



# STATE OF WISCONSIN

## DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor  
Joel Brennan, Secretary  
Malika S. Evanco, Administrator

October 29, 2021

Joint Committee on Employment Relations  
Co-Chairpersons and Members  
Room 113 South, State Capitol  
Madison, WI 53707

Dear Co-Chairpersons and Committee Members:

The State of Wisconsin, represented by the Department of Administration, Division of Personnel Management (DPM), and the Wisconsin Building Trades Council have completed the process of negotiating a labor agreement for the 2020-2021 fiscal year for the building trades crafts bargaining unit.

Negotiations resulted in a tentative agreement that has been ratified by the members of the bargaining unit. DPM recommends approval of the tentative agreement by the Joint Committee on Employment Relations and the Legislature.

The tentative agreement increases rates in the pay schedule for Trades occupations by a 1.81% General Wage Adjustment (GWA), thereby providing employees with a corresponding adjustment to the new applicable occupational pay rate. Employees will receive a lump sum payment for the amount of the increase for all hours in pay status back to January 03, 2021.

The effective date of the Agreement will be the day following publication in the official state newspaper. The Agreement will apply for the fiscal year that expired June 30, 2021.

Sincerely,

Malika S. Evanco

Attachments: 1. Bill Draft  
2. Fiscal Note  
3. 2020-2021 Tentative Agreement





State of Wisconsin  
2021 - 2022 LEGISLATURE

LRB-5160/1  
MIM:amn

## 2021 BILL

1     **AN ACT relating to:** ratification of the agreement negotiated between the state  
2             of Wisconsin and the Wisconsin State Building Trades Negotiating Committee,  
3             for the 2020-21 fiscal year, covering employees in the building trades crafts  
4             collective bargaining unit, and authorizing an expenditure of funds.

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***Analysis by the Legislative Reference Bureau***

This proposal is introduced under section 111.92 (1) of the statutes. The proposal ratifies the collective bargaining contract for state employees in the building trades crafts collective bargaining unit negotiated for the 2020-21 fiscal year under the State Employment Labor Relations Act. Currently, statutory program supplement appropriations fund the costs of collective bargaining agreements to the extent that they exceed budgeted costs. The proposal authorizes expenditure of moneys from those appropriations to fund the cost of this agreement.

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

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***The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:***

5             **SECTION 1. Agreement ratified.** The legislature ratifies the tentative  
6             agreement negotiated for the 2020-21 fiscal year between the state of Wisconsin, the

**BILL****SECTION 1**

1 division of personnel management in the department of administration, and the  
2 Wisconsin State Building Trades Negotiating Committee, covering employees in the  
3 building trades crafts collective bargaining unit under subch. V of ch. 111, as  
4 approved by the employees of the building trades crafts collective bargaining unit  
5 and approved and recommended by the joint committee on employment relations,  
6 and authorizes the necessary expenditure of moneys for implementation from the  
7 appropriations made by s. 20.865 (1), subject to s. 20.865 (intro.). The administrator  
8 of the division of personnel management in the department of administration shall  
9 file an official copy of the agreement, certified by the cochairpersons of the joint  
10 committee on employment relations, with the secretary of state. No formal or  
11 informal agreement between the parties that is not a part of the official copy is  
12 deemed to be approved by the legislature under this act.

**SECTION 2. Effective date.**

14 (1) This act takes effect on the day after publication, except that those  
15 provisions specifically identified as having other effective dates in the agreement  
16 covering employees in the building trades crafts collective bargaining unit are  
17 effective on the dates provided in that agreement.

18 (END)

## WAGE INCREASES IN 2020-2021 AGREEMENT

### Building Trades (04)

#### SUMMARY TOTALS

Total FTE: 119.00  
Base Payroll\*: \$10,091,598

<u>FISCAL YEAR</u>		<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE**</u>	<u>OTHER FUNDS WITH FRINGE</u>
	GWA Cost	\$86,422	\$99,646	\$37,441	\$62,205
<b>2020-2021 Total</b>	Total Cost	<u>\$86,422</u>	<u>\$99,646</u>	<u>\$37,441</u>	<u>\$62,205</u>

\*Consistent with s. 111.91(3)(b), the Base Payroll is based on the bargaining unit snapshot as of January 02, 2020, 180 days prior to the end of the previous contract period, with intervening FY19 and FY20 contractual increases approved after that date built into the base payroll. The base payroll does not include the nonrepresented employees whose pay is directly impacted by the new labor agreement, but whose cost is included in this estimate.

\*\*The GPR reflects actual costs, not the statewide GPR split. The variable fringe rate for 2019-21 is 15.3%.

#### Cost to Continue in Fiscal Year 2021-2022

The cost to continue in fiscal year 2021-2022 is \$215,900, all funds with fringe, and the GPR portion is \$81,123.

## WAGE INCREASES IN 2020-2021 AGREEMENT

### Building Trades (04)

#### FISCAL YEAR INCREASES:

- A) **FY21 General Wage Adjustment (GWA):** Effective the first pay period after enactment of the labor agreement, each occupational pay rate on the list of Trades pay rates is increased by a GWA of 1.81%, and the pay rates for individual Trades employees are increased to the new rates. Eligible employees will receive a lump sum for hours in pay status back to January 3, 2021.

<u>FISCAL YEAR</u>		<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2020-2021	FY Cost	\$84,876	\$97,863	\$36,728	\$61,135

- B) **FY21 Adjustments for non-represented trades supervisors and project employees:** Effective the first pay period after enactment of the labor agreement, non-represented trades supervisors and project employees will receive pay adjustments in accordance with Section 2.13 of the 2019-2021 State Compensation Plan in connection with the contractual pay increases, including a lump sum payment for hours in pay status back to January 3, 2021.

<u>FISCAL YEAR</u>		<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2020-2021	FY Cost	\$1,546	\$1,783	\$714	\$1,069

**AGREEMENT**

**between the**

**STATE OF WISCONSIN**

**and the**

**WISCONSIN STATE BUILDING  
TRADES NEGOTIATING COMMITTEE**

**and its**

**APPROPRIATE AFFILIATED BUILDING  
TRADES COUNCILS**

**January 30, 2020 - June 30, 2021**

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## **AGREEMENT**

This Agreement made and entered into this ~~TBD~~<sup>30<sup>th</sup></sup> day of January 2020, at Madison, Wisconsin, pursuant to the provisions of ss. 111.81~~0~~-111.94, Wis. Stats., by and between the State of Wisconsin and its Agencies (hereinafter referred to as the Employer) represented by the Department of Administration, Division of Personnel Management and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, hereinafter referred to as the Union.

## **PURPOSE OF AGREEMENT**

It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of ss. 111.81~~0~~-111.94, 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 units as defined by the Wisconsin Employment Relations Commission certifications Cases V and VI; Nos. 15579 and 15580; SE-40 and SE-41; Decision Nos. 10991-B and 10992-B, dated January 4, 1973.

## ARTICLE II

### Wages

#### Section 1 General Wage Adjustment (GWA)

2/1/1 Effective ~~January 05, 2020~~ the first pay period following the Agreement effective date, the Employer will increase each pay rate in the schedule of Trades occupation pay rates for bargaining unit employees by a General Wage Adjustment (GWA) of ~~one point eight one percent (1.81%)~~ ~~two point four four percent (2.44%)~~. Each employee in pay status will receive a corresponding adjustment to the new applicable occupational pay rate.

#### Section 2 Lump Sum Wage Payment for Delay in Implementing the 2020-2021 General Wage Adjustment (GWA)

2/2/1 Employees in pay status on the effective date of the GWA will receive a lump sum wage payment in an amount equal to the value of the GWA received under 2/1/1, above, multiplied by the number of the employee's hours in pay status in a bargaining unit position between January 03, 2021, and the effective date of the GWA. The lump sum wage payment will be provided as soon after the effective date of the Agreement as is administratively feasible.

2/2/2 Employees who retired or died while in the bargaining unit after January 03, 2021, will receive a lump sum wage payment in an amount equal to the value of the GWA they would have received under 2/1/1, above, multiplied by the number of the employee's hours in pay status in a bargaining unit position between January 03, 2021, and the effective date of the GWA.

2/2/3 Employees who went on a leave of absence from a position in the bargaining unit after January 03, 2021, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit.

2/2/4 For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing January 03, 2021, to the effective date of the Agreement.