



SINCE WE CAN ONLY BARGAIN FOR WAGES, WHY BE IN THE WSP UNION?

Our WSP union contract is about more than employer-deducted union dues, negotiating health insurance and negotiating pension. It's about all of us, the members, collectively staying together to fight for and protect our rights...It's about EVERYTHING in your work day!

Until such time as a new Compensation Plan is developed (fall 2011?) our contract is still in effect with the exception of:

- Employer deductions of union dues and premiums for union-sponsored insurance plans
- Increased payments for health insurance premiums
- Increased payments for employee portion of pension

Your WSP contract still currently controls all of the following:

➤ WAGES:

- Nighttime pay
- Weekend pay
- Overtime pay
- Annual leave
- Hourly wage add-on for employees required to maintain licenses
- Progression Adjustments
- Pay Schedules
- Back pay
- Pay administration (reallocations, reclasses, promotions)

➤ VACATION/LEAVE:

- Holiday time (9 days)
- Sick leave
- Comp time
- Holiday comp time
- Professional time
- Professional Development time – up to 5 days
- 80 hours paid vacation with additional time for seniority
- Ability to transfer 40 hours of annual leave into sabbatical at end of year
- 3.5 days paid personal time
- Maternity/paternity leave
- Adoption Leave
- Leaves of Absence with pay due to injury under special conditions
- Leave of Absence of up to 30 days per year for military service
- Differential Pay, sick leave and annual leave for employees activated into military duty
- Jury Duty – paid leave
- Part-time employees receive prorated holiday and personal leave
- Payment for working holidays (as required by employer)
- Worker's Compensation Benefits Administration
- Time off WITH pay when employee is subpoenaed for witness in legal action related to their job
- Catastrophic Leave – Ability to donate non-sick leave to a fellow employee.

➤ SAFETY:

- Boot allowance for fire suppression employees
 - Foot protection allowances
 - Uniform allowances
 - Safety glass allowance
 - Damaged personal property allowances
- WORK SCHEDULE:
- Work Shift preference allowances
 - Alternative work patterns – flex time
- GRIEVANCES:
- Right to a logical, fair, and objective grievance process
 - Individual grievance
 - Group grievance (2 or more employees affected)
 - Union grievance (filed on behalf of entire union membership by officers or stewards) [example: the return of 6 furlough days to your sabbatical!!]
 - Right to a Union Steward during the grievance process
 - Discipline must be progressive – verbal, then written, etc.
 - Employee termination must have just cause
- CONTINUING EDUCATION:
- Tuition reimbursement for job-related education (up to 75%)
 - Leave of Absence (without pay) to continue formal professional education
 - Permission and flexibility to allow for attending career-related education (up to 6 credits per semester; 3 credits per summer)
 - Time Off with pay for any continuing education that is required for maintenance of the Employer-required license
- INSURANCE:
- Income Continuation Insurance
 - All available health plans will have comparable benefits
 - Qualifying health plans shall be determined by standards established by the Group Insurance Board
 - Three-tiered health plans
 - If no approved alternative plans available in an area, Employer must offer the State Maintenance Plan
 - Employer pays 50% of premiums for part time employees
 - If employee is laid off or on approved leave without pay, employee may continue to pay for their health insurance for up to 36 months
 - Life Insurance is made available
 - SHICC – Supplemental Health Conversion Credits at retirement
 - Eligibility to participate in an Employee funded Reimbursement Account (ERA)
- OTHER:
- Americans with Disabilities Act adherence
 - Travel & Lodging for employer-directed training/work
 - Hotel & meal reimbursement rates
 - Layoff procedures based on classification/seniority
 - Tiered Screening process for hiring
 - Within classification first, then bargaining unit, then other agency, then outside

I THINK THAT YOU GET THE IDEATHIS IS JUST A BRIEF SUMMARY!

WHY BE IN THE WSP UNION, SINCE WE CAN ONLY BARGAIN FOR WAGES?

As you can see, your WSP union is here to help you with much more than employer-deducted union dues, negotiating health insurance and negotiating pensions...It's about EVERYTHING in your work day!