

DEPARTMENT OF EMPLOYMENT RELATIONS

-- COLLECTIVE BARGAINING BULLETIN --

Date: September 22, 1997

Bulletin: CBB-45

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Subject: Implementation of Changed Personal Holiday/
Annual Leave Provisions for the 1997-99
Agreements Due to "Good Friday" Legal
Holiday Elimination

Tentative labor agreements negotiated for the 1997-99 biennium no longer include a "Good Friday" half-day (4 hour) legal holiday. Those Agreements, with the exception of the Craftworker Agreement, provide for an additional four (4) hours of Personal Holiday time. The Tentative Craftworker Agreement, which does not provide Personal Holidays, has an adjusted vacation schedule which contains an additional four (4) hours. These provisions were negotiated as a replacement for the half-day "Good Friday" holiday.

To meet the intent of the additional four (4) hours for employees who are in the affected bargaining units on the effective date of the Agreements, implementation of these provisions will be as follows:

1. For the agreements providing four (4) additional hours of Personal Holiday time (a total of 3½ days), e.g., Wisconsin State Employees Union; State Engineering Association; Professional Employees in Research, Statistics, and Analysis; etc.:
 - (a) Employees who received the March 28, 1997, Good Friday half-day holiday, i.e., were in a represented unit on Good Friday, will not receive the additional four (4) hours of Personal Holiday time until January, 1998;
 - (b) Employees hired into the represented unit after March 28, 1997 (Good Friday), i.e., new original appointments or reinstatements, will receive the additional four (4) hours of Personal Holiday time for 1997. Employees who moved into a represented position from a non-represented position after March 28, 1997 (Good Friday), and had 4 hours deducted from their Personal Holiday hours as a result of that move, will also receive the additional 4 hours.
2. For Employees covered by the Craftworker Agreement, which provides for an additional four (4) hours of vacation time:

- (a) Employees who received the March 28, 1997, Good Friday half-day holiday will not have their vacation accounts credited with the additional time until January, 1998;
- (b) Employees hired into the Craftworker Bargaining Unit after March 28, 1997 (Good Friday), will have a pro-rated amount (from the effective date of the Agreement) of vacation, based on the renegotiated vacation schedules, credited to their accounts for 1997.

Questions concerning leave accounting adjustments should be directed to the appropriate payroll processing center. Questions concerning this bulletin may be directed to Kathy Kopp in the Division of Collective Bargaining at (608) 266-0711.

Joseph P. Pellitteri, Acting Administrator
Division of Collective Bargaining
Deputy Secretary, Department of Employment Relations