

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: November 17, 2009

Locator No.: OSER-0257-CLR/LR/PP

Subject: Information for Processing FY 2007-2008 and FY 2008-2009 Pay and Benefit Provisions for Employees represented by the Teaching Assistants Association

This information is provided to assist appointing authorities in determining fiscal year 2007-2008 and fiscal year 2008-2009 appointment rates and health insurance deductions for employees represented by the Teaching Assistants Association (TAA). The pay rates and health insurance deductions are granted in accordance with the 2007-2009 collective bargaining agreement between the State of Wisconsin and the TAA. Because of the delay in implementation of this agreement, the wage rates upon implementation will be the rates negotiated to be effective at the end of FY 2009.

SECTION I. TEACHING ASSISTANT (TA) STIPEND RATES

A. Stipend Rates. The pay rates in the table below are for a 100%, full-time TA appointment for an academic year. The rate paid to an employee will be prorated according to the full-time-equivalent (FTE) of that employee's appointment. This FTE-prorated rate is then divided by nine to calculate the stipend for each monthly pay period of the academic year.

Teaching Assistant Stipend Rates upon Implementation of the 2007-2009 Labor Agreement

<u>Appointment Type</u>	<u>Full-Time Rate</u>
Standard Teaching Assistant	\$28,175
Senior Teaching Assistant	\$32,528

B. Teaching Assistant Levels. The Standard Teaching Assistant title is created with the implementation of the 2007-2009 labor agreement from the merger of the previous Regular and Experienced Teaching Assistant titles. It would have been created the pay period nearest June 7, 2009, except for the delay in implementation of the agreement. The classifications of Teaching Assistants (TAs) are based on prior experience, training and education. See Article X, Section 2 of the labor agreement for details on counting semester-units of experience.

1. A Standard Teaching Assistant is any Teaching Assistant who does not meet the qualifications of a Senior Teaching Assistant.
2. A Senior Teaching Assistant has had one and two-thirds or more semester-units of experience and has completed all course-work and departmental requirements for candidacy for a Ph.D., or has already been awarded a Ph.D. and has completed one and two-thirds or more semester-units of experience prior to employment.

SECTION II. PROGRAM/PROJECT ASSISTANT (PA) STIPEND RATES

A. Stipend Rates. The pay rate in the table below is the minimum for a 100%, full-time PA appointment of either a 9-month (academic basis) or 12-month (annual basis) duration. The rate

paid to an employee will be prorated according to the FTE of that employee's appointment. This FTE-prorated rate is then divided by 9 for academic basis PA's or by 12 for annual basis PA's to calculate the stipend for each monthly pay period.

Program/Project Assistant Stipend Rates upon Implementation of the 2007-2009 Labor Agreement

<u>Appointment Type</u>	<u>Full-Time Rate</u>
PA – Annual Basis	\$34,574
PA – Academic Basis	\$28,175

- B.** The academic basis (9-month) PA title is created with the implementation of the 2007-2009 labor agreement. It would have been created June 30, 2009, per Negotiating Note #9 of the agreement, except for the delay in implementation of the agreement.

SECTION III. HOURLY GRADER/READER PAY RATE

Upon implementation of the 2007-2009 labor agreement, the pay rate for hourly Grader/Reader appointments is \$15.10 per hour.

SECTION IV. \$95 LUMP SUM PAYMENT

As soon as administratively feasible upon implementation of the labor agreement, eligible employees shall each receive a lump sum payment of \$95.00. Eligible employees are those who were in pay status on the April 2009 payroll with at least one TA or PA appointment. Employees who were in pay status solely as Grader/Readers are not eligible.

SECTION V. LUMP SUM PAYMENTS FOR THE DELAY IN IMPLEMENTATION OF THE 2007-2009 LABOR AGREEMENT

A. Equal-Share Lump Sum Payment for Most Employees on the April 2009 Payroll

- Eligible Employees.** Current and former employees who were in pay status on the April 2009 payroll with a TA or PA non-hourly appointment are eligible. Employees that had more than one appointment are limited to a single share of the available funds.
- Amount of Lump Sum Payment.** Each eligible employee shall receive an equal share of the total available lump sum funds, with the share amount rounded to the nearest one cent.
- Determination of Net Funds Available.** The amount of total lump sum funds available for distribution as equal shares is calculated as the total of budgeted wage increase funds during the 2007-2009 fiscal biennium (July 2007 through June 2009), minus the total difference between health insurance premiums owed under terms of the 2007-2009 agreement and health insurance premiums actually paid through June 2009 for all bargaining unit members, including July and August deductions taken in advance for those paid on a nine month

payment schedule and had multiple health insurance deductions taken in May. (See Appendix D of the Agreement for detail on budgeted funds.)

\$1,748,690 - Total budgeted wage increase funds through June 2009
-\$58,051 – Total health insurance premium difference owed to state
 \$1,690,639 – Net funds available for equal-share distribution

B. Individualized Lump Sum Payments for Current Employees

1. **Eligible Employees.** Employees in pay status on the November 2009 payroll are eligible.
2. **Amount of Lump Sum Payment for Academic basis appointments.** Each eligible employee with an academic basis (9-month) appointment will receive a lump sum payment for the difference between their wage rate upon implementation of the agreement, and the wages they had received since the start of the Fall semester academic pay period 1, August 24, 2009. The difference between health insurance deductions owed under the new agreement and deductions already taken for the September and October monthly pay periods shall be subtracted from this lump sum payment.
3. **Amount of Lump Sum Payment for Annual basis appointments.** Each eligible employee with an annual basis (12-month) appointment will receive a lump sum payment for the difference between their wage rate upon implementation of the agreement, and the wages they had received since July 1, 2009. The difference between health insurance deductions owed under the new agreement and deductions already taken for the July, August, September and October monthly pay periods shall be subtracted from this lump sum payment.
4. **Amount of Lump Sum Payment for Hourly Grader/Reader appointments.** Each eligible employee with an hourly Grader/Reader appointment will receive a lump sum payment for the difference between their wage rate upon implementation of the agreement, and the wages they had received since August 24, 2009. The difference between health insurance deductions owed under the new agreement and deductions already taken for the September and October monthly pay periods shall be subtracted from this lump sum payment.

SECTION VI. HEALTH INSURANCE PREMIUMS

The three-tier model for health insurance plans continues for the duration of the labor agreement. For covered employees, the employee share of the health insurance premiums is given in the tables below. The differences between these amounts and the amounts actually paid by employees due to the delay in implementation of the agreement are accounted for by the methods described in Section V, above.

Employee Monthly Contribution for 2008 Coverage Months

	Single	Family
Tier 1	\$13.50	\$ 34.00
Tier 2	\$30.00	\$ 75.00
Tier 3	\$71.50	\$179.00

Employee Monthly Contribution for 2009 Coverage Months

	Single	Family
Tier 1	\$15.50	\$ 39.00
Tier 2	\$34.50	\$ 86.50
Tier 3	\$82.00	\$206.00

SECTION VII. REFERRAL OF QUESTIONS

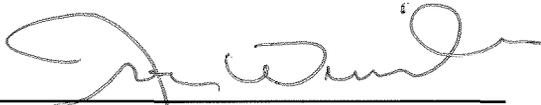
Employees with questions regarding the provisions contained in this bulletin should contact their agency Human Resources or Payroll Office directly.

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to the Bureau of Compensation, John Wiesman (608) 266-1418, E-mail John.Wiesman@wisconsin.gov.

Questions regarding *all other contract provisions* should be referred to the Bureau of Labor Relations, Bert St. Louis (608) 266-9992 or E-mail Bert.StLouis@wisconsin.gov.

Questions concerning **payroll processing or file maintenance** procedures should be referred to:

UWS-Service Center: Payroll and Financial Services (608) 262-3558



Joe Wineke, Administrator
Division of Compensation & Labor Relations

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