

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

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

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>II</u>		<u>UNION SECURITY AND RIGHTS</u>
	2/6/1/F	<u>On-Call Pager System</u> : (New) The 24 hour on-call pager system, scheduling and schedule posting, and other topics that may pertain to on-call procedures are listed as topics for discussion at union-management meetings.
<u>IV</u>		<u>GRIEVANCE PROCEDURE</u>
	4/9/3	<u>Disciplinary Action by Wisconsin Supreme Court or Its Agents</u> : If a state public defender attorney's license to practice law is suspended by the Wisconsin Supreme Court or its agents, the attorney must immediately notify the Office of State Public Defender of the suspension.
<u>V</u>		<u>WAGES</u>
	5/7/2	<u>Sunday Court Intake</u> : If possible, dates will be distributed equally to those employees of the bargaining unit expressing an interest in working Sunday Court Intake.
<u>VI</u>		<u>EMPLOYEE BENEFITS</u>
	6/1/4	<u>Health Insurance</u> : Updated employee monthly premium contribution amounts for calendar years 2008 and 2009.
	6/6/8/G	<u>Sick Leave Conversion</u> : Removed the five year limit after the date of retirement for conversion of sick leave credits provided employee is covered by comparable health insurance plan between date of retirement and conversion.
	6/9/3	<u>Military Leave</u> : (New) Employees will be granted a military leave without pay 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.
	6/15/4	<u>Personal Holidays</u> : Corrected error in language. Qualified employees may take 4½ personal holidays during the calendar year.
	6/17/1/A	<u>Rehire</u> : Language pertaining to rehire within three years if voluntarily separated prior to July 5, 1998 is deleted.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
		<u>MEMORANDA OF UNDERSTANDING</u>
	Old MOU 1	<u>Attorney Compensation Meetings</u> : Deleted
	Old MOU 2	<u>Stratification Adjustment for 2005-2007 Contract</u> : Deleted
	Old MOU 3	<u>Additional Personal Holiday Carryover</u> : Deleted
	MOU 1	<u>Meetings To Discuss Pay Progression</u> : (NEW) During the term of the Agreement, WSPDA will meet with OSER to discuss pay progression.
	MOU 2	<u>Pay Provisions For 2007-2009</u> : (NEW) If any attorney unit receives additional GWA, market adjustments or pay progression in excess of 2%, 1%, 2% and \$1.25 per hour per employee, WSPDA will receive an adjustment equal to the additional GWA, additional market and automatic movement through the pay range.