

Summary of WFSE Police Management-UW 2019-2021 Collective Bargaining Agreement

CONTRACT PROVISION	SUMMARY OF CHANGES
Article 1 – Preamble	No Change: Maintained existing contract language
Article 2 – Nondiscrimination	No Change: Maintained existing contract language
Article 3 – Affirmative Action	No Change: Maintained existing contract language
Article 4 – Management Rights and Responsibilities	No Change: Maintained existing contract language
Article 5 – Joint Union/Management Committee	No Change: Maintained existing contract language
Article 6 – Union Dues Deduction	No Change: Maintained existing contract language
Article 7 – Union Business/Representatives	No Change: Maintained existing contract language
Article 8 – Union Business Activities – Leave	No Change: Maintained existing contract language
Article 9 – Employee Rights	<p>Updates: New language clarifies that every employee will serve a probationary period following his or her initial appointment to a permanent position.</p> <p>The parties agreed to formalize a 6-month trial service period for employees with permanent status who are promoted into a new job classification. The trial service period may be extended to 12 months with a written explanation to the employee. Employees serving a trial service period may voluntarily revert to a funded, previously held position within 15 days of the appointment. If an employee does not complete their trial service period satisfactorily, they will be reverted to a funded permanent position with notice of at least 5</p>

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	<p>working days from the employer. If there are no reversion options, the employee may request to be placed on the rehire list.</p> <p>Language was stricken stating that reversion of employees who are unsuccessful during their trial service period is not grievable.</p>
Article 10 – Vacations	No Change: Maintained existing contract language
Article 11 – Sick and Bereavement Leave	No Change: Maintained existing contract language
Article 12 – Holidays	No Change: Maintained existing contract language
Article 13 – Leaves of Absence	No Change: Maintained existing contract language
Article 14 – Health and Safety	No Change: Maintained existing contract language
Article 15 – Tuition Exemption	No Change: Maintained existing contract language
Article 16 – Uniforms and Special Clothing	<p>Updates: The parties agreed to the addition of language providing boots or shoes to members every other year. The Uniform Committee will select eligible boot and shoe options. Employees will be sized by September 1 if they have not received new boots or shoes within the last 2 years. The department will purchase boots for these employees. Officers who are new will be sized upon hire and will receive new boots or shoes at that time. Officers may select to choose and pay for their own boots or shoes in lieu of or in addition to those provided by the department.</p>
Article 17 – Seniority and Layoff	No Change: Maintained existing contract language

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Article 18 – Hours of Work and Overtime	No Change: Maintained existing contract language
Article 19 – Contracting	No Change: Maintained existing contract language
Article 20 – Compensatory Time Off	Updates: The parties agreed that all compensatory time and holiday hours will be cashed out on June 30 each year at the employee’s applicable rate of pay.
Article 21 – Discipline and Dismissal	No Change: Maintained existing contract language
Article 22 – Grievance Procedure	No Change: Maintained existing contract language
Article 23 – Employee Representation	No Change: Maintained existing contract language
Article 24 – Performance of Duty	No Change: Maintained existing contract language
Article 25 – Wages and Other Pay Provisions	Updates: The parties struck language referring to wage changes between the years 2015 and 2018.
Article 26 – Severability	No Change: Maintained existing contract language
Article 27 – Health Care Benefits	No Change: Maintained existing contract language
Article 28 – Mandatory Subjects	No Change: Maintained existing contract language

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Article 29 – Training and Development	No Change: Maintained existing contract language
Article 30 – Duration	Update: This contract will be effective July 1, 2019-June 30, 2021.
Appendix I – Pay Tables	Housekeeping updates: The parties will update pay tables per the contract terms.
Appendix II – Job Classifications	No Change: Maintained existing contract language
Appendix III – Health Care Benefits	Updates: The parties incorporated the healthcare language agreed to at the state level by the Coalition of Unions for the 2019-21 biennium.
MOU #1 – Fitness Incentive Program	No Change: Maintained existing contract language
MOU #2 – Wage Reopener	No Change: Maintained existing contract language
MOU #3 – Financial Infeasibility Concerning 2009-2011 CBA	Housekeeping Updates: The parties agreed to remove this outdated memorandum of understanding.
New MOU – Scheduling Practices	Updates: New language states that the Union and University will utilize JLM committee meetings to discuss the department’s scheduling practices.