

DANE COUNTY and DANE COUNTY LAW ENFORCEMENT OFFICERS ASSOCIATION, WPPA

TENTATIVE AGREEMENT

1. **Contract Term:** (front cover, 24.01, p 29) Effective December 9, 2018 through December 7, 2019.
2. **Salary Schedule:** (7.01, p 6) Increase each cell on the schedule by a factor of 3.5 % effective on December 9, 2018.
3. **Dues Deduction:** (4.01, p2-3) Revise to read:

Article IV Dues Deduction

(Article re-named from Fair Share Agreement/Dues Deduction)

Delete existing language of Section 4.01 and 4.02 and replace all with the following:

4.01 Dues Deduction

(a) The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form supplied by the WPPA/LEER. This deduction shall include any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues (the “combined dues”).

(b) It shall be WPPA/LEER’s responsibility to obtain dues authorization forms from new employees and provide them to employer no less than 30 days prior to the date in which dues deductions are to commence.

(c) The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the total of such deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, in one lump sum not later than the end of the month in which the deduction is made.

(d) Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association.

(e) No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with the either the WPPA or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

(f) It is expressly understood and agreed that WPPA/LEER will refund to the employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. The WPPA/LEER does hereby indemnify and shall save the employer harmless against any and all claims, demands, suits or other forms of liability, including court costs, that shall arise out of or by reason of action taken or not taken by the employer, which employer action or non-action is in compliance with the provisions of this Article, and in reliance on any lists or certificates which have been furnished to the employer pursuant to this Article.

4. **Health Insurance:** (13.01, p. 14) Update language for new Health and Dental premium amounts.
5. **New MOU on EO/PO Days** (new, see attached)

November 21, 2018