

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 Workforce Development (hereinafter the Employer).

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 June 2009 (hereinafter Master Agreement), consistent with the contractual authority therein.

The parties acknowledge that the 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.

Pursuant to and incorporating the provisions of Article 13, Section 6 of the Master agreement, the parties have agreed to the following:

1. Employees will be scheduled for vacation based on seniority consistent with the provisions of Section 13/6/7. Seniority is defined as total permanent service in state service. Ties in seniority will be broken in accordance with Article 5 of the contract. Employees must request their vacation schedule on or before February 1 of each year for the period of April 1 of the current year to March 31 of the following year to protect their seniority rights for vacation scheduling. The Employer will respond as soon as possible to employee vacation requests submitted on or before February 1 but within 28 calendar days of February 1.

For requests received after February 1, vacation will be approved on a first-come, first-served basis. Note: The April 1 - March 31 period is relevant only for vacation scheduling purposes. Nothing in the agreement shall modify the current practices relating to vacation accrual and carryover. Any requests received between February 1 and February 28 will be approved or denied as soon as possible but no later than March 14. Requests received on or after February 28 will be approved or denied as soon as possible but not later than 14 days from their receipt.

2. Seasonal employees shall have the same rights to schedule vacation as permanent full-time employees.

This Local Agreement shall take effect upon the signature of all parties and shall expire upon the termination of the 2007-2009 Master Agreement unless

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extended by agreement between representatives of AFSCME Council 24, WSEU and the State of Wisconsin, represented by the Office of State Employment Relations. Upon termination, all obligations are automatically cancelled.

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 the terms and conditions of this Local Agreement.

For the Local:

David A. Kopp 1-13-09
Date

For the Department:

Lynne H. Arnold 1/9/09
Date

Date