




2007 Collective Bargaining Issues





Data Requests:

1. List of all administrators with annual salary as of July 1, 2005 and July 1, 2006.
2. Monthly reports of all PSRP employees that have worked above and beyond their normal work schedule (overtime, comp time, double time, etc) for the last 24 months. Report should include employee name, department and hours worked.
3. Contract Services - Name of department, type of work, number of hours and dollar amount for the last 24 months.
4. Temps – Agency hires - The department, number of hours, type of work (if known) and dollar amount for the last 24 months.
5. Casuals – on MATC Payroll - The department, number of hours, PSRP level of pay and dollar amount for the last 24 months.
6. PSRP Retirements since July 1, 2004. Report should include employee name, position, date of retirement and status of position.
7. Full-Time PSRP
 - a. List of those working less than 38.75/40.00 hours per week
 - i. Name and Number of hours per week
 - b. List of those working less than 52 weeks per year
 - i. Name and Number of weeks per year

Addendums:

1. Memorandum of Understanding – Reclassification
 - a. Discuss later in bargaining
 - b. Update info to match new system if approved
 - c. Page 10 – Reclassification section – rewrite or update
2. Memorandum of Understanding – Job Evaluation - Remove
3. Memorandum of Understanding – Reimbursement Policy for DTEC Parking 
 - a. Renew and add to contract if kept the same
 - b. Consider any recommendations from the committee
4. Bargaining Notes - Review and update.

Appendixes:

- A. Side letter – Job sharing - Renew and put in contract 
- B. Side letter – Hiring Incentive - Discuss need. 
- C. Side letter – On Call - Renew and put in contract 
- D. Side letter – Retirement
 1. Bargain immediately or extend current side letter
 2. Allow current employee that want to retire at end of fiscal year to use current language.
 3. Eligible for early retirement when eligible for Wisconsin Retirement benefits
 4. Change notice to 6 months prior to leaving instead of 2c
- E. Side letter - LTE 
 1. No super-rights to position – must allow for internal transfer before LTE.

Topic	Issues	Contract Location
Casual/Temp Employees	<ul style="list-style-type: none"> Casual/Temps <ul style="list-style-type: none"> Annual hours vs weekly hours Better reporting Follow same hiring process Should not be considered for position in unit before or with unit members make sure definitions of FT and PT are correct update definitions in Recognition and definition 	Article I - Section A
Union-Management Committee	<ul style="list-style-type: none"> Page 3 section 1 – change last sentence to say bi-weekly basis unless mutually agreed otherwise. 2 monthly meetings 1 – with President and 1 with HR. 	Article I - Section D - #1 Tentative Agreement
Contracting/Subcontracting	<ul style="list-style-type: none"> Definitions: #13 – If work can be performed by a PSRP employee, management should set up a meeting with union prior to the hiring of a contractor or subcontractor to do such work. Undermining the union can be limiting the growth of union 	Article III – Section A - #13
Nondiscrimination	<ul style="list-style-type: none"> add gender identity 	Tentative Agreement
Disability Transfer	<ul style="list-style-type: none"> Add Mentally disabled better define disable transfer define what happens to wage/range if new job is lower 	Tentative Agreement
Seniority	<ul style="list-style-type: none"> add paragraph stating: a current seniority list will be available on MATC website which will be maintained by HR 	Tentative Agreement
Transfer Promotion	<ul style="list-style-type: none"> Define Department Retirement – If employee has put in for retirement and cannot complete the trial period will forfeit their rights to the transfer/promotion position 	Article IV – Section I - #1
Layoff-Recall	<ul style="list-style-type: none"> Change to read "If a vacancy exists, the HR department with Union consent may offer this position in lieu..... change ½ negotiated to full wage remove last sentence that defines red lined. Change to read "An employee who was displaced, bumper or laid off..... 	Article IV – Section K - #4e Tentative Agreement #4h
Physical Examinations	<ul style="list-style-type: none"> Physical Exam – remove 	Tentative Agreement
Authorized School Business and Travel	<ul style="list-style-type: none"> Parking meters are reimbursable unless conducting business at DTEC 	Tentative Agreement
Employee Facilities	<ul style="list-style-type: none"> add language about reserved parking where it is located as of January 1, 2007 Computer with dedicated printer should be provided for all employees not including computers in hall or staff labs. Possibly in staff lounges. Custodial and Cafeteria areas. 	Article VI – Section A Tentative Agreement
Weather Conditions	<ul style="list-style-type: none"> add personal leave 	Tentative Agreement
Hours of Work	<ul style="list-style-type: none"> Add to page 19 section D paragraph 1 – This allows for flexible scheduling when mutually agreed upon by employee and supervisor. Remove last 2 sentences of page 19 section D hours of work – 2c and last sentence of 2d. Add new paragraph #3 – An employee dissatisfied with decision of the supervisor may appeal the decision to the HR Director. 	Article VI – Section D Tentative Agreement

	<ul style="list-style-type: none"> • Change paragraph 3-6 to 4-7 • Remove old paragraph 6 (new 7) 	
Overtime Administration	<ul style="list-style-type: none"> • individuals who do not answer the phone – change to their employee's preferred phone number – contacting the employee 	Tentative Agreement
Education	<ul style="list-style-type: none"> • take out up to six credits • Fix actual amount language. • Approval Process needs to be clarified • Allow above baccalaureate level allowed but reimbursed at under grad or matc college transfer rate. • Add language regarding some educational reimbursement could be taxable. • Consider a fixed amount to cover anywhere or any level. 	Article VII – Section C
AFT – WI Convention	<ul style="list-style-type: none"> • AFT-Wisconsin Convention - change language to read, "The Board will allow up to the amount of allotted delegates for each local to attend the annual convention without loss of members' salary. In work areas with two or more PSRP members, not more than 50% may attend the convention. The time spent attending the convention will not be charged to accumulated leave." • Add AFT – National Convention - "The Board will allow up to the amount of allotted delegates for each local to attend the annual convention without loss of members' salary. In work areas with two or more PSRP members, not more than 50% may attend the convention. The time spent attending the convention will not be charged to accumulated leave." 	Article VII – Section F Tentative Agreement
Vacation	<ul style="list-style-type: none"> • Vacation - #2 – add 22.5 work days after completion of 18 years • Vacation - #5 – remove last sentence starting "vacations leave schedules..." • Vacation - #6 – change "credits" to "hours" 	Article VII – Section G
Salary	<ul style="list-style-type: none"> • Salary Increase • Premium pay - work performed between 6 pm and 6 am and on a Saturday shall be paid a premium of .75 per hour and increase with annual raises. • Premium pay – work performed on a Sunday shall be paid a premium of 1.00 per hour and increase with annual raises. 	Article VIII – Section A Article VIII – Section D
Personal Leave	<ul style="list-style-type: none"> • should be able to be used for any reason • cannot be carried over • will not increase currently allow carried over vacation 	Article IX – Section A Tentative Agreement
Annual Federation Leave	<ul style="list-style-type: none"> • increase annual federation leave include AFT Natl and AFT PSRP Natl 	Tentative Agreement
Reorganization	<ul style="list-style-type: none"> • Form Reorganization committee to consist of Union President and designees with College President and College Vice Presidents 	Tentative Agreement
Closing school over holiday	<ul style="list-style-type: none"> • School will be closed between Christmas and New Years. • Any Christmas and New Years floating holidays will be used during holiday close. • Employees will be paid for the extra days – which could be a maximum of 3 days some years. 	Tentative Agreement
Benefits Part-time employees	<ul style="list-style-type: none"> • Annual Hours vs weekly hours - address occurrence hours, make up page 22. • Prorated benefits <ul style="list-style-type: none"> ○ Benefits committee – looking at health insurance cost 	

	<ul style="list-style-type: none"> • Prorated Holiday pay • Prorated vacation days instead of occurrence hours • Prorated personal days 	
Other	<ul style="list-style-type: none"> • The Union reserves the right to add to, delete or modify these issues 	

Contract Cleanup

Page 7 – seniority – take out list is attached to this agreement

Page 8 – 8. Lateral Transfer or Promotion/demotion within department

Page 12 – Promotion/demotion outside the department

Page 9 c – If vacancy is not filled by a transfer from with the affected classification or other qualified employees within the same department seeking a promotion or demotion...

Page 24 – update holidays

Page 25 – update insurance

Page 30 - update salary

Page 36 – j2 and 3

- Says same thing – get rid of last sentence in 2.

Change Human Resources VP to Human Resources Director

Change Department of Information Technology Systems to Department of Technology Services