

**COLLECTIVE BARGAINING**

**AGREEMENT**

**BETWEEN**

**SEIU Healthcare Wisconsin**



**Service Employees International Union**

**and the**

**STATE OF WISCONSIN**

**January 25, 2014 – June 30, 2014**

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## **AGREEMENT**

This Agreement made and entered into this 25<sup>th</sup> day of January, 2014, at Madison, Wisconsin, pursuant to the provisions of ss. 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 SEIU Healthcare Wisconsin (hereinafter referred to as the Union).

### **PURPOSE OF AGREEMENT**

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of ss. 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 to classified employees of the State of Wisconsin in the Professional Patient Care Bargaining Unit as defined by the Wisconsin Employment Relations Commission Certification Case CXVIII, No. 23858, SE-86, Decision No. 16765-A, dated March 8, 1979; Case 118, No. 42277, SE-5, Decision No. 26758, dated January 24, 1991; and as amended by the Wisconsin Employment Relations Commission; and as further amended by 1995 Wisconsin Act 27, section 3782b and sections 3806 through 3842, which removed employees previously included in the unit and placed them in a separate unit of employees of the University of Wisconsin Hospital and Clinics Authority, outside the State Employment Labor Relations Act (Chapter 111, Wis. Stats., subchapter III) and subject to the Wisconsin Employment Peace Act (Chapter 111, Wis. Stats., subchapter I).

## **ARTICLE II**

### **Wages**

#### **Section 1      General Wage Adjustment (GWA)**

**2/1/1** Except as otherwise provided under Section 2 of this Article, the Employer agrees to provide all employees covered by this Agreement the following wage adjustments:

**2/1/2** The Employer will apply the following adjustments for fiscal year 2013-2014, for eligible employees in pay status on the effective date:

A. Except as noted in B. below, effective the first day of the pay period following the effective date of the Agreement, each eligible employee in pay status on that date will receive a General Wage Adjustment (GWA) of one percent (1.0%) of their base pay rate, subject to the pay range maximum. Any employee who is not eligible to receive the GWA, or receives a GWA of less than 1.0%, due solely to the pay range maximum limitation, will be eligible to receive an Annualized General Wage Adjustment Payment as provided under Section 4, below.

B. Any employee who did not receive a 1.0% GWA on June 30, 2013, but did receive a structure pay adjustment on June 30, 2013, of less than 1.0%, shall receive a GWA equal to the difference between 1.0% of the employee's base pay rate immediately before receiving the structure adjustment and the structure adjustment value already received.

**2/1/3** An employee hired into state service prior to June 30, 2013, and entering the Patient Care bargaining unit after the implementation of the GWA in 2/1/2, above, who has not been previously considered for or did not receive a fiscal year 2013-2014 GWA due to a delay in implementation of the 2013-2014 Agreement in the employee's previous bargaining unit, shall receive the GWA provided under 2/1/2 A. or B., above, effective prior to any pay on appointment adjustment.

**2/1/4** Employees receiving a GWA under 2/1/3 are also eligible to receive an associated lump sum payment for all hours in pay status from June 30, 2013 to the date of receiving the GWA.

#### **Section 2      Employees Not Eligible for 2013-2014 General Wage Adjustment (GWA)**

**2/2/1** Any employee with an original appointment in state service on or after June 30, 2013, is not eligible for the GWA or annualized GWA Payment.

**2/2/2** Any employee who has previously been considered for or received a GWA or corresponding fiscal year lump sum payment provided under the Compensation Plan or another collective bargaining agreement for fiscal year 2013-2014, is not eligible for a GWA or annualized GWA payment.

**2/2/3** Any employee who received a structure pay adjustment of at least 1.0% on June 30, 2013, to raise the employee's pay rate to the new pay range minimum is not eligible for the GWA or Annualized GWA Payment.

**Section 3 Lump Sum Wage Payment for Delay in Implementing the 2013-2014 General Wage Adjustment (GWA)**

**2/3/1** Employees in pay status on the effective date of the GWA will receive a lump sum wage payment in an amount equal to the value of the GWA received under 2/1/2, above, multiplied by the number of the employee's hours in pay status between June 30, 2013, and the effective date of the GWA. The lump sum wage payment will be provided as soon after the effective date of the Agreement as is administratively feasible.

**2/3/2** Employees who were laid off from the bargaining unit after June 30, 2013, will receive a lump sum wage payment in an amount equal to the value of the GWA they would have received under 2/1/2, above, multiplied by the number of the employee's hours in pay status from June 30, 2013, to the effective date of the GWA.

**2/3/3** Employees who went on a leave of absence from a position in the bargaining unit after June 30, 2013, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of this Agreement.

**2/3/4** For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing June 30, 2013, to the effective date of the Agreement.

**Section 4 Annualized General Wage Adjustment Payment (Annualized GWA Payment)**

**2/4/1** Effective the first pay period following the effective date of the Agreement, any employee who receives no GWA, or receives a GWA of less than 1.0%, under Section 1, above, due solely to the pay range maximum limitation, shall receive an Annualized GWA Payment, prorated by budgeted FTE, equal to the amount of the 1.0% GWA not received because of the pay range maximum, multiplied by 2088 hours.