

**ADDENDUM TO SEIU HEALTHCARE WISCONSIN
MEMORANDUM OF UNDERSTANDING
FURLOUGH IMPLEMENTATION**

The Furlough Implementation Memorandum of Understanding (MOU) signed between the parties and effective August 14, 2009, includes the following language:

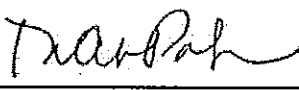
G. If the number of furlough hours required over the 2009 – 2011 biennium is reduced for any other bargaining unit, or nonrepresented employees, this reduction will also apply to SEIU represented employees.

As a full, final, and binding resolution of any and all issues arising out of the above referenced MOU language, the parties agree to the following:

1. All employees in pay status in a SEIU-represented position on the effective date of this Addendum will receive up to twenty-four (24) hours per fiscal year (no more than forty-eight (48) hours total) of sabbatical/termination leave.
2. The number of hours of leave granted under 1., above, will be prorated on the same basis as employees' furlough obligation, and pursuant to B., of the Furlough Implementation MOU.
3. Leave granted under 1., above, will be credited as termination/sabbatical leave and recorded on employee check stubs as soon as administratively feasible. Such hours will be credited as termination/sabbatical leave even if an employee is not eligible for termination/sabbatical leave pursuant to provisions of the SEIU collective bargaining agreement.
4. Employees on leave of absence from a bargaining unit position on the effective date of this Addendum will not receive sabbatical/termination leave under 1., above, until they return to pay status in an eligible position.
5. Employees who left a bargaining unit position for other state employment prior to the effective date of this Addendum are not eligible to receive the sabbatical/termination leave under 1., above.
6. Former employees who separated from state service for any reason prior to the effective date of this Addendum are not eligible to receive the sabbatical/termination leave under 1., above.
7. The Union agrees to withdraw or cause to be dismissed with prejudice any grievances and any other appeals, charges, and/or complaints which have been filed against the State of Wisconsin, or its agents, officers, or employees arising out of any events related to the Furlough Implementation MOU before any federal, state, or local court, commission, board, agency, committee, arbitrator, or any other forum. The Union agrees not to commence any further action in any forum against the State of Wisconsin, its agents, officers, or employees arising out of the Furlough Implementation MOU or this Addendum.
8. This Addendum is effective on the date when all signatories have signed below.

FOR THE UNION:

FOR THE STATE:



Dian Palmer, President
SEIU Healthcare Wisconsin

6/30/11

Date



Gregory L. Graetz, Director
Office of State Employment Relations

6-30-11

Date