

**2007-2009 LABOR AGREEMENT  
WISCONSIN SCIENCE PROFESSIONALS  
SUMMARY OF CHANGES**

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

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<b><u>II</u></b>		<b><u>RECOGNITION AND UNION SECURITY</u></b>
	2/3/2	<u>Notification of New Hire</u> : When an employee new to WSP is hired, the Union will be sent a copy of the appointment letter.
	2/7/1	<u>Printing of Agreement</u> : Each party will pay for the number of Agreements they order.
	2/12/3	<u>Leave for Union Business</u> : Increased from fifty to eighty the number of hours without loss of pay granted to the WSP President or designee to conduct Union business.
	2/12/4	<u>Leave for Union Business</u> : Employees may substitute unpaid days with professional development time for attendance at health and safety meetings, seminars, and conferences.
<b><u>IV</u></b>		<b><u>GRIEVANCE PROCEDURE</u></b>
	4/1/2	<u>Grievance Process</u> : The first step of the grievance may be presented on electronic forms.
	4/2/2	<u>Step One</u> : If the grievance is denied, the grievance response will include an explanation of the denial.
	4/2/3	<u>Step Two</u> : If the grievance is denied, the grievance response will include an explanation of the denial.
	4/2/3	<u>Step Three</u> : If the grievance is denied, the grievance response will include an explanation of the denial.
	4/7/4	<u>Grievance Representatives</u> : New or inexperienced union stewards will be permitted a reasonable amount of time without loss of pay to accompany and observe a senior steward during the investigation and processing of one grievance, one investigative interview, and one pre-disciplinary hearing.
	4/11/5	<u>Discipline</u> : Upon request of the employee, the Employer will remove written reprimands from the employee's personnel file twelve months after being issued and suspensions two years after being issued.
	4/11/7	<u>Discipline</u> : Employer's written notice to an employee of a pre-disciplinary meeting will be provided to the union in electronic form.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
	4/11/8	<u>Discipline:</u> When an employee has been notified of an investigation and the Employer concludes that no discipline will be taken at the present time, the employee will be notified of that decision.
<b><u>VI</u></b>		<b><u>HOURS OF WORK</u></b>
	6/3/1	<u>Professional Time:</u> Defines professional time as being a concept that enables supervisors to recognize extra time worked by an employee.
	6/3/2	<u>Professional Time:</u> Inserted clarifying language and deleted ambiguous language.
	6/10/1	<u>Alternative Work Patterns:</u> If an alternative work pattern request is denied or modified, a written explanation will be provided to the employee upon written request.
<b><u>XIII</u></b>		<b><u>LAYOFF PROCEDURE</u></b>
	8/4/8	<u>Restoration Between Agencies:</u> Extended sunset provision.
<b><u>X</u></b>		<b><u>PROFESSIONAL DEVELOPMENT</u></b>
	10/4/1	<u>Part Time Education:</u> Increased career related education credits from 5 to 6 credits.
	10/7/3	<u>Professional Licenses:</u> Removed reference to the DATCP and DHFS because they do not issue licenses, certifications, or registrations. Sunset provision extended.
<b><u>XI</u></b>		<b><u>WAGES</u></b>
	11/5/1	<u>Quarterly Classification Meetings:</u> May discuss compensation issues during quarterly classification/pay range assignment meetings.
	11/6/1	<u>HAM Notification:</u> Removed sunset provision.
<b><u>XII</u></b>		<b><u>PROFESSIONAL DEVELOPMENT</u></b>
<b><u>XII</u></b>		<b><u>EMPLOYEE BENEFITS</u></b>
	12/4/2	<u>Sick Leave:</u> A. The Employer will provide the reason behind its belief that the employee is abusing sick leave within 24 hours if so requested by the employee. B. Clarified that employees may use sick leave for medical or dental appointments for themselves, their spouses, and dependents living in the household of the employee, with dependents being defined as dependents eligible for IRS purposes. Urgent appointments being canceled and rescheduled may be an exception to the otherwise required three day notice. C. Added cousins and persons for whom the employee is legal guardian and legal guardian(s) of the employee to definition of immediate family for bereavement leave.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
		<p>D. Added god children and god parents to list of qualifying relatives for whom one day of sick leave may be used to attend a funeral.</p> <p>H. Appropriate use of bereavement time will not result in an employee being placed on a review program.</p> <p>12/7/5 <u>Military Leave</u>: Provides that employees are granted a military leave without pay as provided under applicable federal statutes for duly authorized inactive duty training, such as weekend drills. Employees on military leave without pay for duly authorized inactive duty training or active duty training will continue to earn vacation, sick leave, and legal holiday credits.</p> <p><b><u>NEGOTIATING NOTES</u></b></p> <p>NN 5 <u>Project Leader and Add-On Pilot</u>: Extended sunset provision.</p> <p>NN 9 <u>Pilot Bilingual Add-On</u>: Removed sunset provision.</p> <p><b><u>MEMORANDA OF UNDERSTANDING</u></b></p> <p>MOU 2 <u>Steward/Grievance Representative Training</u>: Increased from five to ten the number of new stewards granted up to eight hours without loss of pay to attend steward training. Removed sunset provision.</p> <p>MOU 4 <u>Agency Statewide Employing Unit Layoffs</u>: Extended sunset provision.</p> <p>MOU 5 <u>Fire Duty Readiness Payment for DNR</u>: Foresters and Forestry Specialists assigned fire suppression duties will receive one hour of pay at straight rate on week days and two hours of pay at straight rate on weekends as a supplemental payment for each eight hour period in fire duty readiness status. Legal holiday credits will be restored to employees in such status on legal holidays.</p> <p><b><u>SIDE AGREEMENT</u></b></p> <p>Memo <u>Compensation Survey Commitment</u>: OSER will complete wage surveys of Agricultural Marketing Specialists, Food Scientists, Forestry Specialists, Medical Technologists, Plant Pest and Disease Specialist, Sanitarian, Veterinarian, Veterinarian Specialists, and Gaming Veterinarian Public Health during the term of the 2007-2009 Agreement.</p>