

[2007-09 WEAC Contract](#)

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WEAC Article / Section	Title	Title Definition	Applicable Reference				
			Ref. Code	Admin Code (4)	Comp Plan (5)	Statute (6)	Handbook Chapter (7)
Article I 1/1/-3	Scope of Agreement	Defines who is covered by the contract	1, 6			111.82	
Article II 2/1/1-5	Union Recognition	Listing of classifications and pay ranges	1			111.82	
2/2/1-11	Dues, fair share, deductions	Monies deducted by the Employer for union membership	2			111.845	
2/3/1	Visitations	Defines how/when Union Reps are admitted to the premises of the Employer during working hours.	2,3				
2/4/1-3	Union-Mgt meetings	Discussions between Management and Union	2,3				
2/5/1	Statewide Union-Management Meetings	Statewide meeting to discuss administration of contract	2,3				
2/6/1	Special Labor-Management Meetings on Professional Issues	Meetings to discuss professional concerns, standards and practices	2,3				
2/6A/1	Affirmative action	Provisions covering AA programs, committees, union appointees to AA committees	4	ER 43			
2/7/1	List of union officers	Union will provide a complete list of all Union Officers	2				
2/8/1	Union activity	BU employees shall not conduct any union activity on State time	2				
2/9/1	Printing of agreement	Defines who is responsible to print/publish the union contract	2				
2/10/1-2	Bulletin boards	Bulletin boards for use by the local Unions	2,3				
2/11/1-3	Personnel lists	Information provided to the union regarding employee job movements	2,3				
2/12/1-2/13/1	Telephone and Intra D mail use	Existing technology may be used by local Union.	3				

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2/14/1-3	Representative Assemblies (conventions)	Time off for union officials to attend WEAC Representative Assembly	2,3				
2/15/1	Union orientation	Time allowed to address new employees	2,3				
2/16/1-2	Union use of email	Existing technology may be used by local Union.	3				
Article III 3/1/1-4	Management rights	Acknowledgement that management possesses the sole right to operate its agencies based on statute	6			111.90	
Article IV 4/1/1-7	Grievance procedure	Definition and procedure for a written complaint regarding a contractual provision	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/2/1-13	Steps	Explanation of grievance steps and procedures	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/3/1	Special Arbitration Procedures	Expedited and Umpire arbitrations procedures are explained	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/4/1-2	Time Limits	Procedure for designated time limits	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/5/1	Representation	Explains procedure for grievance consultation with union representative	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/6/1	Retroactivity	Restrictions on settlement awards and time limits of such.	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/7/1	Exclusive procedure	This grievance procedure is the sole procedure for settling disputes.	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/8/1-5	Jurisdictional Areas	Designates jurisdiction, number of union reps	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/9/1	Union grievances	Right of the union to file a grievance on behalf of all its members	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/10/1	Group Grievances	Right of the union to file a group grievance on behalf of more than one member	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430

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4/11/1-3	Processing Grievances	Explains pay status, schedule, time to investigate.	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/12/1-3	Discipline	Cites employee rights and all other discipline related guidelines.	3,4,5,6	ER 46	Section G 10.0	230.44	WHRH Chapter 430
4/13/1	Exclusion of Probationary Employees	Explains how probationary employees are treated regarding discipline	4,6,7	ER-MRS 13		230.28	WHRH Chapter 430
Article V 5/1/1-2	Seniority	Clarification of the provisions addressing seniority of employees, employee information	4			18.02 (2) 18.01(3)f	
Article VI 6/1/1	Hours of work	BU employees are professionals and will be paid the same salary regardless of the number of hours worked each week	4			103.02 230.35	
6/3	Scheduling	Provisions on how work is scheduled	3				
6/4	Compensatory Time	How compensatory time is scheduled and taken	7				WHRH Chapter 520
6/5	Alternative Work Patterns	Language covering alternative work patterns, job sharing, flexible time, non-standard workweek	4, 6	ER 42		230.215	
Article VII 7/1/1-7/7/1	Transfers	Provisions covering the administration of filling vacancies internally and externally	4, 6	Ch. ER-MRS 15		230.29	
Article VIII 8/1/1	Application of Layoff	Provisions recognizing employer's right to layoff employees, or reduce their hours of employment.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/2/1	Layoff procedures	General rules for employees after receipt of layoff notice	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/3/1-5	Options available to employees who have been notified of layoff	Covers options given the employee after notified of layoff.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234

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8/4/1-4	Restoration	Administrative code definition and procedure.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/5/1-3	Reinstatement	Administrative code definition and procedure	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/6/1	For information purposes	Employees restored or reinstated may be placed on permissive probation at the discretion of the appointing authority.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/7/1	Notification	Employer will notify employee if not selected for bumping, restoration or reinstatement	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/8/1-2	A reasonable offer	An offer of a job as it relates to restoration and reinstatement.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/9/1-4	Salary	Compensation related to potential layoff and actual layoff	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/10/1	Employing Units	Employer notification of employing unit structure	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/11/1	Benefit retention	Employer agrees to maintain benefits during a temporary layoff	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/12/1-2	Contracting out	Speaks to the employers obligation for notification to the union and discussion when contracting is contemplated.	6			16.705	
8/13/1-2	Layoff assistance	Options granted to employee when At Risk or Notice of Layoff.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
8/14/1	Priority of Layoff Rights and Transfer Rights		4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234
Article IX 9/1/1	First Aid Equipment	Employer will provide adequate first aid equipment	5		Section G 4.00		
9/2/1-2	Tools and Equipment	Employer agrees to furnish safe tools and equipment	5		Section G 4.00		

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9/3/1	Foot Protection	Employer requirement for foot protection and reimbursement of such.	5		Section G 4.00		
9/4/1	Buildings	The Employer shall maintain all state-owned buildings.	2,3				
9/5/1	Transportation of Tools	Employer shall transport tools that cannot be safely transported by hand	5		Section G 4.00		
9/6/1	Motor Vehicles	State vehicles shall meet safety standards Vehicle use provisions.	2,3				
9/7/1	Protective Clothing	Provisions re: what the employer will provide	5		Section G 4.00		
9/8/1	Eye Protection	Providing and purchasing of glasses for work related reasons.	5		Section G 4.00		
9/8/2	Computer display eye exams	Reimbursement for exams	2				
9/9/1	VDT-CRT	Provisions re: efforts to be made by the employer for H&S of employees and all related matters of H&S	2,3				
9/10/1	Ear Protection	Providing and purchasing of ear protection for work related reasons	5		Section G 4.00		
9/11/1	Safety and Security Training	Employer will orient new employees within 2 weeks	2,3				
9/12/1	Compliance Limitations	Employer will make an effort to comply with provisions of this article	2,3				
9/13/1	Liability protection	Employer will abide by Statute	6			895.46	
9/14/1-2	Abnormally Hazardous Tasks	Provisions re: efforts to be made by the employer for H&S of employees and all related matters of H&S	2,3				
Article X 10/1/1	Discrimination Prohibited	Provisions covering a discrimination/ harassment free environment.	1,6	111		111	
10/2/1-3	Personnel File	Policy and procedure in regards to viewing of the P-File, notification to the employee, what should be removed from P-File.	7				Chapter 748 (update)
10/3/1-2	Work Rules	Establishment of work rules and their reasonableness.	1,3			111.90(2)	

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10/4/1	Inclement Weather	Inclement weather affects on tardy, absenteeism, leave requests.	6,7			230.35 (5) (c)	Chapter 736
10/5/1-10,	Travel and lodging reimbursement	Provisions covering travel in regards to the definition of travel, mileage, reimbursement, schedule, etc.	5		Section F		
10/6	Damaged Clothing	Reimbursement of and cost of repairing personal property.	5		Section G 2.00		
Article XI 11/1/1	On the Job Training	Job related educational activities are defined here, in addition to pay status.	4,6	ER 44		230.046	
11/2/1-3	Professional Meetings	Covering procedure for educational time off	4,6	ER 44		230.046	
11/2/4	Professional Development Time	Non contract covered professional development	2				
11/3/1-11/8/1	Additional Education	Covering procedure for educational time off	4,6	ER 44		230.046	
Article XII 12/1/1-12/4/1	Wages	The Employer will provide the wage adjustments and/or lump sum wage payments to eligible employees as set forth in Article XII.	5		Section A 2.00	111.91(3)	
12/5/1-10	Wage administration	Pay on reclassification or promotion	5		Sections I Section J		
12/6/1-4	Supplemental additions	Additional wage based on college credits	5		Section A 4.00		
12/7/1	Negotiation of pay range	Assignment of bargaining unit classifications	2				
12/8/1	Night differential	Additional wage based on hours worked	5		Section A 4.00		
12/9/1	Weekend differential	Additional wage based on hours worked	5		Section A 4.00		
Article XIII 13/1/1-6	Health Insurance	Provisions covering Health Insurance contributions, level of benefits, premiums, applicable deductions.	4,5,6	ER18		111.91(3) 40.05(4)	

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13/2/1-3	Life Insurance	Provisions covering Health Insurance contributions, level of benefits, premiums, applicable deductions	6			40	
13/3/1	Income Continue Ins.	Agreement by the Employer to continue the income continuation program and administrative provisions of the program provided under Chapter 40, Wis. Stats.	6			40	
13/4/1	Dental Insurance	Provisions covering Health Insurance contributions, level of benefits, premiums, applicable deductions	2				
13/5/1-15	Sick Leave	The provisions of the agreement by the Employer to provide a sick leave plan are and the provisions of the plan are laid out.	4,6	ER. 18.03		230.35(2)	
13/6/1	Paid Annual Leave of Absence	The Employer agrees to provide employees with a formal paid annual leave of absence plan (vacation) as set forth.	4,6,7	ER18		230.35	WHRH 716
13/6/A/1-11	Catastrophic Leave	Provision allowing employees to voluntarily donate leave time to another employee, conditionally.	6,7	ER 18.15		230.35	
13/7/1-13	Leaves without Pay	Provisions for the granting of LOA for reasons such as exams, interviews, education, dependent care, bereavement and court appearances.	4,7	ER18		230.35(2)	WHRH 740
13/8/1-8	Leaves with Pay due to Injury Under Special Conditions	Speaks to application requirements under 230.36, timelines regarding claims and notification to the employee and union	6			230.36	
13/9/1-9	Military Leave	Addresses active duty and annual training	4,5	ER18	Section K 5.00		
13/10/1	Jury Duty	Pay and time off provisions regarding Jury Duty	4	ER18			
13/11/1-4	Retirement	Provisions re: WRS and Chapter 40	6			111.91(3) 40.05(4)	
13/12/1-3	Holidays	Holiday time off and pay provisions	4, 6	ER18		230.35	
13/13/1-2	Workers Compensation	The Employer will comply with Chapter 102	4, 6	ER 28		102	

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13/14/1-3	Leave for Promotional Exams	Provisions regarding the agreement to provide leaves of absence for promotional examinations during scheduled work hours.	4	ER18			
13/15/1	Witness Fees	Pay and time off provisions regarding testifying on a legal action	4	ER18			
13/16/1	Employee Funded Reimbursement Account	Opportunity for bargaining unit employees to participate in the Employee-funded Reimbursement Account program as administered under the provisions of Chapter 40, Wis. Stats.	6	40		40.85	
13/17/1-3	Hostage Leave	Provisions covering exam/leave of absence when Employer determines employee was held hostage.	5		Section K 7.00		
Article XIV	No strike or lockout	Employees are prohibited from causing a work stoppage.	1,6			111.89	
Article XV 15/1/1	Obligation to bargain	Obligation to bargain. Provisions covering the collective bargaining process.	2				
15/2/1	Local agreements	Local agreements must be writing	2				
15/3/1	Partial Invalidity	If a part of the agreement is deemed invalid by law, this provision prevents the entire agreement from being invalid.	2				
15/4/1-2	Definition of P probationary Employee	An employee who is serving a probationary period as set defined in this section.	4,6	ER-MRS 13		230.28	
15/5/1	Definition of Appointing Authority	Person having final decision making authority in any agency.	6			230.03	
15/6/1	Retroactivity	No Provision on the agreement will be retroactive	2				
Article XVI	Termination of agreement	Provision that covers the terms and conditions of this contract.	2				
Article XVII	Ratification	Ratification of Agreement according to Union bylaws	2				

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NN# 1	Assistance to DHS DD Centers' laid off employees	Additional Layoff Benefits	2				
NN# 2	SHICC and base pay for Teachers	Supplemental Health Insurance Conversion Credits	5		Section H		
NN# 3	DOC Div of Youth Services employees not required during summer or vacation periods will be granted LWOP	Division of Youth Services employees leave of absence without pay during summer months	2,3				
NN# 4	Mediation of grievances	Grievances may be mediated rather than arbitrated	2				
NN# 5	ADA	Employer will follow the Americans with Disabilities Act	6				
NN# 6A	Additional pay for Teachers for coaching school activities, etc.	Additional flat wage rates	5		Section A 4.00		
NN# 6B	DPI comp time policy	Compensatory Time Policy	3				
NN# 7	Administration of 11/2/4 language	Regarding Professional Leave Days	2				
MOU# 1	1997 letter re layoff assistance to Wis. School for Visually Handicapped employees	Options granted to employee when At Risk or Notice of Layoff.	4,6,7	Ch. ER-MRS 22		230.34	WHRH Chs. 232 and 234

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MOU# 2	Compensation for DOC Teachers re EEN/SPED certification	Disbursement schedule for DOC Teachers	3,5		Section A 4.00		
MOU# 3	Encourage labor-management cooperation	Union and Management will cooperate	2,3				
MOU# 4	Implementation of Chapter PI-34 Teacher education program approval and licensing	Mentor assistance to new educators	4,5	PI 34	Section A 4.00		
MOU# 5	Errors in pay	Employer will discuss errors in pay with the union	2				
MOU# 6	Professional development plans for Teachers (add ons)	Supplemental add on for successful completion of a professional development plan pursuant to PI 34	4,5	PI 34	Section A 4.00		
Appendix A	Add-ons for Teacher educational credits	Supplemental add on relating to educational credits	5		Section A 4.00		
Appendix B	SHICC	Supplemental Health Insurance Conversion Credits	5		Section H		
Appendix C	Pay schedules	Pay ranges	5		Section Z Sch 13		

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