




# State of Wisconsin

LEGISLATIVE REFERENCE BUREAU


## **RESEARCH APPENDIX -** **PLEASE DO NOT REMOVE FROM DRAFTING FILE**


Date Added To File: 05/20/2004 (Per: RAC)



 **Appendix To:**  
**LRB 03-3694/1**  
**2003 SB-565**

**(Part 02 of 11)**

 The attached 2003 draft was incorporated into the new 2003 draft listed above. For research purposes, this cover sheet and the attached drafting file were copied, and added, as a appendix, to the new 2003 drafting file. If introduced this section will be scanned and added, as a separate appendix, to the electronic drafting file folder.

 This cover sheet was added to rear of the original 2003 drafting file. The drafting file was then returned, intact, to its folder and filed.

**AGREEMENT**

**between the**

**STATE OF WISCONSIN**

**and**

**AFSCME COUNCIL 24**

**WISCONSIN STATE EMPLOYEES UNION**

**AFL-CIO**

**and its appropriate affiliated locals**

**Blue Collar and Non-Building Trades,**

**Administrative Support,**

**Technical,**

**Security and Public Safety,**

**Professional Social Services**

**and**

**Law Enforcement**

**Bargaining Units**

**May 17, 2003 - June 30, 2003**

## HOW TO READ THIS CONTRACT

This contract is divided into articles. Each article has its own number and title, begins at the top of a new page, and is indicated in large boldface letters like this:

### ARTICLE II

#### RECOGNITION AND UNION SECURITY

Each article is divided into sections. Each section has its own number and title and is indicated in boldface letters like this:

#### SECTION 13: Loss of Benefits

The entire contract is divided into paragraphs. Each paragraph is identified by its article, section, and a subsection number like this:

**2/13/1** Employees on leave....

Sometimes there is more than one paragraph within a particular part. In that case, the paragraphs are further identified by letters like this:

**2/2/5/A** The Employer will not deduct....

Occasional lists are included in the contract. They are indicated by parenthesized light face numbers which should not be confused with article, section, or subsection numbers. A sample list looks like this:

(1) BC--Blue Collar and Non-Building Trades

(2) AS--Administrative Support

(3) SPS--Security and Public Safety

(4) T--Technical

(5) PSS--Professional Social Services

(6) LE--Law Enforcement

Some sections and paragraphs of the contract apply only to certain bargaining units. In those cases, the title of the section or subsection or the letter of the paragraph will be followed by the abbreviation (from the above list) of the unit or units to which that particular section, subsection, or paragraph applies. For example:

**2/3/2 (AS)**

This means that Section 2/3/2 (including all of its paragraphs) is applicable only to the Administrative Support bargaining unit and is not at all applicable to any of the other units.

Another example:

**2/3/4 (BC, SPS, T, PSS, LE)** The location, size, type and number of bulletin boards....

This means that this paragraph is applicable only to the Blue Collar; Security and Public Safety; Technical; Professional Social Services; and Law Enforcement bargaining units and not at all applicable to any other group.

At the front of the contract is a table of contents, which is an outline of the contract in numerical order by article and section. At the back of the contract is an index, which is a reference guide to the contract in alphabetical order.

## **AGREEMENT**

This Agreement, made and entered into this seventeenth day of May, 2003 (BC, AS, SPS, T, PSS, LE), at Madison, Wisconsin, pursuant to the provisions of s. 111.80-111.97, Wis. Stats., by and between the State of Wisconsin and its Agencies (hereinafter referred to as the Employer), represented by the ~~Department~~Office of State Employment Relations; and AFSCME, Council 24, Wisconsin State Employees Union, AFL-CIO, and its appropriate affiliated locals (hereinafter referred to as the Union), as representative of employees employed by the State of Wisconsin (as set forth specifically in the Recognition Clause).

### **PURPOSE OF AGREEMENT**

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of s. 111.80-111.97, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the State as an Employer.

The parties do hereby acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the unlimited right and opportunity of the parties to make any and all demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

## ARTICLE I

### SCOPE OF THE AGREEMENT

1/1/1 This Agreement relates only to classified employees of the State of Wisconsin in the appropriate collective bargaining unit as defined by the Wisconsin Employment Relations Commission certification Cases IX, X and XI, Nos. 15583 and 15584, SE-44, 45, 46, Decision Nos. 11243, 11244 and 11245, dated August 25, 1972 and Case LXXIV, No. 19548, SE-75, dated January 9, 1976, and Cases VIII and XIV, Nos. 15582 and 15838, SE-43 and 49, Decision Nos. 11322-F and 113230-F.

1/1/2 This Agreement recognizes six separate bargaining units. Except as provided below, Each provision of this Agreement applies to all six bargaining units unless specified otherwise.

The parties agree that all new (underlined) or deleted (strikethrough) language in the 2003-2005 Agreement does not apply to the Blue Collar and Non-Building Trades (BC), Administrative Support (AS), Security and Public Safety (SPS), Technical (T), and Law Enforcement (LE) until these units and the State have reached a tentative agreement that is ratified and becomes session law.

The coverage of this Agreement shall be extended by the parties when mutually agreed to by the Employer and the Union to include employees in the classified service of the State of Wisconsin in additional appropriate collective bargaining units represented by the Wisconsin State Employees Union as certified by the Wisconsin Employment Relations Commission.

## ARTICLE II

### RECOGNITION AND UNION SECURITY

#### SECTION 1: Bargaining Unit

2/1/1 The Employer recognizes the Union as the exclusive collective bargaining agent for all employees, as listed below:

#### 2/1/2 BLUE COLLAR AND NON-BUILDING TRADES (BC)

Classification	Pay Range
Automotive/Equipment Tech. - Entry	5
Automotive/Equipment Tech. - Entry	6**
Automotive/Equipment Tech. - Entry	7***
Automotive/Equipment Tech. - Dev.	8
Automotive/Equipment Tech. - Sr.	10
Automotive/Equipment Tech. - Master	11
Baker 1	8
Baker 2	9
Bindery Worker 1	3
Bindery Worker 2	5
Bindery Worker 3	6



Bindery Worker	7*
Biotron Operator	11
Cemetery Caretaker	8*
Cook 1	7
Cook 1	8*
Cook 2	8
Cook 2	9*
Corrections Food Service Leader 1	8
Corrections Food Service Leader 2	10
Corrections Food Service Leader 3	11
Corrections Food Service Leader 4	12
Custodian 1	3
Custodian 2	5
Custodian 3	7
Custodian	6*
Custodian	7****
Custodian Lead	8*
Dairy Plant Assistant – Entry	7
Dairy Plant Assistant –Senior	9
Dairy Plant Assistant – Advanced	11
Experimental Farm Laborer	7
Experimental Herd Assistant – Obj.	8
Experimental Herd Assistant – Sr.	10

Facilities Repair Worker 1	7
Facilities Repair Worker 2	8
Facilities Repair Worker 3	9
Facilities Repair Worker 4	10
Farm Equipment Operator	9
Farm Laborer	6
Farm Laborer	7***
Farm Laborer - Lead	7
Food Production Assistant	10
Food/Retail/Catering Leader 1	9
Food/Retail/Catering Leader 2	10
Food/Retail/Catering Leader 3	11
Food Service Assistant 1	6
Food Service Assistant 1	7***
Food Service Assistant 2	7
Food Service Assistant 3	8
Food Service Assistant 4	9
Forestry Equipment Technician	12
Gardener	8
Greenskeeper	10
Groundskeeper	7
Grounds Crew – Chief	8
Grounds Crew Lead	9*

Heating, Ventilating and Air Conditioning Specialist	13
Historic Farmer	10
Industries Specialist 1	11
Industries Specialist 2	12
Industries Specialist 3	13
Laboratory Helper	5
Laboratory Helper	6*
Laboratory Helper	7***
Laborer	5
Laborer	7*
Laborer - Lead	7
Laborer – Special	6
Laundry Services Assistant	7
Laundry Worker 1	3
Laundry Worker 2	4
Laundry Worker 3	5
Laundry Worker 4	6
Laundry Worker	6*
Laundry Worker	7***
Laundry Worker Lead	7*
Lawn Care Worker	7
Locksmith - Entry	9
Locksmith - Entry	10*
Locksmith - Journey	10

Locksmith - Journey	11*
Lottery Storekeeper	8
Maintenance Mechanic 1	9
Maintenance Mechanic 2	10
Maintenance Mechanic 3	11
Motor Vehicle Dispatcher	8
Motor Vehicle Operator - Light	6
Motor Vehicle Operator – Light	7***
Motor Vehicle Operator - Heavy	7
Offset Press Operator 1	7
Offset Press Operator 2	8
Offset Press Operator 3	9
Offset Press Operator	9*
Offset Press Operator Lead	10*
PE/Sports Equip. Area Coord.	8
Poultry Worker – Obj.	7
Poultry Worker – Sr.	8
Power Plant Assistant	7
Power Plant Assistant	9*
Power Plant Operator	11
Power Plant Operator	13*
Power Plant Operator – Sr.	12
Power Plant Operator – Sr.	14*

Power Plant Operator – In Charge	13
Power Plant Operator – In Charge	15*
Produce Gardener	8
Records Center Clerk	8
Records Center Coordinator	8
Research Gardener	8
Seamstress or Seamer 1	5
Seamstress or Seamer 1	6*
Seamstress or Seamer 1	7***
Seamstress or Seamer 2	6
Seamstress or Seamer 2	7*
Semi-Driver	11
Shipping & Mailing Clerk 1	6
Shipping & Mailing Clerk 1	7***
Shipping & Mailing Clerk 2	7
Shipping & Mailing Clerk 3	8
Stock Clerk	6
Stock Clerk	7***
Storekeeper	8
Tool Crib Coordinator	8
Tool Crib Coordinator	9*
Tree Pruner	8
Tugger Coordinator	7
Typographer	12

Upholsterer	9
Upholsterer	10*
Utility Plant Operator	12
Utility Plant Operator	14*

\* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

\*\* Effective 4/6/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

\*\*\* Effective 6/1/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

**2/1/3 SECURITY AND PUBLIC SAFETY (SPS)**

Animal Health Consultant	12
Animal Health Inspector - Entry	9
Animal Health Inspector - Obj.	11
Boiler Safety Inspector 1	13
Boiler Safety Inspector 2	14
Boiler Safety Inspector 3	15
Conservation Warden	40

Consumer Protection Investigator 1	11
Consumer Protection Investigator 2	13
Consumer Protection Investigator 3	14
Consumer Specialist 1	11
Consumer Specialist 2	12
Consumer Specialist 3	13
Consumer Specialist 4	14
Correctional Officer (A)	30
Correctional Officer (B)	31
Correctional Officer	31*
Correctional Sergeant	32
Detention Facilities Spec.	15
Detention Facilities Spec.	16*
Elevator Safety Inspector 1	13
Elevator Safety Inspector 2	14
Elevator Safety Inspector 3	15
Environmental Warden	41
Fire/Crash Rescue Specialist 1	9
Fire/Crash Rescue Specialist 2	10
Fire/Crash Rescue Specialist 3	11
Flam. Comb. Liq./Prod. Inspr. 1	12
Flam. Comb. Liq./Prod. Inspr. 2	13
Flam. Comb. Liq./System Coord.	15

Flam. Comb. Liq./System Spec. 1	13
Flam. Comb. Liq./System Spec. 2	14
Food Safety Consultant	14
Food Safety Inspector - Entry	12
Food Safety Inspector - Obj.	13
Lifesaving Station Operator	9
Lifesaving Station Operator	11*
Meat Safety Consultant	14
Meat Safety Inspector - Entry	12
Meat Safety Inspector - Obj.	13
Migrant Labor Inspector	13
Military Affairs Security Guard-Entry	8*
Military Affairs Security Guard-Obj.	9*
Military Affairs Security Guard-Sr.	10*
Military Funeral Honors Team Member	9
Military Funeral Honors Team Member	10*
Mining Safety Inspector 1	13
Mining Safety Inspector 2	14
Mining Safety Inspector 3	15
Multiple Products Grader - Entry	12
Multiple Products Grader - Obj.	13
Occupat. Safety Consult. 1	13
Occupat. Safety Consult. 2	14



Occupat. Safety Inspector 1	12
Occupat. Safety Inspector 2	13
Occupat. Safety Inspector 3	14
Officer (A)	30
Officer (B)	31
Officer	31*
Officer Lead	32
Petrol Prod. Inspr.	11
Produce Inspector - Obj.	8
Produce Inspector - Leadworker	9
Psychiatric Care Tech. 1	10
Psychiatric Care Tech. 2	12
Psychiatric Care Tech	31*
Railroad Safety Analyst	11
Railroad Safety Analyst-Senior	13
Railroad Safety Analyst-Principal	14
Ranger – Assistant Property Manager	13
Ranger – Enforcement	13
Ranger – Operations	12
Safety Specialist Warden	41
Security Officer 1	6
Security Officer 1	7*
Security Officer 2	7

Security Officer 2	8*
Security Officer 3	8
Security Officer 3	9*
Security Officer 4	9
Security Officer 4	10*
Special Investigative Warden	41
Vehicle Emissions QA Spec-Entry	11
Vehicle Emissions QA Spec-Obj.	13
Vehicle Emissions QA Spec-Senior	14
Weights & Measures Inspector - Entry	10
Weights & Measures Inspector - Dev.	12
Weights & Measures Inspector - Obj.	13
Weights & Measures Tech. Spec.	14
Youth Counselor (A)	30
Youth Counselor (B)	31
Youth Counselor	31*
Youth Counselor – Advanced	32

\* Effective 12/29/02 or the first day of the pay period following the effective date of the Agreement, whichever is later.

**2/1/4 TECHNICAL (T)**

Aircraft Mechanic	15
Aircraft Pilot	25
Animal Sciences Meat Technician	12
Arboretum Proj. Coord. 1	9
Arboretum Proj. Coord. 2	10
Arboretum Technician	7
Audiovisual Production Spec.	12
Audiovisual Production Spec. - Sr.	13
Audiovisual Services Asst.	10
Audiovisual Services Coordinator	11
Barber	7
Beautician	7
Building Inspector 1	15
Building Inspector 2	16
Cereal Chemist - Entry	8
Cereal Chemist - Obj.	11
Chemistry Laboratory Tech. - Entry	7
Chemistry Laboratory Tech. - Obj.	8
Chemistry Laboratory Tech. - Sr.	9
Chemical Test Coordinator 1	14**
Chemical Test Coordinator 2	15**
Child Care Counselor 1	9
Child Care Counselor 2	10
Child Care Counselor 3	12

Communications Technician	15*
Communications Technician-Senior	16*
Computer Printing Technician	10
Computer Printing Technician-Lead	11**
Cytopreparation Tech. - Entry	7
Cytopreparation Tech. - Obj.	8
Cytopreparation Tech	8**
DNA Technician - Entry	7
DNA Technician - Obj.	8
DNA Technician - Sr.	9
Dental Assistant	10
Dental Hygienist	16
Dental Hygienist	17**
Diagnostic Radiologic Tech. 1	11
Diagnostic Radiologic Tech. 2	12
Diagnostic Radiologic Tech-Entry	14**
Diagnostic Radiologic Tech. 3	13
Diagnostic Radiologic Tech.-Obj.	15**
Diagnostic Radiologic Tech. 4	14
Diagnostic Radiologic Tech.-Adv.	16**
Dietetic Technician – Clinical	10
Dietetic Technician – Administrative	12
Electroencephalograph Tech. 1	10
Electroencephalograph Tech. 2	11

Electroencephalograph Tech. 3	13
Electroencephalograph Technician	13**
Electronics Technician 1	9
Electronics Technician 2	10
Electronics Technician 3	11
Electronics Technician 4	12
Electronics Technician 5	13
Electronics Technician 6	14
Electronics Technician-Agency	13**
Electronics Technician-Agency Sr.	14**
Electronics Technician-Media	12**
Electronics Technician-Media Int.	13**
Electronics Technician-Media Sr.	14**
Electronics Technician-Research	13**
Electronics Technician-Research Sr.	14**
Electronics Technician-Security	13**
Electronics Technician-Security Sr.	14**
Electronics Technician-Specialized	13**
Electronics Technician-Specialized Int.	14**
Electronics Technician-Specialized Adv.	15**
Engineering Communication Spec.	14
Engineering Technician 1	9
Engineering Technician 2	10
Engineering Technician 3	11
Engineering Technician 4	12
Engineering Technician 5	13

Engineering Technician 6	14
Engineering Tech. – Trans	10
Engineering Tech. – Trans Journey	12
Engineering Tech. – Trans Senior	13
Engineering Tech. – Trans Advanced	14
Environmental Lab. Tech. - Entry	7
Environmental Lab. Tech. - Obj.	8
Environmental Lab. Tech. - Sr.	9
Equipment Fabricator - Entry	9
Equipment Fabricator - Jrny.	10
Equipment Fabricator - Sr.	12
Erosion Control Cons.	15
Exhibits Technician 1	9
Exhibits Technician 2	10
Exhibits Technician 3	11
Exhibits Technician	11**
Experimental Surgery Tech. - Entry	7
Experimental Surgery Tech. - Obj.	8
Experimental Surgery Tech.	8**
Experimental Surgery Tech. - Sr.	9
Fingerprint Technician 1	9
Fingerprint Technician 2	11
Fingerprint Technician 3	12
Fingerprint Technician 4	13
Fisheries Technician	10

Fisheries Technician-Adv.	12
Forensic Program Tech.	9**
Forensic Program Tech. – Sr.	10**
Forestry Technician	10
Forestry Technician-Adv.	12
Forms Technician	12
Glass & Media Prep. Tech. - Entry	5
Glass & Media Prep. Tech. - Obj.	6
Glass Technician	13
Grain Inspector	10
Grain Inspector - Leadworker	11
Grain Sampling Tech.	8
Grain Weighing Tech.	9
Graphic Designer - Entry	9
Graphic Designer	10
Graphic Designer - Sr.	11
Graphic Reproduction Coordinator	11
Graphic Reproduction Tech. - Entry	8
Graphic Reproduction Tech.	9
Graphic Reproduction Tech. - Sr.	10
Health Information Technician 1	10
Health Information Technician 2	12
Hemodialysis Technician	13
Herd Improvement Tech.	9

Histology Technician – Entry	10
Histology Technician – Obj.	11
Histology Technician	11**
Histology Technician – Sr.	12
Horticultural Technician	12
Instrument Maker – Entry	13
Instrument Maker – Journey	15
Instrument Maker – Adv.	16
Instrument Shop Coordinator	16
IS Comprehensive Support Technician – Entry	11
IS Comprehensive Support Technician – Int.	13
IS Comprehensive Support Technician – Senior	14
IS Network Support Technician – Entry	11
IS Network Support Technician –Int:	13
IS Network Support Technician – Sr.	14
IS Operations Support Technician – Entry	11
IS Operations Support Technician –Int.	13
IS Operations Support Technician – Sr.	14
IS Resources Support Technician – Entry	11
IS Resources Support Technician –Int.	13
IS Resources Support Technician – Sr.	14
Laboratory Animal Technician 1	6
Laboratory Animal Technician 1	7**
Laboratory Animal Technician 2	7



Laboratory Animal Technician 2	8**
Laboratory Animal Technician 3	9
Laboratory Animal Technician 3	10**
Laboratory Preparation Tech. - Obj.	8
Laboratory Preparation Tech. - Sr.	9
Laboratory Sample Cntrl & Rcvg Tch – Obj.	8
Laboratory Sample Cntrl & Rcvg Tch – Obj.	9**
Laboratory Sample Cntrl & Rcvg Tch – Sr.	9
Laboratory Sample Cntrl & Rcvg Tch – Sr.	10**
Licensed Practical Nurse 1	11
Licensed Practical Nurse 2	12
Licensed Practical Nurse	13**
Liquid Helium/Nitrogen Tech.	9
Material Reprocessing Asst. - Entry	6
Material Reprocessing Asst. - Obj.	7
Material Reprocessing Asst. - Leadworker	8
Mechanician - Entry	12
Mechanician - Journey	13
Media Technician 1	11
Media Technician 2	12
Media Technician 3	13
Media Technician 4	14
Medical Assistant 1	8
Medical Assistant 1	9**
Medical Assistant 2	9

Medical Assistant 2	10**
Medical Lab Technician - Entry	9
Medical Lab Technician - Entry	10**
Medical Lab Technician - Obj.	10
Medical Lab Technician - Obj.	11**
Microbiology Lab. Tech. - Entry	7
Microbiology Lab. Tech. - Obj.	8
Microbiology Lab. Tech. - Sr.	9
Microfilm Technician 1	7
Microfilm Technician 2	8
Microfilm Technician 3	9
Microfilm Technician	8**
Microfilm Technician – Sr.	9**
Mortician	11
Mortician	12**
Natural Resource Equip. Opr.	12
Natural Resource Research Technician	12
Necropsy Technician	9
Network Cable Technician	14
Nursing Assistant 1	9
Nursing Assistant 2	10
Nursing Assistant 3	11
Occupational Therapy Asst. - Entry	10
Occupational Therapy Asst. - Entry	11**

Occupational Therapy Asst. - Obj.	12
Occupational Therapy Asst. - Obj.	13**
Ocular Photography Technician	8
Ocular Photography Technician	9**
Ophthalmic Assistant – Entry	8
Ophthalmic Assistant – Objective	9
Orthopedic Appliance Tech. - Entry	8
Orthopedic Appliance Tech. - Obj.	10
Orthopedic Appliance Tech. - Sr.	12
Orthopedic Appliance Tech. - Lead	14
Pharmacy Technician - Entry	7
Pharmacy Technician - Entry	9**
Pharmacy Technician - Obj.	8
Pharmacy Technician - Obj.	10**
Phlebotomist - Entry	9
Phlebotomist - Obj.	10
Phlebotomist	11**
Photo. Lab. Technician - Entry	8
Photo. Lab. Technician	9
Photo. Lab. Technician - Sr.	10
Photographer - Entry	9
Photographer	10
Photographer - Sr.	11
Physical Therapy Asst. - Entry	10
Physical Therapy Asst. - Entry	11**

Physical Therapy Asst. - Obj.	12
Physical Therapy Asst. - Obj.	13**
Plumbing Consultant 1	15
Plumbing Consultant 2	16
Plumbing Consultant	17***
Plumbing Plan Reviewer 1	15
Plumbing Plan Reviewer 2	16
Plumbing Plan Reviewer	17***
PSL Ultra High Vacuum Spec.	14
Printing Assistant	11
Private Sewage Plan Reviewer 1	15
Private Sewage Plan Reviewer 2	16
Private Sewage Plan Reviewer	17***
Property Assessment Tech. 1	8
Property Assessment Tech. 2	10
Property Assessment Tech. 3	11
Radiobiology Technician	9
Recreation Assistant	9
Research Technician 1	8
Research Technician 2	10
Research Technician 3	12
Research Technician 4	13
Resident Care Tech. 1	9
Resident Care Tech. 2	10
Respiratory Therapist 1	12

Respiratory Therapist 1	13**
Respiratory Therapist 2	13
Respiratory Therapist 2	14**
Respiratory Therapist 3	14
Respiratory Therapist 3	15**
Respiratory Therapist 4	15
Respiratory Therapist 4	16**
Respiratory Therapist 5	16
Respiratory Therapist 5	17**
Schmeckle Reserve Proj. Coord.	8
Soil Technician - Obj.	8
Soil Technician - Sr.	9
Soil Technician	9**
Teacher Assistant	9
Theater Maintenance Coord.	10
Therapy Assistant - Entry	9
Therapy Assistant - Obj.	11
Ultrasound Technician	16
Ultrasound Technician	18**
UW Extension Mail Technician	12
UW IS Customer Sales Technician	12
UW IS Customer Sales Technician – Lead	13

Veterinary Tech. 1	10
Veterinary Tech. 1	11**
Veterinary Tech. 2	11
Veterinary Tech. 2	12**
Veterinary Tech. 3	12
Veterinary Tech. 3	13**
Weatherization Technician 1	12
Weatherization Technician 2	13
Wildlife Technician	10
Wildlife Technician-Adv.	12
X-Ray Lithography Technician	9

\* Effective the first day of the pay period following the effective date of the Agreement.

\*\* Effective 3/9/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

\*\*\* Effective 6/15/03 or the first day of the pay period following the effective date of the Agreement, whichever is later.

**2/1/5 ADMINISTRATIVE SUPPORT (AS)**

Braillist	12
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Clerical Assistant	7
Clerical Assistant 2	7
Coding Technician	11
Coding Technician	12**
Coding Technician – Senior	12
Coding Technician – Senior	13**
Coding Technician – Advanced	13
Coding Technician – Advanced	14**
Corrections Communication Operator	11**
Criminal History Records Specialist	8
Criminal History Records Specialist – Sr.	9
Criminal History Records Specialist – Adv.	10
Dean Assistant	11**
Document Production Asst.	8**
Document Production Asst. Lead	9**
Educational Loan Collector 1	10
Educational Loan Collector 2	11
Employment Security Asst. 1	8
Employment Security Asst. 1	9*
Employment Security Asst. 2	9
Employment Security Asst. 2	10*
Employment Security Asst. 3	10
Employment Security Asst. 3	11*
Employment Security Asst. 4	11

Employment Security Asst. 4	12*
Financial Clerk	8
Financial Specialist 1	9
Financial Specialist 2	10
Financial Specialist 3	11
Financial Specialist 4	12
Financial Specialist 5	13
Job Service Associate 1	11
Job Service Associate 2	12
Legal Assistant – Entry	11
Legal Assistant – Entry	12**
Legal Assistant – Obj.	12
Legal Assistant – Obj.	13**
Legal Secretary – Obj.	10
Legal Secretary – Obj.	11**
Legal Secretary – Adv.	11
Legal Secretary – Adv.	12**
Library Services Assistant	9
Library Services Assistant - Sr.	10
Library Services Assistant - Adv./Lead	11
Medical Program Assistant	9**
Medical Program Assistant – Associate	10**



Medical Program Assistant – Senior	11**
Medical Staff Assistant	12**
Medical Transcriptionist	8
Medical Transcriptionist – Senior	9
Military Funeral Honors Support Asst.	9
NR Customer Service Specialist Entry/Obj.	10
NR Customer Service Specialist Senior	11
NR Customer Service Specialist Lead	12
Offender Records Assistant 1	9
Offender Records Assistant 2	10
Offender Records Assistant 3	11
Offender Registrar	13
Payroll & Benefits Specialist 1	9
Payroll & Benefits Specialist 2	11
Payroll & Benefits Specialist 3	12
Payroll & Benefits Specialist 4	13
Payroll & Benefits Specialist 5	14
Program Assistant 1	8
Program Assistant 2	9
Program Assistant 3	10
Program Assistant 4	11