in subsection 4/3/1-7. Cases decided by these methods of dispute resolution shall not be used as precedent in any other proceeding.

Arbitrators will be mutually agreed to by District Council 24, WSEU, and the State Bureau of Labor Relations for both of these procedures during the term of the contract.

A. Expedited Arbitration Procedure

1. The cases presented to the arbitrator will consist of campus, local institution or work site issues, short-term disciplinary actions [five (5) day or less suspensions without pay], denials of benefits under s. 230.36, Wis. Stats., and other individual situations mutually agreed to.

2. The arbitrator will normally hear at least four (4) cases at each session unless mutually agreed otherwise. The cases will be grouped by institution and/or geographic area and heard in that area.

3. Case presentation will be limited to a preliminary introduction, a short reiteration of facts, and a brief oral argument. No briefs or transcripts shall be made. If witnesses are used to present facts, there will be no more than two (2) per side. If called to testify, the grievant is considered as one of the two witnesses.

4. The arbitrator will give a bench or other decision within five (5) calendar days. The arbitrator may deny, uphold, or modify the action of the Employer. All decisions will be final and binding.

5. Where written decisions are issued, such decisions shall identify the process as non-precedential in the heading or title of the decision(s) for identification purposes.

6. The cost of the arbitrator and the expenses of the hearing will be shared equally by the parties.

7. Representatives of OSER and AFSCME Council 24 shall meet and mutually agree on an arbitrator.

B. Umpire Arbitration Procedure

1. Whenever possible, each arbitrator will conduct hearings a minimum of two (2) days per month. District Council 24, Wisconsin State Employees Union and the State Bureau of Labor Relations will meet with the arbitrator at least once every six months and select dates for hearings during the next six (6) month period.

2. The cases presented to the arbitrator will consist of campus, local institution, or work site issues; short-term disciplinary actions [three (3) day or less suspensions without pay]; overtime distribution; and other individual situations mutually agreed to.

3. Cases will be given an initial joint screening by representatives of the State Bureau of Labor Relations and the WSEU, Council 24. Either party will provide the other with an initial list of the cases which it wishes to be heard on a scheduled hearing date at least forty-five (45) calendar days prior to a hearing date. This list may be revised upon mutual agreement of the parties at any time up to fifteen (15) calendar days prior to the hearing date.

4. Statements of facts and the issue will be presented by the parties, in writing, to the arbitrator at least seven (7) calendar days prior to the hearing date unless the arbitrator agrees to fewer days for that particular hearing date. If contract language is to be interpreted, the appropriate language provisions of the contract will also be provided to the arbitrator prior to the hearing.

5. The arbitrator will normally hear at least eight (8) cases at each session unless mutually agreed otherwise. Whenever possible, the cases will be grouped by campus, institution and/or geographic area and heard in that area. The hearing site may be moved to facilitate the expeditious handling of the day's cases.

6. The case in chief will be limited to five (5) minutes by each side with an opportunity for a one minute rebuttal and/or closing. No witnesses will be called. No objections will be allowed. No briefs or transcripts shall be made. The Grievant and his/her steward, plus a department representative and the supervisor, will be present at the hearing and available to answer questions from the arbitrator.

7. The arbitrator will render a final and binding decision on each case at the end of the day on the form provided. The arbitrator may deny, uphold or modify the action of the Employer.

8. The cost of the arbitrator and the expenses of the hearing will be shared equally by the parties.

SECTION 13: Concentrated Performance Evaluation

4/13/1 (BC, PSS, LE, SPS) Employees will be placed on a concentrated performance evaluation program only after the Employer has documented the reasons for such action and with the prior approval of the department head or his or her designee(s). Placement on the program must not be arbitrary and capricious. At the time an employee is placed on a concentrated performance evaluation program, the Union will receive formal written notice of the action. At the request of the employee (after the employee has been made aware of the possible consequences of being put on the program), a Union representative may attend the meeting in which formal notice of performance problems will be explained to the employee. Selection of a Union representative shall not delay this scheduled meeting. Neither the notice to the employee nor the placement of the employee on such a program is grievable under this Agreement until such time as the employee receives a written notice of a disciplinary action under this program. At such time as the employee is subjected to disciplinary action, the principle of just cause must be met.

4/13/1A (AS, T) Employees will be placed on a concentrated performance evaluation program (for example, Performance Improvement Plan/PIP, Concentrated Performance Planning and Development/CPPD, Final Performance Improvement Plan/FPIP, Concentrated Performance Evaluation/CPE, etc.) only after the Employer has documented the reasons for such action and with the prior approval of the department head or his or her designee(s). Placement on the program must not be arbitrary and capricious. At the time an employee is placed on a concentrated performance evaluation program, a representative of the local Union will receive formal written notice of the action. At the request of the employee (after the employee has been made aware of the possible consequences of being put on the program), a Union representative may attend the meeting in which formal notice of performance problems will be explained to the employee. Selection of a Union representative shall not delay this scheduled meeting. Neither the notice to the employee nor the placement of the employee on such a program is grievable under this Agreement until such time as the employee receives a written notice of a disciplinary action under this program. At such time as the employee is subjected to disciplinary action, the principle of just cause must be met.

4/13/2 After an employee has been placed on a concentrated performance evaluation program and has received written notice of a possible termination or other disciplinary action, a designated grievance representative, at the request of the employee, may attend all formal concentrated performance review meetings. Participation of the grievance representative at such meetings is limited to observing, asking clarifying questions and advising the employee.

4/13/3 (AS) Evaluations that occur more than once per year may be used as documentation of the reasons for beginning a concentrated performance evaluation program. Such evaluations shall be corrective in nature and shall not result in discipline without just cause. The parties agree that this paragraph does not change the grievability of performance evaluations under this Section.

ARTICLE V

SENIORITY

SECTION 1: General

5/1/1 Seniority for employees hired after the effective date of this Agreement shall be determined by the original date of employment with the State of Wisconsin.

Seniority for existing bargaining unit employees shall be their seniority date as of the effective date of this Agreement. Seniority for employees who become members of the bargaining unit during the term of this Agreement shall be their adjusted continuous service date as of the time they became members of the unit. When the Employer becomes responsible for a function previously administered by another governmental agency, a quasi-public, or a private enterprise, the seniority of employees who become bargaining unit members as a result of this change of responsibility shall be their date of accretion into state service unless the legislation or the Executive Order causing such accretion specifies differently. Such seniority will be changed only where the employee is separated from state service by discharge, resignation or layoff.

5/1/2 The Employer shall notify the Union as soon as the Employer becomes aware of formal consideration being given to state assumption of functions currently administered by another governmental agency, a quasi-public or private enterprise by Executive Order, or aware of any legislative hearings scheduled to discuss such state assumptions of functions.

5/1/3 (SPS, LE) Where separation has occurred and the employee is subsequently rehired, the date of rehire will begin the seniority date except where an employee is laid off and recalled or reinstated from layoff within five (5) years thereof, he/she shall retain his/her original date of employment for the computation of seniority.

5/1/4 (BC, AS, T, PSS) Where within five (5) years of resignation or discharge an employee is rehired, his/her new seniority date will be the original date of employment adjusted to a new and later date which gives no credit for the period of separation during which he/she was not an employee of the state, except when an employee is laid off and recalled or reinstated from layoff within five (5) years thereof, he/she shall reclaim his/her original date of employment for the computation of seniority.

5/1/5 In the event two employees have the same seniority date, seniority of the one as against the other shall be determined by age with the older employee considered having the greater seniority.

5/1/6 (State Patrol Troopers and Inspectors Only) In the event two employees have the same seniority date, seniority of the one against the other shall be determined by first academy class ranking with the person having the higher ranking considered to have greater seniority.

SECTION 2: Seniority Information

5/2/1 The Employer agrees to provide all local unions with two seniority lists. One list shall be by local union, employing unit, classification, and employee name by seniority with date of birth and mailing address. The second list shall be by local union, employing unit, classification, and employee name by alphabetical listing with date of birth and mailing address. These lists shall be provided on a semi-annual basis. Employees shall have thirty (30) calendar days from the date the list is provided to the local Union officer to correct errors except that in cases of layoff the time available for correction of errors shall be the life of the list.

ARTICLE VI

HOURS OF WORK

SECTION 1: Standard

6/1/1 (PSS) The standard basis of employment is forty (40) hours in a regularly reoccurring period of 168 hours in the form of seven (7) consecutive 24 hour periods.

SECTION 2: Scheduling

6/2/1 Work Schedules

Work schedules are defined as an employee's assigned hours, days of the week, days off, and shift rotations.

6/2/2 In those departments where work schedules are fixed or posted, fixed work schedules shall be defined as set and recurring without the need to be posted, and posted work schedules shall be defined as set for a specific period of time, established by the department, and communicated to employees. Changes in such work schedules shall be made only to meet the operational needs of the service, which, if requested, shall be explained and shall not be made arbitrarily. Insofar as possible, a minimum of five (5) calendar days notice will be provided to the local Union and to employees affected by a change in such work schedule. Work schedules will not be changed to avoid the payment of overtime. However, with management approval, employees may voluntarily agree to changes in work schedules. When the duration of such schedule change exceeds two (2) weeks, the Union will be notified. The Union shall have the right to file a grievance in accordance with Article IV commencing at Step One if it feels a work schedule change has been made arbitrarily.

6/2/2A (PSS) Probation and Parole Agents will be permitted to work flexible schedules with supervisory approval. Changes in work schedules initiated by the employee for non-emergency reasons will not result in overtime.

6/2/3 (BC, AS, SPS, T, LE) This section shall be amended in accordance with agreements reached pursuant to the provisions of Article XI, Section 2.

6/2/4 (BC, AS, SPS, T, LE) Scheduling of Overtime

Whenever scheduled overtime work is required, the Employer will whenever practicable, assign such scheduled overtime work by seniority on a rotating basis unless mutually agreed otherwise among those included employees in that classification assigned to the work unit who normally perform the work involved.

6/2/4A Scheduling of extra hours, whenever scheduled extra hours are required, the Employer will, whenever practicable, assign such scheduled extra hours, non-premium rate time work among those included employees in that classification assigned to the work unit, who are less than full time, who normally perform the work involved, by seniority on a rotating basis, unless mutually agreed otherwise.

6/2/5 (BC, AS, SPS, T, LE) In the overtime assignment process, employees shall be permitted to decline scheduled overtime work, however, the Employer shall have the right to require the performance of overtime work. When all employees in the work unit who normally perform the work involved decline an opportunity for scheduled overtime, the Employer shall require the performance of scheduled overtime work on each occasion in reverse seniority order, beginning with the employee with the least seniority.

6/2/6 (BC, AS, SPS, T, LE) Employees who do not want to accept scheduled overtime work on an ongoing basis may file a written waiver on a quarterly basis. Such waiver shall indicate that the Employer is relieved from the requirement to offer scheduled overtime work to the employee for the period covered in the waiver. The waiver in no way affects the ability of the Employer to require the employee signing the waiver to perform scheduled overtime work as provided in this section.

6/2/7 (BC, AS, SPS, T, LE) Scheduled overtime work is defined as any overtime work which the Employer knew would be necessary twenty four (24) hours or more in advance of the overtime work.

6/2/7A (BC, AS, SPS, T, LE) Unscheduled overtime work is defined as any overtime work for which the need is known less than twenty four (24) hours in advance of the work.

6/2/7B (SPS, T) Institution/hospital based patient/resident/inmate direct care employees notified while on duty that they are being required to work an additional consecutive shift, will be guaranteed a minimum of two (2) additional hours of work with pay. With the agreement of the employee and the Employer, such employees may be released from duty in less than two (2) hours, but, in such instances, be paid only for the actual time worked.

6/2/8 (BC, AS, SPS, T, LE) The Employer agrees that for those staff who are on duty during the shift in which daylight saving time goes into effect, they will be permitted to use one (1) hour of their paid leave (excluding sick leave), unpaid leave or to work one additional hour at the beginning or end of their shift as scheduled by management in order to achieve their normal number of shift hours.

6/2/9 Paid leave time hours will not be downed for purposes of determining hours worked and overtime obligations of the Employer under this Article.

6/2/10 Except for emergencies, no full-time employee shall be required to work more than two (2) consecutive shifts consisting of a maximum of sixteen (16) hrs. total, unless mutually agreed to otherwise pursuant to Article 11/2/8.

6/2/11 Employees serving a suspension without pay will not be excluded from the opportunity to work additional hours on days during the work week other than the specified days of suspension.

SECTION 3: Overtime

6/3/1 (BC, AS, SPS, T, LE) Definitions

A. Overtime -- Time that an employee works in excess of forty (40) hours per workweek.

B. Workweek -- A regularly reoccurring period of one hundred sixty eight (168) hours in the form of seven (7) consecutive twenty four (24) hour periods.

C. Work Time –

1. All hours actually spent performing duties on the assigned job.

2. Travel time required by the Employer:

a. Travel between job sites before, during or after the regular workday.

(BC, SPS, T, LE) b. Travel from a designated meeting place, to receive instructions or to pick up tools, to the job site. This section shall not apply to persons paid to carry tools in their vehicles or to meetings solely for the purpose of riding together to a job site.

(AS) c. Travel from a designated meeting place, to receive instructions or to pick up or deliver tools, materials, equipment or supplies to the job site. This section shall not apply to persons paid to carry tools in their vehicles or to meetings solely for the purpose of riding together to a job site.

d. The time spent in traveling from an employee's place of residence to and from a work site is not considered work time except in those instances where an employee is required by the Employer to travel in excess of eighteen (18) miles one way, measured from the employee's home work station or place of residence whichever is closer. In those instances, the miles in excess of eighteen (18) will be considered work time.

3. Rest Periods - Taken in accordance with Section 10 of this Article.

4. Wash up time - Taken in accordance with Section 11 of this Article.

5. Meal Periods -

a. Period less than thirty (30) minutes.

b. Where an employee is not relieved of his/her post, station or duty.

6/3/2 (BC, SPS, T, LE) Eligibility for Overtime Credit

The Employer agrees to compensate employees at the premium rate of time and one-half in cash or compensatory time, or combination thereof, as the Employer may elect, for all hours in pay status which are in excess of forty (40) hours per workweek under the following conditions:

A. **(BC)** All employees except fire control employees who shall receive overtime compensation at the regular rate.

B. **(T)** All employees in positions which are currently receiving the premium rate will continue.

C. **(SPS)** All employees in positions which are currently receiving the premium rate will continue. Employees in the Department of Corrections, Wisconsin Correctional Center System, who are regularly scheduled to work forty (40) hours per week shall be compensated at the premium rate for all hours worked in excess of forty (40) hours per week.

D. **(BC, SPS, T, LE)** Riot Duty -- Providing specific funds have been allocated for this purpose, law enforcement personnel called in for riot duty shall receive premium rate of time and one-half in cash or compensatory time, or combination thereof, as the Employer may elect, for all hours worked which are in excess of forty (40) hours per workweek. If the Employer is unable to meet the requirements of this section due to a lack of funds, the Employer shall make a positive effort to obtain the necessary funds from the appropriate legislative body.

E. **(BC, SPS, T)** A statewide labor-management meeting will be convened within sixty (60) days after the effective date of the Agreement to attempt to reach a satisfactory solution to the problem of premium rate for overtime work for employees who are presently exempt from the premium rate. If no agreement is reached, either party may appeal the matter to arbitration pursuant to the procedures in Article IV, Section 2, Step 3 except that the decision of the arbitrator shall be advisory.

6/3/2 F. (PSS) All employees in positions which are currently receiving the premium rate will continue.

6/3/3 (AS) The Employer agrees to compensate employees at the premium rate of time and one-half in cash or compensatory time, or combination thereof, as the Employer may elect, for all hours in pay status which are in excess of forty (40) hours per week.

6/3/4 (PSS) The Employer agrees to compensate employees who are in positions determined to be FLSA Non-exempt at the premium rate of time and one-half in cash or compensatory time, or combination thereof, as the Employer may elect, for all hours in pay status which are in excess of forty (40) hours per week.

6/3/5 (PSS) Employees identified as FLSA exempt shall earn compensatory credit on an hour-for-hour basis at the straight time rate for all hours worked over forty (40) hours in a workweek, provided that the extra hours were directed and approved by the employee's supervisor. Compensation for those credits shall be in compensatory time or cash at a straight time rate, or combination thereof, as the Employer may elect.

6/3/6 The Employer agrees to compensate employees identified as FLSA non-exempt for all time directed to work in excess of sixteen (16) consecutive hours at the rate of two (2) times the employees regular rate of pay. This provision does not apply to Fire Crash Rescue Specialists in the Department of Military Affairs and Security Officers 1, 2, 3 and 4 at the Wisconsin Veterans Home-King, Department of Veterans Affairs.

The Employer agrees to compensate employees classified as Security Officers 1, 2, 3, and 4 (Fire Watch staff) at the Wisconsin Veterans Home-King, Department of Veterans Affairs, identified as FLSA non-exempt for all time directed to work in excess of eighteen (18) consecutive hours at the rate of two (2) times the employees regular rate of pay.

6/3/7 Overtime Compensation

A. Compensatory Time

1. Regular Rate - The amount of compensatory time earned shall equal the amount of actual hours worked in excess of forty (40) hours per workweek.

2. Premium Rate - The amount of compensatory time earned shall be one and one-half (1 ½) times the amount of actual hours worked in excess of forty (40) hours per workweek.

B. Cash Payment

1. Regular Rate -- The employee's rate per hour including any applicable supplemental pay.

2. Premium Rate -- One and one-half (1 ½) times the employee's regular rate.

6/3/8 Pyramiding

Payment of overtime at a premium rate shall be paid in addition to the premium rate paid for holiday work incurred during the same workweek.

SECTION 4: Compensatory Time

6/4/1 Scheduling of Compensatory Time

Non-FLSA compensatory time earned by an employee shall be used prior to layoff or January 1, whichever comes first. When compensatory time credits have been earned by an employee for overtime work or work on a holiday, this accrued time shall be used prior to seasonal layoff or January 1, whichever comes first. However, if the Employer does not permit the employee to use accrued compensatory time by January 1, the employee may carry such credits into the first four months of the new calendar year. Compensatory time not used in those first four (4) months will be converted to cash payment on May 1st of that year. The Employer will accommodate employee requests for compensatory time usage unless such requests will unduly disrupt operations, however, accrued compensatory time in excess of sixty (60) hours may be scheduled at the convenience of the Employer. For those employees classified as State Patrol Trooper and State Patrol Inspector at the Department of Transportation, Division of State Patrol in which two separate banks of compensatory time (FLSA and non-FLSA) are kept, the sixty (60) hours noted above will apply to each bank separately. For Fruit and Vegetable Grading Service employees of the Department of Agriculture, Trade, and Consumer Protection only, accrued compensatory time credits may be carried over into the first six (6) months of the new calendar year. Any negotiating note(s) or local agreement(s), in effect on January 1, 2003, which provides a greater benefit to the employee will supersede this provision. For seasonal employees only, all accrued compensatory time shall be used at times and in amounts most desired by the employee, unless the use of such time is unduly disruptive of the agency's operation. New language in this provision is effective January 1, 2003.

6/4/2 (BC, AS, SPS, T, LE) Employees not covered by the Fair Labor Standards Act shall have the right to take earned compensatory time for overtime. At the Employer's discretion, the employee may be paid in cash for unused compensatory time credits. If cash is not paid the employee shall carry such time until May 1 of the following year. Unused compensatory time credits shall then be paid in cash at the employee's current hourly rate.

6/4/3 Where overtime reports exist or computerized reports can be produced without additional cost to the Employer, the Employer shall provide upon request of the Local Union President, a biweekly report of the overtime hours worked and which employees worked the overtime. This report shall be given to the steward in the area or to the local Union president as the local Union designates.

SECTION 5: Scheduling of Compensatory Time Credits

6/5/1 (PSS) For employees identified as FLSA exempt, when compensatory time credits have been earned under the provisions of 6/3/6 above, such credits shall be scheduled and used prior to January 1 of the following year. Compensatory time credits will be scheduled by the employee with the approval of his/her supervisor. However, if the Employer does not permit the employee to use accrued compensatory time by January 1, the Employer shall permit the employee to carry such credits into the first four (4) months of the next calendar year. For employees who are not permitted to use such carryover compensatory time credits during the carryover period, such carryover compensatory time credits will be cashed out at the employee's current rate.

6/5/2 (PSS) For employees identified as FLSA exempt, accrued compensatory time may be scheduled at the convenience of the Employer. Compensatory time records will be maintained by the Employer.

SECTION 6: Access to Work Locations

6/6/1 (PSS) Employees will be provided access to their work location at least between the hours of 6:00 a.m. and 7:00 p.m. whenever possible.

SECTION 7: Travel

6/7/1 (PSS) Time spent in work related travel required by the Employer shall be considered work time.

SECTION 8: Meetings

6/8/1 (PSS) Time spent in Employer directed job related meetings shall be considered work time.

SECTION 9: Alternative Work Sites

6/9/1 (PSS) Employees may be permitted to work at alternate work sites with management's approval for working on specific assignments.

SECTION 10: Rest Periods

6/10/1 (BC, AS, SPS, T, LE) All employees shall receive one (1) fifteen (15) minute rest period during each one-half shift. The Employer retains the right to schedule employees' rest periods to fulfill the operational needs of the various work units. Rest periods may not be postponed or accumulated. If an employee does not receive a rest period because of operational requirements, such rest period may not be taken during a subsequent work period.

6/10/2 (PSS) Recognizing the fact that employees covered by this contract are professional, reasonable rest periods will be taken at the employee's discretion that will not conflict with the fulfilling of the operational needs of the work unit.

SECTION 11: Wash-up Time

6/11/1 (BC, AS, SPS, T, LE, PSS) Employees shall receive reasonable and adequate personal wash-up time immediately prior to their meal break and immediately prior to the end of their shift. The Employer shall determine those positions which shall qualify for personal wash up time.

SECTION 12: Meal Periods

6/12/1 (BC, AS, SPS, T, LE) No employee shall be required to take more than one (1) hour as a meal period; however, this shall not be construed to interfere with the Employer's right to schedule employees to work split shifts.

6/12/2 (PSS) No employee shall be required to take more than one (1) hour as a meal period. The Employer recognizes that, due to work requirements, an employee may not be able to take his/her lunch period during the scheduled time. In those instances, the employee shall be allowed an alternate lunch period.

SECTION 13: Call-Back Time

6/13/1 (BC, AS, SPS, T, LE) Employees called back for duty or called in on the employee's day off will be guaranteed a minimum of four (4) hours of work with pay.

6/13/2 (BC, AS, SPS, T, LE) Work schedules will not be changed because of call back time in order to avoid overtime except where the call back consists of a full eight (8) hour shift.

6/13/3 (BC, AS, SPS, T, LE) Employees shall be called back in seniority order among those employees who normally perform that work within their classification, except in case of emergency.

6/13/4 (PSS) Institution based psychologists called back for duty will be credited with two (2) hours pay or compensatory time at the employee's regular rate of pay as the employee may elect.

SECTION 14: Court Appearances

6/14/1 (BC, SPS, T, LE) In those instances where a law enforcement officer is scheduled to appear in court on his/her off duty time and has been notified of cancellation of the court appearance less than twelve (12) hours prior to such appearance, the employee will be credited with three and one-half (3 ½) hours pay at the employee's regular rate of pay.

SECTION 15: Alternative Work Patterns

6/15/1 Alternative work patterns include flexible time, non-standard workweek employment, part time employment, job sharing and other patterns that may be developed between the parties.

6/15/2 Flexible time shall be defined as a work schedule structure requiring that all employees be in work status during a specified number of core hours with scheduling flexibility allowed for beginning and ending times surrounding those core hours. The determination of core hours is a subject of local negotiations pursuant to Article 11/2/8.

6/15/3 The State of Wisconsin as an Employer recognizes the value and benefits of alternative work patterns to the employees. In the furtherance of this recognition, the Employer adopts the policy of strongly encouraging and working for the development and implementation of alternative work patterns in appropriate work environments. The Employer agrees that reasonable efforts will be made to explore the possibility of implementing alternative work patterns in appropriate work environments. Implementation of alternative work patterns or any variation thereof shall be by mutual agreement between the Employer and the Union.

6/15/4 Mutual agreement can be reached on the local level or at the appropriate division or department labor-management meeting. If a OSER /WSEU statewide meeting to discuss alternative work patterns is scheduled, the Union shall be allowed two representatives for each bargaining unit without loss of pay. Nothing in this Section shall infringe upon management's ability to ensure adequate coverage for operational requirements.

6/15/5 Where not in conflict with the FLSA, agreements may be reached under this section which result in employees working non-standard workweek(s) which provide for a work schedule of more than forty (40) hours in one week of each pay period and less than forty (40) hours in the other week of said pay period. In instances of non-standard workweek(s), overtime will be defined as work in excess of eighty (80) hours in a biweekly pay period, in lieu of the standard definition which defines overtime as time that an employee works in excess of forty (40) hours per workweek.

6/15/6 Permanent part-time employment means employment of a continuous, recurring nature that requires the service of an employee for six hundred (600) hours or more on an annual basis.

6/15/7 Job sharing means coordinated permanent or project part-time employment involving two (2) or more persons sharing the same duties and responsibilities of a full-time budgeted position.

6/15/8 (BC, T) Employees who are scheduled on a split shift will not be required to work less than two (2) consecutive hours.

SECTION 16: Telephone Related Conceptual Agreements

6/16/1 Probation and Parole Agents will not be required to publicly list or provide their home telephone numbers, except to the Employer. The Employer agrees to not release the employee's home telephone number to anyone other than law enforcement agencies for work related reasons.

6/16/2 Probation and Parole Agents who receive calls at home shall be credited thirty (30) minutes per call, with subsequent calls within the same thirty (30) minutes not resulting in additional credits.

ARTICLE VII

TRANSFERS

SECTION 0: Waiver

7/0/1 (BC, T, SPS, LE, PSS) On a case-by-case basis, by mutual agreement of the parties, the full transfer provision of this Article may be waived for the purpose of Affirmative Action or to accommodate the return to work of a disabled employee who is medically certified for alternate duty. Absent mutual agreement, the full transfer provision of this Article will apply as hereinafter set forth.

7/0/1A (AS) On a case-by-case basis, by mutual agreement of the parties, the full transfer provision of this Article may be waived for the purpose of: relieving hardship; Affirmative Action or to accommodate the return to work of a disabled employee who is medically certified for alternate duty. Absent mutual agreement, the full transfer provision of this Article will apply as hereinafter set forth.

SECTION 1: Transfer Within Employing Units

7/1/1 When a permanent vacancy occurs in a permanent (part-time, full-time or seasonal) position in an employing unit or when the Employer becomes aware of an impending permanent position in an employing unit, unless mutually agreed to otherwise, the Employer shall notify the local Union indicating the classification, any special requirements (including training and experience), the shift, shift rotation (if any), work schedule and the work location, and the local Union shall notify the employees of the bargaining unit in the employing unit. Interested permanent employees assigned to the same or other shifts in the employing unit who are in the same classification and who have completed their probationary period in the classification of the vacancy shall indicate their desire for a transfer by notifying the Employer within five (5) calendar days of notice to the employee or within seven (7) calendar days notice to the Union, whichever is greater. During the period while the selection process is being administered or for a maximum of six (6) months, whichever is less, the Employer may temporarily fill the vacancy to fulfill operational requirements. The employee selected to fill the permanent vacancy shall be the employee with the most seniority, unless he/she is not physically or emotionally fit for the job or cannot perform the work in a satisfactory manner. (For PSS – see Negotiating Note No. 71 also.)

7/1/1A (AS) In addition to employees identified in 7/1/1 above, employees in the employing unit who have been reallocated to a different classification as a result of a classification survey conducted or approved by the Office of State Employment Relations (OSER), will be considered for transfer (or demotion if reallocated to a classification in a higher pay range), utilizing their seniority, to a position in the classification from which reallocated. Employees shall be able to exercise this transfer (or demotion) right once during the twelve (12) month period following the date of reallocation.

7/1/2 (PSS) In addition to the provisions of 7/1/1, when the Employer determines that a position in this bargaining unit is in an approved progression series and the agency determines the position may be filled at the same or different level in that series, the position may be posted at all appropriate levels within the progression series.

7/1/3 (AS) Prior to posting a permanent vacancy for transfer, the Employer will identify any necessary demonstrable special qualifications and will so note on the posting. In such a situation the employee selected shall be the most senior employee who has indicated interest in the vacancy and meets the necessary demonstrable special qualifications.

7/1/4 (BC) Randomly Ranked Classifications Transfers Within Employing Units. Employees in classes for which random ranking is used for certification purposes may apply for transfers announced under 7/1/1 to classifications in the same pay range. This right is also extended to employees in positions classified as Laundry Worker 3. Consideration for such transfers will be given to persons within the employing unit only after the provisions of 7/1/1 are exhausted and in accordance with the following procedures. The vacancy shall be filled by transfer of an employee in another random ranked classification, or Laundry Worker 3 which is in the same pay range as the vacancy. The employee selected shall be from among the three (3) most senior applicants. The reason for the selection of an applicant other than the most senior shall not be arbitrary or capricious. The posting procedures and eligibility criteria of 7/1/1 shall apply; however, a single posting under both 7/1/1 and 7/1/4 may be conducted by the Employer so as to expedite the selection process. Following appointment, if within the first six (6) months the Employer determines the employee is not performing satisfactorily, the employee will be returned to his/her former position, or one of like nature, within the employing unit for which the employee is qualified. If no vacancy exists, the provisions of Article VIII (Layoff) shall apply.

7/1/5 At the sole discretion of the Employer, an employee who has transferred within the employing unit may be permitted to return to his or her previous position if the employee makes a written request to the Employer before the previous position has been filled. This provision supersedes any other conflicting provision of the contract. The decision of the Employer is not subject to the grievance procedure.

SECTION 2: Additional Procedures

7/2/1 When a permanent vacancy occurs or the Employer becomes aware of an impending permanent vacancy, the Employer will review those requests on file from any employees in the same employing unit who are in the same classification as the vacancy and have indicated an interest in the vacancy.

7/2/1A It is in the best interests of the parties for employees to make informed decisions about their ability to perform or learn the essential functions of a position prior to accepting a contractual transfer. Upon request, a copy of the position description will be made available for the employee's review.

Where no interview is conducted, upon request, the Employer will provide additional information (e.g., vacation schedules, vacation scheduling policies and shift information) about the position, if available.

7/2/2 (PSS) Any employee who is selected for transfer shall have three (3) workdays in which to decline the offer.

7/2/2A The employee will be notified of the effective date of the transfer at the time of acceptance. If the employee wishes written confirmation of the start date of the transfer, he/she will provide written confirmation of the start date to his/her supervisor and the supervisor will sign it. If a delay occurs regarding this date, the employee will be notified in writing as to the reason(s) for the delay.

7/2/2/B (AS, LE, BC, SPS, T) Any employee who is selected for transfer shall have three (3) workdays in which to decline the offer. To expedite the hiring process, the employee is encouraged to contact the Employer as soon as a decision is reached to accept or decline the offer.

7/2/3 In the event the most senior employee is not selected to fill the vacancy, the Employer shall notify the affected employee(s) in writing of the reason(s) within thirty (30) days. Failure to provide such notice shall not constitute grounds for reversal of any personnel transactions.

7/2/4 Whenever a vacancy is created involving a new position and the duties are substantially different or involve a different geographic location, the Employer will announce the vacancy in the employing unit in which the vacancy exists. The announcement shall be in the same manner as the announcement for promotional exams as provided in Article XI, Section 4 of this Agreement. A period of five (5) calendar days shall be allowed for interested employees to file a written request to be included in the group of applicants to be considered for that vacancy.

SECTION 3: Secondary Selection Procedures

A. Transfer Between Employing Units

7/3/1 (BC, SPS, T, PSS, LE) In the event that the vacancy is not filled by transfer of an employee under provisions of Section 1 of this Article, the Employer shall select from interested qualified employees from other employing units of the department following the seniority requirements of Section 1 of this Article. In the event the vacancy is not filled by transfer, the Employer may fill the vacancy in accordance with the Wisconsin Statutes.

7/3/2A At the sole discretion of the Employer, an employee who has transferred between employing units of the same agency, may be permitted to return to his or her previous position if the employee makes a written request to the original Employer before the previous position has been filled. This provision supersedes any other conflicting provision of the contract. The decision of the Employer is not subject to the grievance procedure.

7/3/2 (AS) In the event that the vacancy is not filled by transfer of an employee under provisions of Section 1 of this Article, the Employer must select the most senior employee from other employing units of the department who have registered with the department unless the permanent vacancy requires necessary demonstrable qualifications. In such a situation the employee shall be the most senior employee as provided for in 7/1/3. In the event the vacancy is not filled by transfer, the Employer may fill the vacancy in accordance with the Wisconsin Statutes.

B. Transfer Between Agencies

7/3/3 An employee who transfers between agencies outside the provisions of this labor agreement and is placed on a permissive probationary period will have the right to return to his/her original position if available, or one of like nature for which the employee is qualified, if the employee's permissive probation is terminated by the Employer prior to completion. If no vacancy exists, the provisions of Article VIII (Layoff) will be invoked.

C. Pay on Transfer

7/3/4 An employee whose pay is over the maximum of the pay range to which his/her classification is assigned and has been "red-circled" and who has transferred to a different position in the same classification whether within his/her agency or between agencies shall retain his/her "red-circle" rate, subject to the provisions of Appendix #5 and Article XII, Section 10 of this Agreement.

SECTION 4: Definition of Permanent Vacancy

7/4/1 For purposes of this Article, a permanent vacancy is created:

A. When the Employer has approval to increase the work force and decides to fill the new positions;

B. When any of the following personnel transactions take place and the Employer decides to replace the previous incumbent:

1. terminations,
2. transfers out of the bargaining unit,
3. promotion or demotion,
4. resignation, and
5. retirement;

C. If no employee has indicated a desire to transfer to a vacancy and the Employer fills such vacancy by transfer of an employee from another classification in the same salary range and determines that the vacated position is to be filled, such position shall be subject to the provisions of Section 1 of this Article;

D. Transfers within the bargaining unit resulting from either A., B., or C., above.

SECTION 5: Limitations

7/5/1 A. Except as mutually agreed otherwise, the applications of the procedures in this Article shall be limited to a maximum of three (3) transfers resulting from any given original vacancy.

B. Employees may not transfer under the provisions of this Article more often than once every six months.

C. Employees transferring under the provisions of this Article shall not be eligible for payment of moving expenses by the Employer.

D. In cases of involuntary transfers, the Employer will reimburse employees in accordance with s. 20.917, Wis. Stats.

7/5/2 (SPS) In the Department of Corrections, Officers 1, 2, and 3 and Youth Counselors 1, 2, and 3 and in the Department of Health and Family Services, Psychiatric Care Technicians 1 and 2 shall have the right to transfer once within an Employing Unit and once between Employing Units in a six (6) month period. When transferring between Employing Units, the right to transfer within that new Employing Unit cannot be exercised for six (6) months.

7/5/3 In the Department of Health & Family Services, Resident Care Technicians 1 & 2 shall have the right to one additional transfer within the employing unit during the six (6) months following a contractual transfer to accommodate a shift change.

In the Department of Veterans Affairs, Licensed Practical Nurses 1 & 2, Nursing Assistants 1, 2 & 3, and Program Assistants (unit clerks) assigned to nursing care work units shall have the right to one additional transfer within the employing unit during the six (6) months following a contractual transfer to accommodate a shift change.

SECTION 6: Priority of Transfer Rights

7/6/1 It is expressly understood that transfer rights under 7/1/1 supersede restoration or reinstatement rights under Article VIII.

SECTION 7: Interviews

7/7/1 (BC, AS, SPS, T, LE) If the Employer conducts interviews related to the transfer procedure and the interview is conducted in the employee's assigned headquarters city, necessary and reasonable time for such interview shall be without loss of pay. The employee shall notify the Employer as soon as possible of such interview. If requested by the employee, the Employer shall reschedule the employee to a different shift on the same day to enable the interview to be held without loss of pay.

7/7/2 (PSS) If the Employer conducts interviews related to the transfer procedure and the interview is conducted in the employee's assigned headquarters city, necessary and reasonable time for such interview shall be without loss of pay.

7/7/3 If the Employer conducts an on site interview related to the transfer procedure and the interview is conducted outside the employee's assigned headquarters city, the employee will be granted up to two (2) hours without loss of pay to participate in the interview. The Employer will grant one such payment per calendar year.

SECTION 8: Job Orientation and Training

7/8/1 (AS, BC) It is in the best interest of the parties for the employee and the Employer, at the beginning of and throughout the probationary period, to assess the training needs, if any, of the employee and provide reasonable orientation and training, including manuals where available, which will enhance the ability of the employee to succeed.

SECTION 9: Institution Closing

7/9/1 Employees identified as being "at risk" due to the closing of an institution may apply for transfer opportunities into other State agencies. After the Employer has considered internal transfer candidates in that agency, it must offer interviews to five (5) qualified "at risk" applicants on a seniority basis prior to interviewing regular external permissive transfer candidates.

ARTICLE VIII

LAYOFF PROCEDURE

SECTION 1: Application of Layoff

8/1/1 The Union recognizes the right of the Employer to layoff employees or to reduce their hours of employment in accordance with the procedures set forth in this Article. Such procedures, however, shall not apply to:

A. Temporary layoff of less than twenty (20) consecutive calendar days, unless the parties mutually agree to apply all or part of the procedures to such situations. Where volunteers in the work unit are considered, seniority shall be a consideration; and/or

B. Seasonal layoff of seasonal employees; and/or

C. School year employees at institutions and schools, during recesses in the academic year and/or summer unless the parties mutually agree to apply all or part of the procedures to such situations.

8/1/2 The total period of each temporary layoff in 8/1/1/A shall be in consecutively scheduled workdays.

8/1/3 When the Employer is aware more than five (5) days in advance of the need for a specific seasonal layoff, the Employer shall provide the affected employee(s) five (5) days notice of such layoff.

SECTION 2: General Layoff Procedures

8/2/1 An employee who has received written notice from the appointing authority of being at risk of layoff may request, in writing, consideration for a lateral or counterpart vacancy within their current department or University of Wisconsin campus. The employee shall be interviewed for the vacancy if they provide written documentation of their qualifications for the vacancy and provide a copy of the at risk notice if requested. (See 7/9/1) AFSCME Council 24 will be notified of employees who have received written notice of being at risk of layoff.

8/2/2 When a layoff occurs, the following general rules shall apply:

A. Layoff shall be by employing unit within the bargaining unit.

B. Layoff shall be by class as set forth in job specifications.

C. Employees within the employing unit within the same class shall be ranked by seniority as defined in Article V, Section 1 with the least senior employee laid off first, except that the appointing authority may exercise one of the following two options:

1. The appointing authority may layoff out of line of seniority to maintain a reasonable affirmative action program.

2. The appointing authority may layoff out of line of seniority where there is a demonstrable need for special skills as defined in the position description and/or listed as a requirement of special qualification on a recruitment bulletin or job posting.

The appointing authority shall provide OSER, the Union and the employees affected with information relating to the exercise of these exemptions.

D. With the agreement of the appointing authority, a more senior employee may volunteer to be separated from employment in lieu of the layoff of a less senior employee with the guarantee that the appointing authority will not challenge the more senior employee's eligibility for unemployment compensation, unless that employee, at a later point in time, refuses a reasonable offer of re-employment.

E. Limited term employees in the same class within the employing unit (other than student employees) who are not in totally federally funded positions shall be laid off prior to laying off bargaining unit employees.

SECTION 3: Notice of Layoff

8/3/1 (BC, LE, T, PSS, SPS) Impending Layoff. In the event management becomes aware of an impending reduction in work force, they will notify the Local Union President and AFSCME Council 24 as soon as practicable but not less than thirty (30) days with respect to the impending reduction and will also inform the Union, if the information is then available, of the classes in which the layoffs are to occur and the approximate number of positions to be eliminated. The Union may also request a meeting with management after notification of the impending layoff for the purposes of a mutual exchange of information then available on the matter. Upon receipt of such request management shall have seven (7) calendar days to schedule and conduct such meeting.

8/3/1A (AS) Impending Layoff. The Employer and the Union agree that a reduction in the work force (layoff), while regrettable, is sometimes necessary, and that this process can be extremely stressful for all concerned. Recent practice has shown that when Management and Union work together as a team, involving employees in the affected work areas in the process, compassionate and constructive plans are more likely to emerge. Therefore, Management will notify the Local Union and AFSCME Council 24 within seven (7) days after Management's knowledge of impending layoff, but not less than thirty (30) days with respect to the impending reduction and will also inform the Union when the information is available, of the classes in which the layoffs are to occur and the anticipated number of positions to be eliminated. The Union may also request meetings with Management for the purpose of mutual exchange of information when available on the matter. Management shall schedule meetings to be held with seven (7) calendar days after receipt of such requests. (See also 11/2/8 W.)

8/3/2 Actual Layoff. In the event of an actual layoff, management will notify the affected employee(s) in writing as soon as practicable but not less than two (2) weeks in advance of the layoff date and will send a copy of such notice to the Local Union President and AFSCME Council 24. Such layoff notices will be hand delivered to the employee or shall be mailed via first class U.S. Mail.

8/3/3 Where notices are sent by first class mail, the time shall begin to run on the date the notice is postmarked.

SECTION 4: Reduction in Hours

8/4/1 In the event that management determines to reduce work hours, it may, at its option, reduce the weekly scheduled hours of some or all employees by class who are assigned to the work unit(s) who normally perform the work involved not to exceed sixteen (16) hours per pay period nor thirty-two (32) hours in a four (4) week period nor sixty-four (64) hours in a twelve (12) month period, unless mutually agreed otherwise. Such reduction shall not be considered a layoff. Reduction of hours of part-time employees will be prorated, based on the percentage of their budgeted full time equivalency (FTE). See also 8/14/2.

8/4/2 If management determines, at its option, to reduce the weekly hours of some of the employees as identified above, the employee(s) who will work the reduced hours will be determined on the basis of seniority with the least senior employee(s) working the reduced hours; except, with the agreement of the Employer, a more senior employee may volunteer to work the reduced hours in lieu of a less senior employee. Volunteers shall be considered on the basis of seniority from most senior to least. Any reduction of hours imposed by Management will not be arbitrary or capricious.

SECTION 5: Employee Options Upon Notification of Layoff

8/5/1 Following notification of layoff the employee shall decide on which of the following options he/she shall exercise:

8/5/2 Transfer in Lieu of Layoff:

Prior to the layoff effective date the affected employee may transfer as follows:

A. Within the Department –

1. The employee shall be afforded the opportunity to transfer laterally to permanent vacant positions in the same class in any employing unit within the department in accordance with the provisions of Article VII, Section 3.

2. The employee may file a request for transfer with any employing unit in the department, and with approval of the appointing authority, may be appointed to any permanent vacancy in any other class for which he/she meets the necessary qualifications in the same or counterpart pay range as the position occupied at the time of notification of layoff.

B. Between Departments -- The employee may file a request for transfer to any department in state service. Upon approval of that department, such employee may be appointed to any permanent vacancy in a class for which he/she meets the necessary qualifications in the same or counterpart pay range as the position occupied at the time of notification of layoff.

8/5/3 Layoff:

Within seven (7) calendar days of notification of layoff, unless extended by agreement of the appointing authority or designee, the employee shall elect to bump, request a voluntary demotion in lieu of layoff or be separated in accordance with the layoff notice.

A. Bumping:

1. Within the employing unit within the bargaining unit, any employee who is in the bargaining unit, or any employee who is promoted out of the bargaining unit into another bargaining unit or into a supervisory position and is serving a probationary period for that promotion from the bargaining unit, may elect to bump downward to a lower class in the same series or bump to a class within the employing unit in which they had previously obtained permanent status in the classified service and which is in the same or a lower pay range as the position occupied at the time of notification of layoff.

2. An employee bumping under A./1., above, shall be appointed to any permanent vacancy in that lower class. In the event no permanent vacancy exists in that same or lower class, the employee shall be included with those employees occupying a position in that class and the layoff procedure set forth in Section 2 of this Article shall apply.

3. With the approval of the Employer, a more senior employee who is otherwise eligible under Subsection A./1. may volunteer to bump in lieu of a less senior employee, if that election would not result in the layoff of a different employee in the class to which she/he would bump than if the election did not occur.

B. Voluntary Demotion in Lieu of Layoff:

For purposes of this Article, Voluntary Demotion In Lieu of Layoff is the movement of an employee to a vacant permanent position in a class in a lower pay range in which the employee had never attained permanent status in class. With the approval of the Employer, the employee may voluntarily demote in lieu of layoff to a vacant permanent position for which he/she is qualified.

C. Separation:

If an employee has been notified of layoff and has not chosen to or been able to retain employment by utilizing the opportunities of 8/5/2 and 8/5/3 above, he/she shall be separated in accordance with the layoff notice.

SECTION 6: Restoration

8/6/1 Definition to follow s. ER-MRS 1.02(30), Wis. Admin. Code (or as amended): “Restoration”: the act of a mandatory re-appointment without competition of an employee or former employee to a position:

1. In the same class in which the person was previously employed;

2. In another classification to which the person would have been eligible to transfer had there been no break in employment; or

3. In a class having a lower pay rate or pay range maximum for which the person is qualified to perform the work after the customary orientation provided to newly hired workers in the position.

8/6/2 Within the Employing Unit: When a permanent vacancy occurs in the employing unit in the class(es) from which an employee was laid off, or could have bumped to under 8/5/3A/1, the employee shall be restored according to seniority, with the most senior employee restored first. A laid off employee who fails to respond to a restoration offer within five (5) workdays of the offer or who fails to accept a reasonable offer of restoration within five (5) workdays of the offer or who, upon acceptance of the offer, fails to be available for work within ten (10) workdays of the offer, shall forfeit any further restoration rights. If, due to extenuating circumstances, the employee is unable to report for duty within ten (10) workdays of the offer or make other arrangements with the Employer, the employee shall not forfeit the right to restoration when other permanent vacancies occur.

8/6/3 Within the Department: Any employee who is laid off may file a request within the department for which he/she worked to fill a permanent vacancy in an employing unit other than that from which he/she was laid off. An employee who has filed such a request will be appointed to a permanent vacancy within that employing unit in the class(es) from which the employee was laid off or could have bumped to under 8/5/3A/1. Such restoration shall be by seniority, with the most senior employee restored first.

8/6/4 Other Departments: An employee who has received an official notice of layoff or is separated from the service due to layoff under this Article may file a request with any other department and shall be appointed to any permanent vacancy in the same class from which he/she was laid off if he/she meets the necessary qualifications for the job. When more than one employee requests restoration under this subsection to the same vacancy, the employee selected to fill the vacancy shall be the employee with the most seniority. Also see 8/9/1.

8/6/5 The employee's right to restoration shall exist for a period of five (5) years from the date of layoff or until he/she is employed and attains permanent status in class in the same or counterpart pay range as the class from which the employee was originally laid off, whichever occurs first.

SECTION 7: A Reasonable Offer

8/7/1 A reasonable offer of restoration or reinstatement is defined as an offer of a job:

A. Where the position is one which the employee would be qualified to perform after customary orientation provided to new workers in the position, and

B. With an assigned headquarters located less than forty (40) miles from the employee's home unless the employee's work site prior to his/her layoff was at a greater distance from his/her home in which case a job offer shall be reasonable if the headquarters of the position offered is no further from the employee's home than was the distance of the previous work site, and

C. Where the number of work hours required does not vary substantially from the number of hours previously allocated to the position from which the employee was laid off, and

D. Where the pay range of the position offered is no more than one (1) pay range lower than the pay range of the position from which the employee was laid off unless the employee's rate of pay at the time of the layoff is maintained in the position offered.

E. An offer of limited term employment or project-project employment shall not constitute a reasonable offer under the provisions of Article VIII, Section 8.

SECTION 8: Reinstatement

8/8/1 Definition to follow s. ER-MRS 1.02(29), Wis. Admin. Code (or as amended): "Reinstatement": the act of permissive re-appointment without competition of an employee or former employee to a position:

1. In the same class in which the person was previously employed;

2. In another class to which the person would have been eligible to transfer had there been no break in employment; or

3. In a class having a lower pay rate or pay range maximum for which the person is qualified to perform the work after the customary orientation provided to newly hired workers in the position.

8/8/2 Within the Department or Other Departments: Any employee who is laid off may file a request for employment with any department. Upon approval of that department, an employee may be appointed to any permanent vacancy in a class for which he/she meets the necessary qualifications in the same, counterpart or lower pay range as the position from which he/she was laid off.

8/8/3 Duration: The opportunity for reinstatement under this Article shall exist for a period of five (5) years from the date of layoff or until the employee is employed and attains permanent status in class in the same or counterpart pay range as the class from which the employee was originally laid off, whichever occurs first.

SECTION 9: For Informational Purposes

8/9/1 Employees restored or reinstated to an employing unit or department other than the one from which they were laid off may be placed on permissive probation at the discretion of the Appointing Authority.

SECTION 10: Employing Units

8/10/1 Whenever there shall be a change in employing unit designation, the Union shall be given thirty (30) days advance notice, whenever practicable, and an opportunity to discuss and confer with the Administrator of the Division of Merit Recruitment and Selection and the head of the agency(ies) involved, or their designee(s), regarding such change in employing unit(s). Employing unit designations will be located on the OSER website.

SECTION 11: Priority of Article VII and Article VIII Rights

8/11/1 When a permanent vacancy occurs and more than one employee is otherwise eligible to fill the vacancy pursuant to the terms and limitations of Article VII and Article VIII of this Agreement, the vacancy shall be filled in accordance with the priorities set forth by the following categories, with transfer under VII, Section 1 accorded the highest priority of all.

- A. Transfer within the employing unit (7/1).
- B. Restoration within employing unit by seniority (8/6/2) and bumping (8/5/3/A). Within this category the most senior employee will fill the vacancy.
- C. Transfer between employing units of the agency/university-campus (7/3/A).
- D. Employees who seek voluntary demotion in lieu of layoff under 8/5/3/B
- E. Restoration within the agency/university-campus by seniority (8/6/3).

F. Restoration between agency/university-campus by seniority (8/6/2).

G. Reinstatement within the agency/university-campus (8/8/2) with equal consideration along with the other certified candidates for the vacancy provided they meet the qualifications.

H. Reinstatement between agencies/university-campuses (8/8/2) with equal consideration along with other certified candidates for the vacancy provided they meet the qualifications.

I. In accordance with other provisions of the Agreement and Wisconsin Statutes.

8/11/2 When there is mutual agreement between the Employer and the local Union and Council 24, restoration may supersede transfers under Article VII, Section 1, and all other lower categories.

SECTION 12: Definition of Permanent Vacancy

8/12/1 For purposes of this Article, a permanent vacancy is created:

- A. when the Employer decides to fill a new position, or
- B. when any of the following personnel transactions take place and the Employer decides to replace the previous incumbent:

- 1. Termination,
- 2. Transfer,
- 3. Promotion,
- 4. Demotion,
- 5. Resignation,
- 6. Retirement.

SECTION 13: Relocation Expenses

8/13/1 When the Employer determines that it would be necessary for an employee who is transferring in lieu of layoff, voluntarily demoting in lieu of layoff or bumping to a vacancy, to change the location of his/her residence, the Employer shall pay only those expenses of the type and amounts, and subject to the limitations, set forth in s. 20.917, Wis. Stats.

8/13/2 When the Employer determines that it is necessary for an employee who is transferring or voluntarily demoting to a vacancy as a result of receiving an at risk notice under 8/2/1, to change the location of his/her residence, the Employer may pay only those expenses of the type and amount, and subject to the limitations, set forth in s. 20.917, Wis. Stats.

SECTION 14: Layoff Benefits

8/14/1 Upon written request of an employee, accumulated unused sick leave shall, including any supplemental health insurance conversion credits available under 12/4/3, at the time of permanent layoff (other than temporary, school year, seasonal or sessional layoff), be converted to cash at the employee's highest base pay rate while in state service for credits to be used to pay health insurance premium costs during the time of the layoff. Direct premium payment to the insurer shall be made by the Employer on behalf of the laid off employee. Premium payments under this provision shall be limited to a maximum period of five (5) years from the date of layoff or shall cease the first of the month following the employee's acceptance of any other employment, whichever occurs first. Acceptance of "other employment" is defined as employment which would offer a comparable health insurance plan or policy. A health insurance plan or policy is considered comparable if it provides hospital and medical benefits that are substantially equivalent to the standard health insurance plan established under s. 40.52(1), Wis. Stats. At the time of reinstatement or restoration, unused cash credits shall be reconverted to sick leave at the same rate used for the original conversion and restored to the employee's sick leave account.

8/14/2 The Employer agrees that employee(s) on temporary layoff under 8/1/1/A, or reduced hours under 8/4/1, shall continue to earn vacation, sick leave and length of service credits during each temporary layoff and/or hours reduction conducted by the Employer during the term of the Agreement.

8/14/3 Additionally, the Employer agrees to continue its payment for Health Insurance pursuant to Article XIII, Section 1 for employee(s) on temporary layoff or reduced hours.

SECTION 15: Layoff Assistance

8/15/1 With the approval of the Appointing Authority, an employee who has received written notice from the Appointing Authority of being at risk of layoff or who has received a notice of layoff shall be granted one or more of the following:

- A. Time off without loss of pay to attend job training;
- B. Assistance or training in the preparation of a resume;
- C. Up to eighty (80) hours time without loss of pay for job search activities, including interviews and examinations in addition to the time specified in 13/7/1;
- D. Unpaid leave of absence for interviews, examinations, and other job search activities;
- E. Use of office equipment and supplies where available.

For job search activities which require the employee to be absent from the work site, the employee shall give the Employer at least five (5) workdays notice, where possible.

This provision will be reviewed and may be extended by mutual agreement in the next set of negotiations.

8/15/2 While the Employee Referral Service (ERS) is operational, upon approval of his/her supervisor, an employee who has received written notice from the appointing authority of being at risk of layoff or has received a notice of layoff shall be allowed once during each seven (7) day period to access the ERS, without loss of pay, or provided information from the ERS. It is recognized that access to the ERS may take the employee more time than normally expected; therefore, upon approval of the supervisor, more access time may be granted depending on individual circumstances.

This provision will be reviewed and may be extended by mutual agreement in the next set of negotiations

ARTICLE IX

HEALTH AND SAFETY

SECTION 0: Assignments

9/0/1 An employee shall not be assigned to any task abnormally dangerous at the employee's place of employment.

SECTION 1: First Aid Equipment and Training

9/1/1 It is the expressed policy of the Employer and the Union to cooperate in an effort to solve health and safety problems. Adequate first aid equipment shall be provided at appropriate locations.

9/1/2 In an emergency situation, which results from serious illness or injury at work, the Employer will furnish transportation for the affected employee to the appropriate medical facility. If the employee is released from the medical facility on the same day that he/she is admitted, the Employer agrees to provide one of the following: transportation, reimbursement of the cost of public transportation, when approved by the Employer, back to the work site or the employee's home as determined by the attending medical authority, or reimbursement of mileage to the employee in accordance with Article XIII, Section 17.

9/1/3 Both the Employer and the Union recognize the benefits of training in lifesaving techniques such as first aid and CPR. In an effort to provide this training to its employees, the Employer will allow mutually selected employees to attend first aid and CPR instructor training with no loss of pay. Once these in-house instructors have been trained, the scheduling of employee training without loss of pay will be by mutual agreement at local labor-management meetings. The appropriate local Unions will be notified of any such scheduled training in writing by the Employer.

9/1/4 Employees may be released to attend CPR training classes without loss of pay. The Employer reserves the right to restrict, for operational needs, the number of employees who may attend such training sessions at any one time. Employees who receive such training shall be committed to maintaining their certification.

9/1/5 The Employer agrees to provide University of Wisconsin System Protection (Police) and Security Officers ongoing CPR and first aid training required to maintain their certification in this area.

9/1/6 (PSS) The Employer agrees to provide AIDS training for employees classified as Social Workers and Probation and Parole Agents in the Department of Corrections and the Department of Health and Family Services, Bureau of Milwaukee Child Welfare, who volunteer to participate in such training. Such training shall be without loss of pay.

SECTION 2: Tools and Equipment

9/2/1 The Employer agrees to furnish and maintain in safe working condition all tools and equipment required to carry out the duties of each position. Employees are responsible for reporting any unsafe condition or practice and for properly using and caring for the tools and equipment furnished by the Employer.

9/2/2 (SPS, T) In the event a correctional officer, psychiatric care technician, resident care technician or youth counselor reports for work on his/her scheduled shift and is assigned duties which were unanticipated and which result in an outdoor assignment exposing the employee to adverse weather conditions, the Employer shall make available for the duration of the shift outerwear and, if necessary, overshoes from a central supply source.

9/2/3 Payment by the State at the lowest available base rate, for a private telephone service in the residence of employees shall be limited to employees working in the following assignments:

- A. Conservation Wardens,
- B. Probation and Parole Agents, which sunsets when a telephone monitoring system is implemented,
- C. Client Services Assistants,
- D. Correctional employees required to respond to violations of electronic home detention clients.

9/2/4 Attention will be given to ergonomic considerations in the purchase of new equipment.

9/2/5 All sworn and certified Law Enforcement personnel in the employment of the State of Wisconsin will be provided all necessary tools and equipment to effectively and safely carry out the duties of their job.

SECTION 3: Transportation of Tools

9/3/1 The Employer agrees to provide transportation for necessary tools, equipment, materials and supplies which cannot reasonably or safely be transported by hand.

SECTION 4: Protective Clothing

9/4/1 The Employer shall furnish protective clothing and equipment in accordance with the standards established by the Department of Commerce and/or the U.S. Center for Disease Control.

SECTION 5: Confidentiality of Records

9/5/1 To insure strict confidentiality, only authorized employees of the Employer shall process or have access to any employee medical records.

SECTION 6: Buildings

9/6/1 The Employer shall provide and maintain all state-owned buildings, facilities, and equipment in accordance with the directions of the appropriate state agency. Where facilities are leased, the Employer shall make a reasonable effort to assure that such facilities comply with the directions of the appropriate state agency.

SECTION 7: Medical Examination

9/7/1 Whenever the Employer requires an employee to submit to physical examinations, medical tests, including x-rays, or inoculations, the Employer will pay the entire cost of such services not covered by the present health insurance program, providing the employee uses the services provided or approved by the Employer. The Employer agrees to give employees classified as Police Communications Operator a hearing examination once during the period of the Agreement. The Employer will arrange for and pay for the examination and provide a copy of the results of the exam to the employee. Employees will be in pay status for the examination. Employees required to submit to such exams, tests, or inoculations will do so without loss of pay or benefits. Employees who provide acceptable medical or religious reasons for refusal of inoculations will be considered for reassignment.

SECTION 8: Job-related Exposure to Disease

9/8/1 Under the following conditions, testing for, and treatment of Lyme Disease (a tick bite received while performing assigned job duties), Hepatitis B and C, TB or HIV, will be covered by Worker's Compensation as provided under 13/18/1 of this Agreement:

A. Employees must report a suspected job-related exposure to these diseases to their immediate supervisor. This alleged exposure is to be reported on the Occupational Accident/Illness Report (AD-85/WC-12) Worker's Compensation form and processed according to the procedures in the employee's agency.

B. If, based on a clinical evaluation by a medical doctor, the physician orders a blood test to confirm or rule out the possibility of disease, Worker's Compensation will pay the cost of the test regardless of its results (i.e., positive or negative).

C. Subsequent treatment to address symptoms or prevent complications must be prescribed by the treating physician.

D. A direct causal relationship must be established by the treating physician. The treating physician must relate contraction of the disease to the job by means of written documentation. The employee must obtain copies of the physician's medical notes and the results of any medically-prescribed tests and submit them to the Employer to satisfy this condition.

E. If the above conditions are met, the Employer will make an initial determination that the disease is job-related and will forward the claim to State Risk Management for processing.

9/8/2 Employees shall not handle blood or body fluids, unless they have been trained in safe handling procedures.

SECTION 9: Motor Vehicles

9/9/1 All passenger cars, trucks, truck tractors, buses, or multi-passenger vehicles which have a date of manufacture on or after January 1, 1968, and which are covered by the applicable safety standards of the National Traffic and Motor Vehicle Safety Standards issued by the U.S. Department of Transportation, Federal Highway Safety Bureau, that are provided by the Employer for the use of or operation by the employees covered by this Agreement shall meet all applicable safety standards for equipment as contained in the appropriate federal statutes and rules. Such vehicles will be subjected to an annual inspection (as mutually agreed locally) with any deficiencies revealed by the inspection to be corrected by the Employer.

9/9/2 The Employer agrees to equip all University of Wisconsin System vehicles designated as police cars with statutorily mandated equipment.

9/9/3 Probation and Parole Agents shall not be required to use their personal vehicles to transport non-Department of Corrections personnel.

9/9/4 All custody transports of clients by Probation and Parole Agents shall be done in an Employer provided vehicle, utilizing caged vehicles where available. The Employer will make reasonable efforts to secure a caged vehicle for custody transports. This provision does not require the Employer to purchase additional vehicles, but goes to the scheduling of existing caged vehicles.

9/9/5 Whenever possible, the Employer will not require the use of personal vehicles by Probation and Parole Agents.

SECTION 10: Foot Protection

9/10/1 The Employer reserves the right to require the wearing of foot protection by employees. In such cases, the Employer will provide a safety device or, if the Employer requires the purchase of approved safety shoes, the Employer will pay an allowance of fifteen dollars (\$15.00) per year as an expense check payable the first pay period of the calendar year.

9/10/2 (T) Department of Transportation Technical employees shall receive thirty five dollars (\$35.00) as an expense check payable the first pay period following the effective date of this contract, in lieu of the above fifteen dollars (\$15.00) per year reimbursement.

9/10/3 (SPS) Department of Agriculture, Trade and Consumer Protection employees shall receive thirty-five dollars (\$35.00) as an expense check payable the first pay period following the effective date of this contract, in lieu of the above fifteen dollars (\$15.00) per year reimbursement.

9/10/4 (BC, T) Department of Natural Resources employees required to wear approved safety boots/shoes shall receive a payment of thirty five dollars (\$35.00) during the term of the Agreement. Such payment is in lieu of the amount specified in 9/10/1 above and shall be made as an expense check payable following submission by the employee of a Department of Natural Resources Employee Foot Protection Certification form (9100-123).

9/10/4A (T) Department of Natural Resources employees in the Forestry Technician and Forestry Technician-Advanced classifications who are assigned to fire suppression duties and are required to wear safety boots shall receive a payment of forty dollars (\$40.00) during the term of the Agreement. Such payment is in lieu of the amount specified in 9/10/1 and 9/10/4 above and shall be made as an expense check payable following submission by the employee of a Department of Natural Resources Employee Foot Protection Certification Form (9100-123).

9/10/5 (BC) When the Employer determines that an employee needs a second pair of safety shoes within a calendar year due to abnormal wear and tear, the Employer shall review and approve the purchase of an additional pair of shoes and, upon proof of purchase, reimburse to the employee an additional fifteen dollars (\$15.00).

SECTION 11: Safety Inspection

9/11/1 When the appropriate state agency inspects state facilities, a Union official, upon request, will be released without loss of pay to accompany the inspector.

9/11/2 Upon written request for the latest or most current safety inspection of a specific facility, the report will be furnished to the requesting Union official.

SECTION 12: Compliance Limitation

9/12/1 The Employer's compliance with this Article is contingent upon the availability of funds. If the Employer is unable to meet the requirements of any Section of this Article due to a lack of funds, the Employer shall make a positive effort to obtain the necessary funds from the appropriate legislative body.

SECTION 13: Department of Commerce (formerly DILHR)

9/13/1 The provisions of Wis. Admin. Code Comm 32 shall apply to employees covered by this Agreement.

SECTION 14: Joint Committee on Health and Safety

9/14/1 The Employer shall make reasonable provisions for the safety and health of the employees, and the Union will lend its full support and encouragement to the practice of job safety and health by employees. The Employer, the Union and the employees recognize their obligation and/or rights under existing applicable state and federal laws with respect to safety and health matters.

9/14/1A (AS) The Employer shall make a reasonable effort in providing a safe, secure work site. Problems relating to a safe, secure work site may be discussed at local labor-management meetings.

9/14/2 The parties to this Agreement agree to promote efforts being made in the area of improvement of the safety and health of state employees and will extend their mutual support of studies, research, and initiatives whose goal is to achieve an increased awareness of safety and health and a reduction of the safety and health hazards encountered by state employees.

9/14/3 In the event an employee has determined that the task he or she has been assigned is abnormally dangerous, he or she shall inform his or her immediate supervisor in writing on the Abnormally Hazardous Task Report Form. Upon receipt of such written claim by the supervisor, the supervisor shall review the situation with the employee and attempt to resolve the matter. If the matter is not resolved to the mutual satisfaction of the employee and the supervisor, the employee's written claim shall be forwarded to 1) representatives of each of the parties as designated by the local committee; 2) the Joint Committee; and 3) the appointing authority and agency head.

9/14/4 In attempting to resolve the employee claim the supervisor at his or her discretion may attempt to make work place task performance and/or task assignment changes consistent with health and safety considerations and the availability of additional or alternate personnel. The supervisor may order the employee to perform the task or at the supervisor's discretion assign the affected employee to other available work consistent with the work usually performed by the employee.

9/14/5 If the matter is not resolved to the satisfaction of the employee, and he or she carries out the task, he/she may later file a grievance in accordance with Article IV commencing at Step One. If the employee refuses to perform the task and no alternate assignment is made by the supervisor, the employee may be subject to discipline. Prior to administration of the discipline the circumstances surrounding the abnormally hazardous task disagreement shall be discussed with the local Union and the Employer designated safety representative. If the employee is disciplined, he/she may file a grievance commencing at Step Two of the procedure.

9/14/6 Grievance(s) filed under the above circumstances shall be supplemented by a completed Abnormally Hazardous Task report form. In addition to filing the grievance and form to the designated agency representative, copies should be forwarded to the Joint Committee on Health and Safety.

9/14/7 A statewide Joint Committee on Health and Safety consisting of representatives designated by the Council 24 Health and Safety Committee and representatives of the Employer shall be established (the Committee is to be referred to hereafter as the Joint Committee). Each party will appoint at least one member who has professional training in occupational safety and health. Employer representation on the Joint Committee will be appointed by the Office of State Employment Relations and shall include, but not be limited to, representatives from the University of Wisconsin and the Departments of Health and Family Services, Military Affairs, Transportation and the Office of State Employment Relations.

9/14/8 The Joint Committee shall meet as necessary but not less than quarterly and shall focus its efforts toward the accomplishment of:

A. Increased attention to supervisory , the capability of the supervisor to identify and deal with work place health and safety hazards and access of supervisor to resources and support necessary to increase safety and health capabilities.

B. Increased understanding and awareness on the part of all employees of the safety and health hazards and dangers inherent in the performance of their job and the development of basic safety and health knowledge which will enable employees to recognize circumstances which are abnormally hazardous or dangerous.

C. Increased interaction of safety and health personnel with all employees.

D. Increased coordination of safety and health programs on a statewide basis.

9/14/9 The Joint Committee:

A. Shall consider recommendations to be made to the Director of the Office of State Employment Relations related to the creation of a health and safety component to be included in the training programs mandated by s. 230.046(2), Wis. Stats. and provided for in s. 230.046(3), Wis. Stats.

B. May make requests for data and information from agencies of the State and the Union in order to analyze and determine safety and health problems and/or needs as they affect state employees, including health problems related to ergonomic conditions.

C. May request the assistance and advice of experts in the field of occupational safety and health, whether or not they are employees of the State.

D. May make on-site inspections of locations or facilities where state employees are working.

E. May make reports and/or recommendations to task forces, committees, etc. officially involved in studies, research and/or reviews of the safety and health of state employees.

F. May make recommendations to the parties to this Agreement as to the interpretation of health and safety provisions as they exist under the terms of the Agreement.

G. May request reports, information and/or appearances by representatives from the local committees referenced in Article XI, Section 2 of this Agreement.

H. May make a report to the full bargaining teams of the parties to this Agreement at a time early in negotiations of a successor agreement on the accomplishments of the Joint Committee. Such report may include recommendations for contractual changes to be sought in the successor to this Agreement.

I. May consider and make recommendations regarding the health and safety of employees not covered by this Agreement and may include representatives of these employees in the activities of the Joint Committee.

J. May attempt to create an outline for a departmental booklet of general safety facts and procedures which can be used for the creation of a health and safety booklet appropriate for distribution to all employees.

K. May design and conduct joint training sessions related to implementing the health and safety provisions of this agreement and/or to increasing the awareness of health and safety on the part of employees. Employees designated by the Joint Committee to attend such training sessions shall do so without loss of pay.

L. May recommend environmental standards for work sites. Guidelines used in developing these standards may include OSHA regulations, D Comm regulations, the Minnesota Heat Standard and other ergonomic studies.

M. May consider issues and make program recommendations to the parties concerning the subject of violence in the workplace.

N. Shall encourage the establishment of Health & Safety committees as appropriate.

O. May designate one member from each bargaining unit to serve on the Joint Labor/Management Newsletter Editorial Board, who shall serve without loss of pay when attending joint meetings of the Board.

9/14/10 In recognition of the fact that accomplishments in the area of safety and health rely on:

- A. The mutual commitment of the parties at all levels.
- B. Accurate identification of bona fide abnormal health and safety hazards and dangers.
- C. Acknowledgment of the nature of historical and current trends and experience regarding health and safety problems.
- D. Recognition of the value of employee involvement in health and safety efforts.

9/14/11 The local committees referenced in Article XI, section 2 of this Agreement shall direct and prioritize their efforts as follows:

- A. Identify and describe in writing those tasks currently performed by employees which the local committee feels place the employee in circumstances which are abnormally hazardous or dangerous (i.e. those tasks, the dangers or hazards of which are identifiably greater than the dangers or hazards inherent to the usual performance of a given job).
- B. Communicate in writing to the highest level of management relative to the jurisdiction of the local committee, the committee report resulting from the above. If there is no agreement on the tasks qualifying under A. above, either party may submit this report.
- C. The report referred to above shall include a recommendation as to the appropriate action to be taken to eliminate the abnormal hazards or dangers.
- D. The report referred to above shall be made after an on-site inspection of the performance of the tasks has been accomplished by the local committee.
- E. Subsequent to A.-D. above, the local Committee shall perform a job safety and health analysis on tasks, the inherent danger and hazards of which have resulted in the highest frequency of disabling injuries within the jurisdiction of the local Committee. The same analysis shall then be performed with regard to the frequency of potentially disabling injuries and then the frequency of minor injuries.

In this analysis, the local Committee shall consider injuries (disabling, potentially disabling, minor) resulting from and in the following order:

1. Employees struck by or against
2. Falls
3. Over exertion
4. Body reaction
5. Other

F. The job safety and health analysis referred to above means:

1. A determination of the tasks to be analyzed by studying past safety and health performance.
2. Identification of hazards and dangers and the potential accidents or illnesses which could result.
3. A determination of the ways to eliminate the accidents/hazards which could result.

G. The result of the individual job safety and health analysis shall be created in written form and shall be distributed to all employees performing the respective job within the jurisdiction of the local Committee.

H. Reports created in A.-G. above shall be forwarded to the Joint Committee.

I. Reports forwarded by the local Committees to management shall be answered in writing, indicating actions to be taken as a result of the report. In the event no action is to be taken, or action different than that recommended is to be taken, a written explanation shall be provided the local Committee.

9/14/12 The above section related to safety and health acknowledges a mutual commitment to the safety and health of all employees, the existence of mutual as well as separate obligations, responsibilities and prerogatives relative to safety and health of all employees and does not detract, alter or modify the rights and obligations of the parties recognized in other provisions of this Agreement.

9/14/13 The Joint Committee shall seek recommendations on areas of concern for employee health and safety training and facilitate such training efforts.

When such concerns have been identified, the Committee shall assist the employing unit(s) in the design and implementation of appropriate training programs. Implementation of such training programs will be dependent upon the availability of the training resources of the employing unit(s).

In order to accomplish this purpose, the Committee or subcommittees thereof shall hold meetings, as needed, at sites selected by the Committee to address health and safety issues of common interest. Resource persons may be utilized to assist the Employer in developing training programs designed to address local issues. Professional or technical assistance may also be used to develop or conduct such programs.

Locally provided training shall be evaluated by the Committee to determine its applicability to other facilities. The Committee shall make recommendations for adoption of such programs on a statewide basis.

The Committee may seek funding through grants or other sources to defray the cost of training.

The Committee will evaluate training programs in the area of health and safety and, where applicable, shall recommend their use for inter- or intra-agency applications.

SECTION 15: Data Sheets

9/15/1 The Employer upon contracting to purchase any chemical or substance containing hazardous material will request a material safety data sheet from the vendor.

SECTION 16: Joint Health and Safety Committee Report on Ergonomics

9/16/1 The Joint Health and Safety Committee report recommendations define optimum conditions for VDT-CRT use and shall be incorporated in purchasing/design guidelines for management's purchase or design of equipment and work areas. Each agency shall appoint an ergonomic coordinator who, with input from the local Union VDT and/or health and safety committees where they exist, shall be responsible for evaluating ergonomic conditions and assisting employees who experience problems relating to these issues. This Section is not subject to Article IV but may be a topic of labor-management meetings.

9/16/2 Ergonomic Coordinators' reports shall be made available to the Local Union, upon request.

SECTION 17: VDT/CRT Eye Examinations

9/17/1 Employees whose assigned duties require high VDT-CRT use [four (4) hours or more per day] are encouraged to have an eye examination. Employees who avail themselves of such examination will be reimbursed for one examination not covered by the present health insurance program during the life of the contract.

9/17/2 A pregnant employee assigned to high-use operation of VDT/CRT Equipment [four (4) hours or more per day] may request reassignment to alternative work within her employing unit. If this request is not granted, the employee may request and shall be granted up to three (3) months of maternity leave of absence without pay which will be in addition to the maternity leave under provisions of 13/8/4 of this Agreement.

9/17/3A Except where local agreements provide otherwise, employees whose assigned duties require VDT/CRT use of four (4) or more hours in a day shall be provided their fifteen (15) minute breaks and meal periods, where feasible, such that the VDT/CRT duties are not required for greater than two (2) hour periods. Where this scheduling is not feasible, relief to the employee after two (2) hours of continuous use may be provided by the performance of alternate tasks normally performed by the employee and not requiring the use of the VDT/CRT.

9/17/3B Eyeglasses: When medical verification for the necessity of special eyeglasses to work on the Employer's VDT/CRT equipment is provided, the Employer will provide the appropriate prescribed eyeglasses through state procurement for use by the employee in the performance of his/her duties when such duties include the high use of the VDT/CRT equipment as defined in 9/17/1. Management shall provide a status report to the employee within thirty (30) days of the employee's request for such glasses. Special eyeglasses are defined as glasses needed for VDT/CRT equipment use if the employee would not otherwise require the use of glasses or other vision correction; or eyeglasses required for work on VDT/CRT equipment which are different in prescription power or design from those which would be required to meet the other general daily vision needs of the employee. This provision may be exceeded by mutual agreement.

SECTION 18: Safety Eyewear

9/18/1 Where safety glasses are required by the Employer, the Employer will provide such glasses. In addition, if eye examinations for safety glasses are necessary, the Employer will pay the entire cost of one examination during the life of this contract.

9/18/2 Safety sunglasses will be provided by the Employer when medical verification for the necessity of such glasses is provided to the Employer or when mutually agreed to otherwise.

9/18/3 Correctional officers regularly assigned to transportation or towers and other employees regularly engaged in field work who are not required to have safety sunglasses may purchase them for job-related purposes, at cost, through state procurement.

SECTION 19: Weather Related Considerations

9/19/1 During periods of extreme weather, such as announced temperature advisories, the Employer will take reasonable steps to assure consideration of employee health and safety needs.

9/19/2 It is in the Employer's best interest to protect its employees from weather extremes. Foul weather gear (gloves, boots, coats, rain gear and hats) will be a topic of discussion at local labor management meetings.

SECTION 20: Violence in the Workplace

9/20/1 (AS, BC, LE, PSS, T) The Employer and the Union agree that no employee should ever be subjected to violence or the threat of violence in the course of employment or as a consequence of said employment. It is the mutual obligation of the parties to counsel and educate employees and supervisors in methods of reducing and eliminating such violence.

9/20/2 (AS, T) In the event an employee perceives that s/he has been subjected to violence or the threat of violence in the course of, or as a consequence of their employment, s/he shall report the incident promptly in writing to the Joint Committee on Health and Safety, to the Local Union and to the designated agency representative.

ARTICLE X

HEARING OFFICER

10/0/1 The Personnel Commission may at its discretion appoint an impartial hearing officer to hear appeals from actions taken by the Employer under s. 111.91(2)(b) 1 and 2, Wis. Stats.

1. “Original appointments and promotions specifically including recruitment, examinations, certification, appointments, and policies with respect to probationary periods.

2. The job evaluation system specifically including position classification, position qualification standards, establishment and abolition of classifications, and allocation and reallocation of positions to classifications, and the determination of an incumbent’s status resulting from position reallocations.”

10/0/2 The hearing officer shall make a decision accompanied by findings of fact and conclusions of law. The decision shall be reviewed by the Personnel Commission on the record and either affirmed, modified or reversed. The Personnel Commission’s action shall be subject to review pursuant to Ch. 227, Wis. Stats.

ARTICLE XI

MISCELLANEOUS

SECTION 1: Discrimination

11/1/1 Employees covered under this Agreement shall be covered by Subchapter II (State Fair Employment Act), Chapter 111, Wis. Stats., and have a discrimination-free environment assured for all protected purposes.

11/1/2 Employees covered by the Agreement shall be covered by s. 111.84, Wis. Stats., (State Employment Labor Relations Act).

11/1/3 There shall be no discrimination based on Union or non-Union affiliation.

11/1/4 The Employer and the Union agree that all State employees should be able to work in an environment free of sexual harassment and that no employee should be subject to sexual harassment. Sexual harassment, which may involve a person of either sex against a person of the opposite or same sex, undermines the integrity of the work place and should be eliminated. Sexual harassment in employment may consist of unwelcome sexual advances, requests for sexual favors or other forms of verbal or physical conduct of a sexual nature when:

A. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

B. submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or;

C. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

11/1/5 In order to prevent and eliminate sexual harassment, the Employer shall take affirmative steps to help create a work place free of sexual harassment. The Employer shall fulfill its contractual obligations with regard to this section by:

A. including in the affirmative action plan a statement of the policy on preventing and eliminating sexual harassment and identifying available complaint procedure(s); and

B. distributing to all employees appropriate information concerning the nature of sexual harassment, methods by which it may be prevented or eliminated, and avenues through which victims may seek assistance; and

C. briefing supervisory personnel on the problems of sexual harassment and their role in taking corrective action; and

D. posting a copy of Executive Order No. 63 on all Management bulletin boards; and

E. providing each Local Union with a copy of Executive Order No. 63 for posting on Union bulletin boards; and

F. appointing, in those departments which have or create committees to deal with sexual harassment, one employee of the department to such committees to represent all WSEU bargaining units. Such employee(s) shall be selected by Council 24.

G. (AS, BC, LE, PSS, T) creating in each agency an internal process for acting upon claims of sexual harassment, with the goal of maintaining a sexual-harassment-free work environment.

11/1/6 (AS, BC, LE, PSS, T) Any allegations of sexual harassment concerning supervisory personnel or co-employees shall be restricted to the remedies available under State and Federal Statutes. The grievance procedure in Article IV shall not be used to resolve any matters involving any allegations of sexual harassment. Employees who perceive that they have been subjected to sexual harassment are encouraged to report these incidents to designated agency representatives.

11/1/7 When an employee is being interviewed by an official investigator in regard to charges of sexual harassment that have been filed by said employee with said investigator's agency the employee's participation in said interview shall be without loss of pay.

11/1/8 An employee presenting a sexual harassment complaint to the Affirmative Action Officer of the Employer shall be entitled, at the employee's option, to the presence of his/her designated union representative or any other member of the employee's employing unit selected by the employee. Any advocate so selected by the employee shall respect the confidentiality of the affirmative action process. The time spent by the employee and his/her advocate in presenting said complaint shall be without loss of pay. An advocate, who is also a WSEU designated union representative, must make a disclosure of any potential conflict of interest to the claimant, if he/she may also represent the accused prior to any such presentation meeting.

11/1/9 (AS, BC, LE, PSS, T) Harassment Free Work Place

The Employer and the Union agree that all state employees should be able to work in an environment free of harassment and that no employee should be subject to harassment.

If an incident of alleged harassment not otherwise provided for occurs, the employee should consult his/her institution/agency's policies and procedures for instructions on how to proceed.

If work place harassment is alleged by an employee or the Employer, at the discretion of the employee, a Union representative will work with the appropriate Institution/Agency Office (e.g., Affirmative Action, Human Resources, Equity & Diversity, Employee Assistance Program, etc.) representative in an attempt to resolve the issue. (See Memorandum of Understanding #7 and Negotiating Note #56).

11/1/10 (AS, BC, LE, PSS, T) Hostile Work Environment

It is mutually agreed that the Employer and the Union shall not tolerate conduct as defined and prohibited by s. 111.32(13) and 111.36(1)(b)(br), Wis. Stats. Both parties shall educate supervisors and employees in methods of eliminating and preventing such conduct.

11/1/11 Upon completion of any investigation involving allegations of sexual harassment, the Employer shall promptly notify both the accused and the accuser of the findings.

SECTION 2: Union-Management Meetings

11/2/1 (BC, SPS, T, LE) The State agrees to continue the existing Union-Management meetings except that there will be only one Union-Management meeting for all areas of discussion as set forth below. Such meetings shall be held once every month unless mutually agreed otherwise.

11/2/2 (BC, SPS, T, LE) Notwithstanding the above, the Employer agrees to continue the existing health and safety committees in those departments where such committees are presently operating.

11/2/3 (AS) There shall be Union-Management meetings for the areas of discussion set forth below. Such meetings shall be held once every month unless mutually agreed otherwise.

A. Local Union-Management meetings shall be held in each of the six regions of the Department of Health and Family Services subject to the provisions of this section. A maximum of three (3) bargaining unit Department of Health and Family Services employees shall be in pay status not to exceed eight (8) hours each per meeting to represent the administrative support employees of all divisional employing units (excluding institutions) in each region.

B. Administrative support employees at the institutions shall continue to attend the existing local Union-Management meetings. The provisions of A. above shall not apply.

11/2/4 Where health and safety committees exist, there shall be a minimum of four (4) health and safety committee meetings per year for each agency unless mutually agreed upon otherwise, and that a representative, designated by the local Union president, from each affected bargaining unit shall attend without loss of pay.

11/2/4A Health and safety issues shall be considered at the regular Union-Management meetings a minimum of four (4) times per year unless mutually agreed upon otherwise.

11/2/5 (BC, AS, SPS, T, LE) All other aspects of the aforementioned meetings, including time and location, shall be determined by the local Union and local Management.

11/2/6 (BC, SPS, T, LE) In those departments where there are no existing Union-Management meetings being held, both the necessity and frequency of such meetings shall be determined by the local Union and local Management. If such meetings are held, they shall be in accordance with paragraphs 11/2/1 and 11/2/10.

11/2/7 (PSS) The State agrees to hold Union-Management meetings as set forth below:

A. Department of Workforce Development. Once each month (the monthly meeting may be waived only by mutual agreement) the designated representative(s) of the Employer will meet with the designated Union representative(s) not to exceed a total of seven (7) bargaining unit employees. The meetings will be held at a mutually agreed upon time in an appropriate Madison location. Any change in location must be mutually agreed upon.

B. Department of Health and Family Services

1. Once each month (the monthly meetings may be waived only by mutual agreement) the designated representative(s) of the Employer will meet with the designated Union representative(s), not to exceed a total of seven (7) bargaining unit employees. The meetings will be held at a mutually agreed upon time in the appropriate Madison State Office Building. Any change in location must be mutually agreed upon.

2. For the Bureau of Milwaukee Child Welfare, once each month (the monthly meetings may be waived only by mutual agreement) the designated representative(s) of the Employer will meet with the designated Union representative(s), not to exceed a total of eight (8) bargaining unit employees, and not to exceed a total of one (1) employee from each of the five (5) sites and the intake unit.

C. Department of Corrections

Once each month (the monthly meetings may be waived only by mutual agreement) the designated representative(s) of the Department of Corrections will meet with the designated Union representative(s), not to exceed a total of eight (8) bargaining unit employees. The meetings will be held at a mutually agreed upon time in the appropriate Madison State Office Building. Any change in location must be mutually agreed upon.

D. All Other State Departments

1. Union-Management meetings for all other state departments will be by employing unit. For those employing units with ten (10) or more bargaining unit employees, Union-Management meetings will be on a quarterly basis, providing the Union submits a written agenda at least five (5) days prior to the proposed meeting. A total of up to three (3) bargaining unit employees may attend these quarterly meetings.

2. For those employing units with less than ten (10) bargaining unit employees, both the necessity and frequency of Union-Management meetings shall be determined by mutual agreement between the Union and local Management. If such meetings are held, up to three (3) bargaining unit employees may be in attendance.

11/2/8 Agenda

Items to be included on the agenda for the aforementioned Union-Management meetings are to be submitted at least five (5) days in advance of the scheduled dates of the meeting if at all possible. The purpose of each meeting shall be to:

- A. Discuss the administration of the Agreement.
- B. Disseminate general information of interest to the parties.
- C. **(BC, SPS, T, PSS)** Give representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining units.
- D. **(AS)** Give representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining unit, including day care and dependent care. To discuss and attempt to resolve issues including those referred to local labor/management meetings from the Master Bargaining Agreement.
- E. Consider recommendations of the Health and Safety Committee on matters relating to the bargaining unit employees in the departments.
- F. Notify the Union of changes in non-bargainable conditions of employment contemplated by management which may affect employees in the bargaining unit. Failure of the Employer to provide such information shall not prevent the Employer from making any such changes.
- G. Discuss policies and programs affecting employees and clients. However, failure of the Employer to discuss changes in policies or programs prior to implementation or to adopt Union suggestions shall not prevent the Employer from making any changes.

H. Whenever the Employer decides to reorganize any state agency or subdivision thereof which affects fifty (50) or more employees in a bureau or employing unit, the Union shall be given thirty (30) days advance notice whenever practicable and an opportunity to discuss and confer with the Employer regarding that reorganization and its impact and effect on employees in the bargaining units.

I. **(BC, AS, T)** Negotiate hours of work, work schedules and overtime assignments. In the event no agreement is reached, either party may appeal to arbitration pursuant to the procedures of Article IV, Section 2, Step Three except that the decision of the arbitrator shall be advisory. If the advisory award is not implemented by local management, a representative of the department, a representative of the OSER, and a representative of the Wisconsin State Employees Union, District Council 24, will meet to discuss the implementation of the award.

J. **(SPS, LE)** Negotiate hours of work, work schedules, overtime assignments and the procedures for the administrative investigation of citizen complaints. In the event no agreement is reached, either party may appeal to arbitration pursuant to the procedures of Article IV, Section 2, Step Three except that the decision of the arbitrator shall be advisory. If the advisory award is not implemented by local management, a representative of the department, a representative of the OSER, and a representative of the Wisconsin State Employees Union, District Council 24, will meet to discuss the implementation of the award.

K. In the event VDT - CRT equipment is to be installed, the Employer shall notify the appropriate local Unions of the intent to install such equipment. Whenever possible, such notice will be given to the local Union at least thirty (30) days prior to the lease, purchase or acquisition of such equipment.

L. **(AS)** VDT-CRT concerns may be discussed, as either party desires, at local Union-Management meetings. When the agenda for local Union-Management meetings includes such concerns adequate time shall be allotted for such discussion. The following subjects may be discussed:

1. lighting,
2. vision care and examinations,
3. noise,
4. chairs,
5. desks,
6. footrests,
7. adjustable terminals and keyboards,
8. work environment design (wall cover, carpet, windows),
9. room temperature,
10. training.

M. Decisions to institute major technological changes or significantly downsize an employing unit may be discussed at local Union-Management meetings.

When the Employer decides to make major technological changes directly affecting ten (10) or more employees in the bargaining units, the Employer will provide advance notice, ninety (90) days in advance if possible, to the Union. The following subjects may be discussed:

1. implementation plans,
2. new equipment installation,
3. transition plans,
4. training or retraining, and
5. placement of any displaced employees.

As mutually agreed, attendance at the Union-Management meetings discussing these subjects may be expanded to include a reasonable number of employees from affected organizational subunits not recognized as employing units for the purpose of Union-Management meetings. Such employees shall attend without loss of pay.

N. Discuss child/elder/dependent care issues including establishment of on-site centers.

O. Where meals are not currently being provided, meals (without charge) for employees held over to work four (4) or more additional hours will be discussed locally.

P. Discuss the administration of the Worker's Compensation law, specifically denials of benefits at the agency or lower level.

Q. **(LE - State Patrol only)** Negotiate the issue of paid work time related to time spent in their cruiser in the process of going to sector, or coming from sector, from place of residence.

R. Discuss and exchange information on initiatives related to mass transit and van pooling.

S. Discuss light duty issues.

T. Overtime assignments shall be topic of local negotiations.

U. Caseload issues shall be a topic of discussion at labor/management meetings.

V. Overtime issues shall be a topic of local negotiations.

W. **(AS)** Discuss and educate on layoff and the layoff process.

X. **(AS, BC, T)** Discuss the use of surveillance cameras except those established in the course of a police investigation of possible criminal conduct.

11/2/9 Cost of Union-Management Meetings

A. **(BC, AS, SPS, T, LE)** A maximum of three (3) bargaining unit employees shall be in pay status for time spent in Union-Management meetings held during their regularly scheduled hours of employment.

Notwithstanding the above, those departments which currently provide that five (5) or more employees will be in pay status at the Union-Management meetings and such departments do not have a Health and Safety Committee, a maximum of five (5) bargaining unit employees shall be in pay status for time spent in Union-Management meetings held during their regularly scheduled hours of employment. Under no circumstances will more than five (5) bargaining unit employees be in pay status at the Union-Management meetings.

B. **(PSS)** Cost of Meetings for Professional Social Services bargaining unit employees, in accordance with the limitations set forth in 11/2/7, shall be in pay status for time spent in Union-Management meetings held during their regularly scheduled hours of employment.

C. Two additional bargaining unit employees may attend these meetings in either non-pay status or by using paid leave time. Upon mutual agreement, more than two additional employees may attend these meetings as described directly above.

D. Any travel and subsistence expenses incurred shall be the sole responsibility of the employee.

E. Reasonable travel during an employee's regularly scheduled hours of employment shall be without loss of pay or benefits not to exceed their number of regularly scheduled shift hours for any one meeting which shall also include the time actually spent in the Union-Management meeting.

F. The Employer may allow employees to trade shifts or make other scheduling arrangements to attend Labor-Management meetings in pay status.

SECTION 3: Union-Management Meetings--Statewide

11/3/1 As mutually agreed, the director of the OSER for the State of Wisconsin or his/her designee may meet with representatives of AFSCME Council 24. Discussions at these meetings shall include, but shall not be limited to, administration of this Agreement.

SECTION 4: Notice of Promotional Exams

11/4/1 The Employer shall post, on the appropriate bulletin board, notices of all promotional examinations for bargaining unit positions within the employing unit(s) involved and shall supply the Union with ten (10) copies of such notices. The parties agree the above notices are for informational purposes only.

11/4/2 (SPS, LE) Security and Public Safety employees whose work site is their home and who file a written request to their department will have sent to them, by the Employer, notice of promotional opportunities which exist within the Security and Public Safety bargaining unit for their department. Such notices shall be for informational purposes only.

SECTION 5: Uniforms

11/5/1 The present practices pertaining to uniforms within each department shall be continued for the duration of this Agreement. In those locations where monetary allowances for uniforms are presently being provided, changes in the reimbursement rate shall be a subject for discussion and local negotiation pursuant to Article XI, Section 2.

11/5/2 (BC, AS, SPS, T, LE) For the purposes of this Section, uniforms are defined as identically styled clothing uniquely related to the work place and not appropriate for personal or other outside use.

11/5/3 (BC, AS, SPS, T, LE) If the Employer desires, additional uniforms may be required. If required, the uniforms shall be paid for or furnished by the Employer.

11/5/4 (SPS) With supervisory approval, Environmental Wardens may purchase two (2) sport coats/blazers and two (2) dress shirts or blouses at Employer expense during the first twelve months after initial appointment, or after contract implementation for employees beyond their first twelve months. Each fiscal year thereafter, if needed and with supervisory approval, Environmental Wardens may purchase one (1) replacement sport coat/blazer and one (1) dress shirt or blouse. The supervisor will establish a reasonable price based on availability and budgets.

SECTION 6: Damaged Personal Property

11/6/1 The Employer agrees to pay the cost of repairing eye glasses, watches, medically prescribed prosthetic devices (such as artificial limbs, dentures and hearing aids) or articles of clothing damaged in the line of duty. Such reimbursement provision shall not apply to items where the replacement value or repair cost is ten dollars (\$10.00) or less.

11/6/2 If the above articles are damaged beyond repair, the Employer agrees to pay the actual value of such articles as determined by the Employer. The reimbursement for damaged watches will not exceed seventy five dollars (\$75) per watch.

11/6/3 The value of such articles shall be determined at the time damage occurs and articles damaged beyond repair shall be inspected by the supervisor authorizing the replacement value of the article.

11/6/4 The employee may file a claim with the State of Wisconsin Claims Board, attached to the Department of Administration, for lost, stolen or damaged personal property.

SECTION 7: Work Rules

11/7/1 The Employer agrees to establish reasonable work rules. These work rules shall not conflict with any provisions of this Agreement. Newly established work rules or amendments to existing work rules shall be reduced to writing and furnished to the Union at least seven (7) calendar days prior to the effective date of the rule. The reasonableness of the newly established work rule(s) or amendment(s) to existing work rule(s) may be grieved beginning at the 2nd step of the grievance procedure.

11/7/2 For purposes of this Article, work rules are defined as and limited to:

“Rules promulgated by the Employer within its discretion which regulate the personal conduct of employees as it affects their employment except that the Employer may enforce these rules outside the normal work hours when the conduct of the employee would prejudice the interest of the State as an Employer.”

11/7/3 It is understood that records of work rule violations which did not involve criminal violations will be removed from the employee’s personnel file(s) if there are no other violations within twelve (12) months after the violation.

11/7/4 Work rules are to be interpreted and applied uniformly to all employees under like circumstances. The reasonableness of work rules, which includes both the application and interpretation, may be challenged through the grievance procedure contained in this Agreement.

11/7/5 New or revised written policies that reference disciplinary consequences for failure to comply with the policies will be provided to the union at the same time that they are distributed to affected employees.

SECTION 8: Inclement Weather

FLSA NON-EXEMPT EMPLOYEES

11/8/1 Employees who report late to work after having made an earnest effort to report to work on time but were unable to do so because of inclement weather or severe storm or heeding an official travel advisory issued by the State Patrol or the Milwaukee County Sheriff’s Department of road closings shall be allowed to work to make-up for lost time during the current work week (including Saturdays if the employee’s work unit is in operation) as scheduled by the Employer. Makeup shall be at the regular rate of pay. Where situations described above occur on the last day of the work week and the Employer cannot schedule the employee for make-up time, the employee may elect to use vacation, personal holiday, compensatory time off or leave without pay. If the employee elects leave without pay, there shall be no proration of benefits.

11/8/2 When the Employer approves employee requests not to report for work or allows employees to leave work before the end of the workday because of hazardous driving conditions or other reasons, the time the employee is absent will be charged to vacation, holiday or compensatory time credits or leave without pay or the employee may make-up time lost on that day, as the employee requests. Makeup shall be at the regular rate of pay, scheduled by the Employer, and shall be worked during the work week in which the emergency situation occurs (including Saturdays if the employee's work unit is in operation). If the employee elects leave without pay, there shall be no proration of benefits.

FLSA EXEMPT EMPLOYEES

11/8/3 Employees who report late to work after having made an earnest effort to report to work because of inclement weather or severe storm or heeding an official travel advisory issued by the State Patrol or the Milwaukee County Sheriff's Department of road closings shall be allowed to work to make-up for lost time during the current or next pay period as scheduled by the Employer. Make-up shall be at the regular rate of pay.

11/8/4 When the Employer approves employee requests not to report to work or allows employees to leave work before the end of the workday because of hazardous driving conditions or other reasons, the time the employee is absent will be charged to vacation, personal holiday or compensatory time credits or the employee may make-up time lost on the day, as the employee requests. Make-up shall be at the regular rate of pay as scheduled by the Employer and shall be worked during the pay period in which the emergency situation occurs or the subsequent pay period.

ALL EMPLOYEES

11/8/5 When an employee is making up time under the provisions of this section, the employee will receive the applicable differentials which are appropriate for those hours actually worked to make-up the time.

11/8/6 When the agency head (or their authorized designee(s)) directs the employees to leave work or not to report to work due to hazardous weather conditions or other emergency situations, the employee will be compensated at the employee's base rate of pay plus any applicable differentials for those hours which he/she had been scheduled to work for that day. If there is a power or equipment failure, the Employer will provide alternate work, if possible, prior to directing the employee(s) to leave work. Each agency will be responsible for identifying those management positions which have the authority to send employees home or not to report to work under this provision. Any questions on who has this authority should be directed to the employee's immediate supervisor.

11/8/7 Starting of automobiles during cold weather will be a subject of local negotiations.

SECTION 9: Distribution of Pay Checks

11/9/1 The Employer agrees to continue its present departmental practices relating to the distribution of pay checks. Pay checks will be distributed in a confidential manner. All pay checks that are mailed will be mailed first class. When a regular payday falls on a holiday (including bank holidays) the Employer will distribute and date pay checks the day before the holiday.

SECTION 10: Commercial Drivers Licenses and School Bus Endorsements (CDL/SBE)

11/10/1 The Employer shall pay the cost of any CDL/SBE, including the initial exam(s), for employees who are required to operate a motor vehicle when the possession of such license was not a condition of employment prior to appointment or promotion. Employees shall be allowed time off without loss of pay to take the initial written and driving skills test.

Employees who are unable to pass the initial written test will be allowed to attend, without loss of pay, training designed to assist the employee in passing the written test. If such training is not provided by the Employer, the employee will be allowed to attend one (1) such Employer-approved training program without loss of pay. The employee will be reimbursed for program costs upon passing the written test.

11/10/2 The Employer shall pay for renewal fees for all CDL/SBE in excess of class D (regular driver license) fees. This applies to CDL/SBEs required by the Employer, regardless of whether they were a prior condition of employment.

11/10/3 The Employer shall pay the cost of any CDL/SBE, including the initial exam(s), for employees who are required to operate a motor vehicle when the possession of such license was not a condition of employment prior to appointment or promotion. Employees shall be allowed time off without loss of pay to take the initial written and driving skills test.

Employees who are unable to pass the written test will be allowed to attend, without loss of pay, training designed to assist the employee in passing the written test. If such training is not provided by the Employer, the employee will be allowed to attend one (1) such Employer-approved training program without loss of pay. The employee will be reimbursed for program costs upon passing the written test.

11/10/4 In the event an employee who has a job requirement to maintain a Commercial Drivers' License (CDL) and has a loss of CDL privileges for sixty (60) days or less because of an off-duty event, the Employer will assist the employee with the following:

A. For up to a 60 day revocation of the CDL, the Employer will attempt to find alternative duties for the employee to perform;

B. If no alternative duties are available, the Employer will attempt to assign the employee to a position for which the employee is qualified that does not require a CDL;

C. If there are no alternative duties or vacancies available, the Employer will allow the employee to use earned, paid annual leave time or accrued compensatory time for up to 60 days;

D. If there are no alternative duties or vacancies available, and the Employee has no earned, paid leave time or accrued compensatory time available, the Employer will approve a leave of absence without pay for up to 60 days.

E. At the sole discretion of the Employer options A-D above may be extended to an employee whose CDL privileges have been lost for more than 60 days.

An employee may only exercise these provisions once every three years.

SECTION 11: Advisory Training Committee

11/11/1 A joint Management-Union Advisory Training Committee may be established when impending layoffs are verified. This Committee will consist of three (3) members of management (two of which are Departmental representatives) and the third member as designated by the director of the OSER, and three (3) members representing the Union designated by AFSCME, Council 24, Wisconsin State Employees Union. Either party may substitute membership depending on the nature and location of the layoff.

11/11/2 The Committee will review the capabilities of the affected employees, departmental needs, suggest jobs for which training may be appropriate, and recommend training programs to the affected departments. Union members will receive time off without loss of pay for attendance at such meetings.

SECTION 12: Training and Education

11/12/1 (BC, AS, SPS, T, LE) In-Service-Training

When an employee's attendance at job related educational activities is directed by the Employer, such attendance, including travel time, will be without loss of pay and at the Employer's expense. Job related educational activities are those activities which aid the employee to acquire, improve or update a skill which is needed in her/his current position and necessary to acceptable job performance.

11/12/2 (BC, AS, SPS, T, LE) Meetings

When requested, the Employer will make a reasonable effort to grant two (2) days each fiscal year at the Employer's discretion to attend meetings, conventions, certification exams, institute seminars or workshops related to the

advancement of the employee's job or career development. Such time off may be without loss of pay as determined by the Employer. In making such determination, the Employer shall take into consideration the type of function attended and the purpose of attendance. Travel expenses may also be paid to the employee at the discretion of the Employer. When such absences are approved by the Employer without pay, the time off may be charged to leave of absence without pay, vacation credits, or holiday credits as the employee may elect.

11/12/3 (BC, AS, SPS, T, LE) Educational Leaves of Absence

Employees covered by this Agreement shall be granted a full-time educational leave of absence without pay for a specific period of time up to one (1) year. To qualify for such an educational leave, the employee must be admitted as a full-time student as determined by the established requirements of the educational institution relating to full-time status. Such employee may return early from such a leave upon approval by the Employer. The Employer may grant a leave of absence in accordance with 13/8/1.

11/12/4 (BC, AS, SPS, T, LE) The Employer shall grant the employee's request for an educational leave of absence. However, the effective date of such leave of absence may be delayed because of certain factors such as the following:

- A. Operational needs of a department.
- B. Number of employees availing or scheduled to avail themselves of educational leaves.
- C. Availability of qualified replacements.
- D. Adequate advanced notice from the employee.

11/12/5 (BC, AS, SPS, T, LE) The Employer shall approve or deny the request for a leave of absence within two (2) weeks after the request is received. Any denial shall include written reasons for the denial.

11/12/5A (BC, AS, SPS, T, LE) The Employer may grant time off without pay for a specific period of time for educational purposes in the state higher educational system, state private accredited higher educational system, or area technical college system. If the time off is approved, the employee will notify his/her supervisor in advance of course registration in order to arrange for scheduling of hours to meet operational needs.

11/12/6 (BC, AS, SPS, T, LE) Career-Related Education

The Employer shall allow for a system of career related education at the request of the employee on the following basis:

When admitted in an educational program in the State Higher Educational System, State Private Accredited Higher Educational System or Area Technical College System, an employee shall be granted time off without pay, including a reasonable amount of travel time, to take career related educational courses up to

but not exceeding fifteen (15) semester hours [not to exceed six (6) semester hours per semester or three (3) semester hours per summer session] for the duration of this Agreement. Seventy five percent (75%) of tuition costs and fees will be reimbursed by the Employer, to the employee, if still employed, upon successful completion of approved courses. Prior to commencement of any career-related courses, the employee shall seek and receive advance authorization from his/her supervisor and from the appointing authority for enrollment in career related courses. After such written approval has been received from the appointing authority or his/her designee, such approval will not be rescinded except for unanticipated emergencies. Career related training and educational activities are those that aid an employee in progressing to any class or class series within the bargaining unit within the agency or for lateral movement to a position in a counterpart pay range within the agency. For the following departments, independent agencies and constitutional offices, career related training and educational activities are those that aid an employee in progressing to any class or class series within the bargaining unit within State Service.

- A. All independent agencies
- B. All constitutional offices
- C. Military Affairs
- D. Regulation and Licensing
- E. Department of Commerce
- F. Employment Relations

For purposes of operational needs and program continuity, management reserves the right to limit the number of bargaining unit members in any given work unit availing themselves of the above provision at any given time.

11/12/7 Required Training (T)

The Employer agrees to allow time off, without loss of pay, for continuing education to meet and maintain licensure for Certified Occupational Therapy Assistants (COTA) and Physical Therapy Assistants (PTA). Time for such certification will be without loss of pay for each year of the contract.

11/12/8 (BC, AS, SPS, T, LE) The provisions of this section represent the minimum standards for in-service training, meetings, educational leaves of absence and career related education as provided in said section. Heads of departments and chancellors of the University of Wisconsin System which choose to exceed these standards may do so. This is an appropriate subject of discussion for Union-Management meetings. The Employer will consider implementing programs which exceed the standards based on these decisions.

11/12/9 (AS, BC) The Union and the Employer will discuss, explore and develop methods to counsel and educate employees as to resources available to enhance promotability for advancement within state service, as provided in 11/2/8.

SECTION 13: Professional Development for Social Services Unit

11/13/1 (PSS) Employer Directed Training

When an employee's attendance at either on-site or off-site training sessions is directed by the Employer, such attendance, including travel time, shall be without loss of pay and at the Employer's expense.

11/13/2 (PSS) Professional Meetings

An employee shall be granted thirty two (32) hours without loss of pay each fiscal year at the employee's discretion, regardless of sponsorship, to attend professional meetings, conventions, certification exams, institute seminars, continuing education, or work shops related to the advancement of the employee's professional development. At the sole discretion of the Employer, travel expenses may also be paid to the employee and additional time off, with or without loss of pay, may be granted for the purposes mentioned above.

11/13/3 (PSS) Educational Leave-of-Absence. Employees covered by this Agreement shall be granted a full-time educational leave-of-absence without pay. Full time student status shall be determined by the established requirements of the educational institution. Such leaves shall be granted for career related professional development and educational purposes only. The Employer shall approve or deny the request for a leave of absence within two (2) weeks after the request is received. Any denial shall include written reasons for the denial. Such employee may return early from such a leave upon approval by the Employer.

11/13/4 (PSS) On-Going Education . In order to provide for career related professional advancement, the Employer shall provide for a system of ongoing education at the request of the employee on the following basis:

11/13/5 (PSS) When enrolled in an educational program in the State Higher Education System, the employee may carry a seventy percent (70%) work load at seventy percent (70%) of pay and benefits. If an employee is enrolled in an educational program in the State Higher Education System and the employee is carrying seventy percent (70%) work load at seventy percent (70%) of pay and benefits, the Employer shall reimburse the employee for seventy-five percent (75%) of tuition and books.

11/13/6 (PSS) When enrolled in an educational program in the State Higher Educational System, an employee shall be granted the time, including a reasonable amount of travel time, to take career related educational courses up to but not exceeding fifteen (15) semester hours [not to exceed six (6) semester hours per semester or three (3) semester hours per summer session] for the duration of this Agreement. The Employer may at its discretion allow time off with or without pay for non-career related educational purposes.

11/13/7 (PSS) The provisions of paragraphs 11/13/5, 11/13/6 and 11/13/7 apply only to those cases where the courses are held and conducted within the physical boundaries of the State of Wisconsin.

11/13/8 (PSS) Notice of Reorganization. Whenever the Employer decides to reorganize any state agency or subdivision thereof, the Union shall be given thirty (30) days advance notice and an opportunity to discuss and confer with the Employer regarding that reorganization and its impact and effect on employees in the bargaining units.

SECTION 14: Personnel Files

11/14/1 An employee shall, upon written request to his/her agency or department, within a reasonable time, have an opportunity to review his/her personnel file(s) in the presence of a designated management representative during the employee's regular scheduled hours of employment without loss of pay. A Union representative may accompany the employee when reviewing his/her personnel file(s). Alternatively, an individual employee may authorize a designated grievance representative or an AFSCME Council 24 field representative to review the employee's personnel file(s) on the employee's behalf in the presence of a designated management representative. Such authorization must be in writing, must specifically identify the representative authorized to review the file(s) and must be provided to the agency or department within a reasonable time prior to the review of the file(s). However, neither employees nor their authorized representatives shall be entitled to review confidential pre-employment information or confidential information relating to promotions out of the bargaining unit.

11/14/2 A copy of any material placed in an employee's file(s) which may affect his/her present job performance evaluation shall be immediately presented to the employee involved.

11/14/3 All work rule violations which did not involve criminal violations will be immediately removed from the employee's official personnel file(s) as stated in 11/7/3 (work rules). When these work rule violations are removed from a personnel file at the request of the employee said material will be given or sent to the employee. When the employee's work location is different than the location of the personnel file the request for removal shall be in writing.

11/14/4 (LE) It is understood performance (incident) reports will be removed upon an employee's request from personnel file(s) after the current year and one full calendar year following the date of the incident. Labor and management may continue to discuss performance reports locally to arrive at an agreement different than that stated above.

Section 15: Contracting Out

11/15/1 When a decision is made by the Employer, pursuant to the provisions of ss. 16.705 Wis. Stats., Chapter Adm 10, Wis. Admin. Code, or any other relevant statutes relating to state contracting or as these may be amended, to contract or subcontract work normally performed by employees of the bargaining unit, the State agrees to a notification and discussion with the Union at the time of the Request for Purchase Authority (RPA) or prior to an official sealed bid or request for proposal (RFP), but not less than thirty (30) days in advance of the implementation. For contracts under s. 84.01(13), Wis. Stats., the Employer will provide a biennial report of contracts in the spring prior to a new biennium. The Employer shall not contract out work normally performed by bargaining unit employees in an employing unit if it would cause the separation from state service of the bargaining unit employees within the employing unit who are in the classifications which perform the work. It is understood that this provision shall not limit the Employer's right to contract for services which are not provided by the employing unit, services for which no positions are authorized by the legislature, or services which an agency has historically provided through contract (including, but not limited to, group home services, child-caring institutions, and services under s. 46.036, Wis. Stats.). If the employee is involuntarily transferred or reassigned as the result of contracting or subcontracting out, every reasonable effort will be made to retain the employee in the same geographic area and at the same rate of pay. When the Employer determines that an employee(s) will be involuntarily transferred, due to contracting out, a notice of this action will be given to the employee(s) and the Union, prior to implementation. Where possible, fourteen (14) days notice will be given. The Employer also will make an effort to notify the employee and Union of a permanent reassignment due to contracting out. [Sections 11/15/1, 2 and 3 do not apply to procurements of services of other items that are not contractual services or to any contracts under ss. 16.75(2)(b), 16.87 or 84.01(13), Wis. Stats., because contracts under these statutes are exceptions to Chapter Adm 10, Wis. Admin. Code.]

11/15/2 In order to provide full information to the Union, including reasons for contracting, the justification required in Chapter Adm 10, Wis. Admin. Code, or as amended, must be included, along with the required notice to the Union at the time of the Request for Purchase Authorization (RPA).

The justification in Chapter Adm 10, Wis. Admin. Code, under contracting out, requires the following information:

A. A reference to the federal law or regulation or state law which requires or authorizes the procurement of the contractual services;

B. A description of the services to be performed, a list of any items to be delivered, complete timetables, and any other specific conditions to be required of the contractor;

C. A statement showing why the services can be performed more economically or efficiently by contract rather than by current state employees. The consideration of costs shall include, but not be limited to, cost of salaries, fringe benefits, training and unemployment compensation benefits;

D. A statement showing why the proposed procurement is in compliance with applicable state collective bargaining Agreements and that the labor organization or organizations representing the appropriate certified collective bargaining unit or units have been notified of the proposed procurement;

E. A statement showing why it is not possible to have the services performed by another state agency; and

F. A statement indicating that competitive bidding will be used or why competitive bidding cannot be used and the justification for using the proposed alternative.

11/15/3 The Employer agrees to notify the Union upon issuance of the letter of intent to award a contract. Such notice shall be made to the Union within the five (5) working days, as specified in s. Adm 10.15(1), Wis. Admin. Code. Actually it is a union five day right to protest in the administrative code.

SECTION 16: Liability Protection

11/16/1 The employees of these bargaining units are covered by the provisions of s. 895.46, Wis. Stats.

SECTION 17: P.E.O.P.L.E. Deductions

11/17/1 Upon receipt of a voluntary written individual order therefore from any of its employees covered by this Agreement on forms provided by the Union the Employer will deduct from the pay to such employees those P.E.O.P.L.E. contributions authorized by the employee.

11/17/2 Such orders may be terminable in accordance with the terms of the order the employee has on file with the Employer.

11/17/3 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability which may arise out of any action taken or not taken by the Employer for the purpose of complying with the provisions of this Section.

SECTION 18: Affirmative Action

11/18/1 The Union recognizes that the Employer is actively engaged in an affirmative action program, fully supports the concepts of such a program and will assist in any way possible in the meeting of the objectives of such a program in order to promote and encourage the full utilization of human resources in state

service. The Employer agrees to provide Council 24 with sixty (60) copies of the "Wisconsin State Government Affirmative Action Plan Versus Performance Report" whenever said report is issued. Similar performance reports on Affirmative Action programs for the University of Wisconsin System shall also be provided to Council 24 for distribution to the local unions on the campuses. At the written request of the local Union, the appointing authority or his/her designee shall furnish a copy of the agency or department affirmative action plan, performance report, or relevant and readily available affirmative action information, the release of which is not prohibited by state or federal law, within five (5) working days, if possible, to the local Union. In those departments which have or create affirmative action committees, such information shall be a topic for discussion. In those departments which do not have or create an affirmative action committee, such information shall be a topic of Union-Management meetings.

11/18/2 In those departments which have or create affirmative action committees, the WSEU shall appoint two (2) employees of the department to each of the committees to represent all WSEU bargaining units without loss of pay. One additional person without loss of pay may be added to the committee by mutual consent.

SECTION 19: Blood Donations

11/19/1 The Employer agrees to continue the current practices on the release of employees for blood donation provided there is the continued availability of blood donation equipment. In those instances where on-site blood donation equipment is not available any arrangements for donating blood may be discussed at local Union-Management Meetings. Employees who donate blood shall be allowed reasonable time off in pay status to donate blood at the closest blood center to his/her work unit.

11/19/2 Employees who donate blood for the purpose of pheresis donations will be released from work and continued in pay status during their scheduled hours of work for the time needed to make said donation.

SECTION 20: Employing Unit Designations

11/20/1 Whenever there shall be a change in employing unit designation, the Union shall be given thirty (30) days advance notice, whenever practicable, and an opportunity to discuss and confer with the Administrator, Division of Merit Recruitment and Selection, and the head of the agency(ies) involved or their designee(s) regarding such change in employing unit(s).

SECTION 21: Employee Assistance

11/21/1 The Employer and the Union recognize the value of counseling and assistance programs to those employees who have personal problems which interfere with the employee's efficient and productive performance of his/her job duties and responsibilities. The Employer and the Union will, therefore, aid such

employees who request assistance with such problems. The Employer and the Union will encourage the employee to seek professional assistance where necessary. Whenever possible, resources for treatment/assistance shall be made known by the Employer and/or the Union.

Where the department-appointed EAP coordinator is in the employee's immediate chain of command, the employee may seek assistance from another coordinator outside his/her chain of command. Employees and EAP coordinators will be permitted a reasonable amount of time, without loss of pay, to confer about employee assistance referral services. The Employer agrees it will endeavor to appoint volunteer EAP resource coordinators on all shifts. If an employee feels he/she is in need of immediate employee assistance and no resource coordinator is available on his/her shift, the employee will be permitted to contact an off-duty resource coordinator by telephone for the purpose of immediate consultation and assistance.

The Employer will include information on employee assistance programs as part of its orientation program for employees. Annually, each department shall provide its employees with a listing of department employee assistance coordinators and available resources.

11/21/2 Where the Employer becomes aware that an employee has personal problems adversely affecting his/her work performance and/or attendance the Employer will notify the Union. The parties will attempt to resolve the problem with the employee.

11/21/3 Such notification and subsequent involvement, if any, of the parties to this Agreement will in no way detract, alter, or modify the rights and obligations of the parties recognized in other provisions of this Agreement. Employee participation in the Employee Assistance Programs will not be the basis for discipline. An employee, however, will not be immune from discipline for work rule violations while participating in such programs.

11/21/4 The Employer encourages the establishment of department-wide or employing unit Employee Assistance Advisory Committee(s). Where such committees are formed or currently exist, the Union may designate one representative to serve on such committee(s) without loss of pay.

SECTION 22: Child Care

11/22/1 Upon request of the local Union, the Employer will make available to employees, information and material related to child care and family issues. This information will be placed in a centralized, clearly designated area.

11/22/2 The Union may appoint one member to represent all WSEU bargaining units to each existing and/or new on-site child care committee. In the event that the on-site child care committee covers two or more employing units covered by two or more different locals, the locals may appoint one additional member to the committee for a maximum of a total of two (2) employee members. Participation in these committees shall be without loss of pay.

SECTION 23: Employees' Organizational Activities for Professional Social Services Unit

11/23/1 The Employer shall permit the employee organizational activities on the Employer's premises and the use of the Employer's facilities. Use of such facilities including the use of meeting rooms shall not take place during normal working hours and shall be on the same fee basis as is permitted other organizations.

SECTION 24: Whistleblower

11/24/1 The Employer agrees to abide by the provisions of Subchapter III of Chapter 230 regarding employee protection on disclosure of information, commonly known as the "whistleblower" law.

SECTION 25: Committees

11/25/1 Quality Committees: Where the Employer creates or has created one or more quality committees, the members of such committees shall be appointed and serve at the discretion of the Employer, except that one member of each such committee shall be a represented employee designated by the Union from the affected work area(s) and shall serve without loss of pay. Such committee(s) are those which meet on a regular basis for the purpose of identifying, analyzing, and recommending solutions to employee/Employer concerns about the work product of the affected work area. Topics of discussion in quality committees as identified in this paragraph do not include discussion topics mandated under the Master Agreement or Ch. 111.80, Wis. Stats.

11/25/2 Other Committees: Where the Employer creates other committee(s) that meet on a regular basis, with represented employees on it, and the subject of the committee(s) has a direct affect on WSEU employees, the members of such committee(s) shall be appointed and serve at the discretion of the Employer, except that one (1) member from each affected bargaining unit shall be designated by the local union, and serve without loss of pay. Topics of discussion in these committee(s) will not include topics mandated under the Master Agreement, or Chapter 111.80, Wis. Stats., but may include identifying, analyzing and recommending changes or solutions to employee/Employer concerns about the work product or the affected work area.

SECTION 26: Arrest/Conviction Record

11/26/1 The pre-employment arrest/conviction record of a current bargaining unit employee with permanent status shall not be used by the Employer as a basis for removing the employee from his/her existing position or disallowing movement to another position unless the Employer can demonstrate that the employee falsified or withheld information or there is a substantial relationship between the arrest/conviction and the circumstances of the employee's existing position or the position to which the employee requests to move that is detrimental to the Employer.

SECTION 27: Nurse Aide Registration

11/27/1 (T) At State institutions where nurse aide registration is required, the Employer will recognize employees as eligible to perform the duties of an aide who have been grandfathered or have completed a program that has been deemed by the Division of Health.

11/27/2 (T) At State institutions where registration is required, and the institution's training program is not deemed by the Division of Health, employees who are not placed on the registry will be afforded the opportunity to receive training to qualify for placement on the registry. If such training is not provided by the Employer, employees will be reimbursed after satisfactory completion for appropriate training from accredited sources.

11/27/3 (T) In the event an employee is unable to initially qualify for the registry, the Employer will make an effort to place the employee in a position for which the employee is qualified. If that position is at a pay level less than the employee is presently receiving, the employee's pay rate will be red-circled.

11/27/4 (T) Fees connected with placement on the registry will be paid by the Employer.

SECTION 28: Operational Need

11/28/1 Definition of Operational Need

Operational need means the needs of the agency that are reasonable perceived by management as necessary for the effective, efficient and safe performance of the agency's mission at any point in time or at any location.

11/28/2 If deviation from the normal shift is made due to operational needs, the Employer will provide an explanation to the employee or Union representative upon request.

ARTICLE XII

WAGES

SECTION 1: Wage Adjustments

12/1/1 The Employer agrees to provide PSS employees covered by this Agreement the wage adjustments set forth below.

12/1/2 A. First Fiscal Year (2003-2004)

Except as otherwise provided under 12/1/4 of this Article, the Employer agrees to provide all eligible employees covered by this Agreement the following wage adjustments in the order set forth below. NOTE: There will be no General Wage Adjustment in fiscal year 2003-2004.

1. (PSS):_FY 2003-200_ Transaction Grid Implementation

Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the Transaction Grid set forth in Appendix #1.

2. (PSS): Pay Range Assignment. Effective the first day of the pay period following the effective date of the Agreement, employees in positions allocated to the Psychologist classification series who are licensed by the Department of Regulation and Licensing will be reallocated to the following classification:

<u>Class Code</u>	<u>Classification</u>	<u>Pay Range</u>
<u>52160</u>	<u>Psychologist-Licensed</u>	<u>12-09</u>

3. (PSS): Progression Implementation/Pay Range Assignment. Effective the first day of the pay period following the effective date of the Agreement, the Employer agrees to implement the pay progressions described in Negotiating Notes 73 (Psychological Associate) and 77 (Medigap Insurance Specialist), and to assign the following classifications to the specified pay ranges below:

<u>Class Code</u>	<u>Classification</u>	<u>Pay Range</u>
<u>52101</u>	<u>Psychological Associate (A)</u>	<u>12-08</u>
<u>52102</u>	<u>Psychological Associate (B)</u>	<u>12-09</u>

B. Second Fiscal Year (2004-2005)

Except as otherwise provided under 12/1/4 of this Article, the Employer agrees to provide all eligible PSS employees covered by this Agreement the following wage adjustments in the order set forth below:

1. (PSS): General Wage Adjustment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide each eligible employee in pay status on the effective date a General Wage Adjustment of an amount equal to 1.0% of the employee's current base pay rate.

2. (PSS): Progression Implementation

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to implement the pay progressions in Negotiating Note 72 (Psychological Services Assistant) and 75 (Rehabilitation Case Manager).

3. (PSS): Pay Schedule Implementation

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will implement the applicable pay schedule set forth in Appendix #2.

4. (PSS): Market Adjustment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer will provide a market adjustment to each employee in pay status whose base rate is less than thirteen dollars (\$13.000). An employee will receive a base increase of not more than twenty-five cents (\$0.250) per hour, subject to a maximum base pay rate of thirteen dollars (\$13.000) per hour except that no employee will receive less than ten cents (\$0.100).

5. (PSS): Pay Range Reassignments

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to reassign the following classifications to the specified pay ranges below:

<u>Classification</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
Psychologist-Licensed	12-09	2-10

Pay on regrade for this pay range reassignment shall not be subject to the pay range maximum.

6. (PSS): Assignment of Pay Ranges

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to assign the following classifications to the specified pay ranges below:

<u>Classification</u>	<u>Pay Range</u>
<u>Psychological Services Asst. (A)</u>	<u>12-05</u>
<u>Social Worker Clinical</u>	<u>12-09</u>
<u>Veterans Claims Officer 1</u>	<u>12-05</u>
<u>Veterans Claims Officer 2</u>	<u>12-06</u>

Pay on regrade for movements into these classifications shall not be subject to the pay range maximum.

7. (PSS): General Wage Adjustment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, all employees in pay status on that date who were not eligible for an adjustment under 3., above, will receive a base pay rate increase of \$0.100.

8. (PSS): General Wage Lump Sum Payment

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, all employees in pay status on that date will receive a lump sum payment of two hundred fifty dollars (\$250.00), pro-rated by FTE on that date.

9. (PSS): Pay Range Reassignments

Effective June 27, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to reassign the following classification to the specified pay ranges below:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Chief Regional Psychologist</u>	<u>12-10</u>	<u>12-11</u>

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

10. (PSS): Progression Implementation/Pay Range Reassignments

Effective December 26, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to implement the pay progression in Negotiating Notes 76 (Ombudsman Services Specialist), and to reassign the following classifications to the specified pay ranges below:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Medigap Ins. Spec.-Lead</u>	<u>12-06</u>	<u>12-07</u>
<u>Ombudsman Svcs. Spec.-Obj</u>	<u>12-06</u>	<u>12-07</u>

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

11. (PSS): Market Adjustment

Effective December 26, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, any employee in pay status on that date whose position is allocated to the following classifications will receive a market adjustment of \$0.200 per hour:

Classifications

Offender Class Spec. (A)

Offender Class Spec. (B)

Probation & Parole Officer (A)

Probation & Parole Officer (B)

Probation & Parole Officer (C)

Social Worker

Social Worker-Adv.

Social Worker Clinical

Social Worker-Corrections (A)

Social Worker-Corrections (B)

Social Worker-Corrections (C)

Social Worker-In Training

Social Worker-Sr.

12. (PSS): Market Adjustment

Effective December 26, 2004, or the first day of the pay period following the effective date of the Agreement, whichever is later, any employee in pay status on that date whose position is allocated to the classification of Social Worker-Advanced at the Bureau of Milwaukee Child Welfare will receive a market adjustment of \$0.300 per hour.

13. (PSS): Progression Implementation/Pay Range Reassignments

Effective April 3, 2005, or the first day of the pay period following the effective date of the Agreement, whichever is later, the Employer agrees to implement the pay progressions in Negotiating Notes 74 (Recreation Leader) and 78 (Experiential Recreation Specialist) and to reassign the following classifications, prior to the implementation, to the specified pay ranges below:

<u>Classifications</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
<u>Experiential Rec. Spec.-Entry</u>	<u>12-03</u>	<u>12-04</u>
<u>Experiential Rec. Spec.-Obj.</u>	<u>12-04</u>	<u>12-05</u>
<u>Probation & Parole Agent (A)</u>	<u>12-04</u>	<u>12-05</u>
<u>Probation & Parole Agent (B)</u>	<u>12-05</u>	<u>12-06</u>
<u>Recreation Leader-Entry</u>	<u>12-03</u>	<u>12-04</u>
<u>Recreation Leader-Obj.</u>	<u>12-04</u>	<u>12-05</u>
<u>Unemployment Benefit Specialist 1</u>	<u>12-04</u>	<u>12-05</u>
<u>Unemployment Benefit Specialist 2</u>	<u>12-05</u>	<u>12-06</u>
<u>Unemployment Benefit Specialist 3</u>	<u>12-06</u>	<u>12-07</u>
<u>Unemployment Benefit Specialist 4</u>	<u>12-07</u>	<u>12-08</u>
<u>Unemployment Benefit Specialist 5</u>	<u>12-08</u>	<u>12-09</u>

Pay on regrade for these pay range reassignments shall not be subject to the pay range maximum.

12/1/3 Former Employees Eligible for 2001-2003 Wage Adjustments

A. Any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from July 1, 2001, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/A.

B. If the effective date of the Agreement is later than June 26, 2004, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from June 26, 2004, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./1. through 7., and 9.

C. If the effective date of the Agreement is later than December 25, 2004, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from December 25, 2004, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./10. through 12.

D. If the effective date of the Agreement is later than April 2, 2005, any former employee who retired from or died while serving in a position in the bargaining unit(s) during the period from April 2, 2005, to the effective date of the Agreement is eligible to receive the wage adjustment as set forth in 12/1/2/B./13.

12/1/4 Employees Not Eligible for 2003-2005 Wage Adjustments and Lump Sum Payments

Employees who have previously been considered for or received a FY 2004-2005 wage adjustment or corresponding lump sum payment will not be eligible for the FY 2004-2005 wage adjustment as set forth in 12/1/2/B./1., 7. and 8.

12/1/5 Lump Sum Payments for Delay in Implementing Wage Adjustments

A. If the effective date of the Agreement is later than June 26, 2004, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./1. through 7., and 9., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between June 26, 2004, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./1. through 7., and 9.

2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between June 26, 2004, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./1. through 7., and 9. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.

3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after June 25, 2004, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./1. through 7., and 9. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

B. If the effective date of the Agreement is later than December 25, 2004, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./10. through 12. multiplied by the number of his/her hours in pay status in the bargaining unit(s) between December 25, 2004, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./10. through 12.

2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between December 25, 2004, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./10. through 12. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.

3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after December 24, 2004, and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./10. through 12. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

C. If the effective date of the Agreement is later than April 2, 2005, eligible employees will receive a lump sum payment in an amount equal to the adjustment an employee receives under 12/1/2/B./13., multiplied by the number of his/her hours in pay status in the bargaining unit(s) between April 2, 2005, and the effective date of the Agreement. This lump sum payment will be pro-rated for purposes of WRS earnings in accordance with applicable ETF administrative provisions.

The following employees will be eligible:

1. Employees in pay status on the effective date of the Agreement who receive adjustments under 12/1/2/B./13.

2. Former employees of the bargaining unit(s) who retired from or died while serving in a bargaining unit(s) position between April 2, 2005, and the effective date of the Agreement who would have received adjustments under 12/1/2/B./24. through 27., 32. and 33. These employees will also be eligible for any lump sum fiscal year adjustment that they would otherwise have been eligible to receive.

3. Employees in the bargaining unit(s) who began a leave of absence or were laid off after April 1, 2005 and before the effective date of the Agreement and who would have received adjustments under 12/1/2/B./13. Employees will receive no payment until they return to pay status in the bargaining unit(s) during the term of this Agreement.

SECTION 2: Recruitment Rates

12/2/1 In the event the Employer uses Hiring Above the Minimum (HAM) or Raised Hiring Rates (RHR) for recruitment, the Employer will notify the Union before implementation.

SECTION 3: Pay Period

12/3/1 Each employee covered by this Agreement shall be paid on a biweekly basis.

SECTION 4: Shift Differential

12/4/1 The Employer agrees to pay a shift differential of \$.45 (forty five cents) per hour for all hours worked between the hours of 6:00 p.m. and 6:00 a.m.

12/4/2 Weekend Differential: The Employer agrees to pay a weekend differential of \$.60 (sixty cents) per hour for all hours worked between the hours of 12:01 a.m. on Saturday and 12:00 midnight on Sunday.

12/4/3 Employees shall be paid one and one-half (1-1/2) times the base rate plus applicable differentials for overtime pay purposes.

SECTION 5: Flight Pay

12/5/1 (SPS, T, LE) Any employee required to pilot an aircraft as a portion of his/her assigned duties shall receive as additional pay five dollars (\$5.00) for each hour of aircraft log time during which this duty is performed unless:

A. His/her current classification* and job specification already includes this duty as a regularly assigned duty of the job, or

B. The time spent in flying the air craft is a casual occurrence solely for the purpose of arriving at a destination and not a part of a regular duty assignment.

No additional compensation shall be granted for any ground duty or preparation time even though such duties may be directly connected with the actual flying assignment.

*Examples of classes which are specifically exempt from this provision include but are not limited to: Conservation Pilot, Aircraft Pilot, Aircraft Mechanic.

SECTION 6: Motorcycle Pay

12/6/1 (LE) State Patrol Troopers required to operate motorcycles in the performance of their assigned duties shall receive the additional pay of twenty five dollars (\$25.00) per month when required to operate motorcycles during the months of May through October of each year.

SECTION 7: Add-ons

12/7/1 Employees in positions allocated to the classifications of Psychologist-Licensed, Chief Regional Psychologist, School Psychologist, School Psychologist-Senior or Psychological Associate who have obtained a recognized doctoral degree in Psychology or a related field such as Behavioral Disabilities, which is approved by the agency shall receive a salary add-on equal to thirteen percent (13%) of the minimum of the pay range. Employees who possess a doctorate equivalent, as

evidenced by licensure issued by the Department of Regulation and Licensing, will also be eligible. An additional amount of up to five percent (5%) of the minimum of the pay range may also be added on at the sole discretion of the Employer.

12/7/2 Effective the first day of the pay period following the effective date of the Agreement, an add-on of fifty cents (\$0.50) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to the Aircraft Mechanic classification, based upon the employee's possession of a current Repairman's Certification under FAR part 65.103 (Specialized Services & Instrument). If an employee receiving this supplemental add-on ceases to hold a current certification or a position allocated to the Aircraft Mechanic classification, the add-on will cease effective the first day of the pay period following termination of the current certification or from the position allocated to the Aircraft Mechanic classification.

12/7/3 Effective the first day of the pay period following the effective date of the Agreement, an add-on of one dollar (\$1.00) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to the Security Officer classification and has been permanently assigned the UW Hospital & Clinics. If an employee receiving this supplemental add-on ceases to hold a position allocated to the Security Officer classification or the position is no longer permanently assigned to the UW Hospital & Clinics, the add-on will cease effective the first day of the pay period following termination from the position allocated to the Security Officer classification or the permanent assignment to the UW Hospital & Clinics.

12/7/4 Effective December 29, 2002, or the the first day of the pay period following the effective date of the Agreement, whichever is later, when a Fire Crash Rescue Specialist 3 is not available to lead a shift, the Employer may designate an employee classified as a Fire Crash Rescue Specialist 2 as a relief lead worker for that shift. The employee will receive a differential of ninety cents (\$0.90) per hour for each hour assigned as relief lead worker. The differential will cease when the employee is no longer assigned as a relief lead worker.

12/7/5 Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, an add-on of one dollar (\$1.00) per hour shall be paid to supplement the base pay of an employee whose position has been allocated to Licensed Practical Nurse 1 or 2, or Nursing Assistant 1, 2, or 3 for all hours in pay status during individual work shifts in which the employee is specifically designated by a supervisor to work in a mentoring capacity at a Wisconsin Veterans Home. If an employee receiving this supplemental add-on ceases to hold a position allocated to licensed Practical Nurse 1 or 2, or Nursing Assistant 1, 2, or 3 or is no longer designated to work in a mentoring capacity, the add-on will not apply.

SECTION 8: Administrative Date For Pay Adjustments

12/8/1 The Employer agrees to continue to implement all bargainable pay adjustments affecting employees covered under this Agreement at the beginning of the pay period falling closest to the statutory or administrative date of said adjustments.

SECTION 9: Periodic Classification/Pay Range Assignment Meetings

12/9/1 The parties agree to meet quarterly during the life of this Agreement, or as may be mutually agreed, to discuss the assignment of new bargaining unit classifications or reassignment of existing bargaining unit classifications to pay ranges. The parties may also agree to discuss other issues relating to the classification system, such as the need for classification and/or pay surveys. Nothing in this section will preclude the parties from mutually agreeing to implement specific assignments, reassignments or labor market adjustments. In the event there is not mutual agreement, the Employer may implement its proposed assignments/reassignments/adjustments. The Union will not be precluded from bargaining on these assignments/reassignments/adjustments or assignment/reassignment/adjustments of any other bargaining unit classifications to different pay ranges during the succeeding round of negotiations. Bargaining unit members who attend such meetings by mutual agreement will do so without loss of pay.

12/9/2 Absent mutual agreement as provided under 12/9/1 above, the assignment/reassignment of a bargaining unit classification to a pay range will not be implemented during the life of the contract when such action will adversely impact the contractual rights or benefits of bargaining unit employees in the affected class(es), or result in a reassignment of a classification to a lower pay range.

12/9/3 Pay range assignment/reassignment decisions implemented by the Employer as provided under this Article are not grievable under provisions of Article IV of this Agreement.

12/9/4 During the life of this Agreement, the OSER, upon mutual agreement of the parties, will meet with Council 24 designated bargaining team members for the purpose of identifying and discussing classification issues. The agendas for such meetings and union representatives attending such meetings will be determined jointly by OSER and Council 24. Criteria for placement of an issue on the agenda shall include: administration of the Classification Plan, recruitment problems, retention problems, and other issues that the parties believe are appropriate at the time. Designated bargaining team member's compensation for attendance will be the same as it is for the master Agreement bargaining process for negotiation of the 2003-2005 Agreement. This section shall terminate on June 30, 2005, unless extended by mutual agreement of the parties.

SECTION 10: Pay Administration

12/10/1 Except as otherwise noted in 12/10/2 or elsewhere in this Agreement, pay administration shall be in accordance with Appendix 5 of this Agreement from the effective date of the Agreement through June 27, 2004 and in accordance with the provisions provided in this section from June 27, 2004, subsequent to the implementation of the FY 05 pay schedule in Appendix 2, through June 30, 2005. The provisions of this section shall apply for all personnel transactions to, between, or within positions allocated to classifications in any of the WSEU bargaining units.

12/10/2 Except as otherwise noted in this Agreement, pay administration for pay ranges 05-40, 05-41, 06-25, 36-40, 36-41 and 36-42 will be in accordance with Appendix 5 from the effective date of the Agreement through June 30, 2005.

12/10/3 On completion of any personnel transaction, the employee shall receive a base pay rate no lower than the minimum of the appropriate pay range.

12/10/4 All pay transactions are subject to the pay range maximum unless the pay is determined in accordance with provisions that allow the pay rate to exceed the pay range maximum or the employee is receiving a temporary transaction rate (TTR).

12/10/5 There shall be no pay increase upon completion of the first six months of any probationary period.

12/10/6 On promotion, movement to a higher pay range within a lettered classification (example: from Probation and Parole Agent A to Probation and Parole Agent B), or regrade for reclassification or reallocation to a higher pay range, except in cases where the employee has reinstatement eligibility to the higher pay range, the employee's current base pay rate shall be increased by the Range Adjustment amount (RA) for the pay range of the position to which the employee is moving. If the regrade is more than one (1) pay range, the employee shall receive an additional increase(s) equal to the RA(s) for each pay range(s) between the old and new range.

12/10/7 On regrade for reclassification or reallocation to the same, counterpart, or lower pay range, the employee's current rate of pay shall be retained. If the present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for one year. The first day of the pay period following the date of expiration of the employee's TTR, the employee's pay rate shall be reduced to the maximum of the pay range. If at expiration of the employee's TTR the pay range maximum exceeds the employee's TTR, the TTR will become the employee's present rate of pay.

Regraded employees serving a probationary period for an original appointment shall continue to be compensated at their present rate of pay as long as it does not exceed the pay range maximum of their new classification. If the present rate of pay exceeds the pay range maximum, it shall be reduced to the pay range maximum.

12/10/8 On voluntary demotion, excluding those in 12/10/9, the employee's current base pay rate shall be decreased by the RA for the pay range of the position from which the employee is moving. If the demotion is more than one (1) pay range, the employee shall receive an additional pay rate decrease equal to the RA(s) for each pay range(s) between the old and new pay ranges, limited to the next two (2) highest RAs, if the demotion is more than three pay ranges. Therefore, the pay rate decrease shall not be more than the aggregate of three (3) RAs. The RA(s) for the pay range of the position from which the employee is moving for demotion from a non-WSEU bargaining unit shall be determined as follows:

1. If the non-WSEU position is allocated to a classification which is in a pay range that is counterpart to a pay range in the applicable WSEU schedule, the RA(s) of the WSEU counterpart pay range shall be considered the RA(s) for the pay range of the position from which the employee is moving;

2. If the non-WSEU position is allocated to a classification which is in a pay range that is not counterpart to a pay range in the applicable WSEU schedule, the RA used shall be that of the WSEU pay range having a maximum closest to but higher than the pay range maximum of the non-WSEU pay range involved; and

3. If, under 2., above, there are no higher pay range maximums in the applicable WSEU schedule, the highest RA in that schedule shall be the RA for the pay range of the position from which the employee is moving. In addition, this RA shall also be considered the first RA between the old and new pay ranges if the demotion is more than one (1) range.

12/10/9 On involuntary demotions, demotions in lieu of layoff, or demotion after being designated at risk under 8/2/1, the employee shall continue to be compensated at their present rate of pay. If the present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for one year. The first day of the pay period following the expiration of the employee's TTR, the employee's pay rate shall be reduced to the maximum of the pay range into which they demoted. If at expiration of the TTR period the pay range maximum exceeds the employee's TTR, the employee's TTR will become the employee's present rate of pay.

An employee demoted for disciplinary purposes shall be compensated at their present rate of pay, subject to the maximum. The employee demoted for disciplinary purposes shall not be eligible for a TTR.

12/10/10 On voluntary transfer, except those in 12/10/11, the employee shall continue to be compensated at their present rate of pay.

12/10/11 On involuntary transfers, transfers in lieu of layoff, or transfers after being designated at risk under 8/2/1, the employee shall continue to be compensated at their present rate of pay. If the employee's present rate of pay exceeds the pay range maximum, the employee shall receive a TTR for one year. The first day of the pay period following the expiration of the TTR, the employee's pay rate shall be reduced to the maximum of the pay range. If at expiration the pay range maximum exceeds TTR, the TTR will become the present rate of pay.

12/10/12 On reinstatement, the employee's base pay rate shall be the last rate received in the position from which reinstatement eligibility is derived.

When an employee who has not held permanent status in class within the last 5 years is reinstated, pay on reinstatement shall be determined as if in accordance with pay on original appointment.

12/10/13 On restoration, the employee shall receive a base pay rate equal to the last rate received plus intervening adjustments. The adjustments applied to the employee's last rate received shall be that of the appropriate pay schedule for the classification from which restoration rights are derived.

12/10/14 On movement to a trainee position, a current employee's base pay rate shall be determined in accordance with provisions applicable to the transaction type involved.

12/10/15 A TTR received under the provisions of Appendix 5 shall continue if the employee is subsequently covered by the provisions of this section. If an employee received a TTR in accordance with the provisions of Appendix 5, but is no longer covered by the Appendix 5 provisions on the TTR expiration date or the date the employee leaves a WSEU-represented position, the pay rate will be determined as follows:

Effective the first day of the pay period following the expiration date of the TTR, or the date of the employee leaves a WSEU-represented position, the employee's pay shall be calculated as if the employee had been voluntarily demoted or voluntarily transferred in accordance with 12/10/9 or 12/10/10, whichever is applicable for the transaction that caused the TTR. If the date of expiration or termination is the first day of the pay period, that date will be the effective date.

The TTR shall also expire if a subsequent transaction will result in a higher pay rate. The new pay rate will be calculated as if the employee had voluntarily demoted or transferred in accordance with 12/10/9 or 12/10/10, whichever is applicable for the transaction that caused the TTR, immediately prior to the transaction.

For all demotion calculations, RAs in effect at the time of the TTR expiration, termination or subsequent transaction shall be used.

12/10/16 Any personnel transaction not covered in this section will be administered in accordance with Chapter ER 29, Wis. Adm. Code.

ARTICLE XIII

EMPLOYEE BENEFITS

SECTION 1: Health Insurance

13/1/1 The Employer agrees that the benefits offered under the Standard Plan and all compensable alternative plans shall be comparable. The parties agree that the alternative plans approved by the Group Insurance Board at its meeting on September 5, 1985, are comparable in benefit levels and shall be considered as examples of comparability.

13/1/2 Employer contributions for employees residing outside of Wisconsin who select the standard plan shall be based on their county of residence. Qualifying health insurance plans shall be determined in accordance with standards established by the Group Insurance Board.

13/1/3 Effective with premiums due for coverage beginning January 1, 2004, a three-tier health insurance model will be implemented. The employee monthly contributions toward health insurance premiums will be based on the specific tier to which their qualifying health insurance plan has been assigned for employees appointed to work one thousand and forty four (1044) hours or more per year. Employee contributions under this three-tier approach are as follows:

	<u>Employee Monthly Contribution Effective January 2004 through December 2004</u>		<u>Employee Monthly Contribution Effective January 2005 through December 2005</u>	
	<u>Single</u>	<u>Family</u>	<u>Single</u>	<u>Family</u>
<u>Tier 1</u>	<u>\$18.00</u>	<u>\$45.00</u>	<u>\$22.00</u>	<u>\$55.00</u>
<u>Tier 2</u>	<u>\$47.00</u>	<u>\$117.50</u>	<u>\$50.00</u>	<u>\$125.00</u>
<u>Tier 3</u>	<u>\$100.00</u>	<u>\$250.00</u>	<u>\$100.00</u>	<u>\$250.00</u>

Qualifying health insurance plans, and the tier to which each will be assigned, will be determined in accordance with standards established by the Group Insurance Board.

The administrative means by which the monthly premium payments are paid will be established in a manner similar to that established for premium payment by nonrepresented employees and that does not cause undue hardship on affected employees.

13/1/4 Effective with health insurance premiums due for coverage beginning January 1, 2004, provided in 13/1/3, above, the Employer agrees to pay fifty percent (50%) of the total monthly premium amount for the health plan selected for insured employees in part-time positions defined under s. 230.27, Wis. Stats., who are appointed to work for at least six hundred (600) hours but less than one thousand forty-four (1044) hours per year.

3/1/5 The Employer agrees to offer the State Maintenance Plan in those counties in which there are no approved alternative plans.

SECTION 2: Life Insurance

13/2/1 The Employer agrees to continue in effect the present level of benefits provided under the existing master contract between the insurance carrier and the State of Wisconsin Group Insurance Board.

13/2/2 The Employer agrees to continue in effect the present administration of the group life insurance plan provided under the provisions of Chapter 40, Wis. Stats., the master contract between the insurance carrier and the Group Insurance Board, and the Rules of the Department of Employee Trust Funds.

13/2/3 The Employer agrees to pay the difference between the employee contribution and total premium.

SECTION 3: Dental Insurance

13/3/1 (BC, SPS, T, PSS, LE) The Employer agrees to deduct from the pay of participating employees the amount necessary to pay the total premium for a dental insurance plan to be administered by the Union. The Union shall notify the Employer of the premium amounts.

13/3/2 (AS) The Employer agrees to deduct from the pay of participating employees the amount necessary to pay the total premium for a dental insurance plan to be administered by the Union. The Union shall notify the Employer of the premium amounts and provide signed deduction authorization cards for employees from whose pay the premium shall be deducted.

13/3/3 (AS) The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability which may arise out of any action taken or not taken by the Employer for the purpose of complying with the provisions of this section.

13/3/4 (AS) Notwithstanding the foregoing provision of this section, it is neither the intent nor purpose of this section that the Employer is offering, providing or making available dental insurance coverage to employees nor does the Employer assume or accept responsibility or liability for the administration, coverage or conduct of such a program.

13/3/5 The Employer agrees to establish a labor-management committee for the purpose of developing the dental plan design.

SECTION 4: Income Continuation Insurance

13/4/1 The Employer agrees to continue in effect the income continuation program and the administrative provisions of the program provided under Chapter 40, Wis. Stats., and the master contract between the insurance carrier and the Group Insurance Board.

SECTION 5: Sick Leave

13/5/1 The Employer agrees to provide a sick leave plan as follows:

A. Employees shall earn sick leave at the rate of .0625 of an hour in pay status in a biweekly period to a maximum of five (5) hours for each full biweekly pay period of service.

B. Employees shall earn sick leave at the rate of .0625 of an hour for each hour in excess of eighty (80) hours in a biweekly pay period to a maximum of one (1) hour for ninety six (96) hours work in a pay period.

C. Employees who regularly work nine and six tenths (9.6) hours per day and forty eight (48) hours per week shall be paid nine and six tenths (9.6) hours of pay for each nine and six tenths (9.6) hours of sick leave taken.

D. Sick leave shall not accrue during any period of absence without pay, except for leaves authorized by management for Union activities, or for any hours in excess of ninety six (96) hours per biweekly period of service. Approved leaves of absence without pay totaling four (4) hours or less in a biweekly pay period will be disregarded for administrative purposes.

E. Unused sick leave shall accumulate from year to year in the employee's sick leave account.

USE OF SICK LEAVE

13/5/2A The Employer agrees to provide the following:

Employees may use accrued sick leave for personal illnesses, bodily injuries, maternity, or exposure to contagious disease:

A. which require the employee's confinement; or

B. which render the employee unable to perform assigned duties; or

C. where performance of assigned duties would jeopardize the employee's health or recovery.

In the event the Employer has reason to believe that an employee is abusing the sick leave privilege or may not be physically fit to return to work, the Employer may require a medical certificate or other appropriate verification for absences covered by this Article. When an employee has been identified as a sick leave abuser by the Employer and required to obtain a medical doctor's statement for sick leave use, the notice of such requirement will be given to the employee and the local Union in writing. If the medical certificate verifies that the employee was not abusing sick leave or is physically fit to report to work, the Employer shall pay the cost of the medical certificate. When an employee must obtain such medical certificate during his/her regularly scheduled hours of employment, he/she shall be allowed time off without loss of pay or sick leave credits to obtain the certificate. Employees will be permitted to use holidays, compensatory time off and/or annual leave in lieu of sick leave when they so request.

To protect employee privacy, the parties shall make a good faith effort to maintain the confidentiality of personal medical information which is received by or disclosed to the Employer in the course of administering this section.

Sick leave, unanticipated use of sick leave, and innovative positive methods or programs to reduce the use of sick leave are appropriate topics of discussion at local labor/management meetings.

13/5/2B (BC, SPS, T, PSS, LE) Review Program for Unanticipated Use of Sick Leave

In those employing units which have established a sick leave review program, or in those employing units which establish such programs at a future date, such programs will be used to address the unanticipated use of sick leave.

For purposes of these programs, unanticipated use of sick leave is defined as:

“An employee or family member who calls the employee's place of employment per the established call-in procedure indicating he/she is not able to report to or continue to work for that day under the guidelines of Article XIII, Section 5.”

If an employee provides the Employer a medical certificate or other appropriate verification for absences covered by this article, that instance (and/or hours) shall not be considered unanticipated use of sick leave.

In those employing units which have a program in place for unanticipated sick leave review, and in those employing units which establish such programs, the following criteria must be included.

- A. A written policy.
- B. A thirty (30) day advance written notice to the local union(s) and to all current employees and a copy to all new employees at the time of hire.
- C. Where such policies are established, they shall be uniform for each Department, Division, or employing unit.
- D. Any such programs established will include discussion with and input from the local union(s) prior to implementation or making changes in existing programs.
- E. Sick leave and unanticipated use of sick leave will be a topic of discussion at labor/management meetings.
- F. All other provisions of this section shall apply.

13/5/2C A Joint Sick Leave Study Committee, as described in Memorandum of Understanding No. 3, shall be established and meet no later than ninety (90) days after the effective date of this Agreement.

13/5/3 (BC, SPS, T, PSS) Employees may use accrued sick leave for personal medical or dental appointments for themselves or dependent children living in the household of the employee which cannot be scheduled at times other than during working hours.

13/5/4 (BC, AS, SPS, T, LE) Employees may use accrued sick leave for medical or dental appointments for themselves, their spouses, and dependents living in the household of the employee which cannot be scheduled at times other than during working hours (Dependents are defined as dependents eligible for IRS purposes). To qualify for use of sick leave under this subsection, employees must give the Employer three (3) workdays advance notice of appointments except when emergency conditions prevail or urgent appointments are canceled and rescheduled.

13/5/5 Employees may use accrued sick leave for temporary emergency care of ill, injured, or disabled parents, stepparents, grandparents, foster parents, children, stepchildren, grandchildren, foster children, brothers (and their spouses), and sisters (and their spouses) of the employee or spouse, the spouse, aunts and uncles of the employee or spouse, sons-in-law or daughters-in-law of the employee or spouse, person(s) for whom the employee is legal guardian or legal guardian(s) of the employee. Employees may use accrued sick leave for temporary emergency care of other ill, injured or disabled relatives of the employee or spouse residing in the household of the employee for a limited period of time to permit the employee to make other arrangements. Use of sick leave for the purposes of this section is limited to five (5) workdays for any one illness or injury, however, the use of sick leave may be extended to cover unusual circumstances provided prior approval is obtained from management.

13/5/6 Employees may use accrued sick leave to supplement the Worker's Compensation benefits provided pursuant to Chapter 102, Wis. Stats., to the extent that the employee shall receive the equivalent of his/her regular base rate. The procedures necessary for the administration of this section shall be developed by the Employer and shall be in accordance with the existing Wisconsin Statutes.

13/5/7 Employees may use accrued sick leave to care for adopted children. Use of sick leave for this purpose may not exceed five (5) workdays during the seven (7) calendar days immediately after taking custody of the child or children.

13/5/8 The Employer agrees to credit unused sick leave accumulated prior to the effective date of this Agreement to the account of the employees covered under this Agreement.

13/5/9 The Employer agrees to continue in effect the provisions of s. 230.35(2) and 40.05(4)(b), Wis. Stats., which provide that at the time of retirement or in the event of death, accumulated unused sick leave shall be converted at current value and credited to the employee's account. The conversion credits once recorded shall be used on behalf of the employee or surviving spouse, child(ren), or other dependents to offset the cost of the monthly health insurance premiums as provided under the provisions of s. 40.05(4)(b), Wis. Stats.

13/5/10 The Employer agrees to provide the following supplemental health insurance conversion credits for permanent employees who retire or are permanently laid off from the service, or for the surviving insured dependents of permanent employees who die while in the service or while permanently laid off, under the following conditions:

A. The credits shall be based upon an employee's full number of years of adjusted continuous service on the date of retirement, layoff or death.

B. The credits shall be calculated based on the employee's sick leave balance on the date of retirement, layoff or death.

For employees who retire, are laid off or die with at least fifteen (15) full years of adjusted continuous service, the Employer shall match each one (1) hour of accumulated sick leave up to a maximum of fifty two (52) hours per year multiplied by the number of years of service through twenty four (24) years. For years of adjusted continuous service over twenty four (24) years, the Employer shall match each (1) hour of accumulated sick leave credit up to a maximum of one hundred and four (104) hours per year multiplied by the number of years of continuous service over twenty four (24) years.

For employees who have earned all of their adjusted continuous service while having protective occupation status and who retire, are laid off or die with at least fifteen (15) full years of adjusted continuous service, the Employer shall match each one (1) hour of accumulated sick leave up to a maximum of seventy eight (78) hours per year multiplied by the number of years of service

through twenty four (24) years. For years of adjusted continuous service over twenty four (24) years, the Employer shall match each (1) hour of accumulated sick leave credit up to a maximum of one hundred and four (104) hours per year multiplied by the number of years of continuous service over twenty four (24) years.

Employees who have earned part of their adjusted continuous service while in protective occupation status shall have their credits prorated in accordance with these provisions:

C. If, at the time of retirement, layoff or death, the employee has adjusted continuous service of less than twenty five (25) years, multiply the number of years as general by fifty two (52) hours. Multiply the number of years as protective by seventy eight (78) hours. Combine these totals to determine the maximum matching credits.

D. If, at the time of retirement, layoff or death, the employee has adjusted continuous service of over twenty four (24) years, determine the proration based on the first twenty four (24) years of service and then add one hundred four (104) hours for each year of adjusted continuous service over twenty four (24) years.

Employees who suffer from a personal illness or injury that requires them to use at least five hundred (500) hours of accrued sick leave during the three (3) years immediately prior to retirement, layoff or death shall receive five hundred (500) hours credited to this account upon retirement, layoff or death.

Employees shall be required to provide medical documentation of such illness or injury to the Employer on forms provided by the Employer at the time the leave is taken. Employees who have suffered such an illness or injury during the three (3) years immediately preceding the effective date of this contract shall also be required to provide supporting medical documentation.

Access to these credits for payment of post retirement health insurance premiums shall occur only after all Accumulated Sick Leave Conversion Credits (ASLCC) have been exhausted. In the event an employee returns to a position covered by this agreement after having retired, the credits in this account shall be held in escrow until the employee again retires. The credits will then be adjusted to reflect additional years of continuous service and sick leave accrual.

These credits shall be converted using the employee's highest base pay rate while in state service.

For informational purposes, a chart portraying this benefit is found in Appendix #6.

E. Credits granted to a permanently laid off employee, or that person's surviving insured dependents, shall be available until the credits are exhausted, the laid off employee is re-employed, or 5 years have elapsed from the date of layoff, whichever occurs first.

F. For the purposes of this section, a permanently laid off employee is a laid off employee who is not on a temporary, school year, seasonal or sessional layoff.

13/5/11 The employee may elect to delay conversion of his/her sick leave credits after the date of retirement provided that the employee is covered by a comparable health insurance plan or policy between the date of retirement and the time that the employee elects to convert his/her sick leave credits. Such conversion shall be based on the employee's hourly wage rate at the time of retirement.

13/5/12 Separation from the service shall cancel all unused accumulated sick leave. However, when a person who is an employee with permanent status in class resigns, any unused accumulated sick leave shall be restored provided he/she is re-employed by any agency of the State within five (5) years. When a person who is an employee with permanent status in class is laid off, any unused accumulated sick leave shall be restored provided he/she is re-employed by any agency of the State within five (5) years.

13/5/13 An employee who qualifies for benefits under s. 40.65, Wis. Stats., shall be considered an eligible employee under s. 40.02(25)(b), Wis. Stats., for purposes of group health insurance coverage.

Under this Agreement, an employee who is eligible for benefits under s. 40.65 or s. 40.63, Wis. Stats., as a result of a work-related injury or disease shall be eligible to convert accumulated unused sick leave at the employee's then current basic rate to credit for payment for health insurance premiums.

Conversion of accumulated unused sick leave credits for payment of health insurance premiums by employees who qualify for benefits under s. 40.65 or s. 40.63, Wis. Stats., shall not be treated as earnings under s. 40.02(22), Wis. Stats.

13/5/14 Bereavement Time Off

A. Where death occurs in the immediate family of an employee, accrued sick leave may be used. Immediate family is defined as, and limited to: the parents, stepparents, grandparents, foster parents, children, stepchildren, grandchildren, foster children, cousins, brothers (and their spouses), and sisters (and their spouses) of the employee or spouse, the spouse, spouse equivalent, aunts and uncles of the employee or spouse, sons-in-law or daughters-in-law of the employee or spouse, person(s) for whom the employee is legal guardian, legal guardian(s) of the employee, or other relatives of the employee or spouse residing in the household of the employee.

B. Use of accrued sick leave shall normally be used during the seven (7) calendar day period immediately following the death. Where mitigating circumstances require a postponement in funeral arrangements, sick leave may be used at an appropriate later date for directly related purposes.

C. Use of sick leave for death in the immediate family for the purposes of this section is limited to a total of three (3) workdays, plus required travel time not to exceed four (4) workdays.

D. (BC, AS, T, PSS) At the Employer's discretion, employees may be allowed to use up to eight (8) hours sick leave for the death of a resident or client for whom the employee provided daily personal care.

E. At the employee's request, other paid leave time may be used in lieu of sick leave in accordance with 13/5/2A.

F. Appropriate use of bereavement leave under this section will not initiate an employee being placed on a review program for unanticipated use of sick leave.

13/5/15 Employees may use one (1) day of accrued sick leave to attend the funeral of nieces, nephews, god children or god parents of the employee or spouse. Travel time to attend such funerals shall not exceed four (4) workdays.

13/5/16 On a case by case basis, employees may request additional other paid or unpaid leave which may be granted at the discretion of the appointing authority.

13/5/17 An employee may request and a supervisor may agree to schedule the employee to make-up a maximum of twenty four (24) hours per calendar year of sick leave used for the purposes of bereavement time off. The make-up time must occur in the same biweekly pay period as the bereavement time off and shall not result in overtime.

SECTION 6: Paid Annual Leave of Absence (Vacation)

13/6/1 The Employer agrees to provide employees with a formal paid annual leave of absence plan (vacation) as set forth below.

13/6/2 Employees shall begin earning annual leave on their first day in pay status. After completion of the first six months in a permanent, seasonal or sessional position pursuant to s. 230.28(1), Wis. Stats., or as a trainee unless covered under Wis. Adm. Code, (Rules of the Administrator, Division of Merit Recruitment and Selection), employees are eligible for and shall be granted noncumulative annual leave based on their seniority date as follows:

A. Regular Employees - Annual leave shall be based upon seniority date at the rate of:

1. Eighty (80) hours [ten (10) days] each year for a full year of service during the first five (5) years of service.

2. One hundred twenty (120) hours [fifteen (15) days] each year for a full year of service during the next five (5) years of service.

3. One hundred thirty six (136) hours [seventeen (17) days] each year for a full year of service during the next five (5) years of service.

4. One hundred sixty (160) hours [twenty (20) days] each year for a full year of service during the next five (5) years of service.

5. One hundred seventy six (176) hours [twenty two (22) days] each year for a full year of service during the next five (5) years of service.

6. Two hundred (200) hours [twenty five (25) days] each year for a full year of service during all succeeding years of service.

(BC, SPS, T, PSS, LE) Employees who regularly work nine and six tenths (9.6) hours per day and forty eight (48) hours per week shall receive nine and six tenths (9.6) hours of pay for each day of vacation taken and forty eight (48) hours of pay for each week of vacation taken.

B. School Year Employees - Employees who are regularly employed on a school year basis for less than twelve (12) months out of a year shall be granted pro rata annual leave consistent with item A, Regular Employees.

C. Seasonal Employees - Employees who are regularly employed for less than twelve (12) months out of a year shall be granted pro rata annual leave consistent with item A, Regular Employees.

D. Permanent Part-Time Employees - Employees who are regularly employed for twenty (20) or more hours but less than forty (40) hours per week on a continuing basis shall be granted pro rata leave consistent with item A, Regular Employees.

13/6/3 Annual leave shall be computed as follows:

A. Annual leave credits in any given year shall not be earned for any period of absence without pay.

B. Subject to the annual leave schedule in effect under item A, Regular Employees, annual leave for covered employees shall be prorated during the first (1st) year of employment at the rate of eighty (80) hours; during the sixth (6th) year of employment at the rate of eighty (80) or one hundred twenty (120) hours respectively; during the eleventh (11th) year of employment at the rate of one hundred twenty (120) or one hundred thirty six (136) hours respectively; during the sixteenth (16th) year of employment at the rate of one hundred thirty six (136) or

one hundred sixty (160) hours respectively; during the twenty-first (21st) year of employment at the rate of one hundred sixty (160) or one hundred seventy six (176) hours respectively; during the twenty-sixth (26th) year of employment at the rate of one hundred seventy six (176) or two hundred (200) hours respectively.

C. Upon termination of employment, annual leave shall be prorated.

13/6/4 Employees eligible for at least one hundred sixty (160) hours annual leave each year may, at their option, elect to receive forty (40) hours or prorated portion thereof of such benefit under one of the following options each year:

- A. Annual leave during the year earned,
- B. As credit for termination leave or as accumulated sabbatical leave.

13/6/4A As of July 1, 1992, employees that earn less than one hundred sixty (160) hours annual leave each year and who have accumulated a minimum of five hundred twenty (520) hours of sick leave may, at the employee's option, elect to receive forty (40) hours or portion thereof of annual leave under one of the following options each year:

- A. Annual leave during the year earned;
- B. As credit for termination leave or as accumulated sabbatical leave.

Those employees who have accumulated the five hundred twenty (520) hours of sick leave on July 1, 1992, and those employees who accumulate such hours of sick leave after that date, will be permanently eligible for this benefit.

13/6/5 Employees shall be allowed to use their earned vacation from their last year of service prior to retirement or their accumulated sabbatical leave time, or both, for a payment of medical insurance premiums at the group rate for post retirement periods as under s. 40.05(4)(b), Wis. Stats.

13/6/6 Employees eligible for two hundred (200) hours annual leave each year may, at their option, elect to receive eighty (80) hours or prorated portion thereof of such benefit under the following options each year:

- A. Not to exceed forty (40) hours in cash during the year earned.
- B. Annual leave during the year earned.
- C. As credit for termination leave or as accumulated sabbatical leave.

13/6/7 In scheduling vacation (annual leave), personal holidays, or compensatory time off due to working on a holiday, choice of time and amounts shall be governed by seniority as defined in Article V. The parties recognize that the Employer has the right to determine the number of employees within each classification and work unit that may be on vacation, personal holiday or compensatory time off due to

working on a holiday at any given time (subject to the provisions of 6/4/2 and 13/9/3); however, vacations, personal holidays and compensatory time off due to working on a holiday shall be granted at times and in amounts most desired by employees whenever operations permit. Once vacation, personal holiday or compensatory time off due to working on a holiday periods have been scheduled, the Employer shall make changes in employee vacation, personal holiday or compensatory time off due to working on a holiday schedules only to meet unanticipated staff shortages or emergencies. In the event the Employer finds it necessary to cancel a scheduled vacation, personal holiday or compensatory time off due to working on a holiday, the affected employee may reschedule his/her vacation, personal holiday or compensatory time off due to working on a holiday during the remainder of the calendar year or extend the scheduling of his/her vacation into the first six (6) months of the ensuing calendar year as he/she desires, providing it does not affect other employee's vacation, personal holiday or compensatory time off due to working on a holiday period. It is the expressed intent of the Employer to exercise the authority to change scheduled vacation, personal holiday or compensatory time off due to working on a holiday periods as seldom as possible.

13/6/7A Employees with less than a full time appointment, who earn additional annual leave as a result of working hours beyond their permanent appointment level, and are unable to schedule the additional time off in the year earned, will be allowed to carry over until June 30 of the ensuing calendar year annual leave hours earned for additional work performed between July 1 and December 31.

13/6/7B Employees shall be allowed to carryover sixteen (16) hours of earned annual leave until June 30 of the ensuing calendar year, including carryover granted under other provisions of the Agreement. These standards may be exceeded by appointing authorities or by mutual agreement when granted to all unit employees of a work unit.

13/6/7C (PSS) Because PSS employees do not work in post positions, PSS employees shall be allowed to carry over up to twenty four (24) hours of earned annual leave until June 30th of the ensuing calendar year, including carryover granted under other provisions of the agreement. These standards may be exceeded by the Appointing Authority, or by mutual agreement when granted to all unit employees of a work unit.

13/6/8 Should an employee become ill or injured immediately before or during a vacation, personal holiday or compensatory time off due to working on a holiday period, he/she may cancel his/her vacation, personal holiday or compensatory time off due to working on a holiday and utilize sick leave under the provisions of Article XIII, Section 5, commencing with the date he/she informs the Employer.

13/6/9 Employees who transfer shall carry their vacation, personal holiday or compensatory time off due to working on a holiday selections to their new work unit, providing no other employee's vacation, personal holiday or compensatory time off due to working on a holiday selection is adversely affected.

13/6/10 The Employer and the Union agree that it is in the mutual interest of the parties to provide for Alternative Disciplinary Programs for penalties imposed due to sick leave abuse and/or attendance related issues.

The parties agree that when a disciplinary suspension is assessed an employee for sick leave abuse and/or attendance reasons, the employee may, at the employee's option, elect to work the days of suspension and waive an equivalent amount of vacation (annual leave), Personal Holiday, Compensatory Time or Earned Saturday Legal Holiday in lieu of serving the suspension without pay. This option is limited to suspensions of three (3) work days or less and must be selected for the entire period of suspension.

Such disciplinary actions will be considered as a progressive step in the disciplinary process and will be maintained in the employee's Personnel File subject to the provisions of Article 11/14/3. The selection of the Alternative Discipline by an employee does not constitute an admission of wrongdoing. If an employee chooses the option stated above, the right to grieve the disciplinary action under Article IV of the Agreement is waived. Selection of the option stated above will be in writing with a copy provided to the local union and to the employee.

13/6/10A Chancellors of the University System may elect to offer the Alternative Discipline Program to employees of their campuses for discipline imposed for issues other than sick leave/attendance. All other provisions of Article 13/6/10 shall apply.

13/6/11 If previously scheduled annual leave, compensatory time, Saturday legal holidays or personal holidays is canceled or a request for such leave is made and denied within a period of two weeks to twenty-four (24) hours prior to the start of the requested leave, the employee may immediately appeal the denial or cancellation to the appointing authority or appropriate designee(s) for resolution of the disagreement within twenty-four (24) hours. If the appeal is denied it may be grieved beginning at the second step.

13/6/12 Within the basic framework provided above the implementation and application of the provisions of this section and all other aspects of vacation scheduling shall be determined by the local Union and local management within sixty (60) days. Agreements reached under the provisions of this section will be reduced to writing.

SECTION 7: Leave for Promotional Exams

13/7/1 The Employer agrees to provide leaves of absence for promotional examinations during scheduled work hours as follows: Each employee with permanent status in class shall be eligible for up to twenty-four (24) hours paid leave time each calendar year for the purpose of competing in examinations which could make the employee eligible for promotion and for participating in employment interviews in connection with such examinations when such examinations and interviews are conducted during an employee's scheduled work time.

13/7/2 An employee shall not be denied his/her requests for time to participate in examinations each calendar year and interviews in connection with such examinations provided five (5) workdays notice has been given by the employee so that work coverage will not be interrupted. Such time shall not exceed the number of hours reasonably required to attend such examinations and interviews, including travel time.

13/7/3 (AS, BC, SPS, T, PSS) Third (3rd) shift employees may select one (1) of the following two (2) options in 13/7/4 or 13/7/5. The option selected first in a calendar year shall continue to apply for the remainder of the same calendar year.

13/7/4 (AS, BC, SPS, T, PSS) An employee who is regularly scheduled to work the third shift shall be eligible for four (4) hours paid leave time prior to the end of his/her shift for the purpose of competing in no more than two (2) promotional examinations per year when said examinations are scheduled on the day in which the shift ends. The employee must give five (5) workdays notice so that work coverage will not be interrupted.

13/7/5 Employees who compete in promotional examinations that are conducted outside of their regularly scheduled work shift and who are scheduled to work the second (2nd) or third (3rd) shift, shall be granted a schedule change which enables eight (8) hours off duty before the examination, if requested ten (10) days before the needed shift change. This provision is applicable to three (3) promotional examinations per calendar year.

13/7/6 Employees who compete in promotional examinations that are conducted outside of their regularly scheduled work shift and who are scheduled to work a twenty-four (24) hour shift, shall be granted a schedule change, which enables a twenty-four (24) hour shift off duty before the examination, if requested ten (10) days before the needed shift change. This provision is applicable to one (1) promotional examination per calendar year.

SECTION 8: Leaves of Absence Without Pay

13/8/1 Except as provided in 13/8/3 and 13/8/4 of this section, employees may be granted leaves without pay at the discretion of the appointing authority for any reason for any period, including but not limited to leaves for exams, interviews, education, dependent care, bereavement and court appearances. A denial shall not be arbitrary or capricious.

13/8/2 The Employer shall approve or deny the request for a leave of absence within two (2) weeks after the request is received. Any denial shall include written reason(s) for the denial. Employees who take or are granted leaves of absence shall not be required to use any accumulated vacation, sick leave, compensatory time off, holidays or any other earned time prior to beginning the leave of absence.

13/8/3 Employees who are elected or appointed officials of the Union shall, upon written request of the employee, be granted a leave of absence without pay for the term of office, and not to exceed one (1) year.

13/8/4 Parental Leave without pay. Employees shall be granted parental leave without pay for, maternity or paternity, adoption and custody of foster children as follows:

The employee shall submit written notification to his/her immediate supervisor at least four (4) weeks prior to his/her anticipated departure stating the probable duration of the leave. Such leaves shall be granted for a period of time up to, but not exceeding six (6) months. Upon request of the employee and at the discretion of the appointing authority, maternity or paternity leaves of absence without pay may be extended or renewed for another period of time, not to exceed six (6) months. In no case shall the total period of leave exceed twelve (12) months.

13/8/5 In no case shall the employee be required to leave prior to childbirth unless she is no longer able to satisfactorily perform the duties of her position.

13/8/6 Except as provided under Article XIII, Section 5 of this Agreement (sick leave), all periods of leave related to maternity shall be leaves of absence without pay.

13/8/7 School Year Employees--Employees whose services are not required at institutions or schools during a summer or vacation period recess, shall be granted leave of absence without pay.

13/8/8 (BC, AS, SPS, T, LE) The Employer agrees to provide for the following rights upon his/her return from any of the above approved leaves without pay (including Military Leave under Article XIII, Section 10):

A. The employee shall have the right to be returned to his/her position or one of like nature.

B. If the employee's position has been abolished through legislation or material reorganization of the agency, the employee shall be given consideration for any other position of similar pay grade and class for which, in the opinion of the Employer, the employee is qualified.

13/8/9 Employees shall be granted a medical leave of absence without pay, up to a maximum of six (6) months, upon verification of a medical doctor that the employee is not able to perform assigned duties. Upon review by the Employer, the leave may be extended. Any extension of the medical leave of absence or application for a medical leave of absence within one (1) year of the employee's return to work shall be at the Employer's discretion. Denials of requests of leaves without pay under this section shall not be arbitrary and capricious.

13/8/10 The Employer agrees to abide by s. 103.10, Wis. Stats., relating to family and medical leaves.

SECTION 9: Holidays

13/9/1 The Employer agrees to provide the following 9 paid holidays per year:

Independence Day	July 4, 2003	July 4, 2004
Labor Day	September 1, 2003	September 6, 2004
Thanksgiving Day	November 27, 2003	November 25, 2004
Christmas Eve	December 24, 2003	December 24, 2004
Christmas	December 25, 2003	December 25, 2004
New Year's Eve	December 31, 2003	December 31, 2004
New Year's	January 1, 2003	January 1, 2004
Martin Luther King Jr. Day	January 19, 2004	January 17, 2005
Memorial Day	May 31, 2004	May 30, 2005

13/9/2 To qualify for any paid holiday employees must work or be in pay status on the last scheduled workday immediately preceding or the first scheduled workday immediately following the holiday. In the event an employee is on leave of absence at the request of the Employer, the employee must, in order to qualify for the paid holiday, be in pay status on the last scheduled workday immediately preceding or the first scheduled workday following such leave of absence during which the holiday occurs.

13/9/3 The Employer agrees to provide three and one-half (3 1/2) additional noncumulative personal holidays each year to all employees, plus one (1) additional paid personal holiday, effective January 1, 2004, each calendar year in recognition of Veterans Day. These four and one-half (4 1/2) holidays may be taken at any time during the year including non-Christian holidays provided the days selected by the employee have the prior approval of the appointing authority. Said approval shall be granted if the employee gives the appointing authority or his/her designee fourteen (14) days notice of his/her intent to take a personal holiday for religious reasons.

All employees not satisfactorily completing the first six (6) months of their probationary period will earn only the annual proration of their personal holidays.

13/9/3A The Employer agrees to prorate legal holidays and annual leave based upon the hours in pay status up to full time. Effective January 1, 1994, proration of legal holidays for part-time employees shall be as follows:

A. At the beginning of each calendar year, all part-time employees shall receive credit for all legal holidays prorated on the basis of the percentage of their full time equivalency (FTE) percentage.

B. Proration based on actual hours in pay status shall be done at least annually. Additional time earned in excess of the FTE credits which are not used in the calendar year earned shall be carried over to the following calendar year. Credits used but not earned in the calendar year shall be deducted from the following year's credits. At the Employer's discretion, proration may occur at the end of an employee's seasonal/school year employment period and any amounts due deducted from the employee's wages. In lieu of the deduction, the employee may elect to refund the Employer.

Employees hired into part-time positions after the start of a calendar year shall be prorated for remaining holidays in that year based on their FTE. Part-time employees who become full-time during a calendar year shall be prorated for all holidays during their part-time employment through the last full week of part-time employment.

C. Part-time employees shall be eligible for all legal holidays except for those holidays which occur during periods of leave of absence without pay, layoffs or following termination.

However, seasonal and school year employees scheduled off due to seasonal or school year recess periods shall be eligible for holidays occurring during those periods.

D. When a legal holiday falls on an employee's regularly scheduled work day and the employee is scheduled off, the employee may use accumulated vacation, personal holiday, legal holiday, and/or compensatory time up to the total number of hours the employee would regularly have been scheduled.

13/9/4A The Employer agrees that employees required to work on a holiday provided in 13/9/1 above shall be compensated for such holiday by receiving equivalent compensatory time off at a later date, and if a holiday provided in 13/9/1 above falls on an employee's regularly scheduled day off, equivalent compensatory time off shall be granted at a later date. In addition, full time employees who are required (forced) to work a minimum of four (4) hours beyond their normally scheduled hours shall receive equivalent compensatory time off at a later date for all such hours worked which exceed their regularly scheduled hours.

13/9/4B When such compensatory time off is to be granted, it shall be taken in accordance with the vacation scheduling provision. The appointing authority may permit such time to be anticipated. Such compensatory time shall lapse if not used in the same calendar year. If such compensatory time off is taken in accordance with the vacation scheduling provisions of Section 6 of this Article, then 13/6/8 is applicable to such scheduled compensatory time off.

13/9/4C When the Employer decides to reconcile the paid leave balances of an employee who is or has been on s. 230. 36 and who has no time available to cover the use of legal holidays which were not earned because of the 230. 36 leave, the employee may be allowed to anticipate and use up to forty (40) hours of the following year's annual leave to cover the unearned legal holidays.

13/9/5 Holiday Premium Pay

A. When an employee is required by the Employer to work the holidays listed below, the Employer agrees to provide holiday premium pay at the rate of time and one-half the employee's regular rate for all hours worked between the hours of 12:00 a.m. and 11:59 p.m. on the following days:

Independence Day	July 4, 200 <u>3</u>	July 4, 200 <u>4</u>
Labor Day	September <u>1</u> , 200 <u>3</u>	September <u>6</u> , 200 <u>4</u>
Thanksgiving Day	November <u>27</u> , 200 <u>3</u>	November <u>25</u> , 200 <u>4</u>
Christmas Eve	December 24, 200 <u>3</u>	December 24, 200 <u>4</u>
Christmas	December 25, 200 <u>3</u>	December 25, 200 <u>4</u>
New Year's Eve	December 31, 200 <u>3</u>	December 31, 200 <u>4</u>
New Year's	January 1, 200 <u>3</u>	January 1, 200 <u>4</u>
Martin Luther King Jr. Day	January <u>19</u> , 200 <u>4</u>	January <u>17</u> , 200 <u>5</u>
Memorial Day	May <u>31</u> , 200 <u>4</u>	May <u>30</u> , 200 <u>5</u>

B. When January 1, July 4, or December 25 fall on Sunday and the holiday is observed on Monday, Sunday will be the designated day for holiday premium pay.

C. Employees who are scheduled to work on the Sunday holiday shall receive premium pay for the hours worked on Sunday.

D. Employees who are scheduled to work on Monday following a Sunday holiday shall receive their regular rate of pay for the hours worked and shall receive equivalent compensatory time off as provided under 13/9/4.

13/9/6 Holiday premium payments provided under this section, at the rate of time and one-half the employee's regular rate, shall be made in compensatory time off or cash payment, or combination thereof, at the discretion of the appointing authority.

13/9/7 (T) In work units where staffing patterns are different from those of a normal work day and where legal holidays are not included in a vacation or holiday scheduling agreement and the Employer has determined that work by bargaining unit employees is required on a holiday, the parties agree that seniority is one of the factors to be considered in scheduling of work.

In areas where holiday scheduling practices are in place, language in this section does not require changes.

Within the basic framework provided in this section, the implementation and provisions of scheduling of employees on holidays is a subject of local negotiations as provided in 11/2/8.

SECTION 10: Military Service

13/10/1A Annual Training

The Employer agrees to provide employees who have permanent status and who are members of either the national guard, state guard or any other reserve component of the military forces of the United States or the State of Wisconsin now or hereafter organized or constituted under federal and state law, paid leave of absence which shall not exceed thirty (30) workdays in any calendar year. Employees shall elect to receive their state pay or military pay. If state pay is selected, the amount of base military pay exclusive of allowances for the actual number of workdays lost shall be deducted from the state pay. Such leave shall be provided without loss of time in the service of the State to enable employees to attend military schools and annual field training or annual active duty for training and any other federal tours of active duty for training which have been duly ordered and held. Such paid leave shall not be granted to employees for absences of less than three (3) consecutive days.

The Employer agrees to provide employees who have permanent status and who are members of either the national guard, state guard or any other reserve component of the military forces of the United States or the State of Wisconsin now or hereafter organized or constituted under federal and state law, paid leave of absence which shall not exceed thirty (30) workdays. Such paid leave shall be granted to employees who are involuntarily called to services as a member of the active armed services of the United States as a direct result of mobilization or call up by the President as a result of a federal emergency. Employees shall elect to receive their state pay or military pay.

If state pay is selected, the amount of base military pay exclusive of allowances for the actual number of workdays lost shall be deducted from the state pay. Such leave shall be provided without loss of time in the service of the State.

13/10/1B Active Military Service

The Employer agrees to provide employees who have permanent status and who are members of either the national guard, state guard or any other reserve component of the military forces of the United States or the State of Wisconsin now or hereafter organized or constituted under federal and state law, paid leave of absence which shall not exceed thirty (30) workdays. Such paid leave shall be granted to employees who are involuntarily called to services as a member of the active armed services of the United States as a direct result of mobilization or call up by the President as a result of a federal emergency. Employees shall elect to receive their state pay or military pay.

If state pay is selected, the amount of base military pay exclusive of allowances for the actual number of workdays lost shall be deducted from the state pay. Such leave shall be provided without loss of time in the service of the State.

Employees activated for military duty in the U.S. armed forces are eligible to receive state health insurance benefits pursuant to s. 40.05 (4g), Wis. Stats.

13/10/1C Except as provided in 13/10/1B, whenever an employee enters into the active military service of the United States, the employee shall be granted a military leave without pay as provided under s. 230.32, Wis. Stats., and the applicable federal statutes. The employee shall also be granted a military leave without pay as provided under applicable federal statutes for duly authorized inactive duty training, such as weekend drills.

An employee granted unpaid military leave for less than three (3) consecutive days may, with supervisor approval, cover all or a portion of the leave with a voluntary schedule change, exchanging shifts with another employee(s) when the exchange is mutually agreed upon or by working to make up the lost time, provided that schedule changes or makeup time do not result in overtime.

13/10/2 The actual number of workdays granted an employee as military leave shall correspond to the number of workdays he/she is absent from his/her work station. The period of authorized leave shall be determined by the starting and ending dates of the training period as specified on the military pay voucher or other payroll document received by the employee at the conclusion of the training period. This document shows the number of days and inclusive dates for which military pay was received, including authorized travel time, if applicable. Military orders include ample travel time via the most rapid mode of transportation available and for which transportation or actual reimbursement is made by the military, therefore additional travel time required by the employee to accommodate a different mode of travel elected by the employee must be charged to leave without pay, vacation or compensatory time.

13/10/3 Public Emergencies - The Employer agrees to provide employees who have permanent status and who are members of the Wisconsin National Guard or the Wisconsin State Guard, or any other reserve component of the military forces of the United States or the State of Wisconsin now or hereafter organized or constituted under federal or state law, who are called into State active duty service to meet situations arising from war, riot, great public emergency or are called into service to prepare for anticipated emergencies the right to elect to receive pay from the State pursuant to s. 20.465(1)(c), Wis. Stats., in an amount equal to his/her base State salary for such period of State active duty in lieu of the service pay, including allowances, the employee would normally receive as a member of the National or State Guard.

13/10/4 The Employer agrees that leave provided under this section is in addition to all other leaves granted or authorized by this Agreement. For the purpose of determining seniority, pay or pay advancement, the status of the employee shall be considered uninterrupted by such attendance.

13/10/5 The Employer agrees that employees who are called for a pre-induction physical for the military service shall be granted a leave of absence with pay for the time actually and necessarily spent in response to such a call

13/10/6 Differential pay, sick leave, and annual leave for employees activated into certain federal service.

A. Subject to C., below, an employee who is activated to serve on military duty in the U.S. armed forces shall be paid his or her state salary, less any military pay and housing allowances that he or she receives, during the period in which the employee is on military duty in the U.S. armed forces, unless the military pay and housing allowances equal or exceed his or her state salary, and shall accumulate sick leave and paid annual leave of absence as though no interruption in service has occurred if all of the following apply:

1. On or after January 1, 2003, the employee is activated to serve, or is serving, on military duty in the U.S. armed forces, other than for training purposes.

2. On the date on which he or she is activated, the employee is either a member of the Wisconsin national guard or a member of a reserve component of the U.S. armed forces or is recalled to active military duty from inactive reserve status.

3. The employee has received a military leave of absence under 13/10/1B, under 13/10/1C, under s. 230.35(3), Wis. Stats., or under rules promulgated by OSER.

B. Subject to C., below, on or after January 1, 2003, an employee who is required to serve, or who is serving, in the U.S. public health service and who is on detail with any of the U.S. armed forces shall be paid his or her state salary, less any federal pay and housing allowances that he or she receives, during the period in which the employee is detailed for duty with any of the U.S. armed forces, unless the federal pay and housing allowances equal or exceed his or her state salary, and shall accumulate sick leave and paid annual leave of absence as though no interruption in service has occurred.

C. 1. Except as provided in paragraph 2., following, beginning on the day in which an employee is activated to serve on military duty in the U.S. armed forces or to serve in the U.S. public health service, the employee shall receive the pay and benefits authorized under A. or B., above, for a period of not more than 179 days. If an employee is eligible to receive pay and benefits for military service under s. 230.35 (3)(a), Wis. Stats. or under 13/10/1/A. or B. of this Agreement, the employee shall become eligible to receive the pay and benefits authorized under A. or B., above, only after receiving the pay and benefits for military service under s. 230.35 (3)(a), Wis. Stats., or 13/10/1/A. or B.

2. The governor, by executive order, may extend the period that an employee receives the pay and benefits under 1., above, up to a period of 2 years from the date on which the person is activated to serve on military duty in the U.S. armed forces or to serve in the U.S. public health service. Any extension granted by the governor under this paragraph may apply to an individual employee or to a group of employees, as determined by the governor.

3. No employee who is eligible to receive the pay and benefits under A. or B., above, may receive the pay or benefits for any service in the U.S. armed forces or the U.S. public health service for any such service before January 1, 2003.

D. An appointing authority shall permit an employee who is eligible to receive the pay and benefits authorized under A. or B., above, and who has completed his or her duty with the U.S. armed forces or the U.S. public health service to use up to 160 hours of accumulated paid leave before the employee resumes employment with the state. Any accumulated paid leave that is used under this paragraph must be used no later than 30 days after the employee has completed his or her duty with the U.S. armed forces or the U.S. public health service. If, after using such leave, an employee has any paid leave remaining that was accumulated while on duty with the U.S. armed forces or the U.S. public health service, the appointing authority shall permit the employee to carry over the leave into the next calendar year for use in that year.

13/10/7 If an employee who is eligible to receive the pay and benefits authorized under 13/10/6 was activated to serve, or is serving, on military duty in the U.S. armed forces or in the U.S. public health service during the period that begins on January 1, 2003, and ends on the day before the effective date of this Agreement, the employee shall receive the pay and benefits authorized under 13/10/6 for any service on military duty in the U.S. armed forces or in the U.S. public health service during that period.

SECTION 11: Jury Duty and Witness Status

13/11/1 The Employer agrees to provide an employee who is summoned for grand jury or petit jury duty leave with pay at the base pay of the employee. Base pay of the employee is the employee's pay rate excluding any overtime or supplemental pay. Jury duty includes that period of time which the summoned employee is required to spend in the jury selection process. However, when the employee is not impaneled for actual duty and only on call, the employee shall report back to work unless authorized by the appointing authority to be absent from his/her work assignment. When an employee is impaneled and dismissed with four (4) or less remaining hours on his or her shift, upon contacting his or her supervisor, the employee will not be required to return to work and will be continued in jury duty pay status for the remainder of his or her shift.

13/11/2 The Employer shall grant time off without loss of pay to an employee who is directed by the Employer to appear as a witness in an action which arises out of the employee's employment.

13/11/3 Second or third shift employees called for jury duty will be temporarily transferred to a first shift for the period of jury duty. When a second or third shift employee who has been called for jury duty is temporarily transferred to a first shift, the Employer may change the schedule of another employee on the same or a different shift capable of performing the work to cover the regular shift of the employee called for jury duty. With the approval of the Employer, the employee may trade shifts to accommodate jury duty. Reverse order of seniority may be a consideration in determining shift changes. Such a change of schedule shall not result in the payment of overtime to either employee.

SECTION 12: Voting Time

13/12/1 An employee who is eligible to vote but is unable to vote during non working hours may be granted time off with pay for not to exceed three (3) consecutive hours upon written application to his/her appointing authority at least two (2) workdays prior to the election date. Such application shall state the need and the amount of reasonable time off required to exercise this right. If granted, the appointing authority may designate the time of day that the employee shall be allowed the time off.

13/12/2 Election Officials

Employees who are appointed as Election Officials for public elections under the authority of the municipal clerk may serve without loss of pay for scheduled work hours on a public primary or general election day. Employees must submit to the supervisor a written request to be absent to serve as an Election Official at least seven (7) calendar days in advance of the election and must provide written verification from the municipal clerk of their appointment as an Election Official.

Any employee who is approved to be absent to serve as an Election Official shall provide the Employer with written proof of the amount of compensation that he/she receives as an Election Official. The employee may elect to receive his/her state pay OR the pay he/she receives for being an Election Official. If state pay is selected, the amount of pay for being an Election Official shall be deducted from the state pay. Management reserves the right to limit the number of employees approved for leave on any given election day, based on operational needs.

SECTION 13: Retirement

13/13/1 The Employer agrees to continue in effect the administration of the Wisconsin Retirement System as provided under Chapter 40, Wis. Stats., and the appropriate Adm. Code rules of the Employee Trust Funds Board.

13/13/2 For the duration of this Agreement, the Employer shall contribute on behalf of the employee five percent (5%) of the employee's earnings paid by the State.

13/13/3 Effective July 6, 1986, the Employer shall pay the one percent (1%) benefit adjustment contribution required by s. 40.05(2m), Wis. Stats.

13/13/4 Effective January 1, 1996, the Employer shall pay the additional three tenths of one percent (.3%) employee share of the required benefit adjustment contribution for general occupation employees.

13/13/5 In those cases where the Employer does not provide a pre-retirement counseling program, the Employer agrees to pay the attendance fee for all eligible employees and spouses who attend the pre-retirement counseling sessions presented by their local Vocational, Technical and Adult Education school.

SECTION 14: Meals While on Duty

13/14/1 Where facilities are available and in operation, the Employer will provide meals without charge to employees who are required, as a condition of employment, to take meals in the performance of assigned duties or responsibilities.

13/14/2 All of the following conditions must be met to be eligible for meals:

A. The employee works a straight eight (8) hour or longer shift without an unpaid lunch period.

B. Meals eaten while on duty must be taken at the employee's assigned work post.

C. Meals are delivered to the employee's assigned work post or would have been if so requested and food service facilities are in operation at the location and at the time the meal is consumed.

13/1/3 Where full or part maintenance such as laundry, meals, lodging or quarters is furnished for the employee or his/her family, the employee shall be charged for the value of the allowance as established by the Secretary of the Department of Employment Relations based upon recommendations made by the employing agencies prior to the implementation of such charges. Implementation of such increased charges shall take effect thirty (30) calendar days after the Secretary's approval.

13/14/4 At institutions where facilities are available and in operation at the time of the meal break, the Employer will provide meals without charge to employees held over to work four (4) or more hours overtime.

SECTION 15: Hazardous Employment Status

13/15/1 The Employer agrees to continue in effect the present provisions and administration of s. 230.36(1), (2) and (3), Wis. Stats., which pertain to Employer payments to employees who suffer an injury while performing service for the Employer and incidental to his/her employment, except that Transportation Customer Representative Field Examiners shall be covered employees while:

- A. seizing drivers licenses and/or plates on revocations, cancellations, and suspension matters; and
- B. during investigations relating to possible violations of the law.

In addition, when an employee is responding to or going to the scene of a disturbance while in work status or on the Employer's premises, or when engaged in crowd control, self-defense and riot training activities, they shall be covered employees. It is expressly understood that bargaining unit employees not specifically listed in s. 230.36, Wis. Stats., who work at institutions, including employees of the Veterans Home - King and administrative support employees who work in the Department of Corrections field offices are eligible for the benefits under this provision. A Correctional Officer or Youth Counselor who is injured as a result of an act of a visitor while attempting to maintain or enforce the institution's security regulations shall be eligible for coverage under the provisions of this section. Food Safety Inspectors, Meat Safety Inspectors, Agrichemical Specialists, Weights and Measures Inspectors, and Animal Health Inspectors in the Department of Agriculture, Trade and Consumer Protection, and Flammable and Combustible Liquid Product Inspectors in the Department of Commerce shall be covered by provisions of this section when injured by actions of operators or employees of a facility while performing their official duties at that work site. Child Care Counselors and Teacher Assistants at the Department of Public Instruction School for the Deaf and School for the Visually Handicapped shall be covered by provisions of this section when injured by actions of a student(s) while performing their official duties at that work site. Eligibility of all other employees shall be as provided under s. 230.36, Wis. Stats. For the purposes of this section the provisions of s. 230.36(4), Wis. Stats., concerning appeals to the State Personnel Commission, shall not be applicable. The president of the local union shall be sent a copy of every injury report filed by an employee within seventy-two (72) hours after its completion.

13/15/2 Application for benefits under s. 230.36, Wis. Stats., shall be made by the employee or his/her representative to the appointing authority within fourteen (14) calendar days from the date of injury on forms provided by the Employer. While medical verification is required for final approval of a claim, failure by the physician to provide verification within the fourteen (14) days shall not be the basis for denial. In extenuating circumstances, the time limit for application for benefits may be waived. The application shall contain sufficient factual information to indicate the nature and extent of the injury or illness, the circumstances surrounding its occurrence and the qualifying duties on which the application is based.

13/15/3 Within fourteen (14) calendar days after receipt of the claim, the appointing authority shall notify the employee and the president of the local union of his/her decision to authorize or deny the claim.

13/15/4 If an employee's claim for benefits under this section is denied by the appointing authority, the employee may, within thirty (30) calendar days, file an appeal at the Second Step of the grievance procedure provided under Article IV of this Agreement.

13/15/5 Approved payments under this section shall continue from the date of inability to work until the date the employee returns to work or until the employee's status is changed to Worker's Compensation, disability retirement, new assignment or other appropriate status. When the appointing authority takes action to change the employee's status the employee may file an appeal at the Second Step of the grievance procedure provided under Article IV of this Agreement. Employees on approved leave under this section shall be entitled to full base pay plus any unit-wide pay increases and personal holidays.

13/15/6 Employees on approved leave with pay under this section shall earn vacation and sick leave credits for the time spent on approved leave with pay for a maximum period of six (6) months unless extended by the Employer. Employees shall be denied legal holiday credits for holidays which occur during the period of absence.

13/15/6A Employees on s. 230.36 leave who are unable to use earned personal holidays, compensatory time, annual leave, or legal holiday credits due to being off on s. 230.36 leave, and had such credits canceled at the end of the year, shall have such credits restored for use in the first six (6) months following their return to work.

13/15/7 Concurrent benefits--except for payments specifically authorized under Chapter 102, Wis. Stats., pertaining to Worker's Compensation--under no circumstances shall an employee receive more than his/her basic rate of pay for the job in which he/she was performing at the time of injury.

13/15/8 Employees on leave with pay shall submit to such physical and/or medical examinations as may be required by the Employer to determine the extent of or continuation of disability and inability to work. Such examination(s) shall be at the expense of the Employer and performed by physicians selected by the Employer. A complete report indicating the nature and extent of disability and prognosis for a reasonable return to duty and an estimated date of such return shall be submitted to the Employer. Refusal by the employee to submit to examinations ordered by the Employer or medical treatment ordered by the examining physician shall constitute grounds for disciplinary action. Based upon the information provided by the medical reports, the Employer shall determine the extent to which leave with pay shall be granted or take action to terminate employment. Upon return to full work status, an employee's benefits under this section shall cease, providing his/her attending physician has released him/her from further medical treatment. In the

event that the employee is able to return to full work status but further medical treatment is required for the sustained injury, benefits shall continue to be granted to cover the treatment time, providing the attending physician has made a prior determination that such treatment is necessary for full recovery. When an employee suffers further aggravation of an injury for which benefits have ended, he/she may, upon recommendation of his/her attending physician, have such benefits resume for the period of treatment recommended, provided such aggravation meets the qualifying provisions of s. 230.36, Wis. Stats.

SECTION 16: Travel and Lodging

13/16/1 In this section the following definitions shall apply:

“Assigned Headquarters” shall mean the facility or location to which the employee is normally assigned by the Employer as a headquarters and from which he/she performs his/her assigned duties.

“Work Site” shall mean any location designated by the Employer other than the employee’s assigned headquarters at which the employee performs his/her assigned duties.

13/16/2 The Employer agrees to continue in effect the provisions of s. 16.53(12) and 20.916, Wis. Stats., relating to the reimbursement of state employees for expenses incurred while traveling on state business. Employees covered by this Agreement shall receive any additional increases in reimbursement rates that the Employer may obtain under s. 16.53(12) and 20.916, Wis. Stats.

13/16/3 Automobile Expense Reimbursement - Travel reimbursement from home to a work site or to a pickup point:

A. Actual miles driven by the shortest practical route shall be used for reimbursement purposes instead of map miles.

B. Mileage payments from home to the assigned headquarters are not allowed.

C. When management determines that an employee’s vehicle is required for travel to a work site removed from the assigned headquarters, the employee shall be reimbursed for mileage from home to the work site, or from the assigned headquarters to the work site, whichever is closer.

D. When management determines that an employee’s vehicle is not required for travel to a work site removed from the assigned headquarters, the Employer will reimburse mileage from the employee’s home to an approved pickup point which is in excess of the mileage from the employee’s home to the assigned headquarters.

13/16/4 Rate of reimbursement

A. Automobile:

The Employer agrees to reimburse any employee who is authorized and required to use his/her personal automobile in his/her work for the state at a rate of thirty two and one-half cents (\$0.325) per mile.

B. Motorcycle:

Employees shall be reimbursed for the use of privately owned motorcycles on state business. The rate for reimbursement shall be sixteen and two-tenths cents (\$0.162) per mile, beginning on the effective date of the Agreement, subject to the following conditions:

1. Only one (1) individual may be transported on a single motorcycle.
2. The agency head may require travel by automobile if the travel costs are anticipated to be less than the costs of travel by motorcycle, such as when two or more state employees are traveling to the same destination.
3. Reimbursement for use of privately owned mopeds or bicycles on state business is not authorized.
4. The additional reimbursement rates authorized under 13/17/5 or 13/17/6 shall not apply to the use of motorcycles.

C. Airplane

The Employer agrees to reimburse any employee who is authorized and required to use a private airplane in his/her work for the state at the rate of thirty two and one-half cents (\$0.325) per mile.

13/16/5 An additional reimbursement at the rate of one cent (\$.01) per mile shall be paid to any employee for the use of his/her personal automobile when used for any or all of the following reasons: as an emergency vehicle or under conditions which may cause excessive wear or depreciation (including pulling trailers; carrying two or more passengers; carrying tools, equipment or supplies) or which require the installation of special equipment. In addition, when an employee is authorized to use his/her vehicle on a construction project (including a pit, quarry, or to a bituminous mixing or concrete mixing site and survey work), or in woods or fields where trails, roads or portions thereof are not open to the public and not paved, the employee will be reimbursed at the rate of four cents (\$.04) per mile for such actual miles driven under these conditions, in addition to the rates listed above to which the employee may be eligible. The total amount which will be reimbursed under this section shall not exceed five cents (\$.05) per mile.

13/6/6 Reasonable charges for taxis and air limousines, including taxi tips at a maximum rate of 15% of the charge, are reimbursable when other modes of travel are not available or practical. Employees are required to obtain receipts where the cost of a one-way fare will exceed twenty-five (\$25) dollars.

13/16/7 When an assigned pool or state-owned automobile is available and the employee is given the option to utilize his/her personal automobile, the mileage allowance shall be at a rate equal to the approximate cost of operation of state cars, including depreciation.

If an employee, because of certified medical reasons, is not able to utilize a state vehicle, he/she shall be permitted to use his/her personal vehicle at the rate provided under 13/17/4. (See Negotiating Note No. 1)

13/16/8 Meals - Employees shall be reimbursed for all actual, reasonable, and necessary amounts expended for their own meals incurred in the performance of their official duties. The performance of the employee's official duties must be at a point more than fifteen (15) miles from his/her assigned headquarters. However, exceptions to the fifteen (15) mile requirement may be granted by the agency heads or their designee(s). Employees shall be reimbursed without receipts for meals, according to the following schedule.

A. As of July 1, 2001:

Breakfast --	\$ 8.00
Lunch --	\$ 9.00
Dinner --	\$17.00

Maximum permitted amounts for individual meals in out-of-state cities, including tax and tip:

B. As of July 1, 2001:

Breakfast --	\$10.00
Lunch --	\$10.00
Dinner --	\$20.00

13/16/9 The maximum allowable tip is fifteen percent (15%) of the meal claim. To be eligible for the noon meal reimbursement, agencies require that an employee leave his/her assigned headquarters station prior to 10:30 a.m. and return after 2:30 p.m.. For an employee whose scheduled hours of work are such that his/her workday would be completed prior to 2:30 p.m. (e.g. 5:00 a.m. to 1:45 p.m.), the above structure is inappropriate. For employees in travel status who work other than a 7:45 a.m.- 4:30 p.m. work schedule, a sliding corridor of four (4) hours will be used to determine eligibility for reimbursement for the noon meal. If an employee were to start at a time earlier than 7:45 a.m., the 10:30 a.m. to 2:30 p.m. time block would be moved back correspondingly. For example, an employee who starts at 6:45 a.m. would have to be away from his/her headquarters station from

9:30 a.m. to 1:30 p.m. to be eligible for the noon meal reimbursement, provided all other requirements are met. Exceptions to the provisions in this paragraph may be made at the sole discretion of the Employer.

Those employees in the Professional Social Services bargaining unit who are working on a flextime schedule are only eligible for the noon meal reimbursement if they leave their headquarters station prior to 10:30 a.m. and return after 2:30 p.m., unless mutually agreed otherwise.

Employees, to be eligible for the breakfast reimbursement, must leave home before 6:00 a.m.. Employees, to be eligible for a dinner meal, must return home after 7:00 p.m..

When an employee is entitled to reimbursement for two or more consecutive meals in a day, the amount expended for any particular meal is left to the discretion of the employee, but the total reimbursement claim shall not exceed the individual meal rates for the consecutive meals in a day.

13/16/10 As of the effective date of this Agreement, employees shall be paid a flat rate of four dollars (\$4.00) for each bag meal.

All of the above amounts include tax and tip.

13/16/11 Requests for reimbursement for amounts in excess of the above schedule must be accompanied by a receipt and full explanation of the reasonableness of such expense.

13/16/12 Lodging - Employees shall be reimbursed for their actual, reasonable and necessary expenses for lodging incurred in the performance of their official duties. Receipts are required for all lodging. An explanation of reasonableness is necessary where the lodging is in excess of the amount set forth below.

As of July 1, 2001 - \$72.00 per night in Milwaukee, Racine and Waukesha counties, plus any applicable taxes.

As of July 1, 2001 - \$62.00 per night in counties other than Milwaukee, Racine and Waukesha, plus any applicable taxes.

Employees on field assignment shall not be required to share a room.

13/16/13 When employees are assigned to training programs, the Employer will not require sharing of rooms for more than two (2) consecutive nights when the room is furnished with two (2) normal motel room beds (excluding hide-a-bed or rollaway) nor will there be more than two (2) employees per room. The above limitations do not apply to those employees attending training programs who are lodged at academies and/or dormitories. The Employer will attempt to accommodate an employee's choice of the co-employee with whom he/she wishes to share a room, the non-smoking preference, and health or religious related dietary needs identified by the employee.

13/16/14 Parking - Reasonable and necessary parking charges incurred in the performance of an employee's duties are reimbursable whether the employee is using his/her own personal car or an assigned car. This is based on the assumption that the employee is removed from his/her assigned headquarters.

13/16/15 Miscellaneous - Travel Expenses - While the use of credit cards is encouraged, travel expenses shall be advanced to employees upon request when estimated monthly expenses exceed fifty dollars (\$50). Such advance shall not exceed eighty percent (80%) of the estimated expenses.

13/16/16 One personal call home per day is reimbursable up to five dollars (\$5.00) each for the following conditions:

A. Each night an employee must spend overnight away from home in travel status, or

B. As a result of each unscheduled geographical location change, or

C. As a result of an unscheduled change in travel status, which results in more than a one (1) hour extension to the employee's originally scheduled return time.

SECTION 17: Administration of Worker's Compensation Benefits

13/17/1 In the administration of the Worker's Compensation Act as set forth in Chapter 102, Wis. Stats., the Employer shall make an initial determination as to whether the injury was job related; and if so, the Employer may authorize payment for temporary disability as specified in the Worker's Compensation Act.

13/17/2 In the event the Employer makes an initial determination that an injury or disease is job related and authorizes payment for temporary total disability as specified in the Worker's Compensation Act or until the Department of Administration makes a decision, whichever is first, the Employer shall continue to pay its share of Health Insurance premium as provided in Article XIII, Section 1 for the period of the temporary total disability.

13/17/3 In the event the Employer denies the employee's claim of worker compensable injury or disease, and the employee's claim is later sustained, the Employer will reimburse the employee its proportionate share of the premium payment per Article XIII, Section 1, if the employee had continued paying the full cost of the Health Insurance premium payment during the period of worker's compensation claim pendency.

13/17/4 Employees on Worker's Compensation benefits who are unable to use earned personal holiday, compensatory time, annual leave, or legal holiday credits due to being on Worker's Compensation benefits, and had such credits canceled at the end of the year, shall have such credits restored for use in the first six (6) months following their return to work.

SECTION 18: Standby/On Call

13/18/1 (BC, AS, SPS, T, LE) Standby When the Employer requires that an employee must be available for work and be able to report in less than one (1) hour, the employee shall be compensated on the basis of a fee of eighteen dollars (\$18.00) for each on call eight (8) hour period, or portion thereof, for which the employee is in standby status. The Employer shall make a reasonable effort to notify those affected employees of their release from standby status.

13/18/2 On Call: When the Employer requires that an employee respond to contact by either a beeper, pager or cell phone while off duty, the employee shall receive one (1) hour of compensatory time credit or pay for each calendar day where such response is required. In no case shall an employee receive both standby pay and on call compensatory time during the same offwork time period.

Bargaining Note: This section is inapplicable to Social Workers in the Milwaukee Child Protections Services Program, Department of Corrections Clinical Service staff employees, and Probation and Parole Agents, who are otherwise covered under the provisions of Article VI, Section 16 and Memorandum of Understanding Nos. 17 and 18.

SECTION 19: Hostage Leave

13/19/1 For purposes of this section, when the Employer determines that an employee has been held against his/her will for a period of time by a person or persons and during this time the person or persons holding the employee attempts to obtain a pledge from the Employer to submit to certain terms and/or conditions prior to releasing the employee, then the employee will be considered to have been held hostage.

13/19/2 An employee who alleges that he/she has suffered an injury as a result of being taken hostage, and whose injury is not covered under section 13/16/1 or 13/18/1 of this Agreement, shall receive an examination by a Doctor of Psychiatry (MD) who is authorized to provide services under one of the State of Wisconsin's approved health insurance programs. If the diagnosis by the psychiatrist supports the employee's claim, the employee shall be eligible for the following Employer-provided benefits:

- A. Psychiatrically-prescribed treatment and/or counseling services; and/or
- B. A leave of absence without loss of pay or benefits for a period of time not to exceed forty-five (45) calendar days from the date of the conclusion of the hostage event.

13/19/3 If the psychiatrist determines that the employee is not fit to return to work within the forty-five (45) calendar days provided under subsection B above, or the employee needs continued treatment or counseling as provided under 13/20/1 above, all benefits provided under this section shall cease and the Employer shall place the employee on Worker's Compensation as provided under Article XIII, Section 8 of this Agreement. The employee shall continue to be covered by Worker's Compensation until the psychiatrist determines the employee is fit to return to work. When the psychiatrist determines the employee is fit to return to work, the employee shall be returned to his/her original position or one of like or similar nature, as determined by the Employer.

SECTION 20: Catastrophic Leave

13/20/1 This is a program to allow employees to voluntarily donate (transfer) annual leave, Saturday legal holiday, personal holiday and sabbatical leave time to employees who have been granted unpaid leaves of absence due to catastrophic need for which no eligible paid leave benefits or replacement income are available. It is understood that these transfers are a conditional benefit and not a right of potential recipients.

13/20/2 Catastrophic illness or injury is defined as an illness or injury which is expected to incapacitate the employee and which creates a financial hardship. Catastrophic illness or injury may also include an incapacitated family member if this results in the employee being required to take time off from work for an extended period of time to care for the family member.

13/20/3 A joint committee composed of equal representation of Union and Employer representatives will be designated to establish and/or modify guidelines, policies, and processes for application, approval, review of denials and confidentiality of requests or donations by potential recipients and donors. One representative from each certified parent union with an Agreement containing a Catastrophic Leave provision, one classified non-represented employee, and designated Employer representatives will comprise a joint committee.

13/20/4 Transfers may occur among covered employees in the same agency. Transfers between covered employees in different agencies may occur with the affected agencies approval. Covered employees for purposes of this provision means any classified state employee having access to a Catastrophic Leave Program.

13/20/5 The local union shall establish an approval committee, comprised of no more than three (3) union representatives and one (1) management liaison. Leave requests must be approved by the local union committee having jurisdiction over the applicant. Consistent with the provisions of this section, the committee shall have final decision making authority. Applicants may request a review of denials before this committee.

13/20/6 Donations shall be from within the same employing unit first and may be expanded to the agency level with agency approval. Donations shall be on an hour for hour basis and used in order of receipt.

13/20/7 The local union approval committee will notify the Employer of approved recipients and donors. The Employer will transfer donated leave from donor to recipient leave accounts. Every effort shall be made to maintain the confidentiality of the donor(s) and recipient(s) upon request.

13/20/8 To be an eligible recipient, an employee:

A. Must have completed the first six (6) months of an original probationary period. (Days of catastrophic leave benefits to a recipient shall be considered as leave without pay for probationary extension purposes.)

B. Must be on approved unpaid leave of absence.

C. Must be in need of at least one hundred sixty (160) hours.

D. Must be absent due to a catastrophic illness or disability of an employee or a member of the employee's immediate family for which medical documentation is provided.

E. Must have exhausted all available sick leave and have no more than sixteen (16) hours of combined accrued annual leave, Saturday legal holiday, personal holiday and/or sabbatical leave time.

F. Must not be receiving other salary replacement benefits.

G. Must be approved to receive transfers by the local union approval committee.

H. Part-time employees will receive leave on a prorated basis up to the FTE of scheduled hours.

I. Must remain a state employee.

J. Cannot receive more than eighty (80) days of catastrophic leave benefits per calendar year (Prorated based on FTE).

13/20/9 To be an eligible donor, an employee:

A. Must have completed the first six (6) months of an original probationary period and been a state employee for at least one (1) year.

B. Cannot donate a combination of more than twenty-four (24) hours of accrued personal holiday, Saturday legal holiday, sabbatical leave and/or anticipated annual leave in any calendar year (Prorated based on FTE).

- C. Must remain a state employee.

13/20/10 An applicant may consult with their Union representative by telephone for assistance with completing application materials for the Catastrophic Leave Program. Special requests for personal meetings or other arrangements based on an employee's disability may be considered.

13/20/11 It is understood that nothing in this Section shall require either the Union or the Employer to take any action determined to be illegal or in conflict with other provisions of this Agreement.

13/20/12 It is understood that the provisions of this section are not subject to the appeal provisions of Article IV of this Agreement.

SECTION 21: Employee Funded Reimbursement Account

13/21/1 The Employer agrees to offer bargaining unit employees the opportunity to participate in the Employee-funded Reimbursement Account program as administered under the provisions of Chapter 40, Wis. Stats.

SECTION 22: Calls at Home

13/22/1 For FLSA non-exempt employees, if the Employer contacts the employee at home about job-related business, the employee shall be credited with work time for all such calls. In no case shall the employee receive less than a single one-half (1/2) hour credit per day for such calls under this section. For purposes of this section, examples of job-related business calls include:

- A. Calls regarding specific patient treatment procedures,
- B. Questions regarding operation of equipment,
- C. Clarification of instructions,
- D. Repair procedures.

Examples of non-job-related business calls include:

- A. Calls made to call an employee back to work,
- B. Availability for overtime,
- C. Scheduling changes.

Bargaining Note: This section is inapplicable to Probation and Parole Agents, who are otherwise covered under the provisions of Article VI, Section 16 and Memorandum of Understanding No. 18.

SECTION 23: Critical Incidents

13/23/1 When the Employer determines that an extraordinary event has occurred which has the potential for causing significant mental or physical trauma to an employee(s), the appointing authority or designee may initiate treatment and

support services provided in 13/20/2 and 13/20/3. It is expected that debriefing of affected employee(s) will occur and that the incident will be reviewed to determine any additional services, which may be necessary. Procedures of this section are not subject to the grievance procedures; however, they are an appropriate topic for labor/management meetings.

SECTION 24: Specialized Disaster Relief Services

13/24/1 Employees covered under this Agreement shall be covered under s. 230.35(1)(g)1 and (3)(e), Wis. Stats., regarding leaves of absence for participating in specialized disaster relief services.

ARTICLE XIV

NO STRIKE OR LOCKOUT

SECTION 1: General

14/1/1 Inasmuch as this Agreement provides machinery for the orderly resolution of disputes which relate to this Agreement by an impartial third party, the Employer and Union recognize their mutual responsibility to provide for uninterrupted services. Therefore, for the mutual duration of this Agreement:

14/1/2 The Union agrees that neither it, its officers, agents, representatives or members, individually or collectively, will authorize, instigate, cause, aid, condone, or take part in any strike, work stoppage, sit-down, stay-in, slowdown or other concerted interruption of operations or services by employees (including purported mass resignations or sick calls) or any concomitant thereof. The Union agrees that the Employer has the right to deal with any such strike activity by:

A. Imposing discipline, including discharge or suspension without pay on any, some, or all of the employees participating therein, and/or on any, some, or all of the leaders of the labor organization who so participate, as the Employer may choose;

B. Canceling the civil service status of any employee engaging therein;

C. Seeking an injunction and/or requesting the imposition of fines either against the Union and/or the employee(s) engaging therein, and/or suing for damages because of such strike activity.

14/1/3 When the Employer notifies the Union by certified mail that any of its members are engaged in any such strike activity, the Union shall immediately, in writing, order such employees to return to work, provide the Employer with a copy of such order by certified mail within twenty-four (24) hours of receipt of the notification from the Employer, and a responsible officer of the Union shall publicly order the striking employees to discontinue such conduct through the medium of local newspapers and/or local radio. Failure of the Union to take such action shall be considered in determining whether or not the Union caused or authorized, directly, or indirectly, the strike. This clause is not subject to the arbitration provisions of this Agreement but shall be enforced by the ordinary processes of law.

14/1/4 The Employer agrees that neither it, its officers, agents nor representatives, individually or collectively, will authorize, instigate, cause, aid or condone any lockout.

SECTION 2: Dispute Resolution

14/2/1 In the event a dispute arises between the parties hereto with respect to whether or not the Union, or any of its officers, agents or representatives, has caused or authorized, either directly or indirectly, a strike, work stoppage, sit-down, stay-in, slowdown or other concerted interruption of operations or services by employees, or in the event of a dispute arising as to whether or not the Employer has locked out employees, such disputes shall be settled as provided in Article IV of this Agreement. This Section shall not affect the right of the Employer to deal with any strike activity pursuant to Section 1 of this Article.

ARTICLE XV

GENERAL

SECTION 1: Obligation to Bargain

15/1/1 This Agreement represents the entire Agreement of the parties and shall supersede all previous agreements, written or verbal. The parties agree that the provisions of this Agreement shall supersede any provisions of the rules of the Administrator and the Personnel Board relating to any of the subjects of collective bargaining contained herein when the provisions of such rules differ with this Agreement. The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that all of the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the life of this Agreement and any extension, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

SECTION 2: Partial Invalidity

15/2/1 Should any part of this Agreement or any provision contained herein be declared invalid by operation of law or by any tribunal of competent jurisdiction, such invalidation of such part or provision shall not invalidate the remaining portions hereof and they shall remain in full force and effect.

SECTION 3: Definition of Probationary Employee

15/3/1 The term “probationary employee” as used in this Agreement relates to all employees serving on a probationary period as defined below. All original and all promotional appointments to permanent, sessional and seasonal positions in the classified service shall be for a probationary period of six (6) months except as specifically provided in s. 230.28, Wis. Stats., and Wisconsin Administrative Code, ER MRS 13, in the cases of trainees, intern classes, reinstatement, transfer, and demotion, or where longer probationary periods are authorized.

The inclusion of this section in the Agreement is for informational purposes only and does not constitute bargaining with respect to the subject matter of this section. Further, any amendment to the aforementioned law or rule governing probationary periods will require an immediate amendment to this section.

SECTION 4: Definition of Appointing Authority

15/4/1 For purposes of this Agreement, the appointing authority shall be defined as the person having final decision making authority in any agency.

SECTION 5: Definition of Seasonal Employment

15/5/1 “Seasonal employment” means employment which normally permits attainment of permanent status in class through successive reinstatements and requires the services of an employee on an intermittent and recurring basis for at least six hundred (600) hours each year, during no more than twenty four (24) biweekly payroll periods of any twenty six (26) consecutive full biweekly payroll periods.

ARTICLE XVI

SECTION 1: Termination of Agreement

16/1/1 The terms and conditions of this Agreement shall remain in full force and effect commencing on May 17, 2003, and terminating on June 30, 2003, unless the parties mutually agree to extend any or all of the terms. Upon termination, all obligations are automatically canceled except that the provisions of the grievance procedure shall continue in effect for such period of time as is necessary to complete the processing of any grievances presented prior to the termination of this Agreement.

SECTION 2: Negotiations of Future Agreements

16/2/1 During the term of the Agreement, the parties will attempt to agree on a timetable for negotiations which will maximize the probability of reaching agreement on a new contract prior to July 1, 2003.

NEGOTIATING NOTE NO. 1
2003 - 2005 AGREEMENT

(See ARTICLE XIII, Section 16/7 - Assignment of Cars to Employees)

The Department of Administration will continue to require that assigned cars be driven 1,000 miles/month. However, agencies do have the ability to review usage for unusual circumstances which may occur one month but not in ensuing months.

If an employee on field assignment has that assignment ended and no longer has a need for a car, that car can be assigned to another employee.

NEGOTIATING NOTE NO. 2
2001 - 2003 AGREEMENT

REST BREAKS

If disputes regarding rest breaks occur in the units represented by WSEU, the procedure developed for Correctional Officers and Youth Counselors shall be used as the model for resolving those disputes. If no agreement is reached, the Union and the employee(s) retain the right to process the issue through the grievance procedure, with the time limits beginning after the sixty (60) day negotiation period.

NEGOTIATING NOTE NO. 3
2001 - 2003 AGREEMENT

REST BREAKS ULP

Upon agreement on rest periods as a result of the negotiation procedure set forth in the negotiation note, the WSEU shall withdraw the ULP presently pending before the Wisconsin Employment Relations Commission which relates to this issue (Bertrand Case) and will withdraw the grievances filed by all Correctional Officers and Youth Counselors as part or all of those grievances.

The one-half step payment in December of 1981 and 1982 to Correctional Officers and Youth Counselors fully absolves the State of any liability under the grievances, Bertrand arbitration and the ULP for all time from the effective date of the agreements back to the time of the filing of the grievances.

NEGOTIATING NOTE NO. 4
2003 - 2005 AGREEMENT

HOME-BASED WORK

The Employer will notify WSEU Council 24 of home-based work assignments.

NEGOTIATING NOTE NO. 5
2001 - 2003 AGREEMENT

OFFICERS AND YOUTH COUNSELORS

Within the institutions in the Departments of Health and Family Services and Corrections which employ Officers and/or Youth Counselors, the local Union and local management shall meet as soon as possible after the effective date of the Agreement to negotiate a solution to the problem of providing rest periods to all Correctional Officers and Youth Counselors. These negotiations shall take place in accordance with the provisions of Article XI, Section 2.

To begin the negotiation procedure, local management shall submit a list of the posts and types of break for each post to the local Union.

In these negotiations, the parties shall consider "Type A" (defined as a rest period for those work stations where an employee could reduce his/her activity while remaining at the station. The employee would either be expected to use his/her sound discretion in choosing an appropriate time for the reduction in his/her activity, or a set time would be established in advance and operational coverage would be increased by other employees during the break period for that particular assignment.) and "Type B" (defined as a rest period for those work stations where relief coverage could be provided within existing staffing levels.) breaks as potential solutions and shall also consider other types and kinds of solutions which may be appropriate for a particular post or institution, as may be mutually agreed to.

In the event disputes remain at the local level forty (40) days after the effective date of the Agreement, a department level meeting with representatives of the Department of Health and Family Services, the Department of Corrections, the Department of Employment Relations and Council 24 shall be held within twenty (20) days to resolve any remaining differences. In institutions where agreement is reached, they shall go in effect notwithstanding unresolved issues at other institutions.

Absent agreement, no changes in present practices shall be made at any post in any institution. Following agreement, no changes shall be made in the practice with regard to any post unless there is mutual agreement to change the practice.

Any and all agreements relating to this issue shall be signed by both parties.

NEGOTIATING NOTE NO. 6
2003 - 2005 AGREEMENT

FLSA COVERAGE

The parties recognize their obligation to abide by the U.S. Department of Labor's requirements relating to the State's coverage by the Fair Labor Standards Act, as amended.

NEGOTIATING NOTE NO. 7
2001 - 2003 AGREEMENT

**AGREEMENT REGARDING OVERTIME FOR
DEPARTMENT OF NATURAL RESOURCES TECHNICAL AND BLUE
COLLAR EMPLOYEES AND SECURITY & PUBLIC SAFETY
EMPLOYEES CLASSIFIED AS RANGER**

The Employer agrees to compensate all Technical and Blue Collar employees and employees in the Security & Public Safety unit classified as Ranger at the premium rate of time and one-half for all hours in pay status which are in excess of forty (40) hours per week. The employee shall be given one hour of compensatory time and one-half hour of cash payment for each hour compensated at the premium rate.

Employees who are required to work during a calendar day in which compensatory time is scheduled will have their compensatory time credits restored and replaced by work time on an hour-for-hour basis.

Employees who earn in excess of forty (40) hours of compensatory time credits shall have the option of receiving cash payment for any compensatory time credits earned over forty (40) hours. The requests for cash payment shall be made on time and leave reporting forms and submitted to the appropriate DNR Payroll Office. The use, scheduling and cash-out of compensatory time credits earned shall be consistent with Article VI, Section 4.

The Union recognizes that employees engaged in fire control activities during high hazard periods are subject to flexible scheduling and overtime distribution shall be based on such emergency conditions. Standby will be offered to employees in the work unit who normally perform the anticipated work.

The Employer will provide a portable radio, pager or other electronic communication device for fire control heavy equipment operators and dispatchers who are on standby, unless such devices are unavailable due to repairs.

Management and the Union and the employees agree that all employees covered by this Agreement and this special agreement are not eligible for Unemployment Compensation while on compensatory time off scheduled by the employee.

The provisions of 6/3/7 shall apply to the compensatory time earned pursuant to this note.

NEGOTIATING NOTE NO. 8
2001 - 2003 AGREEMENT

**SPECIAL NEGOTIATIONS FOR SELECTED CLASSES INCLUDED IN
THE SECURITY AND PUBLIC SAFETY BARGAINING UNIT
IN THE DEPARTMENT OF NATURAL RESOURCES
OVERTIME AND HOLIDAY COMPENSATION**

A. Conservation Wardens, Environmental Wardens, Safety Specialist Wardens and Special Investigative Wardens shall be granted overtime credits for all hours in pay status beyond eighty (80) hours in each biweekly pay period. Hours in pay status are defined as (1) hours worked during a pay period in accordance with the "Standards and Guidelines for Represented Warden Overtime" established by the Department of Natural Resources; and (2) paid leave time requested by an employee that has been pre-approved by the employee's supervisor prior to the beginning of a pay period.

Overtime credits shall be granted in the following manner:

1. Hours eighty-one (81) through the eighty-six (86) hours shall be credited on a straight rate, hour-for-hour basis.
2. All hours in excess of eighty-six (86) shall be credited at the premium rate of time and one-half. All premium rate overtime credits shall be converted to straight rate equivalent credits.
3. In each fiscal year, the first sixteen (16) hours of straight rate equivalent overtime credits shall be granted as compensatory time.
4. In each fiscal year, the next four hundred four (404) hours of straight rate equivalent overtime credits earned shall be paid in cash on a biweekly basis. Such payments shall be eligible for payroll deduction at the employee's request.
5. All overtime credits earned after four hundred twenty (420) hours described in subsections A./3 and A./4, above, shall be granted in cash or compensatory time, or a combination thereof, as the Employer may elect.
6. The supervisor of each Conservation Warden, Environmental Warden, Safety Specialist Warden and Special Investigative Warden will prepare a plan to allocate up to three hundred eighty (380) hours of overtime throughout the fiscal year. Forty (40) hours of overtime will remain unallocated for unanticipated needs and movement of personnel to respond to statewide enforcement priorities. This plan will be prepared with the input of the Conservation Warden, Environmental Warden, Safety Specialist Warden and Special Investigative Warden and must address both regional and statewide needs. The Chief Warden [or designee(s)] will give final approval of the plans for each Conservation Warden, Environmental Warden, Safety Specialist Warden and

Special Investigative Warden. The plans will not be grievable. The chain of review for disputes on a work plan will initially be the immediate supervisor, and, if unresolved, a review by the Regional Warden will occur. If unresolved by the Regional Warden, the Chief Warden will make the final determination.

B. Overtime hours resulting from complaints or requests which require immediate actions or investigations shall be self-ordered or scheduled according to the "Standards and Guidelines for Represented Warden Overtime" established by the Department of Natural Resources. Any complaints regarding these standards and guidelines may be appealed, in writing, to the Secretary of the Department of Natural Resources, whose decision shall be final.

C. Employees covered by these special negotiations who receive compensation for overtime credit in cash shall receive applicable sick leave credit at the time of payment, or .0625 hour for all compensatory time credit hours which are paid off in cash.

D. Compensatory time credits earned for overtime work pursuant to subsections A./3 and A./5 above; for holiday premium work in accordance with Article XIII, Section 9, Paragraphs 13/9/5 and 13/9/6; and for work on a holiday of four (4) or more hours beyond the normally scheduled hours in accordance with Article XIII, Section 9, Paragraph 13/9/4, that is not used by December 31, shall be carried into the first four (4) months of the new calendar year. At the end of this four (4) month period, sixteen (16) hours of unused compensatory time, or the remaining balance if less than sixteen (16) hours, will be paid in cash the first pay period after May 1. An employee may request to either convert all or a portion of additional unused carried over compensatory time, in excess of the sixteen (16) hours automatically cashed out, to cash payment or continue to carry it as compensatory time. The Employer will take into consideration the employee's wishes in making its decision. The Employer has the discretion, at any time, to cash out the unused compensatory time.

NON-CONTRACTUAL TRANSFER/DEMOTION

An Environmental Warden, Safety Specialist Warden, or Special Investigative Warden who submits a written request to the Chief Warden for a non-contractual transfer or voluntary demotion outside the provisions of Article VII will be considered for such transfer or voluntary demotion prior to consideration of candidates certified in accordance with Wisconsin Civil Service Statutes and Administrative Code. Decisions of the Chief Warden are final and not grievable.

NEGOTIATING NOTE NO. 9
2003 - 2005 AGREEMENT

EMPLOYEE ASSISTANCE PROGRAMS

All Department Heads

The Department of Employment Relations supports and encourages the establishment of effective department Employee Assistance Programs as provided under Article XI, Section 22, of the Agreement between the State of Wisconsin and the Wisconsin State Employees Union (WSEU).

In this regard, I am encouraging agencies to seek a sufficient number of volunteer resource persons to meet the needs of state agencies. Where multi-shift operations exist, particularly in potentially high-stress areas, it is my hope that you can select, appoint, and train resource persons in sufficient numbers to have coverage on all shifts.

In exceptional cases where resource persons are not available at the work place for face-to-face consultation and they are contacted by other means about an acute situation, the resource person, in his or her judgment, may decide to volunteer his or her time to personally meet to provide resource referral services. In such instances where persons volunteer their services while not on their assigned work schedule, they should be allowed reasonable access to the workplace.

Your cooperation in this matter will be appreciated.

Sincerely,

Jon E. Litscher, Secretary
Department of Employment Relations

NEGOTIATING NOTE NO. 10
2003 - 2005 AGREEMENT

**TRAINING ASSISTANCE TO DEVELOPMENTALLY DISABLED
CENTER EMPLOYEES**

During the term of this Agreement, the Employer agrees, within the limits of funds provided for this purpose, to provide assistance to permanent bargaining unit employees of the Department of Health and Family Services' Centers for the Developmentally Disabled who have either received their notice of layoff or who voluntarily acquire other employment and, in so doing, prevent a layoff. In order for employees in the latter category (layoff prevention) to be considered eligible for assistance under this Agreement, they must meet the following eligibility requirements:

A. They must be in a position which is included in the job classification(s) which has been identified for layoff as required under 8/3/1 of the Agreement.

B. The employee must acquire other employment (either within or outside of state service) within the notice period required under 8/3/1.

C. Only that number of employees required to meet the number of position reductions identified in the notice provided to the Union under 8/3/1 will receive assistance.

D. Reimbursement will be made, per item C above, on a “first come, first served” basis until the specific number of position vacancies has been achieved. Additional vacancies, due to employee turnover, which occur beyond the pre-identified number of vacancies which has been met will not be reimbursed under the provisions of this Negotiating Note.

The following benefits shall be provided to employees meeting the eligibility requirements as noted above:

A. Where applicable, employees shall receive benefits under s. 20.917, Wis. Stats.

B. The Department shall also provide the following supplemental benefits where provisions of s. 20.917, Wis. Stats., do not apply:

1. All or a portion of one (1) month’s rent;
2. All or a portion of a rental security deposit, not to exceed one (1) month’s rent;
3. The cost of all or a portion of actual moving expenses, not to exceed one thousand dollars (\$1,000); and,
4. The cost of transportation between the employee’s home and headquarters city, not to exceed the cost of two (2) round trips.

C. The Department shall provide leave with pay and shall reimburse employees of the Centers once for travel, meal, and lodging costs associated with selection and participation in a pre-service training program under s. 46.057, Wis. Stats., if costs are not funded under s. 20.435(3)(jp), Wis. Stats.

D. Each employee shall be eligible for up to sixteen (16) hours paid leave time (in addition to the time granted under item B above) for the purposes of attending interviews or examinations in state service.

NEGOTIATING NOTE NO. 11
2003 - 2005 AGREEMENT

BARGAINING TIME

The Employer and the Union agree that the Employer will pay one hundred percent (100%) of the cost of mutually agreed to bargaining time for the 2001-2003 contract negotiations until Labor Day of 2001. From Labor Day until the conclusion of the bargaining session, the Employer and the Union agree to equally share the cost.

The shared cost will apply only to each of the thirty (30) employees of the six (6) bargaining units represented by the Wisconsin State Employees Union. The qualifying shared time will be recorded as time off without loss of pay.

NEGOTIATING NOTE NO. 12
2003 - 2005 AGREEMENT

NOTICE OF DISCIPLINARY ACTIONS

During negotiations of the 1999-2001 WSEU contract, the Labor and Management bargaining team has become aware of the need to strengthen the communication process between supervisors and employees relative to the manner in which employees are advised of pending disciplinary actions.

It is often the case that supervisors verbally inform an employee that certain discipline will follow a specific act. However, because of the nature of the discipline and the level of management approval required, the time necessary to effect the discipline may be considerable.

In an effort to deal with this problem in a meaningful manner at the local level, we have agreed that supervisors and managers should provide formal notice of disciplinary actions to employees as soon as possible after the decision to discipline is made and announced to the employee. If there should be some unforeseen administrative problems that deter the processing of the official notice, the employee should be advised accordingly. Hopefully this process will relieve some of the anxiety which now exists among employees when they are verbally told a disciplinary action is forthcoming.

NEGOTIATING NOTE NO. 13
2003 - 2005 AGREEMENT

MEMO - PERFORMANCE EVALUATIONS

DATE: July 19, 1985

TO: Agency Personnel Managers

FROM: Howard Fuller, Secretary
Department of Employment Relations

SUBJECT: Performance Evaluations

The performance evaluation process for employees is a necessary and important component of all well-managed organizations. The State is no exception. I believe strongly in the process and intend to see it develop in the coming years.

To this end certain questions have been raised during the current round of negotiations regarding the content of written performance evaluations. Specifically, concerns have been raised regarding direct references to department work rule violations which are occasionally contained in employees' annual performance evaluations.

Under cover of this memorandum, I am directing State Agencies to advise their supervisors to refrain from quoting specific work rules in written performance evaluations. Since performance evaluations are not discipline, but are part of an employee's permanent record, such evaluations could conceivably be misconstrued as disciplinary actions.

Performance should be discussed directly in the annual evaluations. Examples of good or bad performance can be made, and references to specific deficiencies are acceptable.

In closing, I would like to restate that my concerns lie with specific work rule references being included in the annual evaluations and the need to keep such references out of them. Even if the performance represents a work rule violation, only the description of the unacceptable performance should be included in the evaluation. I would appreciate your cooperation in insuring that this directive is implemented.

NEGOTIATING NOTE NO. 14
2003 - 2005 AGREEMENT

MEMO - GRIEVANCE RESPONSES

TO: Department Personnel Managers

FROM: Al Hunsicker
Division of Collective Bargaining
Department of Employment Relations

SUBJECT: Grievance Responses

During the course of negotiations, a problem was identified relative to the timely processing of contractual grievances at Steps 1 and 2 under the WSEU contract.

The purpose of this memorandum is to reiterate management's position that all grievances must be processed promptly and within the limits prescribed by the contracts. I recognize that circumstances may arise which make it impossible to meet the time limits. In cases such as these, an extension of the time limit should be requested and handled as follows:

- A. Contact the local steward when an extension is needed to arrange for an extension.
- B. Management's representative should contact the grievant's supervisor to inform him or her of the extension.
- C. The steward will contact the grievant.

It is important that grievances be responded to in a timely manner and that the persons concerned are aware of the status of the grievance in order to resolve differences at the earliest possible time.

cc: WSEU Council 24

NEGOTIATING NOTE NO. 15
2003-2005 AGREEMENT

OFFENDER CLASSIFICATION SPECIALIST PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Offender Classification Specialist:

Offender Classification Specialist (A)	PR 12-06
Offender Classification Specialist (B)	PR 12-07

Concept: This change in class title combines the Offender Classification Specialist-Entry, and Offender Classification Specialist-Objective into the single classification of Offender Classification Specialist.

Pay Structure: Effective the first of day of the pay period following the effective date of the contract, the pay progression structure for the Offender Classification Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Offender Classification Specialist, the employee will be paid on the PR 12-06 pay grid/schedule. After eighteen (18) months time in pay status in classification as an Offender Classification Specialist (A), the employee will be paid on the PR 12-07 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Offender Classification Specialist		
*Offender Classification Specialist (A)	PR 12-06	Upon appointment
*Offender Classification Specialist (B)	PR 12-07	18 months at the (A) level **

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a s. 230.36 claim or Workers Compensation claim.

Implementation of these provisions shall be as follows: Offender Classification Specialist-Entry. If an employee has less than eighteen (18) months in pay status at the Offender Classification Specialist-Entry, the employee will be placed at the (A)

pay range assignment (PR 12-06). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of eighteen (18) months in pay status as either Offender Classification Specialist-Entry or Offender Classification Specialist (A) or combination of both.

If an employee has greater than eighteen (18) months in pay status at the Offender Classification Specialist-Entry, the employee will be placed at the (B) pay range assignment (PR 12-07).

Offender Classification Specialist-Objective. All employees at this classification level will be placed at the (B) pay range assignment (PR 12-07).

**NEGOTIATING NOTE NO. 16
2001 - 2003 AGREEMENT**

DNR - HEALTH & SAFETY PROBLEMS

The Department of Natural Resources agrees to discuss and resolve health and safety problems at the local level.

**NEGOTIATING NOTE NO. 17
2003 - 2005 AGREEMENT**

MEMO - REIMBURSEMENT OF TRAVEL EXPENSES

TO: All Agency Heads

FROM: Jon E. Litscher, Secretary
Department of Employment Relations

SUBJECT: Reimbursement of Travel Expenses

During the recent contract negotiations with the Wisconsin State Employees Union, there were discussions regarding the timely reimbursement of travel expenses. It was the understanding during the negotiations that travel expense reimbursement should be implemented as expeditiously as possible. Similarly, if a specific reimbursement expense is in dispute, only that amount should be withheld pending resolution of the dispute. Those amounts not in dispute should continue to be processed in a timely manner.

I am asking all agencies to do their utmost to comply with this understanding.

NEGOTIATING NOTE NO. 18
2001 - 2003 AGREEMENT

MEMO - DNR USE OF PESTICIDES

October 29, 1985

IN REPLY REFER TO: 9500

TO:

Dear (to be determined at a later date):

This memo is in answer to your concerns about the use of pesticides or experimental chemicals by department employees. Russ Dunst, our Toxics Coordinator, looked into this and found there were actually three incidences in which the Department engaged in evaluation of pesticides.

The Department does cooperate with other agencies and researchers in evaluating "experimental" pesticides or pesticide usage. There are two types of evaluations:

1. Evaluation of new pesticides, and
2. Evaluation of new uses for existing pesticides.

The Department has participated in three new use evaluations in recent years. We do have a policy, however, against new pesticide evaluations.

The three "new use" evaluations were:

1. Tydrin: Langlade County Forest, in cooperation with the University of Wisconsin-Madison, 1983 (was actually not a DNR experiment).
2. Bayleton: Hayward Nursery, 1984-1985 - A copy of this report is attached.
3. Furadan: Avoca Wildlife Area, cooperation with U.S. Forest Service, 1984-1985 - A copy of that report is attached.

These pesticides are commonly used in many types of situations, and the evaluations were aimed at expanding the present EPA registration.

In addition to the above information, we have agreed to release to you the report and recommendations from the Committee on Pesticide Programs. A copy of that is attached. In addition to this, I commit to you that we will be glad to furnish you with any future reports and recommendations from this committee.

Sincerely,

C.D. Besadny
Secretary

NEGOTIATING NOTE NO. 19
2001 - 2003 AGREEMENT

MEMO - DNR IDENTIFICATION OF NON-UNIFORMED PERSONNEL

October 29, 1985

IN REPLY REFER TO: 9500

TO:

Dear (to be determined):

This letter addresses your concerns on the identification issue of non-uniformed personnel within the Department of Natural Resources. We have had a standing committee (Manual Code 9122.1) looking at this issue for quite some time.

Various suggestions and reports have come out of this committee, but unfortunately we have not been able to determine, as yet, an economically feasible and acceptable way of universally identifying our non-uniformed employees. This committee is currently chaired by Linda Bochert of my office.

Any input from your counsel will be greatly appreciated.

Sincerely,

C.D. Besadny
Secretary

**NEGOTIATING NOTE NO. 20
2001 - 2003 AGREEMENT**

OVERTIME FOR FIRE CRASH RESCUE SPECIALIST CLASSIFICATION

Notwithstanding the overtime provisions contained in Article VI of the Agreement, employees in positions in this classification will be eligible for overtime compensation at the premium rate only after they exceed one hundred six (106) hours in pay status in a biweekly pay period. Such compensation may be paid in either cash or compensatory time off at the Employer's discretion.

**NEGOTIATING NOTE NO. 21
2003 - 2005 AGREEMENT**

**ORDER OF APPLICATION OF TRANSACTIONS INVOLVING PAY
ADJUSTMENTS WHICH OCCUR ON THE SAME DATE**

Any pay adjustment transactions taken under the provisions of the Agreement shall be implemented in accordance with the present provisions of ER 29.04, Wis. Admin. Code unless otherwise stated in this Agreement.

**NEGOTIATING NOTE NO. 22
2003 - 2005 AGREEMENT**

The language in 11/12/5A may also be applied to part-time educational leaves of absence.

**NEGOTIATING NOTE NO. 23
2003 - 2005 AGREEMENT**

DUTY DISABILITY BENEFITS

The provisions of s. 40.65, Wis. Stats., as an employee benefit will be continued for all eligible protective status employees covered by these agreements.

**NEGOTIATING NOTE NO. 24
2003 - 2005 AGREEMENT**

VACATION CARRYOVER FOR UNION BARGAINING TEAM

Employee members of the WSEU master bargaining teams who are unable to schedule their vacation due to ongoing negotiations may carryover unused vacation into the first (1st) six (6) months of the ensuing calendar year.

**NEGOTIATING NOTE NO. 25
2001 - 2003 AGREEMENT**

TIME REPORTING RECORDS - BLUE COLLAR UNIT

Employee time reporting records shall be made available for inspections upon written request from the local union president. If copies of records are requested, reasonable copy fees will be charged.

**NEGOTIATING NOTE NO. 26
2001 - 2003 AGREEMENT**

**STATE PATROL TROOPERS, INSPECTORS
AND POLICE COMMUNICATIONS OPERATORS (PCOs)
ASSIGNED TO
NATIVE AMERICAN TREATY RIGHTS ENFORCEMENT**

The Employer agrees that each State Patrol Trooper, Inspector and Police Communications Operator who is assigned for Native American Treaty Rights Enforcement duty shall be given twelve dollars (\$12.00) for each night the employee is required to spend away from home, in addition to other compensation to which they are entitled while assigned such duty.

NEGOTIATING NOTE NO. 27
2001 - 2003 AGREEMENT

PCO ELIGIBILITY FOR BAG MEAL

Police Communications Operators (PCOs) who are represented by the Law Enforcement Bargaining Unit who are assigned eight (8) hour shifts or longer at the assigned headquarters or work site without relief for a meal break, are eligible for a bag meal, in the amount prescribed in 13/17/10 of this Agreement, when the following conditions are met:

A. PCOs must work a minimum of five (5) hours, of a scheduled eight (8) hour shift, in order to claim a bag meal.

B. PCOs must remain at the assigned headquarters or work site for a minimum of five (5) hours during the assigned shift.

C. In order for a second bag meal to be claimed, the employee must work a minimum of twelve (12) hours continuously, at the headquarters or work site.

D. All bag meals claimed must be consumed on the premises.

Upon implementation of this negotiating note, the Union will withdraw any and all grievances relating to meal reimbursement for Police Communication Operators of the Department of Transportation.

NEGOTIATING NOTE NO. 28
2003 - 2005 AGREEMENT

DUTIES OUTSIDE OF POSITION DESCRIPTION

Employees will not be disciplined for refusing to do sign or foreign language interpretation or “formal” classroom training unless explicitly required to do those duties in their position description.

NEGOTIATING NOTE NO. 29
2001-2003 AGREEMENT

ANNUAL LEAVE SCHEDULE - FIRE CRASH RESCUE

For employees in the classifications of Fire Crash Rescue Specialist 1-3 at the Department of Military Affairs, the following Annual leave schedule will apply.

Annual leave shall be based upon seniority date at the rate of:

A. Ninety six (96) hours each year for a full year of service during the first five (5) years of service.

B. One hundred and forty four (144) hours each year for a full year of service during the next five (5) years of service.

C. One hundred and sixty (160) hours each year for a full year of service during the next five (5) years of service.

D. One hundred and ninety two (192) hours each year for a full year of service during the next five (5) years of service.

E. Two hundred and eight (208) hours each year for a full year of service during the next five (5) years of service.

F. Two hundred and forty (240) hours each year for a full year of service for all succeeding years of service.

The above annual leave schedule is based on a regular, recurring work schedule averaging ninety-six (96) hours per pay period during a calendar year. The Employer will prorate annual leave earnings for employees who are scheduled to work more or less than an average of ninety-six (96) hours per pay period on a regular, recurring basis during a calendar year.

The provisions of this note shall take effect for the calendar year beginning January 1, 2003. No other contractual leave or benefits will be affected by implementation of this negotiating note.

NEGOTIATING NOTE NO. 30
2001 - 2003 AGREEMENT

During the course of negotiating the 1993-95 Agreement, representatives from the Department of Corrections and the Union agreed to a dress and grooming code for all uniformed and non-uniformed correctional officers of the Department of Corrections, including the Wisconsin Resource Center.

NEGOTIATING NOTE NO. 31
2001 - 2003 AGREEMENT

FOR INFORMATIONAL PURPOSES ONLY: The current Officer A, B and Officer-Lead classifications will be changed to Correctional Officer and Correctional Sergeant classifications respectively effective December 29, 2002, or the first pay period following the effective date of the Agreement, whichever is later.

Employees in positions classified as Correctional Officer or Correctional Sergeant at either the Department of Corrections or the Department of Health and Family Services shall be eligible for transfer between the two agencies consistent with Article VII, Section 3, of the Master Agreement. Transfers pursuant to this negotiating note are subject to any training requirements imposed by DOC or DHFS.

NEGOTIATING NOTE NO. 32
2001 - 2003 AGREEMENT

Officers who escort inmates to the University of Wisconsin Hospital for medical appointments will be allowed the option of eating bag lunches provided at the U.W. Hospital or to eat at restaurants utilizing the drive through service on the way home from the hospital appointment. Oakhill staff are excluded due to mileage requirements.

In order to avoid creation of overtime, officers will make every effort to stay within normal trip timelines.

**NEGOTIATING NOTE NO. 33
2001 - 2003 AGREEMENT**

INSPECTOR MEAL POLICY

Effective July 1, 1993

State Patrol Inspectors working fifteen (15) or less miles from their assigned headquarters or at their assigned headquarters are eligible for a bag meal in the amount prescribed in 13/17/10 of the labor agreement. Unless otherwise approved by supervision, shifts will be a straight eight (8) hours without an unpaid lunch period.

Inspectors working more than fifteen (15) miles from their assigned headquarters shall be reimbursed for all actual, reasonable and necessary amounts expended for their meals as prescribed in 13/17/9 of the labor agreement. Unless otherwise approved by supervision, shifts will be eight and one-half (8 2) hours with a half-hour unpaid lunch period.

NEGOTIATING NOTE NO. 34
2003-2005 AGREEMENT

EMPLOYMENT AND TRAINING COUNSELOR PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Employment and Training Counselor:

Employment and Training Counselor (A)	PR 12-04
Employment and Training Counselor (B)	PR 12-05
Employment and Training Counselor (C)	PR 12-06

Concept: This change in class title combines the Job Service Counselor 1, Job Service Counselor 2, Job Service Counselor 3, and Job Service Counselor 4 into the single classification of Employment and Training Counselor.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Employment and Training Counselor classification will be as follows:

Upon appointment to a position allocated to the classification of Employment and Training Counselor, the employee will be paid on the PR 12-04 pay grid/schedule. After twelve (12) months in pay status in classification as an Employment and Training Counselor (A), the employee will be paid on the PR 12-05 pay grid/schedule. After an additional twelve (12) months time in pay status as an Employment and Training Counselor (B) (twelve [12] months at PR 12-04 and twelve [12] months at PR 12-05), the employee will be paid on the PR 12-06 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Employment and Training Counselor		
*Employment and Training Counselor (A)	PR 12-04	Upon appointment
*Employment and Training Counselor (B)	PR 12-05	12 months at the (A) level**
*Employment and Training Counselor (C)	PR 12-06	12 months at the (B) level**

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows:

If an employee has less than twelve (12) months in pay status at the Job Service Counselor 1, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Job Service Counselor 1 or Employment and Training Counselor (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Job Service Counselor 1, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of twenty-four (24) months in pay status as either a Job Service Counselor 1 or Employment and Training Counselor (B) or combination of both.

If an employee has less than twelve (12) months in pay status at the Job Service Counselor 2, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of twelve (12) months in pay status as either a Job Service Counselor 2 or Employment and Training Counselor (B) or combination of both.

If the employee has more than twelve (12) months in pay status at the Job Service Counselor 2 or Employment and Training Counselor (B) or a combination of both, the employee will be placed at the (C) pay range assignment (PR 12-06).

Job Service Counselor 3. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-06).

Job Service Counselor 4. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-06).

**NEGOTIATING NOTE NO. 35
2001 - 2003 AGREEMENT**

(SPS-DOC)

For purposes of this Agreement, "Light Duty" refers to an Officer who is absent from work due to s. 230.36, Wis. Stats., or Worker's Compensation circumstances and who is medically certified to return to work with limitations that prevent him/her from performing his/her regular duties.

“Light Duty” issues will be Locally Negotiated with the following guidelines and considerations: Temporary assignment to a vacant position if appropriate; creation of a post to be used for “Light Duty” accommodations if resources are available; approval of a temporary agreement between two employees to exchange posts; or assignment of duties over and above the normal post orders.

Post orders or position descriptions shall not be changed or altered to include or accommodate “Light Duty”, unless mutually agreed between management and the local union.

Officers will not be reassigned from their regular posted positions until the above options have been considered and/or any other options locally negotiated to accommodate a “Light Duty” Officer. In the event a temporary reassignment is necessary to accommodate a temporarily disabled Officer, the reassigned Officer will retain his/her shift and work schedule. Any such reassignments will be by seniority within the same or lower level class of those Officers whose posted positions are appropriate for the particular accommodation.

For employees who return to work with “Light Duty” restrictions, the Employer agrees not to displace employees who are more senior than the employee who is returning to work with “Light Duty” restrictions. No Officer will be reassigned for more than thirty (30) days in any one calendar year unless otherwise agreed to in the Local Agreement.

Provisions for Officers who are medically certified to return to work with limitations due to other than s. 230.36, Wis. Stats., or Worker’s Compensation circumstances shall not displace Officers from their regular posted positions unless otherwise locally negotiated.

Prior to any reassignment for “Light Duty” purposes, Management will contact the local union president or his/her designee to discuss the matter.

2003-2005 AGREEMENT (PSS)
LIGHT DUTY

Section 230.36, Wis. Stats.

For a s. 230.36 compensable injury, light duty refers to temporary alternate duties for an employee who is returning to work with medical limitations identified by the employee’s attending physician that prevent the employee from performing his/her regular duties.

The Employer will first give consideration to light duty assignments that are as closely related as possible to the employee’s normal duties and do not result in a significant impact on co-workers. Other possible options the Employer may consider include:

- A. temporary assignment to alternate job duties within classification;

B. temporary creation of a post to be used for light duty accommodations if resources are available;

C. approval of a temporary agreement between two employees to exchange job duties (posts);

D. reallocation of time spent on duties normally assigned.

The Employer agrees not to displace employees with an employee returning to work with light duty limitations.

Local negotiations concerning s. 230.36, Wis. Stats., light duty shall be limited to procedures for implementing light duty pursuant to the options mentioned above.

Upon notification to the union, an employee may be required to submit to physical and/or medical examinations to determine the ability or inability to work light duty. Such examination shall be performed by a physician mutually agreed upon by OSER and Council 24. The costs shall be shared equally by both parties. If a physician cannot be mutually agreed upon within 30 calendar days of notification to the union, such examination will be at the expense of the Employer and performed by a physician selected by the Employer.

Worker's Compensation

Worker's Compensation is administered by the Department of Administration under the provisions of Chapter 102, Wis. Stats. The Department of Administration may delegate this responsibility to an agency (e.g. DOT, UW) but maintains statutory oversight. It is in the best interest of the employee and the Employer to return injured employees to work as soon as they are medically able. Light duty may allow injured workers to temporarily resume partial or alternate duties that accommodate their medical restrictions. Light duty opportunities are subject to the employee's medical restrictions and the Employer's ability to reasonably accommodate them.

Non-Work Related

When requested, employees with non-work related injuries will receive information on available benefits and possible light duty options. At management's discretion, light duty will be provided when available. The decision to deny light duty shall not be arbitrary. Current local agreements and practices concerning light duty will be extended unless mutually agreed otherwise.

NEGOTIATING NOTE NO. 36
2003 - 2005 AGREEMENT

NOTICE OF SUSPENSIONS WITH PAY

The Employer agrees that when a written note of suspension with pay, pending an Employer investigation, is sent to an employee, a copy of the notice will also be provided to the Local Union president or his/her designee.

NEGOTIATING NOTE NO. 37
2003 - 2005 AGREEMENT

CORRESPONDENCE/MEMORANDUM
STATE OF WISCONSIN
DEPARTMENT OF EMPLOYMENT RELATIONS

DATE: June 18, 1993

TO: Agency Heads

FROM: Jon E. Litscher, Secretary
Department of Employment Relations

SUBJECT: Layoff

During the course of the 1993-95 labor contract negotiations with the Wisconsin State Employees Union, prolonged discussion was held concerning the issue of Layoff and the provisions of Article VIII of the WSEU Agreement. The Union's concerns centered primarily around the issues related to timely communication to employees of the Employer's decisions to layoff employees and assistance to employees designated for layoff. To address these concerns while operating within the current language of the Agreement, it is recommended that agencies:

(1) Provide maximum notice to employees designated to be laid off so as to allow them maximum time to explore alternative employment options. In many cases, this maximum notice may well exceed current labor agreement requirements; and

(2) Provide for the appointment of an "Agency Coordinator," when thirty (30) or more employees are designated for layoff, to assist those employees in exploring their options; and

(3) Give serious hiring consideration to qualified employees of other agencies who have been designated in writing as "at-risk" of future layoff or have received notice of layoff, combined with the hiring of individuals from the Civil Service Certification Eligibility List(s).

Incorporating the above recommendations into your layoff and hiring plans and procedures will help your employees deal with the inherent uncertainties present when facing a layoff.

cc: Agency Personnel Office
Agency ER Representatives

NEGOTIATING NOTE NO. 38
2003 - 2005 AGREEMENT

CORRESPONDENCE/MEMORANDUM
STATE OF WISCONSIN
DEPARTMENT OF EMPLOYMENT RELATIONS

DATE: June 9, 1993

TO: Agency Heads

FROM: Jon E. Litscher, Secretary
Department of Employment Relations

SUBJECT: Alternative Work Schedules

During the course of the 1993-95 labor contract negotiations with the Wisconsin State Employees Union, the issue of Alternative Work Schedules was raised by Union Representatives. More specifically, those Representatives indicated that it was their perception that requests for alternative scheduling arrangements were being rejected out-of-hand with little or no discussion between employees, union and supervisors.

The purpose of this memo is to remind all Employer representatives to review the provisions of Article VI, Section 15 (Alternative Work Patterns) and the intent of that provision. The intent was to reflect the Employer's strong encouragement of Agencies to consider and work toward the development of such working arrangements. Due consideration should be given such requests and out-of-hand rejection should be avoided. Especially important is the serious consideration of such requests and an open and frank discussion with employees and the Union. Keep in mind, also, that implementation of alternative work pattern arrangements is only with the mutual agreement of the Union.

The Union has also been advised that requests for Alternative Work Schedules that are not approved may be referred to Agency Employment Relations or Personnel Offices to assure such requests were handled in accordance with the intent of Article VI, Section 15.

cc: Agency Personnel Directors
Agency Employment Relations Representatives

NEGOTIATING NOTE NO. 39
2003 - 2005 AGREEMENT

STATE OF WISCONSIN
DEPARTMENT OF EMPLOYMENT RELATIONS

June 18, 1993

Mr. Marty Beil
Executive Director
AFSCME Council 24
Wisconsin State Employees Union
5 Odana Court
Madison, WI 53719

Dear Marty:

As discussed with Sue Christopher of the Department of Transportation, the Division of Merit Recruitment and Selection would be happy to make our computer-based version of the **Current Employment Opportunities Bulletin** and the **State Employee Promotional and Transfer Bulletin** available to your union, for use restricted to WSEU Council 24.

Our preference would be to make it available to you through electronic transmission, as we do for state agencies. Each week, we make the bulletins available for downloading to state agencies. Each agency downloads the bulletins via modem.

Please contact Dr. Dennis Huett of my staff to make arrangements. His telephone number is 266-3634.

If you have any questions or need more information, please contact me or Dr. Huett.

Sincerely,
Robert J. Lavigna
Administrator
Division of Merit Recruitment and Selection

cc: Mr. Joe Pellitteri
Mr. Glen Blahnik
Dr. Dennis Huett
Ms. Sue Christopher

NEGOTIATING NOTE NO. 40
2003 - 2005 AGREEMENT

If, during the term of the 1995-1997 Agreement, the Employer determines that electronic deposit of dues and/or the electronic transfer of information to the local union is feasible, the Employer will discuss implementation with Council 24.

NEGOTIATING NOTE NO. 41
2003 - 2005 AGREEMENT

Dues deduction reports from the University of Wisconsin-Madison payroll system will continue on a monthly basis pending consolidation of the University of Wisconsin payroll functions. Representatives from Council 24 and the University of Wisconsin Central Payroll shall meet for the purpose of determining reporting requirements to meet the needs of the Union.

NEGOTIATING NOTE NO. 42
2003 - 2005 AGREEMENT

The Office of State Employment Relations and the Union agree to discuss the information and format of the information provided to the local unions under 2/4/2 and 5/2/1. The purpose of this discussion will be to clarify the needs of the Union and implement changes where possible.

NEGOTIATING NOTE NO. 43
2003 - 2005 AGREEMENT

September 13, 1993

TO: Marty Beil

FROM: Joe Pellitteri

RE: 1993-1995 Pay Progression Systems (Grids)

In negotiating pay progression systems (grids) under the 1993-1995 contract, it is the Employer's intent to establish pay structures which can continue from one contract to another. Continuance of the grids is, of course, dependent on the State's economic constraints at the time new contracts are being negotiated.

NEGOTIATING NOTE NO. 44
2003 - 2005 AGREEMENT

September 13, 1993

TO: Marty Beil

FROM: Joe Pellitteri

RE: Raised Minimum Rates (RMRs), Hiring Above the Minimum (HAM)

In that seniority pay grids have been negotiated for the 1993-1995 WSEU contract, the Employer will not implement RMRs or approved HAM requests for classifications covered under the contract for the life of the Agreement.

Seniority pay grids are designed to place employees at pay rates commensurate with their seniority.

NEGOTIATING NOTE NO. 45
2003 - 2005 AGREEMENT

TRANSFER

The Department of Employment Relations will issue a memorandum stating that the classification of the position being posted for transfer should have an accurate, up-to-date position description.

NEGOTIATING NOTE NO. 46
2001 - 2003 AGREEMENT

Annual state owned vehicle automobile or truck assignments for highway construction (D.O.T.) shall be made wherever possible prior to April 1 of each year. Employees assigned such vehicles shall retain such vehicles for the duration of the annual construction season (April 1 - March 31) while assigned to the field, unless mutually agreed otherwise. Employees not assigned a state-owned automobile or truck shall not be required to accept a subsequently available state-owned automobile or truck during the remainder of that annual construction season while assigned to the field, unless mutually agreed otherwise.

NEGOTIATING NOTE NO. 47
2003 - 2005 AGREEMENT

COUNTERPART PAY RANGE COMPARISON CHART

It is the agreement of the parties to include as an appendix to the WSEU Master Agreement the counterpart pay range comparison chart of the WSEU represented classifications as produced by the Office of State Employment Relations. WSEU Council 24 will be provided with updates.

**NEGOTIATING NOTE NO. 48
2001 - 2003 AGREEMENT**

PASSING OF MEDICATION

In the Department of Corrections, the Employer recognizes that while the passing of medication by Correctional Officers and Youth Counselors is an assigned job duty, the knowledge for the performance of this job duty is outside the scope of their profession.

Therefore, the Employer agrees that no discipline, or liability, will be imposed upon any Correctional Officer or Youth Counselor for unintentional errors made during the passing of medication.

The Employer also agrees not to expand the passing of medication to those institutions/centers not currently performing those duties, unless the Employer can demonstrate that there is no other practicable means to distribute medication within those institutions/centers.

**NEGOTIATING NOTE NO. 49
2003 - 2005 AGREEMENT**

LEADERSHIP INSTITUTE

The Employer and the Union will meet and collaborate to establish a leadership institute. The purpose of this institute is to create a forum for developing leadership skills and an environment to create a process of change and problem solving for those in the public sector. The structure, format and funding will be established through mutual agreement.

**NEGOTIATING NOTE NO. 50
2003 - 2005 AGREEMENT**

During the course of the 1995-1997 labor contract negotiations, discussion was held concerning the use of VDT/CRT equipment.

It is the mutual intent of the parties to reduce the risk of workers compensation claims and improve overall productivity. The agencies agree to keep a record of all VDT/CRT related workers compensation injuries. Employees are encouraged to take periodic breaks from VDT/CRT use and practice appropriate exercises.

NEGOTIATING NOTE NO. 51
2001 - 2003 AGREEMENT
DEPARTMENT OF NATURAL RESOURCES: NATIONAL INCIDENT
COMMAND
SYSTEM OUT-OF-AGENCY ASSIGNMENT

The parties agree that within one hundred-twenty (120) days of the effective date of the 1995-1997 Agreement, the Department of Natural Resources will convene a meeting with representatives from the Forestry Technician (Fire Control) work force with the intent to discuss and resolve issues raised during the 1995-1997 master negotiations concerning out-of-agency assignment of Department of Natural Resources employees. Up to two (2) Forestry Technicians from each of five (5) affected districts, who have participated in out-of-agency assignment within the last four (4) years, will be selected to attend such meeting. Employee representatives will be selected by mutual agreement between the Employer and WSEU. The President and Vice President of Local 1218, along with a Council 24 designated representative, will also attend. Attendance will be without loss of pay and with reimbursement for necessary travel expenses.

NEGOTIATING NOTE NO. 52
2001 - 2003 AGREEMENT
DEPARTMENT OF TRANSPORTATION - DIVISION OF MOTOR
VEHICLES ONLY

When an employee is directed to work at a worksite other than the assigned headquarters, and leaves from home, the employee will be in pay status for the time spent traveling to the worksite that exceeds the distance between the employee's place of residence and his/her assigned headquarters.

NEGOTIATING NOTE NO. 53
2003 - 2005 AGREEMENT

ADD-ON PILOT PROGRAM

During the course of the 1997-99 WSEU negotiations, the parties discussed alternative compensation patterns dealing with responsibilities and other duties as may be assigned to employees. These discussions will continue in the ongoing interim class meetings. The initial focus will be on a few carefully selected classes in which we will use an add-on form of compensation as a pilot. These pilots will be reviewed during the 1999-2001 set of negotiations by the parties.

There is no guarantee that these pilots will continue into the next collective bargaining agreement.

It is understood that because of the joint nature of the decision regarding the application of add-ons, and the fact that it is a pilot program, the Union agrees that actions specific to add-ons and assignments for these affected workers are not grievable, or appealable.

NEGOTIATING NOTE NO. 54
2001 - 2003 AGREEMENT

**DEPARTMENT OF NATURAL RESOURCES: COLD WEATHER
PROTECTIVE CLOTHING**

The parties agree that within ninety (90) days of the effective date of the 1997-99 Agreement, the Department of Natural Resources will convene a joint union-management meeting with representatives of AFSCME Council 24 - WSEU and WSEU Locals 1218 and 1215 to discuss and resolve issues raised during the 1997-99 master negotiations concerning the provision of cold weather protective clothing to Department of Natural Resources employees. Four (4) union-designated employee representatives will attend without loss of pay.

The Department will provide insulated coveralls and gloves, upon employee request, to protect personal clothing of Forestry Technicians from paint damage when they are required to mark trees during winter months. Such insulated, protective clothing will remain the property of the Employer and is not for personal use of employees.

NEGOTIATING NOTE NO. 55
2001 - 2003 AGREEMENT

**DEPARTMENT OF TRANSPORTATION, DIVISION OF STATE PATROL
TROOPER/INSPECTOR PAY STATUS**

The Employer and the Union agree that Troopers/Inspectors who are assigned a take home vehicle will, during travel time to/from their assigned work sector/site and their place of residence, be in pay status for the following occurrences:

- A. Response to emergency situations,
- B. Motorist assistance when the vehicle is occupied on the roadway,
- C. Enforcement action taken in response to traffic violations or unsafe equipment violations,
- D. Reception of instructions, and/or directions from the Employer,
- E. Performance of job duties expected of a sworn Law Enforcement Officer,
- F. Necessary vehicle maintenance required by the Employer.

The Employer and the Union agree that the above points may be changed, deleted or modified through local negotiations, with mutual agreement of both parties, pursuant to 11/2/8Q.

NEGOTIATING NOTE NO. 56
2001-2003 AGREEMENT

Date: July 1, 1999

To: Agency Heads

From: Peter D. Fox, Secretary
Department of Employment Relations

Subject: Harassment in the Work Place

(AS, BC, LE) This is to advise you that new or modified language in the WSEU 1999-2001 Agreement (11/1/5/G., 11/1/6, 11/1/10, 11/1/11, 9/20/1, 9/20/2 and 11/1/9) has been negotiated, addressing the issue of “harassment in the work place”, a “hostile work environment” and “violence in the workplace.” Many of you may already have programs or offices in place where such issues are routinely addressed. This new language is not intended to supplant any of your existing efforts.

NEGOTIATING NOTE NO. 57
2003 - 2005 AGREEMENT

The Management and the Union bargaining teams encourage OSER and Council 24 to mutually agree to try alternative procedures to improve the arbitration process.

NEGOTIATING NOTE NO. 58
2003 - 2005 AGREEMENT

LYME DISEASE PREVENTION

The Employer agrees to reimburse employees who are regularly assigned to field duties which could expose them to the risk of contracting Lyme Disease, the cost of obtaining from their own medical care provider the Lyme Disease vaccination series that is not covered by the employee’s present health insurance program. It is understood by the parties that (1) the vaccination is not required or recommended by the Employer; (2) the decision by an employee to obtain the vaccination is strictly voluntary based on the advice of the employee’s medical care provider; and (3) the Employer shall have no liability for any side effects the vaccine may have on the employee’s health.

NEGOTIATING NOTE NO. 59
2001 - 2003 AGREEMENT
TELECOMMUTING

(AS) The Employer recognizes that telecommuting is a concept that involves formal, scheduled work location alternatives in which an employee may be assigned to work partially at an assigned office and partially at home and that telecommuting alternatives are constantly evolving due to rapidly changing advancements in technology. The Employer and the Union recognize the potential value and benefits of telecommuting and agencies considering telecommuting are encouraged to develop policies where appropriate and feasible after consideration of the Department of Administration's telecommuting guidelines. Implementation of a telecommuting alternative for an employee shall be by mutual agreement between the Employer and the Union.

This negotiating note will sunset on June 30, 2003, unless mutually agreed to extend.

NEGOTIATING NOTE NO. 60
2001 - 2003 AGREEMENT

POWER PLANT ASSISTANT/OPERATOR ADD-ONS

(BC) The Employer and Union recognize that there are recruitment and retention problems in the Power Plant Assistant and Power Plant Operator classification series. To address the most urgent needs, the parties agree that an add-on will be paid to all employees in positions classified as Power Plant Assistant, Power Plant Operator, Power Plant Operator-Senior, and Power Plant Operator-In Charge permanently assigned or temporarily assigned to one of these named facilities for longer than four weeks, as follows:

UW-Madison Charter Street	\$2.00 per hour
UW-Milwaukee	\$2.00 per hour
DOA Capitol Heat & Power	\$1.00 per hour

These add-ons shall apply to all hours in pay status and are effective the beginning of the pay period following the effective date of this agreement. These add-ons will end when the employee is permanently assigned to a facility that is not granting add-ons or if this add on provision sunsets.

During the course of the Agreement, the Employer and Union may agree to changes or additions to add-ons for Power Plant Assistants and Power Plant Operators at these and other facilities to address recruitment and retention problems.

This negotiating note will be reviewed and shall terminate June 30, 2003, unless the collective bargaining agreement is extended by mutual agreement beyond the June 30, 2003, expiration date.

**NEGOTIATING NOTE NO. 61
2001 - 2003 AGREEMENT**

**CORRECTIONAL OFFICER, OFFICER, PSYCHIATRIC CARE
TECHNICIAN AND YOUTH COUNSELOR PAY PROGRESSION**

Effective December 29, 2002, or the first pay period following the effective date of the Agreement, whichever is later, the Employer will reallocate Correctional Officer, Officer, Psychiatric Care Technician 1 & 2, and Youth Counselor positions to PR 05-31 as follows:

Old Title	Pay Range	New Title	Pay Range
Correctional Officer (A)	PR 05-30	Correctional Officer	PR 05-31
Correctional Officer (B)	PR 05-31	Correctional Officer	PR 05-31
Correctional Sergeant	PR 05-32	Correctional Sergeant	PR 05-32
Officer (A)	PR 05-30	Correctional Officer	PR 05-31
Officer (B)	PR 05-31	Correctional Officer	PR 05-31
Officer – Lead	PR 05-32	Correctional Sergeant	PR 05-32
Psychiatric Care Tech. 1	PR 05-10	Psychiatric Care Tech.	PR 05-31
Psychiatric Care Tech. 2	PR 05-12	Psychiatric Care Tech.	PR 05-31
Youth Counselor (A)	PR 05-30	Youth Counselor	PR 05-31
Youth Counselor (B)	PR 05-31	Youth Counselor	PR 05-31
Youth Counselor – Adv	PR 05-32	Youth Counselor – Adv	PR 05-32

FOR HISTORICAL PURPOSES

Pay Structure. Effective July 2, 2000, pay progression structure for the Correctional Officer and Youth Counselor classifications was as follows:

Upon appointment to a Correctional Officer or Youth Counselor position, the employee's position was allocated to the (A) level (PR 05-30). After twenty-four (24) months in pay status as a Correctional Officer or Youth Counselor, the employee's position is moved to the (B) level (PR 05-31). Pay provisions of Appendix 5 of the 99-01 agreement were applied.

Classification Title	Pay Range	Time in Class
Correctional Officer		
**Correctional Officer (A)	05-30	Upon Appointment
**Correctional Officer (B)	05-31	24 months at (A) level
Youth Counselor		
**Youth Counselor (A)	05-30	Upon Appointment
**Youth Counselor (B)	05-31	24 months at (A) level

*Beginning of the pay period following completion of twenty-four (24) months time in pay status.

**Payroll System Reference Point.

In counting the number of hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of time changed to a s. 230.36 claim or Workers Compensation claim. This pay progression system does not apply to Correctional Sergeant (PR 05-32) or Youth Counselor – Advanced (PR 05-32).

Effective December 29, 2002, or the first day of the pay period following the effective date of the Agreement, whichever is later, pay progression structure for the Correctional Officer, Correctional Sergeant, , Psychiatric Care Technician, Youth Counselor, and Youth Counselor – Advanced will be according to the applicable structure in Appendix 3 of this Agreement. Employees new to one of the above classifications, from outside the WSEU-SPS unit, will enter at the minimum of the respective pay range. If an employee promotes from PR 05-31 to PR 05-32, prior to completing twenty-four (24) months in the Correctional Officer or Youth Counselor classification, his or her base pay rate will be increased by five percent (5.0%). The first day of the pay period following twenty-four (24) months in pay status while in one of these classifications, employees' pay will be set at the pay rate associated with the two year seniority point on the transaction grid. If an employee demotes from PR 05-32 to Correctional Officer or Youth Counselor, prior to completing twenty-four (24) months in the Correctional Sergeant or Youth Counselor – Advanced classification, his or her pay rate will be reduced by five percent (5.0%).

In counting the number of hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of time changed to a s. 230.36 claim or Workers Compensation claim. Pay will be set in accordance with Appendix 5 of this Agreement.

NEGOTIATING NOTE NO. 62
2003 - 2005 AGREEMENT

SOCIAL WORKER - CORRECTIONS PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Social Worker-Corrections:

Social Worker-Corrections (A)	PR 12-04
Social Worker-Corrections (B)	PR 12-05
Social Worker-Corrections (C)	PR 12-07

Concept: This maintains the single classification of Social Worker-Corrections.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, pay progression structure for the Social Worker-Corrections classification will be as follows:

Upon appointment to a position allocated to the classification of Social Worker-Corrections, the employee holding temporary certification/license through the Department of Regulation and Licensing will be paid on the PR 12-04 pay grid/schedule. Once certification/license is received, the employee will be paid on the PR 12-05 pay grid/schedule.

Upon appointment to a position allocated to the classification of Social Worker-Corrections (B), a fully certified/licensed employee will be paid on the PR 12-05 grid/schedule. After eighteen (18) months time in pay status in the classification as a Social Worker-Corrections (B), the employee will be paid on the PR 12-07 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
Social Worker-Corrections		
*Social Worker-Corrections (A)	PR 12-04	Upon appointment with temporary certification/license
*Social Worker-Corrections (B)	PR 12-05	Upon receipt of full certification/license or Upon appointment with full certification/license**
*Social Worker-Corrections (C)	PR 12-07	18 months at the (B) level **

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a s. 230.36 claim or Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee holds a temporary certification/license through the Department of Regulation and Licensing, the employee will be placed at the (A) pay range assignment (PR 12-04). When an employee is fully certified/licensed through the Department of Regulation and Licensing and the employee provides a copy of the certificate/license to their immediate supervisor, the employee will be moved to the (B) pay range assignment PR 12-05 effective the first day of the pay period following receipt of the copy.

If an employee is fully certified/licensed through the Department of Regulation and Licensing, the employee will be placed at the (B) pay range assignment (PR 12-05). After eighteen (18) months time in pay status in classification as a Social Worker-Corrections (B), the employee will be placed at the (C) pay range assignment (PR 12-07).

Social Worker-Corrections (C). All employees at this classification level will be placed at the (C) pay range assignment (PR 12-07).

**NEGOTIATING NOTE NO. 63
2003 - 2005 AGREEMENT**

PROBATION AND PAROLE AGENT PAY PROGRESSION

Classification Structure: Effective the first pay period following the effective date of the Agreement, the Employer will implement the classification of Probation and Parole Agent:

Probation and Parole Agent (A)	PR 12-04
Probation and Parole Agent (B)	PR 12-05
Probation and Parole Agent (C)	PR 12-07

Concept: This change in class title combines the Probation and Parole Agent – Entry, Probation and Parole Agent – Objective and Probation and Parole Agent – Senior into the single classification of Probation and Parole Agent.

Pay Structure: Effective the first pay period following the effective date of the Agreement, the pay progression structure for the Probation and Parole Agent classification will be as follows:

Upon appointment to a position allocated to the classification of Probation and Parole Agent, the employee will be paid on the PR 12-04 pay grid/schedule. After eighteen (18) months time in pay status in classification as a Probation and Parole Agent, the employee will be paid on the PR 12-05 pay grid/schedule. After an additional eighteen (18) months time in pay status as a Probation and Parole Agent (eighteen [18] months at PR 12-04 and eighteen [18] months at PR 12-05),

the employee will be paid on the PR 12-07 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the contract.

Classification Title	Pay Range	Time in Class
Probation and Parole Agent		
*Probation and Parole Agent (A)	PR 12-04	Upon Appointment
*Probation and Parole Agent (B)	PR 12-05	18 months at the (A) level**
Probation and Parole Agent (C)	PR 12-07	18 months at the (B) level**

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of time charged to a s. 230.36 claim or Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than eighteen (18) months in pay status as a Probation and Parole Agent, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of eighteen (18) months in pay status as either a Probation and Parole Agent – Entry or Probation and Parole Agent (A) or combination of both.

If an employee has greater than eighteen (18) months in pay status as a Probation and Parole Agent, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of eighteen (18) months in pay status as either a Probation and Parole Agent – Objective or Probation and Parole Agent (B) or combination of both.

If an employee has greater than thirty-six (36) months in pay status as a Probation and Parole Agent, the employee will be placed at the (C) pay range assignment (PR 12-07).

Effective April 3, 2005, the following pay range adjustments will be implemented:

Classification Title	Pay Range	Time in Class
<u>Probation and Parole Agent</u>		
<u>*Probation and Parole Agent (A)</u>	<u>PR 12-05</u>	<u>Upon Appointment</u>
<u>*Probation and Parole Agent (B)</u>	<u>PR 12-06</u>	<u>18 months at the (A) level**</u>
<u>Probation and Parole Agent (C)</u>	<u>PR 12-07</u>	<u>18 months at the (B) level**</u>

**NEGOTIATING NOTE NO. 64
2001 - 2003 AGREEMENT**

Psychiatric Care Technician 1 Pay

The following will occur with the effective date of the 1999-2001 Agreement:

A. An employee who has served at least two (2) years as a Psychiatric Care Technician 1 but who is ineligible for reclassification to Psychiatric Care Technician 2 will automatically be paid using the appropriate full years of seniority, according to the seniority-based grid for the Psychiatric Care Technician 2 classification.

B. Pay will be set effective the first day of the pay period following the date in which the two (2) years in pay status is attained. In counting time in pay status, the Employer will waive up to sixty (60) days, per occurrence, for time charged to a s. 230.36 claim or a Workers Compensation claim.

C. Pay will continue to be based on the seniority-based grid for Psychiatric Care Technician 2 as long as the employee remains in the Psychiatric Care Technician 1 classification.

**NEGOTIATING NOTE NO. 65
2001-2003 AGREEMENT**

**Add-on Pilot for Fire/Crash Rescue Specialists
in the Department of Military Affairs**

The employee agrees to implement the following skill based add-on program, effective December 29, 2002, for eligible Fire/Crash Rescue Specialists employed in the Department of Military Affairs:

Skill Category Add-on

State of Wisconsin Certified EMT. Certification must be valid for county in which job is located. Employee must maintain required continuing education and certification to maintain eligibility for add-on. \$.30/hr

DOD Fire Officer Minimum Certification. To be eligible for this add-on, the employee must have Department of Defense Certifications of Fire Officer I, and Fire Instructor I and HAZMAT Incident Command. \$.20/hr

Red Cross or American Heart Association Certified CPR Instructor. Certification must be valid for county in which job is located. The \$.20/hr

Base Fire Chief will determine how many instructors are needed at the base. If an additional instructor is needed and the number of applicants for this add-on exceeds the number of instructors needed, the selection shall be based on seniority in classification series, with the most senior employee selected first.

Department of Defense Certified Specialized Rescue Technician. \$.20/hr
To be eligible for this add-on, the employee must be a graduate of the United States Air Force/DOD Fire Crash Rescue Course and hold applicable certificates.

Department of Defense Certified Hazardous Materials Train-the-Trainer. \$.20/hr
To be eligible for this add-on, the employee must be a graduate of the DOD School at Good Fellow AFB, Texas. The base Fire Chief will determine how many instructors are needed at that base. If an additional instructor is needed and the number of applicants for this add-on exceeds the number of instructors needed, the selection shall be based on seniority in classification series, with the most senior employee selected first.

Associate Degree in Fire Science. Must be from an accredited school of higher learning within the United States of America. \$.20/hr

ADMINISTRATION PROVISIONS.

All Skill Categories.

Classifications covered by these provisions include Fire/Crash Rescue Specialist 1-Trainee, 1, 2 and 3.

A. The effective date of the add on shall be the beginning of the pay period following receipt by the Fire Chief of proof of eligibility.

B. Any applicable add-on will end immediately if the employee leaves a covered classification or if the employee loses eligibility by failure to maintain certification or obtain required re-certification.

Skill Categories 1 – 5

A. Attainment of eligibility for Skill Categories 1 – 5 shall be without loss of pay, including travel time and at the employer's expense.

B. The employer shall grant the employee's request for attendance at required training necessary to attain or maintain eligibility for skill based all-ons 1-5. However, the effective date of such leave of absence may be delayed because of certain factors such as the following:

1. Operational needs of the department

2. Number of employees availing or scheduled to avail themselves to attend training
3. Availability of qualified replacements
4. Adequate advanced notice from the employee

C. The employer shall approve or deny the request for training leave within two (2) weeks after the request is received. Any denial shall include written reasons for the denial.

Skill Category 6

Attainment of eligibility for Skill Category 6 shall be administered in accordance with Section 11/12/6 Career Related Training.

NEGOTIATING NOTE NO. 66 2003-2005 AGREEMENT

EMPLOYMENT AND TRAINING SPECIALIST PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Employment and Training Specialist:

Employment and Training Specialist (A) PR 12-04
Employment and Training Specialist (B) PR 12-05

Concept: This change in class title combines the Job Service Specialist 1, Job Service Specialist 2, and positions within Job Service Specialist 3 that are not assigned lead work or team leader duties into the single classification of Employment and Training Specialist.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Employment and Training Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Employment and Training Specialist, the employee will be paid on the PR 12-04 pay grid/schedule. After twelve (12) months in pay status in classification as an Employment and Training Specialist (A), the employee will be paid on the PR 12-05 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Employment and Training Specialist		
*Employment and Training Specialist (A)	PR 12-04	Upon appointment
*Employment and Training Specialist (B)	PR 12-05	12 months at the (A) level**

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Job Service Specialist 1, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Job Service Specialist 1 or Employment and Training Specialist (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Job Service Specialist 1, the employee will be placed at the (B) pay range assignment (PR 12-05).

Job Service Specialist 2. All employees at this classification level will be placed at the (B) pay range assignment (PR 12-05).

Job Service Specialist 3. All employees except lead workers and team leaders will be placed at the (B) pay range assignments (PR 12-05).

**NEGOTIATING NOTE NO. 67
2003-2005 AGREEMENT**

LABOR MARKET ANALYST PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Labor Market Analyst:

Labor Market Analyst (A) PR 12-04

Labor Market Analyst (B) PR 12-05

Labor Market Analyst (C) PR 12-06

Concept: This change in class title combines the Labor Market Analyst 1, Labor Market Analyst 2, Labor Market Analyst 3, and Labor Market Analyst 4 into the single classification of Labor Market Analyst.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Labor Market Analyst classification will be as follows:

Upon appointment to a position allocated to the classification of Labor Market Analyst, the employee will be paid on the PR 12-04 pay grid/schedule. After twelve (12) months in pay status in classification as a Labor Market Analyst, the employee will be paid on the PR 12-05 pay grid/schedule. After an additional twelve (12) months time in pay status as a Labor Market Analyst (twelve [12] months at PR 12-04 and twelve [12] months at PR 12-05), the employee will be paid on the PR 12-06 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Labor Market Analyst		
*Labor Market Analyst (A)	PR 12-04	Upon appointment
*Labor Market Analyst (B)	PR 12-05	12 months at the (A) level**
*Labor Market Analyst (C)	PR 12-06	12 months at the (B) level**

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Labor Market Analyst 1, the employee will be placed at the (A) pay range assignment (PR 12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Labor Market Analyst 1 or Labor Market Analyst (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Labor Market Analyst 1, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of twenty-four (24) months in pay status as either a Labor Market Analyst 1 or Labor Market Analyst (B) or combination of both.

If an employee has less than twelve (12) months in pay status at the Labor Market Analyst 2, the employee will be placed at the (B) pay range assignment (PR 12-05). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment after a total of twelve (12) months in pay status as either a Labor Market Analyst 2 or Labor Market Analyst (B) or combination of both.

If the employee has more than twelve (12) months in pay status at the Labor Market Analyst 2, the employee will be placed at the (C) pay range assignment (PR 12-06).

Labor Market Analyst 3. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-06).

Labor Market Analyst 4. All employees at this classification level will be placed at the (C) pay range assignment (PR 12-06).

**NEGOTIATING NOTE NO. 68
2003-2005 AGREEMENT**

APPRENTICESHIP TRAINING REPRESENTATIVE PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Apprenticeship Training Representative:

Apprenticeship Training Representative (A)	PR 12-05
Apprenticeship Training Representative (B)	PR 12-06
Apprenticeship Training Representative (C)	PR 12-07

Concept: This change in class title combines the Industry and Labor Training Coordinator 1 and Industry and Labor Training Coordinator 2 into the single classification of Apprenticeship Training Representative.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Apprenticeship Training Representative classification will be as follows:

Upon appointment to a position allocated to the classification of Apprenticeship Training Representative, the employee will be paid on the PR 12-05 pay grid/schedule. After twelve (12) months in pay status in classification as an Apprenticeship Training Representative (A), the employee will be paid on the PR 12-06 pay grid/schedule. After an additional twelve (12) months time in pay status as an Apprenticeship Training Representative (B) (twelve [12] months at PR 12-05 and twelve [12] months at PR 12-06), the employee will be paid on the PR 12-07 pay grid/schedule. The employee's pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Apprenticeship Training Representative		
*Apprenticeship Training Representative (A)	PR 12-05	Upon appointment
*Apprenticeship Training Representative (B)	PR 12-06	12 months at the (A) level**
*Apprenticeship Training Representative (C)	PR 12-07	12 months at the (B) level**

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Industry and Labor Training Coordinator 1, the employee will be placed at the (A) pay range assignment (PR 12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either an Industry and Labor Training Coordinator 1 or Apprenticeship Training Representative (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Industry and Labor Training Coordinator 1, the employee will be placed at the (B) pay range assignment (PR 12-06). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment (PR 12-07) after a total of twenty-four (24) months in pay status as either a Industry and Labor Training Coordinator 1 or Apprenticeship Training Representative (B) or combination of both.

If an employee has less than twelve (12) months in pay status at the Industry and Labor Training Coordinator 2, the employee will be placed at the (B) pay range assignment (PR 12-06). If placed at the (B) pay range assignment, the employee will be moved to the (C) pay range assignment (PR 12-07) after a total of twelve (12) months in pay status as either an Industry and Labor Training Coordinator 2 or Apprenticeship Training Representative (B) or combination of both.

If the employee has more than twelve (12) months in pay status at the Industry and Labor Training Coordinator 2, the employee will be placed at the (C) pay range assignment (PR 12-07).

and Labor Training Coordinator 2, the employee will be placed at the (C) pay range assignment (PR 12-07).

NEGOTIATING NOTE NO. 69
2003-2005AGREEMENT

VOCATIONAL REHABILITATION COUNSELOR PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Vocational Rehabilitation Counselor:

Vocational Rehabilitation Counselor (A) PR 12-07
Vocational Rehabilitation Counselor (B) PR 12-08

Concept: This change in class title combines the Vocational Rehabilitation Counselor and Vocational Rehabilitation Counselor-Senior into the single classification of Vocational Rehabilitation Counselor.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Vocational Rehabilitation Counselor classification will be as follows:

An employee classified as a Vocational Rehabilitation Counselor-In Training who becomes a licensed Counselor as determined by the Department of Regulations and Licensing will be allocated to Vocational Rehabilitation Counselor and will be placed at the (A) pay range assignment (PR 12-07). The allocation will be effective the beginning of the pay period following Employer’s receipt of written confirmation of licensure to practice as a counselor.

Upon appointment to a position allocated to the classification of Vocational Rehabilitation Counselor, a licensed employee will be paid on the PR 12-07 pay grid/schedule. After twelve (12) months in pay status in classification as a Vocational Rehabilitation Counselor (A), the employee will be paid on the PR 12-08 pay grid/schedule. The employee’s pay on each of the grids/schedules shall be in accordance with the provisions of the Agreement.

Classification Title	Pay Range	Time in Class
Vocational Rehabilitation Counselor		
*Vocational Rehabilitation Counselor (A)	PR 12-07	Upon appointment**
*Vocational Rehabilitation Counselor (B)	PR 12-08	12 months at the (A) level**

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame.

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If the employee has greater than twelve (12) months in pay status at the Vocational Rehabilitation Counselor, the employee will be placed at the (B) pay range assignment (PR 12-08).

If the employee has less than twelve (12) months in pay status at the Vocational Rehabilitation Counselor, the employee will be placed at the (A) pay range assignment (PR 12-07). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Vocational Rehabilitation Counselor or Vocational Rehabilitation Counselor (A) or a combination of both.

Vocational Rehabilitation Counselor-Senior. All employees at this classification level will be placed at the (B) pay range assignment (PR 12-08).

NEGOTIATING NOTE NO. 70
2003-2005 AGREEMENT
(PSS)

Recognizing the caseload nature of Professional Social Services duties, the Employer will take into account allowable steward activities. The Union will make a good faith effort to evenly distribute steward work. This provision does not obligate the Employer to reduce caseload.

NEGOTIATING NOTE NO. 71
2003-2005 AGREEMENT

Movement under this provision precedes other transfers under Article 7/1/1 of the Agreement.

When a permanent vacancy occurs in a probation/parole agent position, all permanent agents within both the same work unit and city will be electronically notified. Permanent agents who have been employed for at least six (6) months within both the same work unit and city as the vacancy shall have the right to transfer based upon seniority. Interested agents will have five (5) full working days to respond in writing.

Pursuant to 7/5/1 B, employees are limited to one (1) transfer every six (6) months, under either this provision or 7/1/1.

NEGOTIATING NOTE NO. 72
2003 - 2005 AGREEMENT

PSYCHOLOGICAL SERVICES ASSISTANT PAY PROGRESSION

Classification Structure: Effective June 27, 2004, the Employer will implement the classification of Psychological Services Assistant:

<u>Psychological Services Assistant (A)</u>	<u>PR 12-05</u>
<u>Psychological Services Assistant (B)</u>	<u>PR 12-06</u>

Concept: This change in class title combines the Psychological Services Associate-Entry and Psychological Services Associate-Objective into the single classification of Psychological Services Assistant.

Pay Structure: Effective June 27, 2004, the pay progression structure for the Psychological Services Assistant classification will be as follows:

Upon appointment to a position allocated to the classification of Psychological Services Assistant, the employee will be paid on the PR 12-05 pay schedule. Once the employee has twelve (12) months in pay status as a Psychological Services

Assistant (A), the employee will be paid on the PR 12-06 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
<u>Psychological Services Assistant</u>		
<u>Psychological Services Assistant (A)*</u>	<u>PR 12-05</u>	<u>Upon appointment</u>
<u>Psychological Services Assistant (B)*</u>	<u>PR 12-06</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Psychological Services Associate – Entry, the employee will be placed at the (A) pay range assignment (12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Psychological Services Associate – Entry or Psychological Services Assistant (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Psychological Services Associate – Entry, the employee will be placed at the (B) pay range assignment (12-06).

Psychological Services Associate – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-06).

NEGOTIATING NOTE NO. 73
2003 - 2005 AGREEMENT

PSYCHOLOGICAL ASSOCIATE PAY PROGRESSION

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Psychological Associate:

<u>Psychological Associate (A)</u>	<u>PR 12-08</u>
<u>Psychological Associate (B)</u>	<u>PR 12-09</u>

Concept: This change in class title combines the Psychologist, Psychologist-Doctorate, Psychologist-Senior and Psychologist-Senior Doctorate into the single classification of Psychological Associate.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, the pay progression structure for the Psychological Associate classification will be as follows:

Upon appointment to a position allocated to the classification of Psychological Associate, the employee will be paid on the PR 12-08 pay schedule. Once the employee has twelve (12) months in pay status as a Psychological Associate (A), the employee will be paid on the PR 12-09 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
<u>Psychological Associate</u>		
<u>Psychological Associate (A)*</u>	<u>PR 12-08</u>	<u>Upon appointment</u>
<u>Psychological Associate (B)*</u>	<u>PR 12-09</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If a non-licensed employee has less than twelve (12) months in pay status at the Psychologist, the employee will be placed at the (A) pay range assignment (12-08). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Psychologist or Psychological Associate (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Psychologist, the employee will be placed at the (B) pay range assignment (12-09).

If an employee has less than twelve (12) months in pay status at the Psychologist-Doctorate, the employee will be placed at the (A) pay range assignment (12-08). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Psychologist-Doctorate or Psychological Associate (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Psychologist-Doctorate, the employee will be placed at the (B) pay range assignment (12-09).

Psychologist Senior. All employees at this classification level will be placed at the (B) pay range assignment (12-09).

Psychologist-Senior Doctorate. All employees at this classification level will be placed at the (B) pay range assignment (12-09).

If an employee has greater than twelve (12) months in pay status in any combination of the classifications mentioned above, the employee will be placed at the (B) pay range assignment (12-09).

Effective June 27, 2004, an employee classified as Psychological Associate who becomes a licensed Psychologist as determined by the Department of Regulation and Licensing will be reallocated to the Psychologist-Licensed classification and placed at the (12-10) pay range assignment. The reallocation will be effective at the beginning of the pay period following written confirmation of licensure.

NEGOTIATING NOTE NO. 74
2003 - 2005 AGREEMENT

RECREATION LEADER PAY PROGRESSION

Classification Structure: Effective April 3, 2005, the Employer will implement the classification of Recreation Leader:

<u>Recreation Leader (A)</u>	<u>PR 12-04</u>
<u>Recreation Leader (B)</u>	<u>PR 12-05</u>

Concept: This change in class title combines the Recreation Leader-Entry and Recreation Leader-Objective into the single classification of Recreation Leader.

Pay Structure: Effective April 3, 2005, the pay progression structure for the Recreation Leader classification will be as follows:

Upon appointment to a position allocated to the classification of Recreation Leader, the employee will be paid on the PR 12-04 pay schedule. Once the employee has twelve (12) months in pay status as a Recreation Leader (A), the employee will be paid on the PR 12-05 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
<u>Recreation Leader</u>		
<u>Recreation Leader (A)*</u>	<u>PR 12-04</u>	<u>Upon appointment</u>
<u>Recreation Leader (B)*</u>	<u>PR 12-05</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Recreation Leader-Entry, the employee will be placed at the (A) pay range assignment (12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Recreation Leader-Entry or Recreation Leader (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Recreation Leader-Objective, the employee will be placed at the (B) pay range assignment (12-05).

Recreation Leader-Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-05).

NEGOTIATING NOTE NO. 75
2003 - 2005 AGREEMENT

REHABILITATION CASE MANAGER PAY PROGRESSION

Classification Structure: Effective June 27, 2004, the Employer will implement the classification of Rehabilitation Case Manager:

<u>Rehabilitation Case Manager (A)</u>	<u>PR 12-05</u>
<u>Rehabilitation Case Manager (B)</u>	<u>PR 12-06</u>

Concept: This change in class title combines the Rehabilitation Case Manager-Objective and Rehabilitation Case Manager-Senior into the single classification of Rehabilitation Case Manager.

Pay Structure: Effective June 27, 2004, the pay progression structure for the Rehabilitation Case Manager classification will be as follows:

Upon appointment to a position allocated to the classification of Rehabilitation Case Manager, the employee will be paid on the PR 12-05 pay schedule. Once the employee has twelve (12) months in pay status as a Rehabilitation Case Manager (A), the employee will be paid on the PR 12-06 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
<u>Rehabilitation Case Manager</u>		
<u>Rehabilitation Case Manager (A)*</u>	<u>PR 12-05</u>	<u>Upon appointment</u>
<u>Rehabilitation Case Manager (B)*</u>	<u>PR 12-06</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Rehabilitation Case Manager-Objective, the employee will be placed at the (A) pay range assignment (12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either a Rehabilitation Case Manager-Objective or Rehabilitation Case Manager (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Rehabilitation Case Manager-Objective, the employee will be placed at the (B) pay range assignment (12-06).

Rehabilitation Case Manager-Senior. All employees at this classification level will be placed at the (B) pay range assignment (12-06).

NEGOTIATING NOTE NO. 76
2003 - 2005 AGREEMENT

OMBUDSMAN SERVICES SPECIALIST PAY PROGRESSION

Classification Structure: Effective December 26, 2004, the Employer will implement the classification of Ombudsman Services Specialist:

<u>Ombudsman Services Specialist (A)</u>	<u>PR 12-05</u>
<u>Ombudsman Services Specialist (B)</u>	<u>PR 12-07</u>

Concept: This change in class title combines the Ombudsman Services Specialist-Entry and Ombudsman Services Specialist-Objective into the single classification of Ombudsman Services Specialist.

Pay Structure: Effective December 26, 2004, the pay progression structure for the Ombudsman Services Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Ombudsman Services Specialist, the employee will be paid on the PR 12-05 pay schedule. Once the employee has twelve (12) months in pay status as an Ombudsman Services Specialist (A), the employee will be paid on the PR 12-07 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
<u>Ombudsman Services Specialist</u>		
<u>Ombudsman Services Specialist (A)*</u>	<u>PR 12-05</u>	<u>Upon appointment</u>
<u>Ombudsman Services Specialist (B)*</u>	<u>PR 12-07</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Ombudsman Services Specialist – Entry, the employee will be placed at the (A) pay range assignment (12-05). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either an Ombudsman Services Specialist – Entry or Ombudsman Services Specialist (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Ombudsman Services Specialist – Entry, the employee will be placed at the (B) pay range assignment (12-07).

Ombudsman Services Specialist – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-07).

NEGOTIATING NOTE NO. 77
2003 - 2005 AGREEMENT

MEDIGAP INSURANCE SPECIALIST

Classification Structure: Effective the first day of the pay period following the effective date of the Agreement, the Employer will implement the classification of Medigap Insurance Specialist:

<u>Medigap Insurance Specialist (A)</u>	<u>PR 12-04</u>
<u>Medigap Insurance Specialist (B)</u>	<u>PR 12-05</u>

Concept: This change in class title combines the Medigap Insurance Specialist-Entry and Medigap Insurance Specialist-Objective into the single classification of Medigap Insurance Specialist.

Pay Structure: Effective the first day of the pay period following the effective date of the Agreement, pay progression structure for the Medigap Insurance Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Medigap Insurance Specialist, the employee will be paid on the PR 12-04 pay schedule. Once the employee has twelve (12) months in pay status as a Medigap Insurance Specialist (A), the employee will be paid on the PR 12-05 pay schedule.

<u>Classification-Title</u>	<u>Pay Range</u>	<u>Time in Class</u>
<u>Medigap Insurance Specialist</u>		
<u>Medigap Insurance Specialist (A)*</u>	<u>PR 12-04</u>	<u>Upon appointment</u>
<u>Medigap Insurance Specialist (B)*</u>	<u>PR 12-05</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a s. 230.36 claim or Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) month in pay status at the Medigap Insurance Specialist – Entry, the employee will be placed at the (A) pay range assignment (12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months time in pay status as either an Medigap Insurance Specialist – Entry, or Medigap Insurance Specialist (A), or combination of both.

If the employee has greater than twelve (12) months in pay status at the Medigap Insurance Specialist – Entry, the employee will be placed at the (B) pay range assignment (12-05).

Medigap Insurance Specialist – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-05).

NEGOTIATING NOTE NO. 78
2003 - 2005 AGREEMENT

EXPERIENTIAL RECREATION SPECIALIST PAY PROGRESSION

Classification Structure: Effective April 3, 2005, the Employer will implement the classification of Experiential Recreation Specialist:

<u>Experiential Recreation Specialist (A)</u>	<u>PR 12-04</u>
<u>Experiential Recreation Specialist (B)</u>	<u>PR 12-05</u>

Concept: This change in class title combines the Experiential Recreation Specialist-Entry and Experiential Recreation Specialist-Objective into the single classification of Experiential Recreation Specialist.

Pay Structure: Effective April 3, 2005, the pay progression structure for the Experiential Recreation Specialist classification will be as follows:

Upon appointment to a position allocated to the classification of Experiential Recreation Specialist, the employee will be paid on the PR 12-04 pay schedule. Once the employee has twelve (12) months in pay status as an Experiential Recreation Specialist (A), the employee will be paid on the PR 12-05 pay schedule. The employee's pay on each of the schedules will be set in accordance with the provisions of the Agreement.

Classification-Title	Pay Range	Time in Class
<u>Experiential Recreation Specialist</u>		
<u>Experiential Recreation Specialist (A)*</u>	<u>PR 12-04</u>	<u>Upon appointment</u>
<u>Experiential Recreation Specialist (B)*</u>	<u>PR 12-05</u>	<u>12 months at the (A) level **</u>

*Payroll System designation for Pay Range reference

**Beginning of the Pay Period following completion of designated time frame

Counting Time in Pay Status. In counting the number of the hours in pay status, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a Workers Compensation claim.

Implementation of these provisions shall be as follows: If an employee has less than twelve (12) months in pay status at the Experiential Recreation Specialist – Entry, the employee will be placed at the (A) pay range assignment (12-04). If placed at the (A) pay range assignment, the employee will be moved to the (B) pay range assignment after a total of twelve (12) months in pay status as either an Experiential Recreation Specialist – Entry or Experiential Recreation Specialist (A) or combination of both.

If the employee has greater than twelve (12) months in pay status at the Experiential Recreation Specialist – Entry, the employee will be placed at the (B) pay range assignment (12-05).

Experiential Recreation Specialist – Objective. All employees at this classification level will be placed at the (B) pay range assignment (12-05).

NEGOTIATING NOTE NO. 79
2003-2005 AGREEMENT

Permissive transfers under this negotiating note, between Probation and Parole Agents (C) and Social Worker-Corrections (C), are subject to the Employer’s discretion, and if allowed, shall be without loss of pay under the following conditions:

Social Worker-Corrections must have four (4) years in classification, serve a one (1) year permissive probationary period, and successfully complete agent basic training.

Probation and Parole Agents must have four (4) years in classification, hold social worker certification, and serve a six (6) month permissive probationary period.

MEMORANDUM OF UNDERSTANDING NO. 1
2003 - 2005 AGREEMENT

(AS, BC, LE, PSS) The Employer agrees to republish and distribute the report referenced in 9/16/1. The report will be accompanied by a letter from the Secretary of the Department Employment Relations supporting and encouraging agencies to address ergonomic conditions and assist employees who experience problems relating to these issues. Both the Employer and the Union wish to emphasize their continued commitment to ergonomically sound workplace conditions.

MEMORANDUM OF UNDERSTANDING NO. 2
2003 - 2005 AGREEMENT

During the course of negotiating the 1999-2001 Agreement, there were discussions regarding the mutual goal of the Union and the Employer of minimizing disputes over the intent of contractual terms or provisions; therefore, the parties agree to the creation of a joint committee to seek ways to accomplish said objective. Some examples of mutual activities which may be pursued by the parties could include the dissemination of joint bulletins for the purpose of interpreting the various provisions of the Agreement; joint training on the interpretation of newly adopted changes in the Agreement; joint interpretation of arbitration decisions, and so forth. The Joint Committee will be composed of an equal number of representatives from Council 24, AFSCME, and the State of Wisconsin. The Joint Committee will meet during the term of the Agreement and decide on matters of mutual interest which will serve to minimize such disputes and will disseminate information or training accordingly. Employees who are appointed by Council 24 as representatives of this committee will serve without loss of pay. Each of the parties will be responsible for their representatives' travel and expenses.

This committee will consider clarifying contractual language and interpretations of arbitrations with respect to overtime. The committee will research the issue and disseminate a joint bulletin clarifying the overtime provisions by February 1, 1996.

MEMORANDUM OF UNDERSTANDING NO. 3
2003 - 2005 AGREEMENT

The Employer and the Union agree that it is in the interests of the parties to review the use of Sick Leave and research Sick Leave Incentive Programs and other alternatives with the intent to promote the reduction of the use of sick leave.

The parties agree to establish a Joint Study Committee to review the use of sick leave, research sick leave incentive programs and other alternatives which would promote the reduction of the use of sick leave. The Joint Committee will be composed of an equal number of representatives from Council 24, AFSCME, and the State of Wisconsin. The Joint Committee will meet during the term of the Agreement and provide its report to the parties by no later than December 15, 2000. Employees who are appointed by Council 24 as representatives to this committee will serve without loss of pay. Each of the parties will be responsible for their representatives' travel and expenses.

MEMORANDUM OF UNDERSTANDING NO. 4
2003 - 2005 AGREEMENT

**METHOD TO IMPROVE COMMUNICATIONS BETWEEN REGIONAL
MANAGERIAL STAFF AND PROBATION/PAROLE AGENTS:**

The parties agree that communications between probation/parole agents and managerial staff are encouraged within the regional level. The parties agree to attempt to resolve the issues via tele-conferencing, whenever possible. If this does not produce satisfactory results, a meeting may be scheduled between the parties to review the issues. The regional managerial staff are encourage to resolve agent concerns at the local level.

**MEMORANDUM OF UNDERSTANDING NO. 5
2001 - 2003 AGREEMENT**

Correctional Sergeant and Youth Counselor Advanced Demotion

Employees classified as Correctional Sergeant or Youth Counselor - Advanced shall be allowed to voluntarily demote to a Correctional Officer or Youth Counselor, respectively, by applying for transfer to those positions under provisions of Article 7/3/1 and shall be considered equally with all other transfer requests. Present provisions of ER MRS 17.04 shall apply.

Upon demotion, employees classified as Correctional Officer or Youth Counselor shall have immediate transfer rights to positions under the provisions of Article 7/1/1.

**MEMORANDUM OF UNDERSTANDING NO. 6
2001 - 2003 AGREEMENT**

CORRESPONDENCE/MEMORANDUM

State of Wisconsin

Date: September 6, 1995

To: Ben H. Mendez, Lieutenant
Bureau of Support Services

From: William L. Singletary, Administrator
Wisconsin State Patrol

Subject: **HEPATITIS B VACCINATIONS FOR POLICE
COMMUNICATION OPERATORS**

In reviewing our policy that defines which employees are deemed to be at risk of exposure to Hepatitis B, we have decided to make the Hepatitis B Vaccination series available to Police Communication Operators (PCO's) on a statewide basis.

Please organize a program to allow the vaccination series to be administered to those PCO's that wish to participate. As with troopers and inspectors, it will be necessary to maintain a data base to track the program and insure availability of the vaccination series to new employees.

WLS:bhm

c: Colonel Hlavacka
Lt. Colonel Schumacher
Major Moore
Captain Young
District Captains
District Lieutenants
Police Communication Supervisors

MEMORANDUM OF UNDERSTANDING NO. 7
2003-2005 AGREEMENT

During the course of negotiations for the 1999-2001 Agreement with the Wisconsin State Employees Union, concerns were raised pertaining to interpersonal conflicts in the workplace, including favoritism, verbal abuse, and retaliation, and the need to resolve these issues in the best interest of morale and productivity, the Employer agrees to the following: where such problems are perceived, employees may bring these issues to the attention of the appropriate level of management.

It is the intention of this memorandum of understanding that the problems to be addressed in this manner are matters not grievable under other language of this contract. In addition, it is the understanding of the parties that the appropriate level of management will be the lowest level of management that can effectively address the issue.

This memorandum of understanding will be reviewed and may be extended by mutual agreement in the next set of negotiations.

MEMORANDUM OF UNDERSTANDING NO. 8
2001 - 2003 AGREEMENT

CORRESPONDENCE/MEMORANDUM

State of Wisconsin

Date: September 6, 1995

To: Internal Bargaining Committee
Wisconsin State Employees Union

From: Ben Mendez, Lieutenant
Wisconsin State Patrol

Subject: **UNIFORMITY OF EMPLOYEE FILE FOLDER**

The Division of State Patrol has appointed a Project Action Team (PAT) to deal with uniformity in employee file folders. We agree to include a mutually agreed upon nonvoting union member as part of that team.

The mutually agreed upon nonvoting union member will be invited to attend organizational and working meetings whether held in person or by teleconference.

c: Administrator Singletary
Colonel Hlavacka
Lt. Colonel Schumacher

MEMORANDUM OF UNDERSTANDING NO. 9
2003 - 2005 AGREEMENT

MEMORANDUM

Date: May 25, 1995

To: Local Union and Employer Representatives

From: Martin Beil, Executive Director
AFSCME Council 24, WSEU
Jon Litscher, Secretary
Department of Employment Relations

Subject: Consensus/Win-Win Communications at Local
Union/Management Meetings

During the course of discussions during the 1995-1997 labor contract negotiations with the Wisconsin State Employees Union, there was agreement between the parties on the concept of implementing the Consensus, or "Win-Win" model of communications at local Union/Management meetings.

It is recognized by the parties that it is in our mutual interest to facilitate a problem-solving methodology when discussing issues at local Union/Management meetings. Therefore, both WSEU and DER strongly encourage Union and Employer representatives to implement a Consensus or Win-Win methodology when engaging in items of mutual concern in local Union/Management meetings.

MEMORANDUM OF UNDERSTANDING NO. 10
2003 - 2005 AGREEMENT

MEMORANDUM

Date: August 30, 2002

To: Martin Beil, Executive Director
AFSCME Council 24

From: Peter Fox, Secretary
Department of Employment Relations

Subject: Employee Referral Service (ERS)

The Division of Merit, Recruitment & Selection (DMRS) has implemented the Employee Referral Service (ERS) effective February 13, 2002. This service will be advantageous for both employees and managers with vacant positions by assisting laid off or at risk employees in locating vacant positions throughout state

service for which they may be qualified and providing managers with another cost effective source of qualified candidates.

It is DER's intent to make the ERS available for use by employees and managers until such time as the current fiscal environment which gave rise to the need for the ERS improves.

**MEMORANDUM OF UNDERSTANDING NO. 11
2003 - 2005 AGREEMENT**

May 1, 1995

MEMORANDUM

To: Agency Heads
Agency Business and Finance Directors
Agency Human Resources Directors

From: Jon E. Litscher, Secretary
Department of Employment Relations

Subject: **Dues Deduction Collections (Article II, Section 2/7)**

During the course of negotiations for the 1995-97 Master Agreement with the Wisconsin State Employees Union, the matter of adjustments to mistaken dues deductions was discussed. Specifically, it came to the attention of the Employer that in some cases, where an excessive amount of dues has been erroneously deducted from an individual's wages, agencies have taken it upon themselves to correct the over-deduction by adjusting the deduction in the following pay period. There is generally no correction where an insufficient amount has been deducted.

The provisions of Article II, section 2/7 hold the Employer harmless for errors made in dues deduction, and are intended to prevent the excessive entanglement of the Employer in that process. Therefore, it is the purpose of this memorandum to remind Agency Business and Finance Departments and payroll officers not to unilaterally correct excessive dues amounts collected in error from WSEU-represented employees. The appropriate recourse for an employee who has had an excessive amount of dues deducted is for that employee to contact the Union directly.

Agencies should continue the practice of making no correction, except for future transactions where necessary for insufficient deduction amounts.

cc: Agency Payroll Managers

MEMORANDUM OF UNDERSTANDING NO. 12
2003 - 2005 AGREEMENT

MEMORANDUM

Date: May 23, 1995

To: All WSEU Represented Employees

From: Martin Beil, Executive Director
AFSCME Council 24, WSEU
Jon E. Litscher, Secretary
Department of Employment Relations

Subject: Direct Deposit of Payroll Checks

During the course of discussions during the 1995-97 labor contract negotiations with the Wisconsin State Employees Union, problems with paycheck distribution were identified by both WSEU and Employer representatives. Items of concern identified by the parties include: security against lost or stolen checks, the considerable increase in the cost of postage and handling in recent years, paychecks which are lost in the mail cause significant delays in the availability of employee funds, the time and expense of canceling and reissuing checks to replace those that were originally lost (including remailing the replacement checks), and the need to maintain detailed records of reissues for reconciliation purposes.

It is recognized by the parties that it is in the best interest of both to minimize unnecessary delays and expenses related to the distribution of payroll checks. Therefore, both WSEU and DER strongly encourage all state employees to set up direct deposit of payroll checks with their financial institution(s).

Direct deposit would virtually eliminate problems that are currently being experienced by both the employees and the agency payroll offices.

MEMORANDUM OF UNDERSTANDING NO. 13
2003 - 2005 AGREEMENT

LAYOFF

The Employer and the Union agree that retaining career-oriented, permanent employees is in the best interest of the State.

The Employer believes that the State must protect the investment it has made in its work force. To this end, the Employer is committed to the notion that State agencies must maintain the most effective and efficient employees. In view of State budget reductions, the Employer will encourage and adopt innovative techniques that enhance the effectiveness of current civil service procedures. To that end, OSER, DMRS and all State Agencies will use the Employee Referral Service (ERS) as outlined in OSER Bulletin MRS-223/CLR/POL-70, dated February 13, 2002, to retain the most qualified employees.

During this biennium, agencies may be required to significantly reduce their budgets, resulting in the potential displacement of permanent employees. In order to protect the State's investment and ensure the quality of State services, the parties agree to the following:

- In those employing units affected by staff reductions, the Employer will review its staffing needs and allocation patterns to retain permanent employees where possible. The Union will make every effort to cooperate with the Employer in the mutual interest of maintaining employment for potentially displaced employees.

- All State agencies will make every effort to accommodate and provide services to qualified permanent employees in layoff status prior to hiring non-state employees.

- OSER has implemented a system which will help achieve the State's "no layoff" goal and will continue to maintain the ERS for the life of this Agreement.

- If operations, functions and employees are moved from one agency to another and as a result, layoffs are generated, the affected employees will have restoration and reinstatement rights as outlined in Article VIII, Layoff Procedure, of this Agreement.

- The Employer will give consideration to accommodate qualified full-time permanent employees who are in layoff status from other employing units and agencies prior to utilization of the hiring process or engaging programs (i.e., Wisconsin Conservation Corps, Badger State Industries, etc).

- The Employer and the Union will work together to secure funding for the purpose of establishing re-training programs focused on displaced state workers.

The above provisions will be in place for the duration of the 2001-2003 collective bargaining agreement.

MEMORANDUM OF UNDERSTANDING NO. 14
2003-2005 AGREEMENT
DEPARTMENT OF CORRECTIONS

The parties agree that during the course of the 2001-2003 labor Agreement, the following practices and procedures will be followed regarding Probation and Parole Agent caseloads:

- By mutual agreement, 215 points* comprise a full caseload and is predicated on a forty (40) hour workweek.

- If a caseload exceeds 215 points*, the supervisor will have five (5) work days to provide relief by considering a number of options, including assigning work to another agent or waiving standards. If the point total cannot be reduced in those five (5) work days, the agent will be allowed to work one (1) hour of overtime per week for every 5.5 points his/her caseload exceeds the 215 point* standard.

- Some limited specialized work units will be excluded from the 215-point caseload maximum. Mutual agreement as to these work units will be worked out between the Secretary of the Department of Corrections, the Regional Chief(s), DOC Employment Relations, AFSCME Council 24 and the local union.

For the Union

Martin Beil
Executive Director,
AFSCME Council 24

For the Employer

Matthew J. Frank
Secretary
Department of Corrections

*Points listed are by mutual agreement and for the sole purpose of implementing this memorandum of understanding.

MEMORANDUM OF UNDERSTANDING NO. 15
2003 - 2005 AGREEMENT

The Employer and the Union agree that it is in the interests of the parties to explore the possibility of implementing "Alternative Dispute Resolution" programs.

The parties agree to establish a Joint Study Committee to review the concepts and applications of alternative dispute resolution programs. The Joint Committee will be composed of an equal number of representatives from Council 24, AFSCME, and the State of Wisconsin. The Joint Committee will meet during the term of the Agreement and provide its report to the parties by no later than December 31, 1998. Employees who are appointed by Council 24 as representatives to this committee will serve without loss of pay. Each of the parties will be responsible for their representatives' travel and expenses.

MEMORANDUM OF UNDERSTANDING NO. 16
2003 - 2005 AGREEMENT

In regards to Probation and Parole Agents in the Department of Corrections, Article 6/2/2 (PSS) and Article 6/2/2 (ALL) shall be interpreted as follows:

The parties agree that Probation and Parole Agents work flexible schedules within a 40-hour work week, allowing adjustment around the beginning and ending times. Work schedules will normally be determined on a weekly basis with schedule approval by the supervisor.

It is understood that compensatory time will be earned only under the following conditions and that an agent's hours will not be reduced to conform to a 40-hour work week.

- Telephone calls received under Article 6/16/2 (PSS) and Article 6/16/3 (PSS) of the labor agreement.
- Employer directed work time outside of the approved work schedule. This is work time specifically directed in advance by a supervisor and includes attendance at court hearings and revocation hearings.
- Employer approved work time outside of the approved work schedule. This is work time (normally approved in advance) where the supervisor determines that the agent cannot flex his/her schedule in order to stay within a 40-hour work week due to workload demands.
- Emergencies that occur during non-work hours. An emergency is defined as an offender related incident that poses a threat to the public safety which, if not immediately addressed, may result in irreparable harm to the community or the offender.

The parties agree to review and discuss this memorandum of understanding as to its workability.

For the Union

For the Employer

Karl Hacker
5/13/96

Michael Sullivan
5/13/96

**MEMORANDUM OF UNDERSTANDING NO. 17
2003 - 2005 AGREEMENT**

Beepers

In response to the Union's concerns that Social Workers in the Milwaukee Child Protection Services Program, and the Department of Corrections Clinical Service Staff employees, because of the nature of their positions, are required to carry "beepers" during off-duty hours and respond to work-related calls, the Department of Health and Family Services, and the Department of Corrections, through this Memorandum of Understanding agrees that:

- A. Those Social Workers and Clinical Service employees, required to respond to contact by beepers or pagers during off-duty hours, shall be informed of this requirement by their supervisor.

B. A Social Worker or Clinical Service employee, required to respond to contact by beeper, or pager, during off-duty hours, shall be entitled to the following compensation:

1. A fee equal to one (1) hour of pay at the employees current hourly rate of pay for each regularly scheduled day of the work week that the employee is required to respond to contact by beeper or pager during off-duty hours with a maximum of five (5) hours of pay per work week. This payment, or fee, shall not increase the employees hours for the purpose of the calculation of overtime.

2. A fee of twenty-four dollars (\$24.00) for each regularly scheduled off day of the week that the employee is required to respond to contact by beeper or pager during off-duty hours with a maximum fee of forty-eight dollars (\$48.00) per calendar week.

The above provisions will be in place for the duration of the 2003-2005 WSEU collective bargaining agreement.

For the Employer,
Department of Health and Family Services

For the Union, Council 24

Kenneth DePrey

Martin Beil

Department of Corrections

Hamdy Ezalarab

MEMORANDUM OF UNDERSTANDING NO. 18
2003-2005 AGREEMENT

During the course of negotiations for the 1997-99 Agreement with the Wisconsin State Employees Union, Local 2748 raised concerns regarding the perception that some Probation and Parole Agents were being required to carry "beepers" during off-duty hours and respond to work-related calls.

In regards to this concern, the Department of Corrections, through this Memorandum of Understanding, would like to clarify the use of beepers and/or pagers by Probation and Parole Agents during off-duty hours.

The Department agrees that Probation and Parole Agents will not routinely be required to respond to contact by beepers or pagers during off-duty hours. Should a supervisor believe that it is necessary for a Probation and Parole Agent to respond to contact by a beeper or pager during off-duty hours, the decision to authorize such a requirement shall be made by the Division Administrator. In the event that a Probation and Parole Agent is required to respond to contact by a

beeper or pager during off-duty hours, the agent shall be informed of this requirement in writing.

Once a probation and parole agent is informed in writing of the requirement to respond to contact by beeper or pager during off-duty hours, he/she shall be entitled to the following compensation:

- A fee equal to one (1) hour of pay at the employee's current hourly rate of pay for each day of the week (Monday - Friday) that the employee is required to respond to contact by beeper or pager during off-duty hours. This payment shall not increase the employee's hours for the purposes of the calculation of overtime.
- A fee of twenty-four dollars (\$24.00) for each Saturday and/or Sunday that the employee is required to respond to contact by beeper or pager during off-duty hours with a maximum fee of forty-eight dollars (\$48.00) for the weekend.

The above provisions shall be in place for the duration of the 2003-2005 collective bargaining agreement.

For the Employer,
Department of Corrections

For the Union, Council 24

Eurial Jordon

Martin Beil

William Grosshans

June 13, 1997

MEMORANDUM OF UNDERSTANDING NO. 19
2003-2005 AGREEMENT

During the course of negotiating the 1997-1999 Agreement, there were discussions regarding the mutual benefit of the development of an electronic contractual transfer system. Both the Union and the Employer recognized that many factors would affect the development of such a system and that establishing a deadline for implementation was unrealistic. Both parties agreed to recommend that steps be taken when possible toward the development of an electronic transfer system. The recommendations of the Transfer Committee will be incorporated in a letter to Robert Lavigna, Administrator of the Division of Merit Recruitment & Selection. The letter would contain the following language:

The Transfer Committee of the 1997 State of WI/WSEU bargaining team devoted a great deal of time to the electronic posting of transfer opportunities

throughout Wisconsin state civil service. We recognized that technology is not yet standardized among all state agencies and that many other factors would impact the development and use of such a system. Rather than pursuing contract language requiring the development of a system now, the committee unanimously opted to recommend to OSER that steps be taken toward the development of an electronic transfer posting for all civil service transfer opportunities.

Deleted: D

We were particularly impressed with the existing Layoff Referral System, and believe that it could easily be the foundation for electronic transfer postings. Stan Rogers, from the Wisconsin Department of Administration, met with our committee and suggested that a relatively small amount of programming would be needed to expand the Layoff Referral System to include the features we would like the future Electronic Transfer Posting System to contain.

Due to the short posting periods for transfer eligibility, and the mail service delays experienced by many rural Wisconsinites, the committee would like the future Electronic Transfer Posting System to be an interactive system, which would permit candidates to apply or respond directly from the posting. Building on the current Layoff Referral System's interactive features with participating agencies, we would like each listing to contain a button to click on which would bring up an electronic application form. Candidates should be able to complete their individual information and electronically send it to the sponsoring agency. The sponsoring agency should be able to preselect where transfer responses arrive-- a particular Personnel Specialist, or a dedicated electronic mailbox. Additionally, since some transfer postings require submission of a resume, we would like a template to be available with the click of a button for candidates to complete and send electronically.

Lastly, we would expect the future Electronic Transfer Posting System to be accessible by Email, the Internet and Usenet. Since not all candidates are computer-literate or have access to a connected computer, we would expect the future system to be supplemental to existing agency contractual transfer procedures.

In summary, we urge you to incorporate the building of an Electronic Transfer System into your business plans as soon as possible. The system should:

- Build upon the existing Layoff Referral System structure and procedures
- Be interactive with the use of "hot buttons"
- Contain user complete & send application forms
- Contain user complete & send resume templates
- Contain pre-targeted response buttons for easy, accurate applications
- Automatic purging of listings at expiration
- Remote access for direct uploading of vacancies by sponsoring agency
- Accessible by Email, Internet and Usenet
- Be complementary to existing agency transfer procedures

This provision will sunset on June 30, 2005 unless mutually agreed to extend.

**MEMORANDUM OF UNDERSTANDING NO. 20
2001 - 2003 AGREEMENT**

DOT Law Enforcement Vehicles

(LE) The parties agree that the subject of sufficient law enforcement vehicles available for assignment to all sworn law enforcement officers in the Division of State Patrol will be a proper subject for labor/management discussions.

For the Employer

For the Union

Department of Transportation

For the Union, Council #24

Darren Price

Karl Hacker

**MEMORANDUM OF UNDERSTANDING NO. 21
2003 - 2005 AGREEMENT**

Joint Independent Medical Examiners

During the course of the 1999-2001 contract negotiations, discussions were held concerning the establishment of a system of selecting mutually agreed-upon physicians to perform Independent Medical Examinations for the purpose of resolving conflicting evidence and disputes relating to the medical condition(s) of employees.

It is the mutual interest of the parties that the Office of State Employment Relations and WSEU Council 24 meet and collaborate in an attempt to establish a program and procedures for mutually agreed-upon Independent Medical Examiners and/or Examinations.

**MEMORANDUM OF UNDERSTANDING NO. 22
2001 - 2003 AGREEMENT**

State Patrol Residency Policy

(LE) During the course of negotiating the 1999-2001 Agreement, there were extensive discussions in the Law Enforcement Bargaining Committee regarding Residency Requirements established within the Division of State Patrol. It was clearly identified that there were many interests/concerns in regards to residency by both the Employer and the Union. Several options were also identified through discussions. It is the intent of this memorandum to state clearly that the Division of State Patrol Management maintains a constant and consistent interest in the concerns of its employees. Because of the magnitude of this issue, it is understood that the Division of State Patrol and AFSCME Council 24, WSEU, Local 55 will handle this issue through Division Labor/Management meetings.

MEMORANDUM OF UNDERSTANDING NO. 23

2001 - 2003 AGREEMENT

Parking and Transit

(AS, BC) During the course of the 1999-2001 negotiations, the Union and the Employer attempted to address mutual concerns regarding parking and transit issues. These included, but are not limited to costs to all parties, pollution, inefficient land use and wasted time and resources. It was agreed to encourage the establishment of a Joint Committee to consider parking and transit problems and recommend solutions. The Committee is particularly encouraged to examine existing programs such as the "Commuter Value Pass" at the University of Wisconsin – Milwaukee, the "Transit Pass/Fare Cutter Card" at the University of Wisconsin – Madison, etc. The Committee should include at least one (1) Union representative who works in such a program.

MEMORANDUM OF UNDERSTANDING NO. 24 2001-2003 AGREEMENT

(AS, BC) A Joint Committee on Alternative Work Patterns, consisting of three (3) representatives designated by the Union and three (3) by the Employer, shall be established for the purpose of developing resource document(s) to aid in addressing Alternative Work Patterns as provided for in Article 6, Section 15. Members of this committee shall serve without loss of pay or benefits.

MEMORANDUM OF UNDERSTANDING NO. 25 2001 - 2003 AGREEMENT

TEMPORARY TRANSACTION RATE FOR SELECT VOLUNTARY DEMOTIONS DEPARTMENT OF AGRICULTURE, TRADE AND CONSUMER PROTECTION

The parties agree that during the course of the 2001-2003 Labor Agreement, the Department of Agriculture, Trade and Consumer Protection will continue a pilot program that will allow employees classified as Food Safety Inspector-Objective and Meat Safety Inspector-Objective to voluntarily demote as follows:

- Voluntary demotion to a different geographic headquarters location.
- Employees classified as a Food Safety Inspector-Objective who request and are appointed on a voluntary demotion to a Meat Safety Inspector-Entry position will maintain their current rate of pay for one year (temporary transaction rate).

- Employees classified as a Meat Safety Inspector-Objective who request and are appointed on a voluntary demotion to a Food Safety Inspector-Entry position will maintain their current rate of pay for one year (temporary transaction rate).

If, at the end of that one year, management determines that the employee has not met the criteria to be reinstated to the objective level of their current Entry level classification, the temporary transaction rate will cease and the employee's base pay will be set at the grid rate that corresponds to the employees grid seniority in their current Entry level classification.

Exercising the voluntary demotion procedure outlined in this memorandum of understanding does not supersede the provisions of 7/1/1.

The above provisions will be in place for the duration of the 2001-2003 collective bargaining agreement. The parties agree to review this memorandum of understanding during the next contract negotiations and by mutual agreement may extend the provisions outlined above.

MEMORANDUM OF UNDERSTANDING NO. 26
2003-2005 AGREEMENT
INJURED WORKERS RE-EMPLOYMENT

It is mutually agreed that it is in the best interest of the State to retain capable, trained employees and to protect the investment it has made in its workforce.

When the Employer determines an employee has a bona fide worker's compensation or s. 230.36 claim, and the employee can no longer perform the essential functions of his/her current position, the Employer, prior to medical termination, in accordance with s. 230.37(2), Wis. Stats., will make a good faith effort to do the following: transfer the employee to a position which requires less arduous duties; demote the employee; place the employee in a part-time position; or as a last resort, dismiss the employee. Prior to dismissal, the Employer will refer the employee to the State Injured Worker Re-employment Program, which will assess the employee's skills and work with the Employer to evaluate reasonable accommodation options that may avoid the medical termination. The referral to the program may occur at the employee's request when the Employer receives medical verification that the employee may no longer be able to perform the essential functions of the position at the end of healing. The referral shall occur at least sixty (60) days prior to the effective date of the medical termination.

When an employee is notified that medical termination is being considered, the local union president will be notified. Within ten (10) calendar days of this notification (unless mutually agreed to otherwise), at the Union's request, the Employer and the designated union representative will meet to discuss the employee's options.

Prior to medically terminating the employee, the Employer will make a good faith effort to meet or teleconference with the employee to discuss the employee's options. The employee will be offered a designated union representative to be present at the discussion. Inability of the designated union representative to be present shall not unduly delay the discussion.

A grievance filed in response to a medical termination will be covered under 4/2/10 of this Agreement.

If the employee is medically terminated and is referred to the State Injured Worker Re-employment Program by a risk management examiner, the Program will provide information about vocational rehabilitation, including DVR programs, and on employment, including training and possible re-employment for vacant positions that may be suitable for the employee.

If the employee voluntarily accepts a position that results in a reduction in their rate of pay as a result of a s. 230.36 injury, his or her pay shall be set in accordance with section E./2. of Appendix 5 of the Agreement.

**MEMORANDUM OF UNDERSTANDING NO. 27
2001-2003 AGREEMENT**

**Security and Public Safety Unit (SPS)
TRANSFERS**

Within Department of Corrections institution employing units, Youth Counselors and Correctional Officers who are receiving s. 230.36 benefits, Worker's Compensation or are on an approved medical, paternity or maternity leave shall be considered eligible to transfer pursuant to Article 7/1/1.

Other state agencies may consider SPS employees who are receiving s. 230.36 benefits, Worker's Compensation or are on an approved medical, paternity or maternity leave for transfer on a case-by-case basis.

This provision will sunset on June 30, 2003 unless mutually agreed to extend.

**MEMORANDUM OF UNDERSTANDING NO. 28
2001 - 2003 AGREEMENT**

Department of Corrections

Within the Department of Corrections, when it is determined that an employee has been wrongfully ordered for overtime, the appropriate remedy shall be as follows, unless otherwise agreed locally:

1) The employee will have the option of choosing cash or compensatory time for the ordered time;

2) If after the employee has been paid, the employee will have the option of cash or compensatory time for his/her next overtime opportunity of an equivalent period. Example: If an employee is wrongfully ordered for four (4) hours of overtime, if his/her next overtime opportunity is in excess of four (4) hours, the employee will have the option of cash or compensatory time for four (4) hours of those overtime hours. The remainder of the overtime will be paid as the Employer may elect.

This memorandum of understanding shall sunset on June 30, 2003 unless mutually agreed to extend.

**MEMORANDUM OF UNDERSTANDING NO. 29
2001 - 2003 AGREEMENT**

Machinist Apprenticeship

Apprenticeship
Department of Workforce Development

Dear:

We request assistance in developing and implementing an apprenticeship program in the trade of machinist at the University of Wisconsin – Madison for Instrument Makers and Mechanics. There has been some limited experience with apprenticeships in this area, but we are seeking to create a more permanent joint initiative.

Both the Wisconsin State Employees Union and the University of Wisconsin – Madison are excited about working together to make this program successful. We feel strongly that we can add value to our work force and ultimately benefit the affected employees. Please contact either of us to initiate the process.

Thank you for your cooperation.

Sincerely,

Martin Beil, Executive Director
Wisconsin State Employees Union
Telephone: 836-0024

James Stratton, Director
Classified Personnel
University of Wisconsin – Madison
Telephone: 262-3806

**MEMORANDUM OF UNDERSTANDING NO. 30
2001 - 2003 AGREEMENT**

**Between
AFSCME Council 24, Wisconsin State Employees Union (WSEU) and
the Department of Natural Resources (DNR)**

During negotiations on the 1999-2001 WSEU Collective Bargaining Agreement, the WSEU/DNR Negotiating Subcommittee began discussions on the issue of transfer between the classifications of Environmental Warden, Safety Specialist Warden and Special Investigative Warden and voluntary demotion from these classifications to Conservation Warden.

The parties agree that this issue will continue to be a subject for discussion between representatives of DNR, AFSCME Council 24 and WSEU Local 1215 during the term of the 2001-2003 Agreement. Up to three (3) bargaining unit employees will participate in meetings without loss of pay.

FOR THE EMPLOYER:

James R. Federhart, Employee Relations Manager Department of Natural Resources	Date
--	------

FOR THE UNION:

Karl Hacker, Assistant Director AFSCME Council 24-WSEU	Date
---	------

Randal G. Rossing WSEU Security & Public Safety Bargaining Team Representative	Date
--	------

**MEMORANDUM OF UNDERSTANDING NO. 31
2001 - 2003 AGREEMENT**

**Between
AFSCME Council 24, Wisconsin State Employees Union (WSEU) and
the Department of Natural Resources (DNR)**

During negotiations on the 1999-2001 WSEU Collective Bargaining Agreement, an issue was raised by the WSEU regarding the DNR's use of limited term employees in the LTE Ranger classification to perform law enforcement duties and the impact of this LTE use on the ability of bargaining unit employees in the Ranger-Operations (formerly Ranger 1) classification to be reclassified to the Ranger-Law Enforcement (formerly Ranger 2) classification.

Beginning in calendar year 2000, the DNR agrees to address this issue by reviewing and implementing increases in their percentage of law enforcement duties assigned to bargaining unit Rangers in order to facilitate their reclassification. These actions will be taken starting in 2000 to the extent practicable depending on commitments already made to the hiring of limited term employees and the willingness of bargaining unit Rangers to work during the hours when the law enforcement need is greatest.

The parties agree that representatives of DNR management and the Union will meet at mutually agreed times as necessary to further discuss this issue. Up to three (3) bargaining unit employees will participate in any meetings without loss of pay.

FOR THE EMPLOYER:

James R. Federhart, Employee Relations Manager Department of Natural Resources	Date
--	------

FOR THE UNION:

Martin Beil, Executive Director AFSCME Council 24-WSEU	Date
---	------

MEMORANDUM OF UNDERSTANDING NO. 32
2003 - 2005 AGREEMENT

Experiential Recreation Specialists and Youth Counselors

In response to the Union's concern that Experiential Recreation Specialists and Youth Counselors, because of the nature of their positions, are required to camp overnight with youth, the Department of Corrections through this Memorandum of Understanding agrees that:

A. A sleep-time equal to one (1) hour of base pay will be paid for each night that the employee is required to camp overnight with youth.

B. This fee shall not increase the employee's hours for the purpose of the calculation of overtime.

C. This fee is in addition to wages paid for actual work time, including interrupted sleep-time.

MEMORANDUM OF UNDERSTANDING NO. 33
2003 - 2005 AGREEMENT

The Employer and the Union agree that it is in their mutual interest to create and maintain a strong relationship between Labor and Management at all levels of state government at work sites across Wisconsin.

It is further agreed that the Union and Management will cooperate in a supportive environment to achieve mutually agreed upon results. It is clearly understood by the parties that people want to cooperate and work more effectively and that productivity, performance and effectiveness will improve as the result of improved cooperation. Such cooperation is intended to create opportunities for each employee (whether Union official or Manager, represented or non-represented employee) to work individually and collectively to strengthen and change state government for the better.

It is agreed that the emphasis will be on achieving mutual gain through working together by separating people and personalities from issues and problems, focusing on "interests" rather than "positions" and emphasizing objective rather than personally subjective criteria and data to evaluate and select options.

Finally, it is agreed that in the interest of fostering a strong Labor/Management relationship, all employees will be treated with dignity and respect.

It is with these goals in mind that we ask all appointing authorities and Union officials to take steps toward "institutionalizing" cooperative and collaborative work improvement projects at all levels of state government. It is expected that the parties will identify mutual problems and concerns and will

mutually develop action plans for their resolution. Further, it is recommended that project teams, committees, or work groups be created as the need arises to facilitate the problem solving process.

Upon the mutual request of the appointing authority and the local Union, the Employer and AFSCME Council 24 staff will provide technical assistance to local employing units by providing training and on-site assistance to Union/Management teams at specific work sites. The Employer and AFSCME Council 24 may also agree to pilot unique solutions not specifically authorized by other language of this contract, to solve workplace problems.

Peter Fox, Secretary
Department of Employment Relations

Martin Beil
AFSCME Council 24

**MEMORANDUM OF UNDERSTANDING NO. 35
2001 - 2003 AGREEMENT**

Due to the ever-changing technological job environment of AS employees, it is recognized that on-going training to improve and update computer skills and knowledge will provide needed job skills to employees and skilled, competent employees to the Employer.

To accomplish this, the Employer shall make a good faith effort to grant requests for such training consistent with Article XI, Section 12, when requested by AS employees.

**MEMORANDUM OF UNDERSTANDING NO. 36
2003 - 2005 AGREEMENT**

The grievance process is the formal method the parties have adopted for the resolution of contractual disputes. Pre-Filing was developed in response to Union and Employer concerns that few grievances were resolved at the first-line supervisor level. In most cases, the inclusion of the supervisor in the formal grievance was ineffective in resolving disagreements, created frustrations and was unnecessarily time-consuming. It was agreed that the supervisor should not be bypassed in the process but should be given an informal opportunity to attempt to resolve the problem.

As a result of discussion during the 2001-03 negotiations, the parties agreed to the following clarifications as to how the Pre-Filing process will be handled:

1. The grievance representative will contact the immediate supervisor identifying a potential grievance and discussing whether a potential solution is possible.

2. The supervisor will attempt to resolve the problem. If no resolution can be reached, the supervisor will inform the grievance representative.

3. If the supervisor seeks to resolve the problem, s/he will keep the grievance representative informed of progress and provide a prompt response.

4. The grievance representative may file a Step One grievance anytime during the thirty (30) day time limit.

5. The Employer may hold the grievance in abeyance until the Pre-Filing has been requested.

It is expected that grievance representatives will make a good faith effort to request Pre-Filing prior to filing a grievance and supervisors will make a good faith effort to determine whether a resolution is possible. It is also expected that, in fostering good labor/management relations, any resolutions reached at Pre-Filing will be honored by all parties.

MEMORANDUM OF UNDERSTANDING NO. 37
2003 - 2005 AGREEMENT

The Department of Employee Trust Funds (DETF) is developing an account system similar to or part of the Employee Reimbursement Account (ERA) Program that will allow state employees to pay for work-related parking and transit on a pre-tax basis. The Employer and Union agree that when such an account system is developed and implemented, employees covered under the master agreement will be allowed to participate in the system. By agreeing to allow such participation, the Employer and Union also agree that all dates, rules and conditions established by the DETF for the system's implementation and administration will apply. This agreement serves as verification that the Union wants WSEU employees to have the ability to enroll in this program at its inception.

MEMORANDUM OF UNDERSTANDING NO. 38
2003-2005 AGREEMENT

During the life of the 2001-2003 agreement, the Employer and the Union agree to establish a joint labor/management apprenticeship committee to explore the expansion of apprenticeship programs.

MEMORANDUM OF UNDERSTANDING NO. 39
2001-2003 AGREEMENT
Department of Corrections
Milwaukee Secured Detention Facility

During the course of 2001-2003 contract negotiations, there was a great deal of discussion regarding overtime assigned to the wrong employee at MSDF. The Employer and the Union recognize that errors in overtime can occur despite the most carefully designed overtime system.

When assigning overtime, it is the Employer's responsibility to review the daily schedule, master agreement and local agreement to ensure the correct employee has been assigned to work. When an employee believes he/she has been wrongfully ordered to work overtime, the employee must notify their supervisor so he/she can make a reasonable effort to allow the employee relief from the wrongful order prior to it taking place. If it is determined that an employee has been wrongfully ordered, it is then the Employer's responsibility, when possible, to assign the correct employee. Additionally, an employee who believes he/she is being wrongfully assigned to work overtime shall have a reasonable amount of time to use a state phone to attempt to secure a relief worker. Wrongful order is defined as when the Employer forces an employee to work overtime when the employee was not scheduled or previously assigned to work it. If more than five (5) instances of wrongful orders occur in a particular pay period, the appropriate remedy shall be as follows:

The employee will have the option of choosing cash or compensatory time for the ordered time. If it has been determined that the employee was wrongfully ordered to work after the employee has been paid, the employee will have the option of cash or compensatory time for his/her next overtime opportunity of an equivalent pay period. Additionally, the employee will have the option to receive cash or compensatory time at the base rate for every hour the employee worked the forced overtime. Once there are more than five (5) instances of wrongfully ordered overtime, this provision will apply to all further instances including the first five (5) within a particular pay period.

Grievances generated by the application of this MOU will be processed through the umpire arbitration process and will be handled by an arbitrator who has significant experience with overtime grievances and who is mutually chosen by WSEU and DER.

This Memorandum of Understanding applies only to Correctional Officers and Correctional Sergeants at the Milwaukee Secured Detention Facility and will sunset on June 29, 2005, unless mutually agreed to extend it.

**MEMORANDUM OF UNDERSTANDING NO. 40
2001-2003 AGREEMENT**

The Union understands and agrees that when the Department of Corrections pays every uniformed Correctional officer sixty five dollars (\$65.00) per calendar year as a lump sum payment for black belts and shoes, the employees receiving such payment are required to wear black belts and black shoes, (not sandals or black canvas tennis shoes) as an integral part of the required proper complete Correctional Officer's uniform. This provision will first be effective for calendar year 2003.

MEMORANDUM OF UNDERSTANDING NO. 41
2001-2003 AGREEMENT

During the course of the 2001-2003 agreement, the Wisconsin Employment Relations Commission (WERC) issued a decision in the following unit clarification actions involving the Wisconsin State Employees Union (WSEU) AFSCME, the State Engineering Association (SEA), and the State of Wisconsin: Case 11, No. 50909, SE-12, Decision No. 11245-S; and Case 36, No. 50935, SE-13, Decision No. 11667-C.

The WERC decided that due to the great variance in educational background, engineering work experience, and position descriptions and summaries for Engineering Specialists at identical classification levels, it was unwilling to assess the professional status of positions for which testimony was not taken and evidence not submitted. However, the WERC believed the guidance provided in the decision should enable the parties to resolve any remaining issues. Using the guidance provided by the WERC, the Department of Transportation (DOT) began a review of all affected positions to provide a recommendation as to the appropriate classification level. After DOT completes its review of affected positions, it will submit recommendations to the Department of Employment Relations (DER) for a final determination. As of the date of this MOU, DOT's review is still pending.

The parties agree that any employee whose base pay rate would be reduced as a result of movement from SEA to WSEU due to the above review will have his or her base pay rate red-circled for the duration of this Memorandum of Understanding.

MEMORANDUM OF UNDERSTANDING NO. 42
2003-2005 AGREEMENT
Email Lists

During negotiations for the 2003-05 collective bargaining Agreement, the Union requested that employees' work email addresses be included on the information provided under 2/4/2 and 5/2/1. OSER agrees to explore the feasibility of providing this information on future lists provided under those sections. If it becomes feasible to provide such information in the appropriate format, OSER will make that information available to the Union.

MEMORANDUM OF UNDERSTANDING NO. 43
2003-2005 AGREEMENT
Agency State-Wide Employing Unit Layoffs

This memorandum of understanding applies only to those employees in state-wide employing units.

When a position in the bargaining unit held by an employee who is not the least senior employee in the classification is eliminated or involuntarily reduced in FTE, the employee whose position is being eliminated will have one of the following options:

a. Accept the reassignment to the least senior employee's position in the layoff group.

b. Separate from employment with the guarantee that the Employer will not challenge eligibility for unemployment compensation unless the employee, at a later point in time, refuses a reasonable offer of re-employment.

c. If the least senior employee's position is more than forty (40) miles away from the assigned headquarters and the employee does not accept the reassignment, the separation will be considered a layoff and the employee will be afforded the options outlined under 8/5/1.

This Agreement will sunset on June 30, 2005, unless the parties mutually agree to extend.

MEMORANDUM OF UNDERSTANDING NO. 44
2003-2005 AGREEMENT

Contracting Out Procurements Under Ch. 16, Wis. Stats.

During the course of negotiations for the 2003-2005 Agreement, concerns were raised by the union regarding contracting out for services under chapter 16 procurement procedures. As part of ensuring fiscal responsibility in state government, the state is committed to managing contracts for services in a manner consistent with the best interests of the state as a whole. It is essential that the state and the University of Wisconsin System comply with relevant statutes, administrative rules, DOA procurement policies, and collective bargaining agreements when contracting for services. The state wishes to give effect to the letter and intent of those statutes, rules, procedures, and agreements while continuing to streamline procurement procedures so as not to unduly delay the performance of state services. In an effort to address these concerns, the parties agree to the following:

1) DOA will develop a shared format to be used by all agencies to track the purchase of contracted services. If a centralized, electronic procurement system becomes available during the biennium, that system may be substituted. Information

gathered in this manner will be shared by agencies with the union on an annual basis. This shared format will be developed and distributed to agencies not later than March 1, 2004.

2) State agencies will abide by current state procurement policies and collective bargaining agreements regarding notice of contracting out to unions. In addition to providing notices currently required by existing statutes, rules and procedures, a notice will be issued to the union for all vendor-managed service contracts no later than five (5) working days prior to each service engagement. This notice will include the type of services to be performed and a justification of need consistent with the requirements of the DOA Procurement Manual. If unforeseen circumstances prevent the issuance of the notice five (5) working days prior to the service engagement, a notice will be issued as soon as possible consistent with business needs.

3) DOA will issue a memorandum to agencies by January 2, 2004, clarifying the process that is required to be followed when a request for purchasing authority is issued and when the delegated contract process is followed, consistent with relevant statutes, administrative rules, procurement policies, and collective bargaining requirements. This memorandum will emphasize the importance of providing timely notice to affected labor organizations at the appropriate points in the process, and the importance of preparing a justification of need for contracted services that includes a statement showing why the services can be performed more economically or efficiently by contract rather than by state employees.

4) Over the term of this contract, DOA will coordinate a review of two specific contracts that are for work performed by this union and that are identified by the union. Master vendor contracts will not be eligible for this review, although individual hires off of the contract may be reviewed. This pilot review will analyze available documentation regarding the procurement process used, scope, term, and cost of the contract, information submitted by the union that bears on the contract, and other relevant factors. Upon completion, DOA will meet with the union to discuss the results of its review.

5) An advisory group will be established and 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. Advisory group members will attend meetings of the group without loss of pay. The advisory group may forward consensus recommendations to the DOA secretary on the following issues:

a) the relevant factors to be considered in preparing the justification of need required under current procurement procedures;

b) the preparation of accurate, economical, efficient and effective analyses;

c) consideration of whether procurement statutes, rules, policies and procedures need to be modified to ensure that appropriate analysis can be performed without unduly delaying the performance of state services;

d) procedures to ensure agency compliance with union notification requirements; and

e) operational issues created by movement of employees between state service and contract service firms.

The advisory group may provide consensus recommendations, if any, to the DOA secretary by July 1, 2004. The DOA secretary will meet with the advisory group to discuss its recommendations.

This memorandum of understanding sunsets on June 30, 2005, regardless of contract extension, unless the parties mutually agree to extend.

MEMORANDUM OF UNDERSTANDING NO. 45 **2003-2005 AGREEMENT**

With Act 33, Laws of 2003, the Employer was required to reduce the number of positions in the civil service. This memorandum identifies an option available to employees who have been formally notified of layoff due to either the reductions in work force initiated under Act 33 or other layoffs executed during the term of this Agreement. This MOU is effective on the effective date of the Agreement and applies only to employees who are formally notified of layoff on or after that date. These provisions do not apply to employees notified as being at risk of layoff.

The following option is available to employees after application of the options available to employees upon notification of layoff identified under Article VIII, Section 5, of the Agreement.

The Employer agrees that prior to filling a vacancy with an individual other than a current state employee or an individual with a restoration right to the vacancy, agencies will select the most senior eligible employee from the list of interested employees, from any other state agency, who have applied for the vacancy on a transfer basis.

An eligible employee is defined as an employee who:

- has received formal written notification of layoff; and
- currently holds a position in any classification assigned to the same pay range as the vacancy, and the current position and the vacancy are in the same bargaining unit; and
- is not on a concentrated performance evaluation program as defined in Article IV, Section 13 of the Agreement and as approved by the department head or his or her designee; and

- is qualified to perform the work after being given the customary orientation provided to newly hired workers in the position.

The employee's pay on transfer will be set in accordance with applicable pay administration language.

Note for Informational Purposes: Employees transferring between agencies under the provisions of this memorandum of understanding may be placed on permissive probation at the discretion of the appointing authority. If an employee is terminated while on permissive probation, the termination will be considered a layoff except that the employee's right of restoration will be to the agency from which s/he transferred.

This memorandum of understanding sunsets on June 30, 2005, unless the parties mutually agree to extend.

Appendix 1

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT SENIORITY - BASED TRANSACTION GRID*

Effective for specific transactions first pay period after contract effective date.

Grid Point	6	7	8	9	10	11	12	13	14	15
Minimum 0	8.659	9.387	10.131	10.958	11.852	12.824	13.878	15.015	16.246	17.578
1	8.952	9.434	10.181	11.013	11.911	12.888	13.947	15.090	16.327	17.665
2	9.073	9.757	10.506	11.327	12.216	13.165	14.194	15.299	16.536	17.874
3	9.194	9.881	10.634	11.459	12.353	13.305	14.338	15.447	16.685	18.023
4	9.314	10.006	10.762	11.591	12.488	13.446	14.483	15.597	16.833	18.171
5	9.435	10.129	10.890	11.724	12.624	13.586	14.627	15.745	16.982	18.320
6	9.556	10.253	11.019	11.856	12.761	13.726	14.772	15.894	17.130	18.468
7	9.677	10.377	11.147	11.988	12.897	13.867	14.916	16.042	17.279	18.617
8	9.798	10.501	11.275	12.120	13.034	14.007	15.061	16.191	17.427	18.765
9	9.919	10.626	11.403	12.253	13.170	14.148	15.205	16.339	17.576	18.914
10	10.040	10.750	11.531	12.384	13.306	14.288	15.349	16.488	17.724	19.062
** Years 11	10.160	10.874	11.659	12.516	13.443	14.428	15.494	16.636	17.872	19.211
12	10.281	10.997	11.787	12.649	13.579	14.569	15.638	16.785	18.021	19.359
13	10.402	11.122	11.915	12.781	13.715	14.709	15.783	16.933	18.169	19.508
14	10.523	11.246	12.044	12.913	13.852	14.850	15.927	17.082	18.318	19.657
15	10.644	11.370	12.172	13.046	13.988	14.990	16.072	17.230	18.466	19.806
16	10.765	11.494	12.300	13.178	14.124	15.130	16.216	17.379	18.615	19.954
17	10.885	11.619	12.429	13.310	14.261	15.271	16.360	17.527	18.763	20.103
18	11.006	11.743	12.556	13.443	14.397	15.411	16.505	17.675	18.913	20.251
19	11.127	11.866	12.684	13.575	14.533	15.551	16.649	17.824	19.061	20.399
20	11.248	11.990	12.812	13.707	14.669	15.692	16.794	17.972	19.210	20.548
21	11.369	12.114	12.941	13.839	14.805	15.832	16.938	18.121	19.358	20.696
Grid 22	11.490	12.239	13.069	13.971	14.941	15.973	17.083	18.269	19.507	20.845

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2001

Appendix 1

PAY SCHEDULE 06: TECHNICAL SENIORITY-BASED TRANSACTION GRID*

Effective for specific transactions on day after effective date of the contract.														
Grid Point	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Minimum 0	8.727	9.078	9.462	9.957	10.156	10.986	11.887	12.863	13.918	15.062	16.300	17.641	19.093	20.665
1	8.770	9.123	9.509	10.007	10.207	11.041	11.946	12.927	13.987	15.137	16.381	17.729	19.188	20.768
2	9.098	9.463	9.863	10.380	10.587	11.452	12.391	13.409	14.508	15.702	16.991	18.390	19.862	21.451
3	9.279	9.653	10.062	10.588	10.800	11.682	12.639	13.678	14.798	16.016	17.332	18.759	20.260	21.881
4	9.489	9.928	10.330	10.858	11.133	12.015	12.996	14.066	15.223	16.482	17.844	19.323	20.869	22.539
5	9.634	10.072	10.473	11.014	11.293	12.180	13.176	14.266	15.446	16.727	18.118	19.624	21.194	22.890
6	9.777	10.217	10.619	11.167	11.453	12.346	13.355	14.466	15.666	16.970	18.390	19.924	21.518	23.240
7	9.923	10.360	10.763	11.323	11.613	12.512	13.537	14.664	15.887	17.216	18.662	20.226	21.845	23.593
8	10.067	10.504	10.907	11.477	11.775	12.676	13.716	14.865	16.109	17.460	18.933	20.527	22.170	23.944
9	10.212	10.649	11.051	11.634	11.935	12.842	13.896	15.064	16.330	17.705	19.205	20.827	22.494	24.294
10	10.355	10.793	11.195	11.788	12.095	13.006	14.076	15.264	16.549	17.949	19.476	21.129	22.820	24.646
** Years 11	10.499	10.938	11.340	11.943	12.255	13.172	14.256	15.463	16.772	18.196	19.748	21.430	23.145	24.997
12	10.644	11.082	11.483	12.098	12.415	13.335	14.436	15.662	16.993	18.440	20.020	21.730	23.469	25.347
13	10.787	11.227	11.628	12.253	12.576	13.500	14.615	15.862	17.214	18.685	20.292	22.031	23.794	25.698
14	10.933	11.370	11.773	12.408	12.736	13.666	14.795	16.061	17.435	18.930	20.562	22.332	24.119	26.049
15	11.077	11.514	11.916	12.563	12.896	13.831	14.976	16.259	17.656	19.173	20.834	22.633	24.444	26.400
16	11.221	11.659	12.060	12.717	13.056	13.995	15.156	16.461	17.876	19.420	21.107	22.934	24.769	26.751
17	11.365	11.802	12.204	12.872	13.216	14.162	15.335	16.660	18.099	19.665	21.379	23.234	25.093	27.101
18	11.509	11.948	12.349	13.027	13.378	14.326	15.516	16.859	18.320	19.909	21.651	23.533	25.416	27.450
19	11.654	12.092	12.492	13.182	13.538	14.491	15.697	17.059	18.539	20.154	21.921	23.836	25.743	27.803
20	11.797	12.236	12.637	13.337	13.698	14.656	15.877	17.257	18.762	20.398	22.193	24.137	26.068	28.154
21	11.942	12.380	12.781	13.492	13.858	14.822	16.056	17.457	18.982	20.644	22.465	24.437	26.392	28.504
22	12.087	12.524	12.925	13.647	14.018	14.986	16.235	17.657	19.204	20.887	22.738	24.738	26.718	28.856
23	12.231	12.669	13.070	13.802	14.178	15.150	16.417	17.856	19.425	21.133	23.008	25.038	27.042	29.206
24	12.375	12.812	13.214	13.958	14.338	15.315	16.597	18.056	19.646	21.378	23.281	25.340	27.368	29.558
Grid End 25	12.519	12.958	13.358	14.113	14.499	15.481	16.777	18.254	19.865	21.623	23.552	25.641	27.693	29.909

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2001

APPENDIX 1

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES SENIORITY-BASED TRANSACTION GRID*

Effective the first day of the pay period following the effective date of the Agreement through June 26, 2004

		27	28	1	2	3	4	5	6	7	8	9	10	11	12	13
Grid Point																
Minimum	0	9.374	10.115	10.940	11.835	12.804	13.855	14.992	16.223	17.559	19.001	20.550	22.220	23.926	25.759	27.733
	1	9.467	10.216	11.049	11.952	12.931	13.993	15.141	16.384	17.733	19.190	20.753	22.441	24.163	26.014	28.008
	2	9.514	10.267	11.104	12.011	12.995	14.062	15.217	16.465	17.820	19.284	20.856	22.553	24.283	26.144	28.147
	3	9.868	10.649	11.518	12.460	13.479	14.588	15.782	17.079	18.485	20.002	21.633	23.392	25.187	27.117	29.196
	4	10.067	10.862	11.749	12.710	13.751	14.878	16.098	17.421	18.855	20.404	22.067	23.861	25.692	27.661	29.781
	5	10.172	10.983	12.048	13.033	14.196	15.350	16.592	17.938	19.372	20.926	22.673	24.374	26.220	27.907	30.020
	6	10.274	11.098	12.186	13.181	14.389	15.553	16.806	18.163	19.604	21.163	22.913	24.620	26.476	28.174	30.295
	7	10.376	11.212	12.323	13.331	14.580	15.757	17.024	18.391	19.838	21.402	23.155	24.867	26.735	28.442	30.574
	8	10.477	11.325	12.461	13.480	14.773	15.962	17.238	18.619	20.070	21.639	23.395	25.113	26.993	28.707	30.854
	9	10.581	11.437	12.597	13.629	14.964	16.165	17.451	18.845	20.304	21.879	23.637	25.358	27.250	28.973	31.128
	10	10.682	11.551	12.734	13.778	15.158	16.368	17.668	19.072	20.534	22.116	23.877	25.605	27.508	29.240	31.406
* Years	11	10.783	11.664	12.872	13.927	15.351	16.572	17.884	19.298	20.767	22.356	24.117	25.850	27.766	29.507	31.685
	12	10.887	11.778	13.010	14.076	15.544	16.776	18.098	19.525	21.000	22.591	24.359	26.098	28.023	29.772	31.963
	13	10.987	11.890	13.148	14.224	15.733	16.978	18.314	19.751	21.233	22.831	24.597	26.344	28.280	30.038	32.241
	14	11.089	12.004	13.284	14.373	15.927	17.184	18.528	19.980	21.465	23.068	24.839	26.590	28.538	30.305	32.518
	15	11.192	12.116	13.423	14.521	16.121	17.388	18.746	20.204	21.698	23.307	25.078	26.836	28.795	30.572	32.795
	16	11.294	12.230	13.560	14.669	16.312	17.591	18.960	20.431	21.929	23.544	25.320	27.082	29.054	30.839	33.072
	17	11.395	12.345	13.699	14.819	16.505	17.796	19.175	20.657	22.161	23.784	25.561	27.328	29.310	31.102	33.349
	18	11.496	12.456	13.834	14.968	16.697	17.999	19.391	20.884	22.395	24.023	25.800	27.575	29.568	31.372	33.629
	19	11.598	12.571	13.972	15.117	16.890	18.202	19.606	21.110	22.627	24.260	26.043	27.822	29.826	31.638	33.905
	20	11.702	12.685	14.109	15.267	17.081	18.407	19.821	21.339	22.861	24.498	26.280	28.067	30.084	31.903	34.182
	21	11.803	12.798	14.248	15.414	17.275	18.610	20.036	21.565	23.093	24.737	26.523	28.313	30.343	32.169	34.460
	22	11.906	12.910	14.385	15.564	17.466	18.814	20.251	21.792	23.324	24.976	26.762	28.560	30.600	32.437	34.738

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as June 30, 2002.**

Appendix 2

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT SENIORITY - BASED TRANSACTION GRID*

Effective first pay period after contract effective date through April 5, 2003.

Grid Point	6	7	8	9	10	11	12	13	14	15
Minimum 0	8.659	9.481	10.233	11.068	11.971	12.953	14.017	15.166	16.409	17.754
1	8.952	9.575	10.334	11.178	12.090	13.081	14.156	15.316	16.571	17.930
2	9.073	9.623	10.385	11.234	12.150	13.146	14.226	15.392	16.654	18.019
3	9.194	9.953	10.717	11.554	12.461	13.429	14.478	15.605	16.867	18.232
4	9.314	10.079	10.847	11.689	12.601	13.572	14.625	15.756	17.019	18.384
5	9.435	10.207	10.978	11.823	12.738	13.715	14.773	15.909	17.170	18.535
6	9.556	10.332	11.108	11.959	12.877	13.858	14.920	16.060	17.322	18.687
7	9.677	10.459	11.240	12.094	13.017	14.001	15.068	16.212	17.473	18.838
8	9.798	10.585	11.370	12.228	13.155	14.145	15.215	16.363	17.625	18.990
9	9.919	10.712	11.501	12.363	13.295	14.288	15.363	16.515	17.776	19.141
10	10.040	10.839	11.632	12.499	13.434	14.431	15.510	16.666	17.928	19.293
** Years 11	10.160	10.965	11.762	12.632	13.573	14.574	15.656	16.818	18.079	19.444
12	10.281	11.092	11.893	12.767	13.712	14.717	15.804	16.969	18.230	19.596
13	10.402	11.217	12.023	12.902	13.851	14.861	15.951	17.121	18.382	19.747
14	10.523	11.345	12.154	13.037	13.990	15.004	16.099	17.272	18.533	19.899
15	10.644	11.471	12.285	13.172	14.130	15.147	16.246	17.424	18.685	20.051
16	10.765	11.598	12.416	13.307	14.268	15.290	16.394	17.575	18.836	20.203
17	10.885	11.724	12.546	13.442	14.407	15.433	16.541	17.727	18.988	20.354
18	11.006	11.852	12.678	13.577	14.547	15.577	16.688	17.878	19.139	20.506
19	11.127	11.978	12.808	13.712	14.685	15.720	16.836	18.029	19.292	20.657
20	11.248	12.104	12.938	13.847	14.824	15.863	16.982	18.181	19.443	20.807
21	11.369	12.230	13.069	13.982	14.963	16.006	17.130	18.332	19.595	20.959
Grid Endpoint 22	11.490	12.357	13.200	14.116	15.102	16.149	17.277	18.484	19.746	21.110

**** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.**

**** Full years of seniority as of June 30, 2002.**

Appendix 2

PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY-BASED TRANSACTION GRID*

Effective first pay period following contract date through April 5, 2003.

Grid Point	3	4	5	6	7	8	9	10	11	12	13	14	15	
Minimum	0	8.035	8.438	8.815	9.169	9.557	10.057	10.673	11.546	12.491	13.517	14.626	15.825	17.124
	1	8.115	8.522	8.902	9.260	9.652	10.157	10.779	11.660	12.615	13.651	14.771	15.982	17.294
	2	8.155	8.564	8.946	9.306	9.700	10.208	10.833	11.718	12.678	13.719	14.845	16.061	17.379
	3	8.460	8.884	9.280	9.653	10.061	10.588	11.237	12.156	13.150	14.232	15.397	16.624	17.951
	4	8.630	9.062	9.465	9.847	10.264	10.800	11.462	12.400	13.415	14.515	15.705	16.932	18.260
	5	8.870	9.360	9.740	10.190	10.598	11.139	11.799	12.716	13.708	14.777	15.961	17.187	18.515
	6	8.991	9.503	9.882	10.337	10.746	11.286	11.946	12.869	13.871	14.947	16.142	17.369	18.696
	7	9.111	9.644	10.024	10.483	10.892	11.432	12.093	13.021	14.035	15.115	16.323	17.549	18.876
	8	9.231	9.785	10.166	10.629	11.040	11.581	12.239	13.173	14.198	15.285	16.502	17.728	19.054
	9	9.351	9.927	10.309	10.775	11.188	11.727	12.387	13.327	14.362	15.452	16.682	17.908	19.235
	10	9.469	10.068	10.449	10.921	11.335	11.874	12.533	13.479	14.524	15.622	16.861	18.088	19.414
** Years	11	9.591	10.211	10.591	11.067	11.482	12.021	12.681	13.632	14.690	15.791	17.041	18.268	19.595
	12	9.711	10.351	10.733	11.212	11.628	12.169	12.829	13.783	14.853	15.959	17.221	18.447	19.773
	13	9.830	10.493	10.875	11.359	11.776	12.315	12.976	13.938	15.016	16.128	17.401	18.627	19.954
	14	9.951	10.636	11.016	11.505	11.922	12.462	13.123	14.090	15.180	16.298	17.580	18.806	20.133
	15	10.069	10.777	11.158	11.652	12.070	12.610	13.270	14.243	15.342	16.467	17.760	18.987	20.314
	16	10.189	10.919	11.300	11.798	12.217	12.758	13.418	14.396	15.507	16.637	17.941	19.167	20.493
	17	10.311	11.060	11.442	11.944	12.365	12.905	13.563	14.548	15.670	16.805	18.120	19.346	20.673
	18	10.430	11.202	11.584	12.090	12.512	13.051	13.711	14.700	15.833	16.973	18.299	19.525	20.852
	19	10.550	11.345	11.725	12.235	12.659	13.199	13.859	14.853	15.997	17.143	18.480	19.706	21.033
	20	10.669	11.486	11.867	12.382	12.806	13.345	14.005	15.006	16.160	17.311	18.659	19.886	21.212
	21	10.788	11.627	12.009	12.527	12.952	13.492	14.153	15.159	16.325	17.479	18.839	20.065	21.392
	22	10.909	11.769	12.149	12.674	13.100	13.640	14.300	15.310	16.488	17.650	19.018	20.244	21.571
	23	11.030	11.911	12.291	12.820	13.247	13.786	14.448	15.464	16.651	17.818	19.199	20.425	21.752
	24	11.149	12.053	12.433	12.965	13.393	13.935	14.594	15.616	16.815	17.987	19.379	20.607	21.932

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2002.

Appendix 2 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID*
First pay period following contract effective date through December 28, 2002

Grid Point Minimum	7	8	9	10	11	12	13	14	15	16	Officer Ranges		
											30	31	32
0	9.099	9.819	10.620	11.488	12.429	13.450	14.553	15.748	17.044	18.238	11.488	11.488	12.638
1	9.189	9.916	10.725	11.602	12.552	13.583	14.697	15.904	17.213	18.419	11.602	11.602	12.763
2	9.281	10.016	10.833	11.718	12.678	13.719	14.845	16.063	17.385	18.603	11.718	14.089	15.498
3	9.627	10.389	11.237	12.156	13.150	14.232	15.397	16.662	18.034	19.297	12.156	14.371	15.808
4	9.821	10.597	11.462	12.400	13.415	14.515	15.705	16.996	18.395	19.683	12.400	14.515	15.967
5	10.196	10.970	11.818	12.902	13.872	14.919	16.021	17.325	18.476	19.769	12.902	14.919	16.412
6	10.502	11.263	12.104	13.253	14.146	15.249	16.259	17.554	18.614	19.918	13.253	15.249	16.774
7	10.823	11.570	12.387	13.525	14.597	15.567	16.498	17.793	18.851	20.171	13.525	15.567	17.123
8	10.957	11.741	12.568	13.705	14.777	15.748	16.677	17.974	19.042	20.375	13.705	15.748	17.324
9	11.093	11.911	12.750	13.896	14.969	15.931	16.860	18.154	19.221	20.568	13.896	15.931	17.525
10	11.230	12.082	12.933	14.076	15.156	16.111	17.043	18.334	19.401	20.760	14.076	16.111	17.723
** Years 11	11.366	12.250	13.115	14.258	15.355	16.293	17.225	18.528	19.594	20.966	14.258	16.293	17.922
12	11.503	12.421	13.295	14.439	15.545	16.476	17.406	18.709	19.772	21.156	14.439	16.476	18.124
13	11.638	12.592	13.477	14.619	15.737	16.656	17.586	18.890	19.953	21.350	14.619	16.656	18.322
14	11.775	12.764	13.660	14.823	15.931	16.838	17.769	19.069	20.132	21.542	14.823	16.838	18.522
15	11.921	12.933	13.841	15.014	16.121	17.019	17.951	19.250	20.301	21.722	15.014	17.019	18.721
16	12.070	13.103	14.023	15.206	16.302	17.201	18.132	19.442	20.505	21.941	15.206	17.201	18.921
17	12.217	13.273	14.203	15.398	16.483	17.382	18.315	19.623	20.683	22.131	15.398	17.382	19.121
18	12.366	13.444	14.386	15.580	16.663	17.565	18.496	19.804	20.863	22.323	15.580	17.565	19.321
19	12.513	13.613	14.568	15.784	16.845	17.746	18.678	19.982	21.043	22.517	15.784	17.746	19.521
20	12.661	13.783	14.750	15.976	17.036	17.926	18.860	20.165	21.223	22.709	15.976	17.926	19.719
21	12.808	13.977	14.930	16.166	17.217	18.110	19.040	20.346	21.413	22.913	16.166	18.110	19.921
Grid 22	12.954	14.169	15.112	16.359	17.398	18.291	19.221	20.538	21.604	23.117	16.359	18.291	20.121

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2002

Appendix 2
PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID*
 December 29, 2002 through April 5, 2003

											Officer Ranges		
											**	**	
Grid Point	7	8	9	10	11	12	13	14	15	16	31	32	
Minimum	0	9.099	9.819	10.620	11.488	12.429	13.450	14.553	15.748	17.044	18.238	12.500	13.125
	1	9.189	9.916	10.725	11.602	12.552	13.583	14.697	15.904	17.213	18.419	12.500	13.125
	2	9.281	10.016	10.833	11.718	12.678	13.719	14.845	16.063	17.385	18.603	14.300	15.730
	3	9.627	10.389	11.237	12.156	13.150	14.232	15.397	16.662	18.034	19.297	14.851	16.288
	4	9.821	10.597	11.462	12.400	13.415	14.515	15.705	16.996	18.395	19.683	14.995	16.447
	5	10.196	10.970	11.818	12.902	13.872	14.919	16.021	17.325	18.476	19.769	15.399	16.892
	6	10.502	11.263	12.104	13.253	14.146	15.249	16.259	17.554	18.614	19.918	15.729	17.254
	7	10.823	11.570	12.387	13.525	14.597	15.567	16.498	17.793	18.851	20.171	16.047	17.603
	8	10.957	11.741	12.568	13.705	14.777	15.748	16.677	17.974	19.042	20.375	16.228	17.804
	9	11.093	11.911	12.750	13.896	14.969	15.931	16.860	18.154	19.221	20.568	16.411	18.005
	10	11.230	12.082	12.933	14.076	15.156	16.111	17.043	18.334	19.401	20.760	16.591	18.203
*** Years	11	11.366	12.250	13.115	14.258	15.355	16.293	17.225	18.528	19.594	20.966	16.773	18.402
	12	11.503	12.421	13.295	14.439	15.545	16.476	17.406	18.709	19.772	21.156	16.956	18.604
	13	11.638	12.592	13.477	14.619	15.737	16.656	17.586	18.890	19.953	21.350	17.136	18.802
	14	11.775	12.764	13.660	14.823	15.931	16.838	17.769	19.069	20.132	21.542	17.318	19.002
	15	11.921	12.933	13.841	15.014	16.121	17.019	17.951	19.250	20.301	21.722	17.499	19.201
	16	12.070	13.103	14.023	15.206	16.302	17.201	18.132	19.442	20.505	21.941	17.681	19.401
	17	12.217	13.273	14.203	15.398	16.483	17.382	18.315	19.623	20.683	22.131	17.862	19.601
	18	12.366	13.444	14.386	15.580	16.663	17.565	18.496	19.804	20.863	22.323	18.045	19.801
	19	12.513	13.613	14.568	15.784	16.845	17.746	18.678	19.982	21.043	22.517	18.226	20.001
	20	12.661	13.783	14.750	15.976	17.036	17.926	18.860	20.165	21.223	22.709	18.406	20.199
	21	12.808	13.977	14.930	16.166	17.217	18.110	19.040	20.346	21.413	22.913	18.590	20.401
Grid Endpoint	22	12.954	14.169	15.112	16.359	17.398	18.291	19.221	20.538	21.604	23.117	18.771	20.601

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Time in classification series is considered for second year of seniority placement in PR 05-31 & 05-32.

*** Full years of seniority as of June 30, 2002

For Correctional Officer, Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced classifications, see Negotiating Note #61.

Appendix 2

PAY SCHEDULE 06: TECHNICAL SENIORITY-BASED TRANSACTION GRID*

		Effective first pay period following contract effective date through April 5, 2003													
Grid Point		5	6	7	8	9	10	11	12	13	14	15	16	17	18
Minimum	0	8.815	9.169	9.557	10.057	10.258	11.096	12.006	12.992	14.058	15.213	16.463	17.818	19.284	20.872
	1	8.902	9.260	9.652	10.157	10.360	11.206	12.125	13.121	14.197	15.364	16.626	17.994	19.475	21.079
	2	8.946	9.306	9.700	10.208	10.412	11.262	12.185	13.186	14.267	15.440	16.709	18.084	19.572	21.184
	3	9.280	9.653	10.061	10.588	10.799	11.682	12.639	13.678	14.799	16.017	17.331	18.758	20.260	21.881
	4	9.465	9.847	10.264	10.800	11.016	11.916	12.892	13.952	15.094	16.337	17.679	19.135	20.666	22.319
	5	9.679	10.127	10.537	11.076	11.356	12.256	13.256	14.348	15.528	16.812	18.201	19.710	21.287	22.990
	6	9.827	10.274	10.683	11.235	11.519	12.424	13.440	14.552	15.755	17.062	18.481	20.017	21.618	23.348
	7	9.973	10.422	10.832	11.391	11.683	12.593	13.623	14.756	15.980	17.310	18.758	20.323	21.949	23.705
	8	10.122	10.568	10.979	11.550	11.846	12.763	13.808	14.958	16.205	17.561	19.036	20.631	22.282	24.065
	9	10.269	10.715	11.126	11.707	12.011	12.930	13.991	15.163	16.432	17.810	19.312	20.938	22.614	24.423
	10	10.417	10.862	11.273	11.867	12.174	13.099	14.174	15.366	16.657	18.060	19.590	21.244	22.944	24.780
** Years	11	10.563	11.009	11.419	12.024	12.337	13.267	14.358	15.570	16.880	18.308	19.866	21.552	23.277	25.139
	12	10.709	11.157	11.567	12.182	12.501	13.436	14.542	15.773	17.108	18.560	20.143	21.859	23.608	25.497
	13	10.857	11.304	11.713	12.340	12.664	13.602	14.725	15.976	17.333	18.809	20.421	22.165	23.939	25.854
	14	11.003	11.452	11.861	12.499	12.828	13.770	14.908	16.180	17.559	19.059	20.698	22.472	24.270	26.212
	15	11.152	11.598	12.009	12.657	12.991	13.940	15.091	16.383	17.784	19.309	20.974	22.779	24.602	26.570
	16	11.299	11.745	12.155	12.815	13.154	14.108	15.276	16.585	18.010	19.557	21.251	23.086	24.933	26.928
	17	11.446	11.893	12.302	12.972	13.318	14.275	15.460	16.791	18.234	19.809	21.530	23.393	25.265	27.287
	18	11.593	12.039	12.449	13.130	13.481	14.446	15.642	16.994	18.461	20.059	21.807	23.699	25.595	27.644
	19	11.740	12.187	12.596	13.288	13.646	14.613	15.827	17.197	18.687	20.308	22.085	24.004	25.925	27.999
	20	11.888	12.334	12.742	13.446	13.809	14.781	16.011	17.401	18.910	20.558	22.360	24.313	26.258	28.360
	21	12.033	12.481	12.890	13.604	13.972	14.950	16.195	17.603	19.138	20.806	22.637	24.620	26.590	28.718
	22	12.181	12.628	13.037	13.762	14.136	15.119	16.378	17.807	19.362	21.057	22.915	24.926	26.920	29.075
	23	12.329	12.775	13.184	13.920	14.299	15.286	16.560	18.011	19.589	21.305	23.193	25.233	27.253	29.434
	Grid 24	12.476	12.923	13.332	14.079	14.462	15.453	16.746	18.214	19.814	21.556	23.469	25.539	27.583	29.791
	End Point 25	12.623	13.069	13.479	14.238	14.625	15.622	16.929	18.418	20.039	21.806	23.747	25.847	27.916	30.150

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Years of Seniority as of June 30, 2002

Appendix 2
PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES
Effective June 27, 2004 through June 30, 2005

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
27	\$9.568	\$14.452	\$0.288	\$1.200
28	\$10.317	\$15.576	\$0.310	\$1.250
1	\$11.150	\$16.825	\$0.335	\$1.300
2	\$12.054	\$18.181	\$0.362	\$1.350
3	\$13.033	\$19.650	\$0.391	\$1.400
4	\$14.094	\$21.241	\$0.423	\$1.450
5	\$15.242	\$22.963	\$0.458	\$1.500
6	\$16.486	\$24.829	\$0.495	\$1.550
7	\$17.835	\$26.853	\$0.536	\$1.600
8	\$19.292	\$29.038	\$0.579	\$1.700
9	\$20.856	\$31.384	\$0.626	\$1.800
10	\$22.543	\$33.915	\$0.677	\$1.900
11	\$24.266	\$36.499	\$0.728	\$2.000
12	\$26.117	\$39.276	\$0.784	\$2.100
13	\$28.111	\$42.267	\$0.844	\$2.200

Appendix 2
PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*
Effective first pay period following contract effective date through April 5, 2003

Grid Point	36-09	36-10	36-11	36-12	36-13	36-14
0	10.673	11.546	12.491	13.517	14.626	15.827
1	10.779	11.660	12.615	13.651	14.771	15.984
2	10.833	11.718	12.678	13.719	14.845	16.063
3	11.237	12.156	13.150	14.232	15.397	16.662
4	11.462	12.400	13.415	14.515	15.705	16.996
5	11.818	12.891	13.863	14.902	15.996	17.292
6	12.098	13.237	14.132	15.225	16.231	17.516
7	12.378	13.517	14.578	15.538	16.466	17.750
8	12.566	13.695	14.757	15.718	16.756	17.940
9	12.744	13.885	14.947	15.940	16.978	18.118
10	13.107	14.064	15.135	16.108	17.157	18.296
** Years	11	13.293	14.452	15.562	16.514	17.458
	12	13.476	14.634	15.757	16.699	17.643
	13	13.660	14.816	15.950	16.880	17.827
	14	13.846	15.024	16.146	17.068	18.010
	15	14.029	15.218	16.340	17.251	18.194
	16	14.211	15.412	16.523	17.434	18.378
	17	14.398	15.609	16.706	17.620	18.563
	18	14.581	15.791	16.890	17.803	18.746
	19	14.765	15.997	17.074	17.987	18.931
	20	14.950	16.193	17.267	18.172	19.114
	21	15.133	16.388	17.451	18.355	19.299
	22	15.317	16.580	17.634	18.540	19.484

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.**

**** Full years of seniority as of June 30, 2002**

Appendix 2

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*

Effective first pay period following contract effective date through April 5, 2003.

<u>Seniority (1)</u>	<u>Range 40</u>	<u>Seniority (1)</u>	<u>Range 41</u>	<u>Seniority (1)</u>	<u>Range 42**</u>
0	16.380	0	18.380	0	14.426
1	16.702	1	18.742	1	15.228
2	16.866	2	18.927	2	15.228
3	16.983	3	20.489	3	16.030
4	16.983	4	21.920	4	16.030
5	18.284	5	23.403	5	16.832
6	18.284			6	16.832
7	19.535			7	17.634
8	19.535			8	17.634
9	20.786			9	18.436
10	20.836			10	18.436
11	22.713			11	20.000

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.**

**** Police Communication Operators grid effective December 29, 2002.**

(1) Full years of seniority as of June 30, 2002.

Appendix 3
PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT SENIORITY - BASED TRANSACTION GRID*
Effective April 6, 2003 through June 30, 2003.

Grid Point	6	7	8	9	10	11	12	13	14	15
Minimum 0	8.659	9.719	10.489	11.345	12.271	13.277	14.368	15.546	16.820	18.198
1	8.952	9.815	10.593	11.458	12.393	13.409	14.510	15.699	16.986	18.379
2	9.073	9.864	10.645	11.515	12.454	13.475	14.582	15.777	17.071	18.470
3	9.194	10.202	10.985	11.843	12.773	13.765	14.840	15.996	17.289	18.688
4	9.314	10.331	11.119	11.982	12.917	13.912	14.991	16.150	17.445	18.844
5	9.435	10.463	11.253	12.119	13.057	14.058	15.143	16.307	17.600	18.999
6	9.556	10.591	11.386	12.258	13.199	14.205	15.293	16.462	17.756	19.155
7	9.677	10.721	11.521	12.397	13.343	14.352	15.445	16.618	17.910	19.309
8	9.798	10.850	11.655	12.534	13.484	14.499	15.596	16.773	18.066	19.465
9	9.919	10.980	11.789	12.673	13.628	14.646	15.748	16.928	18.221	19.620
10	10.040	11.110	11.923	12.812	13.770	14.792	15.898	17.083	18.377	19.776
** Years 11	10.160	11.240	12.057	12.948	13.913	14.939	16.048	17.239	18.531	19.931
12	10.281	11.370	12.191	13.087	14.055	15.085	16.200	17.394	18.686	20.086
13	10.402	11.498	12.324	13.225	14.198	15.233	16.350	17.550	18.842	20.241
14	10.523	11.629	12.458	13.363	14.340	15.380	16.502	17.704	18.997	20.397
15	10.644	11.758	12.593	13.502	14.484	15.526	16.653	17.860	19.153	20.553
16	10.765	11.888	12.727	13.640	14.625	15.673	16.804	18.015	19.307	20.709
17	10.885	12.018	12.860	13.779	14.768	15.819	16.955	18.171	19.463	20.863
18	11.006	12.149	12.995	13.917	14.911	15.967	17.106	18.325	19.618	21.019
19	11.127	12.278	13.129	14.055	15.053	16.113	17.257	18.480	19.775	21.174
20	11.248	12.407	13.262	14.194	15.195	16.260	17.407	18.636	19.930	21.328
21	11.369	12.536	13.396	14.332	15.338	16.407	17.559	18.791	20.085	21.483
Grid Endpoint 22	11.490	12.666	13.530	14.469	15.480	16.553	17.709	18.947	20.240	21.638

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2002

Appendix 3
PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY-BASED TRANSACTION GRID*
Effective April 6, 2003 through June 30, 2003.

Grid Point	6	7	8	9	10	11	12	13	14	15	
Minimum	0	9.399	9.796	10.309	10.940	11.835	12.804	13.855	14.992	16.221	17.553
	1	9.492	9.894	10.411	11.049	11.952	12.931	13.993	15.141	16.382	17.727
	2	9.539	9.943	10.464	11.104	12.011	12.995	14.062	15.217	16.463	17.814
	3	9.895	10.313	10.853	11.518	12.460	13.479	14.588	15.782	17.040	18.400
	4	10.094	10.521	11.070	11.749	12.710	13.751	14.878	16.098	17.356	18.717
	5	10.445	10.863	11.418	12.094	13.034	14.051	15.147	16.361	17.617	18.978
	6	10.596	11.015	11.569	12.245	13.191	14.218	15.321	16.546	17.804	19.164
	7	10.746	11.165	11.718	12.396	13.347	14.386	15.493	16.732	17.988	19.348
	8	10.895	11.316	11.871	12.545	13.503	14.553	15.668	16.915	18.172	19.531
	9	11.045	11.468	12.021	12.697	13.661	14.722	15.839	17.100	18.356	19.716
	10	11.195	11.619	12.171	12.847	13.816	14.888	16.013	17.283	18.541	19.900
** Years	11	11.344	11.770	12.322	12.999	13.973	15.058	16.186	17.468	18.725	20.085
	12	11.493	11.919	12.474	13.150	14.128	15.225	16.358	17.652	18.909	20.268
	13	11.643	12.071	12.623	13.301	14.287	15.392	16.532	17.837	19.093	20.453
	14	11.793	12.221	12.774	13.452	14.443	15.560	16.706	18.020	19.277	20.637
	15	11.944	12.372	12.926	13.602	14.600	15.726	16.879	18.204	19.462	20.822
	16	12.093	12.523	13.077	13.754	14.756	15.895	17.053	18.390	19.647	21.006
	17	12.243	12.675	13.228	13.903	14.912	16.062	17.226	18.573	19.830	21.190
	18	12.393	12.825	13.378	14.054	15.068	16.229	17.398	18.757	20.014	21.374
	19	12.541	12.976	13.529	14.206	15.225	16.397	17.572	18.942	20.199	21.559
	20	12.692	13.127	13.679	14.356	15.382	16.564	17.744	19.126	20.384	21.743
	21	12.841	13.276	13.830	14.507	15.538	16.734	17.916	19.310	20.567	21.927
	22	12.991	13.428	13.981	14.658	15.693	16.901	18.092	19.494	20.751	22.111
	23	13.141	13.579	14.131	14.810	15.851	17.068	18.264	19.679	20.936	22.296
	24	13.290	13.728	14.284	14.959	16.007	17.236	18.437	19.864	21.123	22.481

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2002.

Appendix 3
PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY SENIORITY-BASED TRANSACTION GRID*
April 6, 2003 through June 30, 2003

Grid Point	Officer Ranges												
											**	**	
Minimum	0	9.327	10.065	10.886	11.776	12.740	13.787	14.917	16.142	17.471	18.694	12.813	13.454
	1	9.419	10.164	10.994	11.893	12.866	13.923	15.065	16.302	17.644	18.880	12.813	13.454
	2	9.514	10.267	11.104	12.011	12.995	14.062	15.217	16.465	17.820	19.069	14.658	16.124
	3	9.868	10.649	11.518	12.460	13.479	14.588	15.782	17.079	18.485	19.780	15.223	16.696
	4	10.067	10.862	11.749	12.710	13.751	14.878	16.098	17.421	18.855	20.176	15.370	16.859
	5	10.451	11.245	12.114	13.225	14.219	15.292	16.422	17.759	18.938	20.264	15.784	17.315
	6	10.765	11.545	12.407	13.585	14.500	15.631	16.666	17.993	19.080	20.416	16.123	17.686
	7	11.094	11.860	12.697	13.864	14.962	15.957	16.911	18.238	19.323	20.676	16.449	18.044
	8	11.231	12.035	12.883	14.048	15.147	16.142	17.094	18.424	19.519	20.885	16.634	18.250
	9	11.371	12.209	13.069	14.244	15.344	16.330	17.282	18.608	19.702	21.083	16.822	18.456
	10	11.511	12.385	13.257	14.428	15.535	16.514	17.470	18.793	19.887	21.279	17.006	18.659
*** Years	11	11.651	12.557	13.443	14.615	15.739	16.701	17.656	18.992	20.084	21.491	17.193	18.863
	12	11.791	12.732	13.628	14.800	15.934	16.888	17.842	19.177	20.267	21.685	17.380	19.070
	13	11.929	12.907	13.814	14.985	16.131	17.073	18.026	19.363	20.452	21.884	17.565	19.273
	14	12.070	13.084	14.002	15.194	16.330	17.259	18.214	19.546	20.636	22.081	17.751	19.478
	15	12.220	13.257	14.188	15.390	16.525	17.445	18.400	19.732	20.809	22.266	17.937	19.682
	16	12.372	13.431	14.374	15.587	16.710	17.632	18.586	19.929	21.018	22.490	18.124	19.887
	17	12.523	13.605	14.559	15.783	16.896	17.817	18.773	20.114	21.201	22.685	18.309	20.092
	18	12.676	13.781	14.746	15.970	17.080	18.005	18.959	20.300	21.385	22.882	18.497	20.297
	19	12.826	13.954	14.933	16.179	17.267	18.190	19.145	20.482	21.570	23.080	18.682	20.502
	20	12.978	14.128	15.119	16.376	17.462	18.375	19.332	20.670	21.754	23.277	18.867	20.704
	21	13.129	14.327	15.304	16.571	17.648	18.563	19.516	20.855	21.949	23.486	19.055	20.912
Grid Endpoint	22	13.278	14.524	15.490	16.768	17.833	18.749	19.702	21.052	22.145	23.695	19.241	21.117

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

** Full years of seniority as of June 30, 2002

*** Time in classification series is considered for second year of seniority placement in PR 05-31 & 05-32.

For Correctional Officer, Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced classifications, see Negotiating Note #61.

Appendix 3

PAY SCHEDULE 06: TECHNICAL SENIORITY-BASED TRANSACTION GRID*

Effective April 6, 2003 through June 30, 2003

Grid Point	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Minimum 0	9.036	9.399	9.796	10.309	10.515	11.374	12.307	13.317	14.410	15.594	16.875	18.264	19.767	21.394
1	9.125	9.492	9.894	10.411	10.619	11.487	12.429	13.450	14.552	15.749	17.042	18.444	19.962	21.606
2	9.170	9.539	9.943	10.464	10.673	11.544	12.490	13.516	14.624	15.826	17.127	18.537	20.062	21.714
3	9.512	9.895	10.313	10.853	11.069	11.975	12.955	14.020	15.169	16.418	17.765	19.227	20.767	22.429
4	9.702	10.094	10.521	11.070	11.292	12.214	13.215	14.301	15.472	16.746	18.121	19.614	21.183	22.877
5	9.921	10.381	10.801	11.353	11.640	12.563	13.588	14.707	15.917	17.233	18.657	20.203	21.820	23.565
6	10.073	10.531	10.951	11.516	11.807	12.735	13.776	14.916	16.149	17.489	18.944	20.518	22.159	23.932
7	10.223	10.683	11.103	11.676	11.976	12.908	13.964	15.125	16.380	17.743	19.227	20.832	22.498	24.298
8	10.376	10.833	11.254	11.839	12.143	13.083	14.154	15.332	16.611	18.001	19.512	21.147	22.840	24.667
9	10.526	10.983	11.405	12.000	12.312	13.254	14.341	15.543	16.843	18.256	19.795	21.462	23.180	25.034
10	10.678	11.134	11.555	12.164	12.479	13.427	14.529	15.751	17.074	18.512	20.080	21.776	23.518	25.400
** Years 11	10.828	11.285	11.705	12.325	12.646	13.599	14.717	15.960	17.302	18.766	20.363	22.091	23.859	25.768
12	10.977	11.436	11.857	12.487	12.814	13.772	14.906	16.168	17.536	19.024	20.647	22.406	24.199	26.135
13	11.129	11.587	12.006	12.649	12.981	13.943	15.094	16.376	17.767	19.280	20.932	22.720	24.538	26.501
14	11.279	11.739	12.158	12.812	13.149	14.115	15.281	16.585	17.998	19.536	21.216	23.034	24.877	26.868
15	11.431	11.888	12.310	12.974	13.316	14.289	15.469	16.793	18.229	19.792	21.499	23.349	25.218	27.235
16	11.582	12.039	12.459	13.136	13.483	14.461	15.658	17.000	18.461	20.046	21.783	23.664	25.557	27.602
17	11.733	12.191	12.610	13.297	13.651	14.632	15.847	17.211	18.690	20.305	22.069	23.978	25.897	27.970
18	11.883	12.340	12.761	13.459	13.819	14.808	16.034	17.419	18.923	20.561	22.353	24.292	26.235	28.336
19	12.034	12.492	12.911	13.621	13.988	14.979	16.223	17.627	19.155	20.816	22.638	24.605	26.574	28.699
20	12.186	12.643	13.061	13.783	14.155	15.151	16.412	17.837	19.383	21.072	22.919	24.921	26.915	29.069
21	12.334	12.794	13.213	13.945	14.322	15.324	16.600	18.044	19.617	21.327	23.203	25.236	27.255	29.436
22	12.486	12.944	13.363	14.107	14.490	15.497	16.788	18.253	19.847	21.584	23.488	25.550	27.593	29.802
23	12.638	13.095	13.514	14.268	14.657	15.669	16.974	18.462	20.079	21.838	23.773	25.864	27.935	30.170
Grid 24	12.788	13.247	13.666	14.431	14.824	15.840	17.165	18.670	20.310	22.095	24.056	26.178	28.273	30.536
25	12.939	13.396	13.816	14.594	14.991	16.013	17.353	18.879	20.540	22.352	24.341	26.494	28.614	30.904

* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.

**Years of Seniority as of June 30, 2002

Appendix 3
PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*
Effective April 6, 2003 through June 30, 2003

		36-09	36-10	36-11	36-12	36-13	36-14
Years	Grid Point						
	0	10.940	11.835	12.804	13.855	14.992	16.223
	1	11.049	11.952	12.931	13.993	15.141	16.384
	2	11.104	12.011	12.995	14.062	15.217	16.465
	3	11.518	12.460	13.479	14.588	15.782	17.079
	4	11.749	12.710	13.751	14.878	16.098	17.421
	5	12.114	13.214	14.210	15.275	16.396	17.725
	6	12.401	13.568	14.486	15.606	16.637	17.954
	7	12.688	13.855	14.943	15.927	16.878	18.194
	8	12.881	14.038	15.126	16.111	17.175	18.389
	9	13.063	14.233	15.321	16.339	17.403	18.571
	10	13.435	14.416	15.514	16.511	17.586	18.754
	11	13.626	14.814	15.952	16.927	17.895	19.250
	12	13.813	15.000	16.151	17.117	18.085	19.437
	13	14.002	15.187	16.349	17.302	18.273	19.625
	14	14.193	15.400	16.550	17.495	18.461	19.812
	15	14.380	15.599	16.749	17.683	18.649	19.999
	16	14.567	15.798	16.937	17.870	18.838	20.200
	17	14.758	16.000	17.124	18.061	19.028	20.388
	18	14.946	16.186	17.313	18.249	19.215	20.575
	19	15.135	16.397	17.501	18.437	19.405	20.762
	20	15.324	16.598	17.699	18.627	19.592	20.950
	21	15.512	16.798	17.888	18.814	19.782	21.139
22	15.700	16.995	18.075	19.004	19.972	21.339	

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.**

Appendix 3

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*

Effective April 6, 2003 through June 30, 2003.

<u>Seniority (1)</u>	<u>Range 40</u>	<u>Seniority (1)</u>	<u>Range 41</u>	<u>Seniority (1)</u>	<u>Range 42</u>
0	16.790	0	18.840	0	14.787
1	17.120	1	19.211	1	15.609
2	17.288	2	19.401	2	15.609
3	17.408	3	21.002	3	16.431
4	17.408	4	22.468	4	16.431
5	18.742	5	23.989	5	17.253
6	18.742			6	17.253
7	20.024			7	18.075
8	20.024			8	18.075
9	21.306			9	18.897
10	21.357			10	18.897
11	23.281			11	20.500

- **This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation.**

Appendix 4 Conservation Warden						
Effective for specific transactions on effective date. (1)		1st pay period following contract effective date through April 5, 2003. (2)		April 6, 2003 through June 28, 2003. (2)		
0	16.000	0	16.000	0	16.400	
1	16.847	1	16.847	1	17.269	
2	17.499	2	17.499	2	17.937	
3	18.152	3	18.152	3	18.606	
4	18.804	4	18.804	4	19.275	
5	19.458	5	19.458	5	19.945	
6	20.110	6	20.110	6	20.613	
7	20.763	7	20.763	7	21.283	
8	21.427	8	21.427	8	21.963	
(1) Placement based on seniority as of June 30, 2001.						
(2) Placement based on seniority as of June 30, 2002.						

Appendix 4								
Safety Specialist Warden, Special Investigative Warden, Environmental Warden								
Effective for specific transactions on effective date. (1)			1st pay period following contract effective date through April 5, 2003. (2)			April 6, 2003 through June 28, 2003. (2)		
0	17.553		0	17.553		0	17.992	
1	18.474		1	18.474		1	18.936	
2	19.182		2	19.182		2	19.662	
3	19.891		3	19.891		3	20.389	
4	20.599		4	20.599		4	21.114	
5	21.308		5	21.308		5	21.841	
6	22.016		6	22.016		6	22.567	
7	22.724		7	22.724		7	23.293	
8	23.432		8	23.432		8	24.018	
(1) Placement based on seniority as of June 30, 2001.								
(2) Placement based on seniority as of June 30, 2002.								

Appendix 4					
PAY SCHEDULE 06-25 Technical Bargaining Unit (Pilots)					
Effective pay period following contract effective date through April 5, 2003.			Effective April 6, 2003 through June 28, 2003.		
06-25			06-25		
	0	18.695		0	19.163
	1	19.391		1	19.876
	2	19.991		2	20.491
	3	20.591		3	21.106
	4	21.190		4	21.720
	5	21.790		5	22.335
	6	22.389		6	22.949
	7	22.988		7	23.563
	8	23.588		8	24.178
	9	24.188		9	24.793
	10	24.787		10	25.407
* Placement based on years of seniority as of June 30, 2002.			* Placement based on years of seniority as of June 30, 2002.		

APPENDIX 5
2003-2005 AGREEMENT

PERSONNEL TRANSACTION PAY ADJUSTMENTS

Except as otherwise provided in this Agreement, all personnel transaction pay adjustments for employees moving to, between, or within positions allocated to classifications in any of the WSEU bargaining units will be determined in accordance with the following provisions. The changes to these provisions will be effective the day of the FY 2003-2004 wage adjustments provided in Article XII of this Agreement.

A. DEFINITIONS. The definitions set forth in the rules (ss. ER 1.02 and ER MRS. 1.02, Wis. Adm. Code) will be used in determining all personnel transactions with the following exceptions/additions:

1. For pay schedules included in this Agreement, “higher pay range” means the pay range with the grid endpoint rate that has the greater dollar value, when comparing pay ranges not designated as counterparts. (Replaces definition for “higher pay range” in ss. ER 1.02 (13) and ER MRS. 1.02(9), Wis. Adm. Code)

2. For pay schedules included in this Agreement, “lower pay range” means the pay range with the grid endpoint rate that has the lesser dollar value, when comparing pay ranges not designated as counterparts. (Replaces definition for “lower pay range” in ss. ER 1.02(19) and ER MRS. 1.02(16), Wis. Adm. Code)

3. For pay schedules included in this Agreement, “same pay range” means a pay range with a grid endpoint rate that has the same dollar value, when comparing pay ranges not designated as counterparts. (Supplementary definition)

4. For pay schedules included in this Agreement, “pay range maximum” means the grid endpoint of a pay range. (Supplementary definition)

5. “Grid rate” means the rate of pay associated with a grid point in a pay range. (Supplementary definition)

6. a. “Grid seniority” means an employee’s or former employee’s full years of seniority on the date used to determine seniority level for purposes of implementing the most current grid for the applicable pay schedule. (Supplementary definition)

b. (SPS, LE) Where an employee is rehired and the date of hire begins the employee’s seniority date in accordance with 5/1/3 of this Agreement, the date of rehire will be used to determine the employee’s seniority level for purposes of determining the pay adjustments set forth in this

Appendix until such time as the next grid is implemented for the applicable bargaining unit.

B. PAY ON COMPLETION OF ALL PAY TRANSACTIONS (MINIMUM REQUIREMENT FOR EMPLOYEES OTHER THAN TRAINEES). In general, on completion of any personnel transaction, an employee will receive a base pay rate equal to the minimum rate for the class if the employee is serving a probationary period.

C. PAY ON COMPLETION OF THE FIRST SIX MONTHS OF AN ORIGINAL PROBATION. There will be no increase upon completion of the first six months of an original probation.

D. PAY ON ALL UPWARD MOVEMENTS (PROMOTION; REGRADE ON RECLASSIFICATION TO A HIGHER CLASS OR REALLOCATION TO A HIGHER CLASS; AND MOVEMENT BETWEEN LETTERED LEVELS OF THE SAME CLASSIFICATION).
(For Correctional Officer, Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced classifications, see Negotiating Note #61)

An employee's base pay will be set at the greater of the following rates:

1. the grid rate for the new class that corresponds to the employee's grid seniority;
2. the employee's current base pay rate; or
3. if the employee's current base pay rate is greater than the grid endpoint of the old class, the employee's current base pay rate plus the difference between the grid endpoint rate of the new class and the grid endpoint rate of the old class.

E. PAY ON DOWNWARD MOVEMENTS
(For Correctional Officer, Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced classifications, see Negotiating Note #61)

1. **VOLUNTARY DEMOTIONS OTHER THAN DEMOTION IN LIEU OF LAYOFF.** An employee's base pay will be set at the grid rate for the new class that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than or equal to the seniority level corresponding to the grid endpoint for the new class, the employee's base pay will be set at the greater of the following rates:

- a. the grid endpoint rate,
- b. the employee's current pay rate, decreased by \$1.00 for each pay range the employee is demoting.

2. ALL OTHER DOWNWARD MOVEMENTS (INVOLUNTARY DEMOTIONS, VOLUNTARY DEMOTIONS IN LIEU OF LAYOFF OR AFTER BEING DESIGNATED AS AT RISK OF LAYOFF UNDER 8/2/1, AND REGRADE ON RECLASSIFICATION OR REALLOCATION TO A LOWER CLASS). An employee's base pay will be set at the greater of the following rates:

- a. the grid rate for the new class that corresponds to the employee's grid seniority; or
- b. the employee's current base pay rate.

If the downward movement results in the employee retaining his/her current base pay rate, such a rate will remain in effect for a period of one (1) year from the transaction effective date ("temporary transaction rate"). Upon expiration of the temporary transaction period, a personnel transaction that provides a higher base pay rate, or upon movement out of the WSEU bargaining units, whichever occurs earlier, the employee's current pay will be set in accordance with the provisions for demotion under E/1, of this Appendix. Upon termination of the temporary transaction rate for any of the reasons identified above, the adjusted current pay rate will be used when determining the appropriate pay rate for the subsequent personnel transaction, unless otherwise provided in this Appendix.

F. PAY ON LATERAL MOVEMENTS

(For Correctional Officer, Sergeant, Psychiatric Care Technician, Youth Counselor and Youth Counselor-Advanced classifications, see Negotiating Note #61)

1. TRANSFERS WITHIN THE SAME BARGAINING UNIT; REGRADE ON RECLASSIFICATION OR REALLOCATION TO THE SAME OR COUNTERPART PAY RANGE. An employee's base pay will be set at the greater of the following rates:

- a. the grid rate for the new class that corresponds to the employee's grid seniority; or
- b. the employee's current base pay rate.

2. TRANSFERS BETWEEN BARGAINING UNITS (EXCEPT THOSE NOTED IN 3., BELOW). An employee's base pay will be set at the grid rate for the new class that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the new class, the employee's base pay will be set at the grid endpoint rate. If the employee's grid seniority level is less than the lowest seniority level for the new class and the employee previously attained permanent status in class, the employee's base pay will be set at the minimum rate for the new class.

3. TRANSFERS BETWEEN BARGAINING UNITS INVOLVING INVOLUNTARY TRANSFERS, TRANSFERS IN LIEU OF LAYOFF OR TRANSFERS AFTER BEING DESIGNATED AS AT RISK OF LAYOFF UNDER 8/2/1. An employee's base pay will be set at the greater of the following rates:

- a. the grid rate for the new class that corresponds to the employee's grid seniority; or
- b. the employee's current base pay rate.

If the lateral movement results in the employee retaining his/her current base pay rate, such a rate will remain in effect for a period of one (1) year from the transaction effective date ("temporary transaction rate"). Upon expiration of the temporary transaction period, a personnel transaction that provides a higher base pay rate, or upon movement out of the WSEU bargaining units, whichever occurs earlier, the employee's current pay will be set in accordance with the provisions for transfer under F/2, of this Appendix. Upon termination of the temporary transaction rate for any of the reasons identified above, the adjusted current pay rate will be used when determining the appropriate pay rate for the subsequent personnel transaction, unless otherwise provided in this Appendix.

G. PAY ON REINSTATEMENT. An employee's base pay will be set at the grid rate for the class to which reinstated that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the class, the employee's base pay will be set at the grid endpoint rate. If an employee's grid seniority level is less than the lowest seniority level for the class to which reinstated and the employee previously attained permanent status in class, the employee's base pay will be set at the minimum rate for the class to which reinstated.

H. PAY ON RESTORATION

1. RESTORATION (ALL, INCLUDING RESTORATION UNDER 8/6/2 OR 8/6/3, AND EXCEPT AS PROVIDED UNDER 2, BELOW).

- a. Upon restoration to a position at the same pay range and in the same bargaining unit as the class from which restoration rights are derived, an employee's base pay will be set at the greater of the following rates:
 - (1) the grid rate for the class to which the employee is restored that corresponds to the employee's grid seniority, or
 - (2) the employee's last rate of pay received in the position from which restoration rights are derived, plus any intervening adjustments under s. ER 29.04(13) or (14), Wis. Adm. Code. The adjustments applied to the employee's last rate of pay received will be those applied to the class from which the restoration rights are derived.
- b. Upon restoration to a position at a counterpart pay range from that of the position from which restoration rights are derived, an employee's base pay will be set at the grid rate for the class to which restored that

corresponds to the employee's grid seniority. If the employee's grid seniority is greater than the seniority level corresponding to the grid endpoint for the new class, the employee's base pay will be set at the grid endpoint rate.

c. Upon restoration to a position at a lower pay range from the position from which restoration rights are derived, an employee's base pay will be set in accordance with the provisions under E/2, of this Appendix, relating to demotions other than those that are voluntary.

2. RESTORATION UPON NON-COMPLETION OF PROBATION UPON PROMOTION WITHIN AN AGENCY UNDER S. ER MRS 14.03(1), WIS. ADM. CODE (PROMOTIONS BETWEEN BARGAINING UNITS ONLY). An employee's base pay will be set at the grid rate for the class, to which restored, that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the new class, the employee's base pay will be set at the grid endpoint rate.

I. PAY ON ACCRETION PURSUANT TO S. 230.15(1), WIS. STATS. An employee's base pay will be set at the grid rate for the class to which accreted that corresponds to the employee's grid seniority. If the employee's grid seniority level is greater than the seniority level corresponding to the grid endpoint for the class, the employee's base pay will be set at the grid endpoint rate.

J. EFFECTIVE DATE OF REGRADE ADJUSTMENTS. Pay adjustments resulting from regrading an employee will be effective in accordance with the policies established by the director of OSER.

K. MULTIPLE PAY ADJUSTMENTS. Multiple pay adjustments that have the same effective date will be processed in accordance with s. ER 29.04, Wis. Adm. Code.

L. PAY ADJUSTMENTS FOR TRAINEES.

1. General. On completion of any personnel transaction, a trainee will receive a base pay rate not less than the minimum rate for the training program.

2. Regrade on Reallocation (Upward, Downward, Lateral). A trainee will retain the same pay relationship within the training program, based upon qualifications and the specific segments of the training program that have been waived or completed.

3. Upward, Downward or Lateral Movements (Promotion, Demotion or Transfer). A trainee's base pay will be set in accordance with the applicable provisions of this Appendix.

M. ELIMINATION OF "PSICM." All references to "PSICM" in the Agreement and ER 29, Wis. Admin. Code, will be changed to "minimum."

APPENDIX 6
2003 - 2005 AGREEMENT

Supplemental Health Insurance Conversion Credits Upon Retirement

Years of Adjusted Continuous Service	Maximum Matching Credits - General	Maximum Matching Credits - Protective
15	780	1170
16	832	1248
17	884	1326
18	936	1404
19	988	1482
20	1040	1560
21	1092	1638
22	1144	1716
23	1196	1794
24	1248	1872
25	1352	1976
26	1456	2080
For each additional year:	Add 104 hours	Add 104 hours

MANAGEMENT BARGAINING TEAM

Karen E. Timberlake, Director
Office of State Employment Relations

James Pankratz, Administrator
Office of State Employment Relations
Division of Compensation and Labor Relations

Mark J. Wild, Chief Spokesperson
Office of State Employment Relations
Bureau of Labor Relations

Durell E. Vieau, Spokesperson
Office of State Employment Relations
Bureau of Labor Relations

Lynn R. Wieser, Spokesperson
Office of State Employment Relations
Bureau of Labor Relations

Leean White, Director
Office of State Employment Relations
Bureau of Agency Services

John Vincent, Director
Office of State Employment Relations
Bureau of Compensation

Paul Ostrowski
Office of State Employment Relations
Bureau of Compensation

Brian A. Fusie
Office of State Employment Relations
Bureau of Compensation

Doug Thayer
Office of State Employment Relations
Bureau of Compensation

Kris Chilsen
Office of State Employment Relations
Bureau of Agency Services

Pat Waterman
Office of State Employment Relations
Bureau of Agency Services

Stacie Meyer
Office of State Employment Relations
Bureau of Agency Services

Tom Sandine
Office of State Employment Relations
Bureau of Agency Services

Cheryl Anderson
Department of Health and Family Services

Jason Beier
UW System

Lynn Boodry
Department of Military Affairs

Shannon Bradbury
UW Milwaukee

Owen Bradley
UW System

Brad Czebotar
Department of Veterans Affairs

Stacy Davidsaver
Department of Health and Family Services

James Davis
Department of Corrections

James Federhart
Department of Natural Resources

Sherri Harris
Department of Corrections

James Huntsinger
Department of Revenue

Gary Kastorff
Department of Transportation

Daniel Lonsdorf
Department of Transportation

Fred Nelson
Department of Corrections

Jean Nichols
Department of Corrections

Georgia Pedracine
Department of Agriculture, Trade and Consumer Protection

Greg Schaub
Department of Transportation

Richard Schneiter
Department of Corrections

Ann Smith
Department of Workforce Development

Barry Wanner
Department of Commerce

UNION BARGAINING TEAM

Officers and Staff

William Fendel, President
Marty Beil, Executive Director
Karl Hacker, Assistant Director
Gary Lonzo, Field Representative

Administrative Support

Daniel Duchrow, Chair, Local 1
Carol Beals, Local 1622
Sharon Haberkorn, Local 48
Cecilia Lewandowski, Local 82
Gary Mitchell, Local 2412

Blue Collar

James Parrett, Chair, Local 892
Allan Lesky, Local 194
Eric Robson, Local 171
Donald Schmerda, Local 82
Vernon Seay, Local 1

Law Enforcement

Carl Schultz, Chair, Local 55
Tim Berg, Local 55
Chuck Earhart, Local 55
James Heller, Local 2180
Dale Lawton, Local 1195

Security and Public Safety

Bradley Everson, Chair, Local 178
Ray Broennimann, Local 1218
Nate Elliott Local 3409
Martin Kehrein, Local 333
Gary Nygard, Local 163

Technical

Lawrence Lautenschlager, Chair, Local 48
William Hayes, Local 634
Homer Walker Jr., Local 555
Kenneth Weaver, Local 758
Gerry Zastrow, Local 584

Professional Social Services

Thomas Corcoran, Chair, Local 2748

Georgette Gehring, Local 2748

Amy Huss, Local 2748

Jim Mills, Local 2748

Jennifer Merlin, Local 2748

INDEX

230.36 Benefits.....	152
Examinations, Medical	153
Grievance Procedure.....	153
Holidays.....	144
Leave of Absence with Pay	153
Abnormally Hazardous Tasks.....	83
Add-ons	
Fire/Crash Rescue Specialists (DMA)	208
Pilot Program.....	199
Power Plant Assistant/Operator	202
Wages	122
Administrative Support (AS) Seniority-Based Transaction Grid	255, 258, 266
Administrative Support (AS), Classifications in	15
Adoption	
Leave	142
Sick Leave	133
Advisory Training Committee	104
Affirmative Action.....	110
Layoff Procedure Exception	69
Agency State-Wide Employing Unit Layoffs.....	251
Agenda, Union-Management Meetings.....	96
Agreement	1
Negotiation of Future.....	168
Printing of the	29
Purpose of.....	1
Scope of the	2
Termination of	168
Airplane, Expense Reimbursement.....	155
Alternative Disciplinary Programs	140
Alternative Dispute Resolution Program.....	234
Alternative Work Patterns	60, 240
Alternative Work Schedules	194
Alternative Work Sites	58
Annual Leave.....	136
Cancellation by Employee	139
Cancellation by Employer	138
Carryover.....	139, 183
Bargaining Team Members	183
Conversion.....	138
Conversion to Termination/Sabbatical Leave.....	138
Health Insurance	138
Part-Time Employees, Permanent	137
Proration	137
Scheduling	138
School Year Employees.....	137

Seasonal Employees	137
Transfer.....	139
Annual Training, Military Service.....	146
Appeals, Personnel Commission	91
Appendix	
1 – Administrative Support (AS) Seniority – Based Transaction Grid.....	255
1 – Technical (T) Seniority – Based Transaction Grid.....	256
2 – Administrative Support (AS) Seniority – Based Transaction Grid.....	258
2 – Blue Collar & Non-Building Trades (BC) Seniority – Based Transaction Grid	259
2 – Law Enforcement (LE) Seniority – Based Transaction Grid.....	264, 265
2 – Professional Social Services (PSS) Seniority – Based Transaction Grid.....	263
2 – Security & Public Safety (SPS) Seniority – Based Transaction Grid.....	261
2 – Technical (T) Seniority – Based Transaction Grid.....	262
3 – Administrative Support (AS) Seniority – Based Transaction Grid.....	266
3 – Blue Collar & Non-Building Trades (BC) Seniority – Based Transaction Grid	267
3 – Law Enforcement (LE) Seniority – Based Transaction Grid.....	270, 271
3 – Security & Public Safety (SPS) (AS) Seniority – Based Transaction Grid	268
3 – Technical (T) Seniority – Based Transaction Grid.....	269
4 – Conservation Warden Seniority – Based Transaction Grid.....	272
4 – Safety Specialist Warden, Special Investigative Warden, Environmental Warden Seniority – Based Transaction Grid	273
4 – Technical (T) Bargaining Unit Pilots.....	274
5 - Personnel Transaction Pay Adjustments	275
6 - Supplemental Health Insurance Conversion Credits Upon Retirement....	280
Application of Layoff Procedure	68
Appointing Authority, Definition	167
Apprenticeship Programs.....	248
Apprenticeship Training Representative Pay Progression.....	213
Apprenticeship, Machinist.....	243
Arbitrability, Grievance Procedure.....	38
Arbitration	
Costs	38
Expedited Procedure.....	46
Grievance Procedure.....	37
Panel Procedures.....	37
Pay Status of Witness	45
Process Improvements	201
Special Procedures.....	46
Umpire Procedure.....	47
Arbitrator Selection, Grievance Procedure.....	38
Arrest/Conviction Record.....	113
Assigned Headquarters, Definition.....	154
Assignment of Cars to Employees.....	169
Assignment of Work	

Health and Safety.....	78
Assignment of Work, Light Duty	190
Authorization Cards, Dues Deductions	23
Automobile Expense Reimbursement.....	154
Bargain, Obligation to	166
Bargaining Team	
Management	281
Union	284
Bargaining Time	176
Bargaining Unit	
Administrative Support (AS).....	15
Blue Collar and Non-Building Trades (BC)	3
Law Enforcement (LE).....	22
Professional Social Services (PSS).....	18
Recognition.....	3
Security and Public Safety (SPS)	6
Technical (T)	8
Bargaining Unit Conferences, Union Activity	28
Beeper	235
P&P Agents	236
Bereavement Time Off	135
Blood Donations	111
Blue Collar & Non-Building Trades (BC) Seniority-Based	
Transaction Grid.....	259, 267
Blue Collar and Non-Building Trades (BC), Classifications in	3
Breaks	169
COs & YCs.....	170
Buildings, Health and Safety	80
Bulletin Boards	24
Bulletins	
Current Opportunities Bulletin	195
State Employee Promotional and Transfer Bulletin	195
Bumping, Layoff Procedure	71
Call-Back Time.....	59
Calls at Home	162
Career-Related Education	105
Cash Payment, Definition	56
Catastrophic Leave	160
Changes in Scheduling, Hours of Work	52
Child Care.....	112
Classification/Pay Range Assignment Meetings	124
Classifications	
Administrative Support (AS).....	15
Blue Collar and Non-Building Trades (BC).....	3
Law Enforcement (LE).....	22
Professional Social Services (PSS).....	18

Security and Public Safety (SPS)	6
Technical (T)	8
Collections, Dues Deductions.....	231
Commercial Drivers Licenses.....	103
Committee Report.....	226
Committees	113
Compensatory Time.....	57
Definition.....	56
Holidays.....	144
Scheduling	57, 58
Compliance Limitation, Health and Safety.....	82
Concentrated Performance Evaluation	48
Conferences, Bargaining Unit	28
Confidentiality of Medical Records.....	80
Consecutive Shifts	54
Consensus/Win-Win Communications.....	230
Conservation Warden Seniority-Based Transaction Grid	272
Contracting Out	109
Contracting Out Procurements Under Ch. 16, Wis. Stats.....	251
Conventions, Union	26
Cost of Arbitration, Grievance Procedure	38
Counterpart Pay Range Comparison Chart.....	197
Court Appearances	59
Critical Incidents.....	162
Damaged Personal Property	100
Data Sheets, Health and Safety.....	88
Definition	
Assigned Headquarters	154
Work Site.....	154
Definitions	
Appointing Authority	167
Cash Payment	56
Compensatory Time.....	56
Flexible Time.....	60
Grievance Procedure.....	35
Group Grievances	42
Job Sharing	60
Meal Periods	55
Operational Need.....	114
Overtime	54
Part-Time Employment.....	60
Permanent Vacancy	65, 75
Premium Rate	57
Probationary Employee	166
Reasonable Offer	73
Rest Periods	58
Scheduled Overtime.....	53

Seasonal Employment.....	167
Sexual Harassment.....	92
Uniforms.....	100
Wash Up Time.....	59
Work Rules.....	101
Work Time.....	54
Workweek.....	54
Demotion	
Correctional Sergeant and Youth Counselor Advanced.....	228
In Lieu of Layoff.....	71
Temporary Transaction Rate for Select Voluntary.....	240
Wardens - Environmental, Safety Specialist, Special Investigative.....	173
Dental Appointments, Sick Leave.....	132
Dental Insurance, Employee Benefits.....	129
Department of Natural Resources	
Health & Safety Problems.....	180
Differential	
Night.....	122
Weekend.....	122
Direct Deposit of Payroll Checks.....	232
Disaster Relief Services.....	163
Discharge, Grievance Procedure.....	37
Discipline	
Grievance Procedure.....	43
Notice of Disciplinary Actions.....	176
Suspension.....	44, 54, 164, 193
Suspension with Pay.....	193
Discrimination.....	92, 201
Disease, Job Related Exposure.....	80
DNR	
Identification of Non-Uniformed Personnel.....	182
Use of Pesticides.....	181
DOT Law Enforcement Vehicles.....	239
Dress Code.....	186
Dues Deductions.....	23
Authorization Cards.....	23
Collections.....	231
Electronic Deposit and Transfer.....	196
Fair Share.....	24
Indemnification.....	24
Maintenance of Membership.....	24
Membership.....	23
P.E.O.P.L.E.....	110
Reports.....	196
Termination of.....	23
Duties Outside of Position Description.....	185
Duty Disability Benefits.....	183

Education	
Career-Related, Leave of Absence without Pay	105
Classes, Union Activity	27
Leave of Absence without Pay	105, 183
On-Going (PSS).....	107
PSS	107
Required Training (T).....	106
Tuition Reimbursement	106, 107
Election Officials	150
Electronic Deposit and Transfer	196
Electronic Transfer System.....	237
Electronic Transmission of CEOB & SEPTB	195
<u>Email Lists</u>	250
Email Use, Union Activity	29
Emergency Transportation, Health and Safety	78
Employee Assistance Program	111, 174
Employee Benefits	
230.36 Benefits.....	152
Annual Leave.....	136
Catastrophic Leave	160
Dental Insurance	129
Duty Disability.....	183
Employee Assistance Program	111
Employee Funded Reimbursement Account	162
Hazardous Employment Status	152
Health Insurance	128
Holidays.....	143
Holidays, Proration	143
Income Continuation Insurance	130
Leave of Absence without Pay	141
Life Insurance	129
Loss of for Union Activity.....	32
Meals While on Duty.....	151
Parking/Public Transit Account.....	248
Personal Holidays	143
Promotional Examinations.....	140
Retirement.....	150
Sick Leave	130
Vacation.....	136
Voting Time.....	150
Worker's Compensation Benefits.....	158
Employee Funded Reimbursement Account	162
Employee Notice	
Disciplinary Actions	176
Layoff Procedure	68, 70
Promotional Examinations.....	99
Transfers	64
Employee Options Upon Notification of Layoff	70

Employee Referral Service (ERS), Layoff Procedure	230, 232
<u>Employees Who Have Been Formally Notified of Layoff due to layoff</u>	253
Employees' Organizational Activities (PSS).....	113
Employer Directed Training (PSS).....	107
Employer Notice, Executive Board of Council 24	31
Employing Unit Designations.....	111
Employing Units, Union Notice	74
Employment and Training Counselor Pay Progression.....	189
Employment and Training Specialist Pay Progression.....	210
Equipment.....	79
ERA	162
Ergonomics.....	226
Joint Health and Safety Committee Report on	88
Examinations	
Eye.....	88, 89
Joint Independent Medical Examiners.....	239
Medical	80, 148
Medical - Hostage Leave	159
Medical, 230.36 Benefits.....	153
Promotional	99, 140
Exclusive Procedure, Grievance Procedure.....	40
Executive Board of Council 24, Employer Notice	31
Expedited Arbitration Procedure	46
Experiential Recreation Specialists, Hours of Work	246
Eyeglasses.....	89
Fair Labor Standards Act.....	29, 56, 57, 58, 60, 101, 102, 171
Fair Share, Dues Deductions	24
Fax Use, Union Activity	29
First Aid Equipment	78
Flexible Time.....	60
Definition.....	60
Flight Pay.....	122
Foot Protection, Health and Safety	81
Foster Children	142
Funeral Leave, Sick Leave	135
Grievance Procedure	
230.36 Benefits.....	153
Abnormally Hazardous Tasks.....	83
Arbitrability	38
Arbitration	37
Costs	38
Panel Procedures	37
Process Improvements.....	201
Witness, Pay Status of	45
Combining Grievances	38
Concentrated Performance Evaluation	48

Cost of Arbitration.....	38
Definition.....	35
Discharge.....	37
Discipline.....	43
Exclusive Procedure	40
Expedited Arbitration Procedure	46
Grievance Representative	42
Group Grievances	42
Hours of Work.....	52
Information Requests.....	43
Jurisdictions	40
Pay Status of Arbitration Witness.....	45
Pre-Filing Step.....	35, 247
Probationary Employee	45
Processing Grievances	42
Representative	44
Representatives	40, 42
Responses	178
Retroactivity	40
Selection of Arbitrator	38
Sexual Harassment.....	93
Special Arbitration Procedures	46
Step One	36
Step Three.....	37
Step Two.....	36
Steps	35
Time Limits	37
Umpire Arbitration Procedure	47
Union Grievances	41
Grooming Code	186
Group Grievances	42
HAM (Hiring Above the Minimum)	197
Harassment in the Work Place.....	201
Harassment-Free Work Place	93
Hazardous Employment Status.....	152
Health and Safety	
Abnormally Hazardous Tasks.....	83
Assignments.....	78
Buildings.....	80
Committee Report.....	226
Compliance Limitation	82
Data Sheets	88
Department of Commerce Regulations.....	83
Department of Natural Resources Problems.....	180
Emergency Transportation.....	78
Eyeglasses.....	89
Eyewear, Safety	89

First Aid Equipment	78
Foot Protection	81
Hepatitis B Vaccinations	228
Inclement Weather.....	101
Job-Related Exposure to Disease	
Hepatitis B and C.....	80
HIV	80
Lyme Disease	80
Tuberculosis (TB).....	80
Joint Committee	83
Joint Health and Safety Committee Report on Ergonomics	88
Joint Independent Medical Examiners.....	239
Lyme Disease Prevention	201
Medical Examinations	80
Protective Clothing	79
DNR.....	200
Safety Eyewear	89
Safety Inspection	82
Safety Sunglasses	89
Sunglasses, Safety	89
Training	78, 85
Union-Management Meetings	94
VDT/CRT Eye Examinations	88
Violence in the Workplace	90
Weather Related Considerations.....	89
Health Insurance	
Annual Leave.....	138
Conversion of Sick Leave.....	133
Employee Benefits.....	128
Supplemental Conversion Credits	133
Upon Retirement	280
Hepatitis B Vaccinations	228
Hiring Above the Minimum (HAM)	121
Rates	197
Holidays.....	143
230.36 Benefits	144
Compensation for Select Classes in DNR (SPS)	172
Compensatory Time.....	144
Personal	143
Premium Pay.....	145
Proration	143
Home Based Work.....	170
Hostage Leave	159
Leave of Absence without Loss of Pay	159
Hostile Work Environment.....	94
Hours of Work	
Alternative Work Patterns	60, 240
Alternative Work Schedules.....	194

Alternative Work Sites	58
Call-Back Time.....	59
Changes in Scheduling	52
Compensatory Time.. 55, 56, 57, 58, 59, 101, 102, 171, 172, 173, 183, 235, 242	
Consecutive Shifts	54
Court Appearances	59
Eligibility for Overtime Credit	55
Experiential Recreation Specialists	246
Grievance Procedure.....	52
Job Related Meetings.....	58
Meal Periods	59
On Call.....	159
Overtime	
Compensation	56
DOC.....	242
Reports.....	57
Probation & Parole (P&P) Agents.....	52
Pyramiding.....	57
Reduction in Hours	70
Rest Periods	58
Schedules – Probation & Parole (P&P) Agents.....	234
Scheduling	52
Changes	52
Compensatory Time	57, 58
Overtime	52
Split Shift.....	60
Standard.....	52
Standby	159
Travel Time	58
Union-Management Meetings	97
Wash Up Time.....	59
Youth Counselors	246
Hours of Work – Overtime, DOC-Milwaukee Secured Detention Facility.....	248
Identification of Non-Uniformed Personnel, DNR.....	182
Inclement Weather.....	101
Income Continuation Insurance, Employee Benefits.....	130
Indemnification, Dues Deductions	24
Information Requests, Grievance Procedure	43
In-Service Training.....	104
Institution Closing, Transfers	67
Interpersonal Conflicts	229
Interviews, Transfers	67
Invalidity, Partial	166
Job Orientation	67
Job Related Meetings.....	58
Job Sharing, Definition.....	60
Joint Committee	

Contract Interpretation.....	226
Health and Safety.....	83
Health and Safety Report on Ergonomics.....	88
Sick Leave Use	227
Joint Independent Medical Examiners.....	239
Jurisdictions, Grievance Procedure	40
Jury Duty	149
Labor Market Analyst Pay Progression.....	211
Law Enforcement (LE) Seniority-Based Transaction Grid	264, 265, 270, 271
Law Enforcement (LE), Classifications in	22
Layoff Assistance	76
Layoff Procedure	193, 232
Advisory Training Committee	104
Affirmative Action Exception	69
Application of	68
Assistance	76
Bumping	71
Employee Notification.....	68
Employee Options	70
Employee Referral Service	230
Employee Referral Service (ERS)	232
General Procedures.....	68
Moving Expenses	75
Notice.....	69
Permissive Probation	74
Reasonable Offer	73
Reduction in Hours.....	70
Reinstatement	73
Relocation Expenses.....	75
Restoration.....	72
School Year Employees.....	68
Seasonal Layoff	68
Separation	72
Special Skills Exception	69
Temporary Layoff Exception	68
Training	76
Transfer in Lieu of Layoff	70
Union Notice.....	69
Voluntary Demotion	71
Leadership Institute	198
Leave of Absence with Pay	
230.36 Benefits.....	153
Military Service	146
Leave of Absence without Loss of Pay	
Hostage Leave	159
Professional Meetings (PSS)	107

Training	104
Witness Status.....	150
Leave of Absence without Pay	141
Adoption	142
Education	105, 183
Education, Career-Related	105
Foster Children	142
Maternity	88, 142
Medical	142
Military Service	147
Paterntiy.....	142
School Year Employees.....	142
Training	105
Union Activity	26, 29, 32, 142
Liability Protection	110
Life Insurance, Employee Benefits.....	129
Light Duty.....	190
Limitations, Transfers.....	66
Limited Term Employees, Contracting Out.....	109
Limited Term Employment, Rangers	245
Local Union Orientation, Union Activity	33
Lockout Prohibited	164
Lodging.....	154
Reimbursement Rate.....	157
Loss of Benefits, Union Activity	32
Lyme Disease Prevention	201
Mail Service, Union Activity.....	30
Maintenance of Membership, Dues Deductions	24
Management Bargaining Team.....	281
Management Rights	34
Maternity Leave.....	88, 142
Maternity, Sick Leave.....	130
Meal Periods	59
Definition.....	55
Meals	
Inspectors.....	188
Officers at UWHC	187
Police Communications Operators (PCOs)	185
Reimbursement Rates	156
While on Duty	151
Medical Appointments, Sick Leave.....	132
Medical Certification, Sick Leave	131
Medical Leave	142
Medication, Passing of	198
Meetings	
Job Related	58
Periodic Classification/Pay Range Assignment Meetings	124

Professional (PSS).....	107
Meetings, Consensus/Win-Win Communications.....	230
Membership, Dues Deductions.....	23
Memorandum of Understandings	
Agency State-Wide Employing Unit Layoffs.....	251
Alternative Dispute Resolution Program.....	234
Apprenticeships.....	248
General.....	248
Machinist.....	243
Beepers.....	235
Committee Report.....	226
Consensus/Win-Win Communications.....	230
Contracting Out Procurements Under Ch. 16 Wis Stats.....	251
Demotion – Correctional Sergeant and Youth Counselor Advanced.....	228
Direct Deposit of Payroll Checks.....	232
DOC-Milwaukee Secured Detention Facility OT.....	248
DOT Law Enforcement Vehicles.....	239
Dues Deductions - Collections.....	231
<u>Email Lists</u>	250
Employee Referral Service.....	230
<u>Employees Who Have Been Formally Notified of Layoff due to layoff</u>	253
Grievance Procedure - Pre-Filing.....	247
Health and Safety – Hepatitis B Vaccinations.....	228
Hours of Work – Experiential Recreation Specialists and Youth Counselors.....	246
Hours of Work – Overtime (DOC).....	242
Hours of Work, Schedules – Probation & Parole (P&P) Agents.....	234
Hours of Work-Alternative Work Patterns.....	240
Interpersonal Conflicts.....	229
Joint Committee on Contract Interpretation.....	226
Joint Committee on Sick Leave Use.....	227
Joint Independent Medical Examiners.....	239
Layoff Procedure.....	232
LTes, Rangers.....	245
Movement from SEA to WSEU.....	250
On-Going Computer Training.....	247
P&P Agents - Beepers.....	236
Parking and Transit.....	239
Parking/Public Transit Account.....	248
Personnel Files.....	229
Probation & Parole (P&P) Agent Communication.....	227
State Patrol Residency Policy.....	239
Transfer – Electronic System.....	237
Transfers (SPS).....	242
Transfers, Wardens.....	244
Wages – Temporary Transaction Rate for Select Voluntary Demotions.....	240
WSEU/State of WI Relationship.....	246
Military Service.....	146
Annual Training.....	146

Leave of Absence with Pay	146
Leave of Absence without Pay	147
Pre-Induction Physical.....	148
Public Emergencies	147
Motor Vehicles, Employer Provided	81, 169
Motorcycle	
Expense Reimbursement.....	155
Pay	122
Movement from SEA to WSEU	250
Moving Expenses, Layoff Procedure	75
National Incident Command Out-of-Agency Assignment (DNR)	199
Native American Treaty Rights Enforcement.....	184
Negotiating Notes	
Add-on for Fire/Crash Rescue Specialists (DMA).....	208
Add-On Pilot Program.....	199
Apprenticeship Training Representative Pay Progression.....	213
Arbitration Process Improvements	201
Assignment of Cars to Employees.....	169
Bargaining Time	176
Cold Weather Protective Clothing (DNR).....	200
Correctional Officer, Officer, Psychiatric Care Technician and Youth Counselor Pay Progression	203
Counterpart Pay Range Comparison Chart.....	197
DNR-Health & Safety Problems.....	180
DNR-Identification of Non-Uniformed Personnel	182
DNR-Use of Pesticides	181
DOT - DMV Pay Status.....	199
DOT - DSP Pay Status.....	200
Dress and Grooming Code.....	186
Dues Deductions Reports	196
Duties Outside of Position Description	185
Duty Disability Benefits	183
Electronic Deposit and Transfer	196
Electronic Transmission of CEOB & SEPTB	195
Employee Assistance Programs.....	174
Employee Notice of Disciplinary Actions	176
Employment and Training Counselor Pay Progression	189
Employment and Training Specialist Pay Progression	210
FLSA Coverage	171
Grievance Responses	178
Harassment in the Work Place.....	201
Home-Based Work	170
Hours of Work-Alternative Work Schedules	194
Inspector Meal Policy	188
Labor Market Analyst Pay Progression	211
Layoff Procedure	193
Leadership Institute	198

Leave of Absence without Pay, Education	183
Light Duty.....	190
Lyme Disease Prevention	201
Meals for Officers at UWHC.....	187
Meals, PCO Eligibility.....	185
National Incident Command Out-of-Agency Assignment (DNR)	199
Native American Treaty Rights Enforcement.....	184
Notice of Suspensions with Pay	193
Offender Classification Specialist Pay Progression.....	179
Overtime and Holiday Compensation for Select Classes in DNR (SPS).....	172
Overtime for Fire Crash Rescue Specialists	183
Overtime for Select Classes in DNR	171
Passing of Medication.....	198
Pay Adjustment Transactions	183
Pay Progression Systems (Grids).....	196
Performance Evaluations	177
Personnel Transaction Report.....	196
Power Plant Assistant/Operator Add-ons	202
PROBATION AND PAROLE AGENT PAY PROGRESSION.....	206
Psychiatric Care Technician 1 Pay	208
Raised Minimum Rates and Hiring Above the Minimum	197
Reimbursement for Travel Expenses.....	180
Rest Breaks	169
Rest Breaks (COs & YCs).....	170
Rest Breaks ULP	169
Social Worker-Corrections Pay Progression	205
Telecommuting	202
Time Reporting Records (BC).....	184
Training Assistance for DDC Employees in DHFS	174
Transfer Rights of Officers.....	187
Transfer, Position Descriptions	197
Vacation Carryover.....	183
VDT/CRT Equipment.....	198
Vocational Rehabilitation Counselor Pay Progression	214
Negotiations of Future Agreements.....	168
No Strike or Lockout	164
Nurse Aide Registration	114
Obligation to Bargaining	166
Offender Classification Specialist Pay Progression.....	179
On Call, Hours of Work	159
On-Going Computer Training	247
On-Going Education (PSS)	107
Operational Need, Definition.....	114
Organizational Activities, Employees (PSS)	113
Orientation, Union Activity	33
Overtime	
Compensation	56

Compensation for Select Classes in DNR (SPS)	172
Definition.....	54
DOC.....	242
Eligibility for Credit	55
Fire Crash Rescue Specialists	183
Reports.....	57
Select Classes in DNR	171
Union-Management Meetings	97
P&P Agents	
Beepers	236
P.E.O.P.L.E. Deductions	110
Parking.....	239
Parking Reimbursement.....	158
Parking/Public Transit Account.....	248
Partial Invalidity	166
Part-Time Employment, Definition	60
Paternity Leave	142
Pay Adjustment Transactions	183
Pay Administration	125
Pay Checks, Distribution	103
Pay on Transfers	65
Pay Period.....	121
Pay Progression	
Apprenticeship Training Representative	213
Correctional Officer.....	203
Employment and Training Counselor.....	189
Employment and Training Specialist.....	210
Experiential Recreation Specialist.....	224
Labor Market Analyst.....	211
Medigap Insurance Specialist	223
Offender Classification Specialist	179
Officer.....	203
Ombudsman Services Specialist.....	221
PROBATION AND PAROLE (P&P) AGENT.....	206
Psychiatric Care Technician	203
Psychological Associate	217
Psychological Services Assistant.....	216
Recreation Leader.....	219
Rehabilitation Case Manager.....	220
Social Worker-Corrections	205
Systems (Grids)	196
Vocational Rehabilitation Counselor.....	214
Youth Counselor.....	203
Pay Status	
DOT - DMV	199
DOT - DSP	200
Payroll Checks, Direct Deposit.....	232

Performance Evaluations	177
Permanent Vacancy, Definition	65, 75
Permissive Probation, Layoff Procedure	74
<u>Permissive Transfers – Probation and Parol Agents and Social Worker-</u>	
<u>Corrections</u>	225
Personal Holidays	143
Personal Property, Damaged	100
Personnel Files.....	108, 229
Violation Removal.....	101, 108
Personnel Transactions	25
Pay Adjustments	275
Report	196
Reports.....	25
Pesticides, Use by DNR.....	181
Position Description, Duties Outside of	185
Pre-Filing – Grievance Procedure	247
Pre-Induction Physical, Military Service.....	148
Premium Pay, Holidays	145
Premium Rate, Definition	57
Printing of the Agreement	29
Priority of Transfer Rights.....	66
Probation & Parole (P&P) Agents	
Communication.....	227
Work Schedules	234
Probationary Employee	
Definition.....	166
Grievance Procedure.....	45
Processing Grievances	42
Professional Development (PSS).....	107
Professional Meetings (PSS)	107
Professional Social Services (PSS) Seniority-Based Transaction Grid.....	263
Professional Social Services (PSS), Classifications in	18
Promotional Examinations.....	140
Protective Clothing	
Cold Weather (DNR).....	200
Health and Safety.....	79
Psychiatric Care Technician 1 Pay	208
Public Emergencies, Military Service.....	147
Purpose of Agreement	1
Pyramiding.....	57
Raised Hiring Rates (RHR)	121
Raised Minimum Rates (RMR)	197
Rangers as LTEs	245
Reasonable Offer	
Definition.....	73
Layoff Procedure	73
Recognition, Bargaining Unit.....	3

Recruitment Rates.....	121
Reduction in Hours, Layoff Procedure.....	70
Registration, Nurse Aide.....	114
Regulations – Department of Commerce.....	83
Reimbursement for Travel Expenses.....	180
Reinstatement, Layoff Procedure.....	73
Relocation Expenses, Layoff Procedure.....	75
Reorganization, Union Notice.....	108
Representatives, Grievance Procedure.....	40, 42, 44
Residency Policy, State Patrol.....	239
Rest Periods, Definition.....	58
Restoration, Layoff Procedure.....	72
Retirement.....	150
Supplemental Health Insurance Conversion Credits Upon Retirement.....	280
Retirement Contributions, Union Activity.....	32
Retroactivity, Grievance Procedure.....	40
RHR (Raised Hiring Rates).....	121
RMR (Raised Minimum Rates).....	197
Safety Eyewear.....	89
Safety Inspection.....	82
Safety Specialist Warden, Special Investigative Warden, Environmental Warden Seniority-Based Transaction Grid.....	273
Scheduled Overtime, Definition.....	53
Scheduling	
Annual Leave.....	138
Changes.....	52
Changes - Union Activity.....	28, 29
Hours of Work.....	52
Overtime.....	52
Work – Probation & Parole (P&P) Agents.....	234
School Bus Endorsements.....	103
School Year Employees, Layoff Procedure.....	68
Scope of the Agreement.....	2
Seasonal Employment, Definition.....	167
Seasonal Layoff.....	68
Security & Public Safety (SPS) Seniority-Based Transaction Grid.....	261, 268
Security and Public Safety (SPS), Classifications in.....	6
Security, Union.....	3
Seniority	
Accreted Employees.....	50
Determination.....	50
Information.....	51
Rehired Employees.....	50
Reinstated Employees.....	50
Tiebreaker.....	50
Tiebreaker, State Patrol.....	50
Transfers.....	62

Separation, Layoff Procedure	72
Separation, Sick Leave	135
Sexual Harassment	
Definition.....	92
Grievance Procedure.....	93
Remedies	93
Sick Leave	
Accrual Rate	130
Adoption	133
Cancellation of Annual Leave by Employee	139
Conversion for Health Insurance	133
Dental Appointments	132
Employee Benefits.....	130
Funeral Leave	135
Joint Committee on Use.....	227
Maternity	130
Medical Appointments.....	132
Medical Certification	131
Restoration.....	135
Review Program	131
Separation from State Service.....	135
Supplemental Health Insurance Conversion Credits	133
Supplemental Health Insurance Conversion Credits Upon Retirement.....	280
Temporary Emergency Care.....	132
Worker's Compensation	133
Special Skills, Layoff Procedure Exception	69
Specialized Disaster Relief Services.....	163
Split Shift, Hours of Work.....	60
Standby, Hours of Work.....	159
Strike Prohibited	164
Sunglasses, Safety	89
Supplemental Health Insurance Conversion Credits Upon Retirement.....	133, 280
Suspension.....	44, 54, 164, 193
Technical (T) Bargaining Unit Pilots.....	274
Technical (T) Seniority-Based Transaction Grid.....	256, 262, 269
Technical (T), Classifications in.....	8
Technologies, Utilization of	33
Telecommuting	202
Telephone	
Call Reimbursement Rate	158
Conceptual Agreement	61
Union Activity	29
Temporary Emergency Care, Sick Leave	132
Temporary Layoff Exception	68
Temporary Transaction Rate for Select Voluntary Demotions	240
Termination of Agreement	168
Time Limits, Grievance Procedure	37

Time Reporting Records (BC).....	184
Tools	79
Transportation of	79
Training	104
Advisory Committee.....	104
AS	67, 97, 247
Assistance for DDC Employees in DHFS	174
Employer Directed (PSS)	107
Health and Safety.....	78, 85
In-Service.....	104
Layoff Procedure	76
Leave of Absence without Loss of Pay	104
Leave of Absence without Pay	105
On-Going Computer	247
PSS	107
Required (T)	106
Supervisory.....	84
Transfers	
Additional Procedures	63
Annual Leave.....	139
Between Agencies	65
Between Employing Units.....	64
Correctional Officers	187
Declining Offer.....	64
Electronic System	237
Employee Notification.....	64
In Lieu of Layoff	70
Institution Closing	67
Interviews	67
Limitations.....	66
Pay on	65
Position Descriptions.....	197
Priority of Rights	66
Seniority.....	62
SPS	242
Union Notification.....	62
Waiver	62
Wardens.....	244
Within Employing Units.....	62
Transit.....	239
Transportation of Tools	79
Travel.....	154
Travel Expenses Reimbursement.....	180
Travel Expenses, Advanced	158
Travel Time	58
Tuition Reimbursement, Education	106, 107

Umpire Arbitration Procedure	47
Uniforms	100, 186
Definition.....	100
DNR-Cold Weather	200
Environmental Wardens	100
Union Activity	26
Attendance at Union Meetings	29
Bargaining Unit Conferences	28
Educational Classes	27
Email Use	29
Fax Use	29
Leave of Absence without Pay	26, 29, 32, 142
Local Union Orientation	33
Loss of Benefits	32
Mail Service.....	30
Notice to Employer.....	27, 28
Orientation	33
Retirement Contributions.....	32
Schedule Changes.....	28, 29
Telephone Use	29
Workplace Visitations	31
Union Bargaining Team	284
Union Conventions	26
Union Grievances	41
Union Meetings, Attendance	29
Union Notice	
Employing Unit Designations.....	111
Employing Units.....	74
Hiring Above the Minimum (HAM)	121
Layoff Procedure	69
Promotional Examinations.....	99
Raised Hiring Rates (RHR)	121
Reorganization.....	108
Suspensions with Pay	193
Transfers	62
Union, Security	3
Union-Management Meetings	
Agenda.....	96
Cost.....	99
Frequency	94
Health and Safety.....	94
Hours of Work.....	97
Overtime	97
Statewide	99
Utilization of Technologies	33

Vacation.....	136
Carryover	
Bargaining Team Members	183
VDT/CRT	
Equipment.....	198
Eye Examinations	88
Vehicles	
Assignment to Employees	169
DOT Law Enforcement	239
Violence in the Workplace	90
Vocational Rehabilitation Counselor Pay Progression	214
Voting Time.....	150
Wages	
Add-on Pilot Program.....	199
Add-ons	122
Add-ons for Fire/Crash Rescue Specialists (DMA)	208
Add-ons, Power Plant Assistant/Operator	202
Adjustments	115
Administrative Date for Pay Adjustments	124
Administrative Support (AS) Seniority-Based Transaction Grid ...	255, 258, 266
Blue Collar & Non-Building Trades (BC) Seniority-Based Transaction Grid	259, 267
Calls at Home	162
Conservation Warden Seniority-Based Transaction Grid.....	272
Counterpart Pay Range Comparison Chart.....	197
Employees Not Eligible	119
First Fiscal Year <u>(2001-2002)</u>	115
Flight Pay.....	122
Former Employees Eligible	119
Law Enforcement (LE) Seniority-Based Transaction Grid ...	264, 265, 270, 271
Lump Sum Payments	120
Motorcycle Pay	122
Night Differential	122
Pay Adjustment Transactions	183
Pay Adjustments, Administrative Date.....	124
Pay Period.....	121
Pay Progression	
Apprenticeship Training Representative	213
Correctional Officer.....	203
Employment and Training Counselor.....	189
Employment and Training Specialist.....	210
Experiential Recreation Specialist.....	224
Labor Market Analyst.....	211
Medigap Insurance Specialist.....	223
Offender Classification Specialist	179
Officer	203
Ombudsman Services Specialist.....	221

PROBATION AND PAROLE (P&P) AGENT	206
Psychiatric Care Technician	203
Psychological Associate	217
Psychological Services Assistant.....	216
Recreation Leader.....	219
Rehabilitation Case Manager.....	220
Social Worker-Corrections.....	205
Vocational Rehabilitation Counselor.....	214
Youth Counselor.....	203
Pay Progression Systems (Grids).....	196
Pay Status, DOT- DSP.....	200
Personnel Transaction Pay Adjustments.....	275
Professional Social Services (PSS) Seniority-Based Transaction Grid	263
Psychiatric Care Technician 1 Pay	208
Recruitment Rates.....	121
Safety Specialist Warden, Special Investigative Warden, Environmental Warden Seniority-Based Transaction Grid	273
Second Fiscal Year (2002-2003)	115
Security & Public Safety (SPS) Seniority-Based Transaction Grid	261, 268
Shift Differential.....	122
Technical (T) Seniority-Based Transaction Grid.....	256
Technical (T) Bargaining Unit Pilots.....	274
Technical (T) Seniority-Based Transaction Grid.....	262, 269
Temporary Transaction Rate for Select Voluntary Demotions	240
Weekend Differential	122
Waiver for Transfers.....	62
Warden Transfers	244
Wash Up Time, Definition	59
Weather Related Considerations.....	89
Weather, Inclement.....	101
Weekend Differential	122
Whistleblower.....	113
Witness Status.....	149
Leave of Absence without Loss of Pay	150
Work Locations, Access to	58
Work Patterns, Alternative	240
Work Rules	101
Definition.....	101
Work Schedules	
Alternative	194
Probation & Parole (P&P) Agents.....	234
Work Site	
Alternative	58
Definition.....	154
Work Time, Definition	54
Work, Home-Based	170
Worker's Compensation	133
Benefits.....	158

Workplace Visitations, Union Activity 31
Workweek, Definition 54
WSEU/State of WI Relationship 246

Youth Counselors, Hours of Work 246

NOTES