

SPECIAL REPORT: What's in the comp plan?

Most recent contract terms honored until Jan. 1, 2012 So if you have PDT for 2011 you should use it the rest of this year. You're probably not going to get PDT if you don't ask for it next year. Individual agencies could retain PDT, but again they'd have to find money in their budgets to do that and they can redefine usage. You can also use contractual grievance procedures until Jan. 1, but OSER is working on a new grievance procedure.

No general wage adjustment for 2011-2013 Given inflation, that means yet another effective cut out in pay, as employees lose buying power. Certified bargaining units (not SEA) can bargain for cost of living increases and if one unit gets it, the state might give it to everyone else. But such increases are unfunded so the state may not be agreeable.

Add-ons have been retained, but.... This is not a guarantee they will be available to SEA members or other employees. Add-on policy will be handled by specific agencies. They can set up standards to end add-ons or give them but with new standards that don't apply across the board. OSER will oversee any such add-on scheme in the background to ensure no "outlandish" application of rules. Any approved add-ons will have to come out of the agency's other funding.

Wage adjustments, if any, will for the most part likely be awarded as lump sums and not as raises. Exception: managers are broadbanded, so any add-on they get may still go on their base.

All automatic wage increases are terminated This means the step system is now arbitrary and case by case. You are not guaranteed a step increase after a certain number of years of satisfactory or better service. There will be only three, not four steps, so there are

also fewer chances to gain a step increase even if you're deemed worthy.

Call-back and standby pay will be more limited

Vacations will be unchanged but are now based on the Fair Labor Standards Act (FLSA) and are not longer contractual You're getting two days more than people who are non-exempt, but this plan is not giving you anything extra.

Transfers and lay-offs no longer contractual The state will follow the administrative code as of Jan. 1, whereas SEA has had extra language with more protections.

Restoration is reduced to three years from five. If you're laid off before Jan. 1, you still have five.

No grievance cases will go to independent arbitrators The venue of last resort for will be the Wisconsin Employment Relations Commission, over which the governor now has more control.

Agencies will continue to have employee forums and meetings Individual agencies can at their discretion allow union representatives to attend. This is an advantage for SEA in that, unlike other unions, our reps are always employees, so the state can't keep us away.

Seniority will now be decided on an agency level Whether seniority even counts for something any longer (such as preference in overtime situations) remains to be determined. New administrative rules on OT or layoffs might override civil service rules.

FLSA status that used to be handled by classification now will be handled by position.

PE You are still required to have a PE, but the plan takes away extra money accompanying that licensing.