

LOCAL AGREEMENT – VACATION POLICY

This is a Local Agreement regarding vacation scheduling between Local 2748, WSEU, AFSCME Council 24 (hereinafter the Local) and the Department of Health and Family Services, Division of Children and Family Services, Bureau of Milwaukee Child Welfare (hereinafter the Employer). TC 11-14-03

It is the intent and purpose of the parties hereto that this agreement constitutes an implementation of the provisions of Article XIII of the agreement between the State of Wisconsin and AFSCME, Council 24, Wisconsin State Employees Union, AFL-CIO effective through December 31, 2004. It is expressly understood that this agreement extends beyond the time limits of the current Master Agreement and is not intended to be precedent setting in regard to its duration.

The parties acknowledge that this agreement represents an amicable understanding reached by the parties as a 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 identified in the Master Agreement.

Nothing in this Local Agreement shall be construed to override any contractual provision in the Master Agreement unless specifically allowed by the terms of the Master Agreement.

This Local Agreement covers all employees in the Social Worker classification series employed in the Bureau of Milwaukee Child Welfare employing unit.

1. For vacation scheduling purposes, each site and Intake Unit will comprise a separate work unit.
2. A minimum staffing of six employees per work site and five employees from Intake is required. A site or Intake Supervisor may allow more employees off than the minimum provided coverage to the public can be maintained.
3. Vacation time means paid annual leave of absence, personal holidays, and any Saturday legal holidays available for scheduling.
4. Employees are to make their vacation selection by work unit between November 3 and November 14, 2003. By November 24, 2003 supervisors will notify employees of approved vacation selections.
5. Seniority shall be the determining factor for purposes of vacation picks. Ties in seniority will be broken in accordance with Article 5 of the agreement.
6. Vacation rights transfer with an employee to the new work unit. Conflicts are resolved in accordance with paragraph 13/6/9 of the master agreement.
7. Scheduling vacation after each of the above processes have been completed shall be allowed on a first come, first served based on coverage needs for the time requested, at the time requested.

8. When a pre-scheduled vacation time becomes available through vacation cancellation or through an employee terminating employment, or leaving the work unit by virtue of transfer, reassignment, promotion or demotion, the pre-scheduled vacation time selection by that employee will be available for use by other employers. The employer will post a notice of the available dates. Employees in that work unit who are interested in the newly available time will have five (5) days in which to indicate their desire to schedule vacation on these days. Vacations will be granted on a seniority basis to those employees within the group submitting written requests (based on operational needs).

The parties may by mutual agreement amend or add to this agreement during its term. All addenda to this agreement shall be signed and ratified by the parties and shall be incorporated herein as though originally negotiated by the parties as a provision of this agreement, except that addenda may not take effect until the date they are signed by the parties.

The parties, whose signatures appear below, have the authority to bind the Employer and the Local Union to terms and conditions of this local agreement.

For the Local:

Tom Corcoran 11-14-03
Tom Corcoran Date
Local 2748, WSEU
AFSCME Council 24

For the Employer:

Denise Revels Robinson 10/26/03
Denise Revels Robinson Date
Director, Bureau of Milwaukee
Child Welfare

AMENDMENT TO LOCAL AGREEMENT-VACATION POLICY

This is an amendment to the Local Agreement regarding vacation scheduling between Local 2748, WSEU, AFSCME Council 24 and the Department of Health and Social Services, Division of Children and Family Services, Bureau of Milwaukee Child Welfare

Item #4 is modified as follows:

- 4. Employees are to make their vacation selections by work unit between the first through the next ten work days in November. Supervisors will notify employees of approved vacation selections by the Wednesday preceding the Thanksgiving holiday.

For the Local:

For the Employer:

<u>Tom Corcoran</u>	<u>10-14-05</u>	<u>Denise Revels Robinson</u>	<u>10/3/05</u>
Tom Corcoran		Denise Revels Robinson	Date
Local 2748, WSEU			
AFSCME Council 24			

AMENDMENT TO LOCAL AGREEMENT-VACATION POLICY

This is an amendment to the Local Agreement regarding vacation scheduling between Local 2748, WSEU, AFSCME Council 24 and the Department of Health and Social Services, Division of Children and Family Services, Bureau of Milwaukee Child Welfare

Item # 2 is modified as follows:

2. A minimum staffing of eight employees at Region 1, nine employees at Region 2, nine employees at Region 3, and five employees from Intake is required. A region or intake supervisor may allow more employees off than the minimum provided coverage to the public can be maintained.

For the Local:

For the Employer:

Tom Corcoran 02-23-08
 Tom Corcoran Date
 Local 2748, WSEU
 AFSCME, Council 24

Denise Revels Robinson 3/27/06
 Denise Revels Robinson Date
 Director, Bureau of Milwaukee
 Child Welfare