

February 8, 2008

Dear Local 2748 Member,

This past week the Professional Social Services bargaining team began the process of exchanging monetary proposals and counter proposals with the employer.

Earlier in the week we successfully concluded negotiations on a number of outstanding language matters.

Vacation carry-over for all bargaining units will increase to 40 hours.

In DHFS, we developed an improved telecommute policy which provides for clear definition of home as headquarters and ensures fair treatment for our home-based members in terms of travel reimbursement.

It was agreed that the AODA add-on pilot for our DOC Social Workers and Treatment Specialists will be continued throughout the life of the new agreement.

7/5/1 of the labor agreement was expanded to preserve the current practice in DCC of unlimited transfers from an original vacancy.

6/3/5 of the labor agreement was changed from work status to pay status, for FLSA exempt employees to earn comp or pay for hours over 40. This addresses the problem that we experienced last year with Offender Class Specialists and some DWD members. All of our members are now protected from downing of their leave time and they are guaranteed compensation for all hours worked.

Negotiating Note #56 has been expanded to include Offender Class Specialists for permissive transfers among Social Worker-Corrections and Probation & Parole Agents. This will allow movement among those three classes to occur without loss of pay.

No agreement was reached concerning a DOC Dress Code and the status quo will remain. There will be no change in DCC and agents will continue to be expected to present a neat and professional appearance. Our members

in correctional institutions can continue to wear shorts if they wish. If and when management interferes, we will successfully grieve the matter again.

A local agreement for seniority-based overtime was completed with DCC. It respects seniority and allows for more overtime to be worked by those who want it. This also potentially lets others maintain a more manageable caseload within their 40 hour work week. Rather than relying on managerial discretion, far more personal control by agents over their own workload levels will be possible.

From this point on bargaining will focus on economic issues. We are trying to re-establish grids for all of our members as well as capturing as much additional money as possible.

The employer appears to be serious about keeping negotiations going at a steady pace. We are cautiously optimistic that a fair agreement can be reached soon.

Your ongoing support is very much appreciated. Thank you.

In Solidarity,

Tom Corcoran
Amy Huss
Bill Brockmiller
Dave Kopplin
Laura Welle