

AGREEMENT

between the

STATE OF WISCONSIN

and the

**WISCONSIN STATE BUILDING
TRADES NEGOTIATING COMMITTEE**

and its

**APPROPRIATE AFFILIATED BUILDING
TRADES COUNCILS**

February 8, 2026-June 30, 2026

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AGREEMENT

This Agreement made and entered into this February 8, 2026, at Madison, Wisconsin, pursuant to the provisions of ss. 111.81-111.94, 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. 111.81-111.94, 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 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 two point nine five percent (2.95%) rounded down to the nearest cent. 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 2025-2026 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 June 29, 2025, 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 June 29, 2025, will be eligible for the wage adjustment and 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 June 29, 2025, 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 June 29, 2025 and have not returned to pay status will receive the GWA and lump sum payment when they return to pay status in the bargaining unit before implementation of a successor agreement.

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 June 29, 2025, to the effective date of the GWA.

2/2/5 The provisions of 2/2/1 through 2/2/4 will apply only if implementation of this Agreement occurs after June 29, 2025.