

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- CLASSIFICATION & COMPENSATION BULLETIN -

- COLLECTIVE BARGAINING BULLETIN -

Date: November 3, 1997	Subject: Implementation of New Annual Leave, Overtime, and Miscellaneous Provisions for Employees in the Building Trades Bargaining Unit as a Result of the 1997-99 Collective Bargaining Agreement
Locator No: CC/POL-39	
CBB-47 (16.1100	
& 13.0700)	

INTRODUCTION

The purpose of this bulletin is to inform agencies of the new annual leave provisions and overtime provisions which were agreed to during the recent contract negotiations between the State and the Building Trades Negotiating Committee and to provide guidance on several related items.

EFFECTIVE DATE

The 1997-99 collective bargaining agreement between the State and the Building Trades Negotiating Committee was effective **October 11, 1997**. Agencies employing building trades crafts employees have received a new book of area prevailing rates.

ANNUAL LEAVE OPTIONS

Building trades crafts employees (DP Unit Code 04) have a four (4) hour increase in annual leave. Employees with less than 20 full years of service on the effective date of the Agreement, have the option of selecting 84 hours of annual leave or 124 hours of annual leave each year. Employees with 20 or more full years of service on the effective date, have the option of selecting either 100 hours of annual leave or 140 hours of annual leave per year. Annual leave selection procedures currently in place are not affected by this change.

Hourly annual leave amounts earned for each hour in pay status can be computed by using the following:

<u>Annual Leave Rate</u>	<u>Conversion Factor</u>
84 hours	.040230
100 hours	.047893
124 hours	.059387

140 hours

.067050

OVERTIME

Effective October 11, 1997, all time in pay status, including the nine (9) paid legal holidays, is considered time worked for purposes of establishing the forty (40) hour base for overtime premium pay.

MISCELLANEOUS

1. Employees now accrue sick leave at the rate of .0625 per hour for each hour in pay status.
2. Standby pay is increased from \$18 to \$20 for each eight (8) hour period, or portion thereof.
3. Employees utilizing the 80/120/160 hour leave without pay provision of Article VII (7/11/C) now must use this leave in blocks of five (5) consecutive work days unless the employer approves otherwise.
4. New language requires the employer to provide three (3) calendar days notice to employees whose regular schedules are changed.

SECTION VI. REFERRAL OF QUESTIONS

- A. Questions regarding the new annual leave and overtime provisions should be referred to Brian Jeffers, Division of Collective Bargaining at (608) 266-1499.
- B. Questions regarding the new pay rates should be directed to Mary Hanaway, Division of Classification and Compensation at (608) 267-5169.

James A. Pankratz, Administrator
Division of Classification and Compensation

Joseph P. Pellitteri, Deputy Secretary
and Acting Administrator, Division of
Collective Bargaining

JAP:JPP:MEH