

State of Wisconsin
Base Wage Proposal #1 to the Building Trades Bargaining Unit for Fiscal Year 2026
August 13, 2025

A. Demographics for 1/1/2025

Number of Employees	134.0
Number of FTE	133.8
Annualized Base Payroll*	\$13,190,183
Average Base Pay Rate	\$47.39
Average Years of State Service	9.6

*Intervening Adjustment of 4.12%, eff 4/6/2025, included

GWA Summary	
FY 2025-2026	2.94%

B. Fiscal Year 2026 Wage Proposal:

Fiscal Year 2025-2026

1

Effective the first pay period following the effective date of the Agreement, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of 2.95%, rounded down to the nearest cent. Employees in pay status on the date the pay rates are increased will receive an adjustment to the new rate.

Employees in pay status on the date of implementation will also receive a lump sum payment for the GWA increase for all hours in pay status in the bargaining unit back to June 29, 2025. Employees that retire or die after June 29, 2025, will also be eligible for the GWA and lump sum payment. Employees in the bargaining unit that return from an unpaid leave of absence before implementation of a successor agreement will be eligible to receive the lump sum payment for hours in pay status back to June 29, 2025, in addition to the GWA.

C. New Costs:

Item	Budgeted Effective Date (not the actual effective date)	Transaction	Funding Source	FY 2025-2026 Cost All Funds No Fringe	Annualized Base Payroll	FTE Hit	Hit Percent	Average Base Rate Increase
		1/1/25 base payroll:			\$13,190,183			
1	06/29/25	2.95% GWA	All Funds	\$387,462	\$13,577,645	133.80	100.0%	\$1.39
		Total cost		\$387,462				

Maximum Percentage Increase Subject to Negotiation:

2.95% (CPI-U change published by WERC)

Accepted:

Douglas Thayer

Daniel J. Bukiewicz
 9/12/25

AGREEMENT

between the

STATE OF WISCONSIN

and the

**WISCONSIN STATE BUILDING
TRADES NEGOTIATING COMMITTEE**

and its

**APPROPRIATE AFFILIATED BUILDING
TRADES COUNCILS**

~~**March 30, 2025-June 30, 2025**~~
TBD-June 30, 2026

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AGREEMENT

This Agreement made and entered into this ~~March 30, 2025~~TBD, 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 ~~four point one two percent (4.12%)~~ 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 ~~2024-2025~~ 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 30, 2024~~ 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 30, 2024~~ 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 30, 2024~~ 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 30, 2024~~ 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 30, 2024~~ 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 30, 2024~~ June 29, 2025.

**WAGE INCREASES IN 2025-2026
AGREEMENT**

Building Trades (04)

SUMMARY TOTALS

Bargaining Unit Totals

Total FTE: 134.00
Base Payroll*: \$13,190,183

<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>
2025-2026 Total	GWA Cost	<u>\$396,947</u>	<u>\$459,665</u>	<u>\$171,640</u>	<u>\$288,025</u>

*Consistent with s. 111.91(3)(b), the Base Payroll is based on the bargaining unit snapshot as of January 1, 2025, 180 days prior to the end of the previous contract period, with intervening FY25 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 the 2025-27 biennium is 15.8%.

Cost to Continue in Fiscal Year 2026-2027.

The cost to continue in fiscal year 2026-2027 is \$459,665 all funds with fringe, and the GPR portion is \$171,640.

**WAGE INCREASES IN 2025-2026
AGREEMENT**

Building Trades (04)

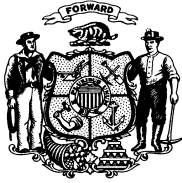
FISCAL YEAR INCREASES:

- A) FY26 General Wage Adjustment (GWA):** With back pay to June 29, 2025, each occupational pay rate on the list of Trades pay rates is increased by a GWA of 2.95%, and the pay rates for individual Trades employees are increased to the new rates.

<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>
2025-2026	FY Cost	\$387,462	\$448,681	\$168,749	\$279,932

- B) FY26 Adjustments for non-represented trades supervisors and project employees:** With back pay to June 29, 2025, non-represented trades supervisors and project employees will receive pay adjustments in accordance with the State Compensation Plan in connection with the contractual pay increases. The following cost is based on 3.0 FTE supervisors and 0.0 FTE project craftworkers.

<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>
2024-2025	FY Cost	\$9,485	\$10,984	\$2,891	\$8,093



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-4815/P1

MIM:cjs

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

1 **AN ACT relating to:** ratification of the agreement negotiated between the State
2 of Wisconsin and the Wisconsin State Building Trades Negotiating
3 Committee, for the 2025-26 fiscal year, covering employees in the building
4 trades crafts collective bargaining unit, and authorizing an expenditure of
5 funds.

Analysis by the Legislative Reference Bureau

This proposal is introduced under s. 111.92 (1), stats. The proposal ratifies the collective bargaining contract for state employees in the building trades crafts collective bargaining unit negotiated for the 2025-26 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.

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

BILL

SECTION 1

SECTION 1. Agreement ratified. The legislature ratifies the tentative agreement negotiated for the 2025-26 fiscal year between the State of Wisconsin, the division of personnel management in the department of administration, and the Wisconsin State Building Trades Negotiating Committee, covering employees in the building trades crafts collective bargaining unit under subch. V of ch. 111, as approved by the employees of the building trades crafts collective bargaining unit and approved and recommended by the joint committee on employment relations, and authorizes the necessary expenditure of moneys for implementation from the appropriations made by s. 20.865 (1), subject to s. 20.865 (intro.). The administrator of the division of personnel management in the department of administration shall file an official copy of the agreement, certified by the cochairpersons of the joint committee on employment relations, with the secretary of state. No formal or informal agreement between the parties that is not a part of the official copy is deemed to be approved by the legislature under this act.

SECTION 2. Effective date.

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

(END)