

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: May 24, 2006

Locator No: OSER-0099-CLR/LR/PP

Subject: Information for Processing 2003-2005 Fiscal Biennium Pay and Benefit Provisions for Employees in the Professional Education Bargaining Unit (Unit 13)

This information is provided to assist appointing authorities in determining 2003-2005 fiscal biennium general wage adjustments, lump sum payments, teacher and non-teacher market equity stratifications, educational add-on increases and pay administration changes, as well as to identify personal holiday and benefits changes for employees in the Professional Education bargaining unit (bargaining unit 13). The wage increases are granted in accordance with the wage provisions (Article XII) of the 2003-2005 Agreement between the State of Wisconsin and the Wisconsin Education Association Council (WEAC), and base pay increases must be applied in the order set forth in this bulletin.

SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to Article XII, Section 5 of the 2003-2005 WEAC Agreement and s. ER 29.04, Wis. Adm. Code, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2002-2003 pay schedule for adjustments 1. through 8. on May 14, 2006. Use the new FY 2004-2005 pay schedule (Attachment A) for adjustments under number 9., effective on May 14, 2006. Adjustments normally occurring after 9. will be made in accordance with the 2005-2007 collective bargaining agreement (see OSER bulletin: OSER-0100-CLR/LR/PP).

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
- 9. Negotiated Base Pay Adjustments for the 2004-2005 Fiscal Year**

SECTION II. GENERAL WAGE ADJUSTMENT (GWA):

Note: There are no pay adjustments for FY 2003-2004.

- A. Effective Date.** The General Wage Adjustment is effective May 14, 2006.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on May 14, 2006, are eligible for a GWA in the amount set forth in C., below.
 - 2. Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2004-2005 provided under the Compensation Plan or another 2003-2005 state collective bargaining agreement.
- C. Amount.** Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate.

SECTION III. TEACHER SUPPLEMENTAL ADD-ON RATE INCREASES

Effective May 14, 2006, the supplemental add-on rates for educational credits for employees in the classification of Teacher are each increased by \$0.12 per hour. The new rate schedule is provided in Attachment B.

SECTION IV. NON-TEACHER MARKET EQUITY STRATIFICATION

- A. Effective Date.** The Non-Teacher Market Equity Stratification is effective May 14, 2006.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on May 14, 2006, whose positions are assigned to pay ranges 13-01, 13-02, 13-03, and 13-04 are eligible for an adjustment in the amount set forth in C., below.
- C. Amount.**

Full years of seniority as of June 27, 2004	Base Pay Increase
0 through 4 years	\$0.10
5 through 9 years	\$0.15
10 through 14 years	\$0.20
15 through 19 years	\$0.25
20 or more years	\$0.30

SECTION V. TEACHER MARKET EQUITY STRATIFICATION

- A. Effective Date.** The Teacher Market Equity Stratification is effective May 14, 2006.
- B. Eligibility.** All permanent employees (employment types 01, 02, and 06) in pay status on May 14, 2006, in the classification of Teacher (class code 58200, pay range 13-05) are eligible for an adjustment in the amount set forth in C., below.
- C. Amount.**

Full years of seniority as of June 27, 2004		Base Pay Increase
0 through 4 years		\$0.00
5 through 11 years		\$0.05
12 through 16 years		\$0.10
17 through 24 years		\$0.15
25 or more years		\$0.20

SECTION VI. GENERAL WAGE ADJUSTMENT (GWA)

- A. Effective Date.** The General Wage Adjustment is effective May 14, 2006.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on May 14, 2006, are eligible for a GWA in the amount set forth in C., below.
 - 2. Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2004-2005 provided under the Compensation Plan or another 2003-2005 state collective bargaining agreement.
- C. Amount.** Each eligible employee will receive a GWA of \$0.10 per hour.

SECTION VII. IMPLEMENTATION OF FY 2004-2005 PAY SCHEDULE

Effective May 14, 2006, the pay schedule for fiscal year 2004-2005, provided in Attachment A, will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum will receive an adjustment to the new pay range minimum.

SECTION VIII. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE 2003-2005 AGREEMENT

A. Granting Date. The lump sum payment provided under C., below, will be provided **in a separate check** as soon after May 14, 2006, as administratively feasible.

B. Eligibility.

1. Eligible. The following employees will be eligible to receive a lump sum payment for the delay in implementation of the 2003-2005 Agreement:

- a. Employees who were at all times in the bargaining unit between June 12, 2005, and May 14, 2006.
- b. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 12, 2005, and before May 14, 2006.
- c. New state employees hired into the bargaining unit between June 12, 2005, and May 14, 2006.
- d. Employees hired into the bargaining unit from another certified state bargaining unit between June 12, 2005, and May 14, 2006, and prior to the effective date of a corresponding wage adjustment in the employee's former bargaining unit.
- e. Former employees of the bargaining unit who retired from state service between June 12, 2005, and May 14, 2006. Such payments shall not be considered earnings for retirement and benefit purposes.
- f. Employees in the bargaining unit who are on or returned from a leave of absence between June 12, 2005, and May 14, 2006. Employees who went on a leave of absence from a position in the bargaining unit after June 12, 2005, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit by June 30, 2007.

2. Ineligible.

- a. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2004-05 GWA prior to his or her appointment to a position in the Professional Education bargaining unit.
- b. Any employee who is on a leave of absence on May 14, 2006, and who fails to return from such leave prior to June 30, 2007.

C. Amount. Eligible employees will receive a lump sum payment in a separate check equal to the sum of the following (retirees receive this lump sum for base pay increases they would have received if there had been no delay in implementation of the Agreement):

1. The total hourly amount received as a base pay increase under Sections II., IV., V., and VI., above, multiplied by the number of hours in pay status in the bargaining unit from June 12, 2005, through May 13, 2006.
2. The hourly amount received as an add-on increase under Section III., above, multiplied by the number of hours in pay status in the bargaining unit from June 12, 2005, through May 13, 2006.

3. The lump sum wage payment shall also reflect an increase in the premium rate portion of overtime wages earned during the applicable period stated in 1. or 2., above.

D. Determining the “Hours in Pay Status.”

1. Determine the sum of all “hours in pay status” as a represented employee in the Professional Education bargaining unit. “Hours in pay status” include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated in C. 1. or 2., above.
2. Hours excluded from hours in pay status:
 - a. Hours as a project employee (employment type 05) or as an LTE employee (employment types 10 and 23);
 - b. Hours as a nonrepresented employee;
 - c. Hours in any bargaining unit other than the Professional Education bargaining unit;
 - d. Hours in the Professional Education bargaining unit after the employee was a permanent classified employee who was considered for or received a FY 2004-05 corresponding GWA under the 2003-2005 Compensation Plan or any other collective bargaining agreement;
 - e. Work hours for which holiday or compensatory time-off credits were earned but not used;
 - f. Any leave without pay hours.
3. For purposes of calculating employee benefits, except for former employees who have retired, any lump sum wage payment received under this section for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period from June 12, 2005, through May 13, 2006.

SECTION IX. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS

Pursuant to Article XII, Section 5 of the 2003-2005 Agreement with WEAC, effective May 14, 2006, all personnel transaction pay adjustments for employees in the Professional Education bargaining unit will be determined in accordance with the provisions set forth in Chapter ER 29.03, Wis. Adm. Code, **except** as follows:

- A. The pay of regraded employees whose positions are reallocated to a higher classification shall be determined in accordance with s. 29.03(3)(b), Wis. Admin. Code, except that in lieu of the increase amounts provided pursuant to s. 29.03(3)(b), Wis. Admin. Code, such regraded employees will receive an increase equal to 8% of the applicable new pay range minimum, or an increase to the new pay range minimum, whichever is greater.

- B. The pay of regraded employees whose positions are reclassified to a higher classification shall be determined in accordance with s. 29.03(3)(c), Wis. Admin. Code, except that in lieu of the increase amounts provided pursuant to s. 29.03(3)(c), such regraded employees will receive an increase equal to 8% of the applicable new pay range minimum, or an increase to the new pay range minimum, whichever is greater.
- C. Pay on promotion will be determined in accordance with s. 29.03(4)(b), Wis. Admin. Code, except that in lieu of the increase amounts provided pursuant to s. 29.03(4)(b), employees will receive an increase equal to 8% of the applicable new pay range minimum, or an increase to the new pay range minimum, whichever is greater.
- D. No six (6) month probationary increase will be granted to any permanent employee upon completion of the first six months of an original probationary period. This provision supersedes s. ER 29.03(2), Wis. Adm. Code. Upon completion of the first six months of a promotional probationary period, an employee will receive a one within range pay step increase in accordance with ER 29.03(2), Wis. Adm. Code.

SECTION X. IMPLEMENTATION OF THE THREE-TIER HEALTH INSURANCE MODEL

- A. Pursuant to Article XIII, Section 1 of the 2003-2005 Agreement with WEAC, the three-tier health insurance model is implemented for employees in the Professional Education bargaining unit. Employee monthly health insurance premium deductions begin pay period 13A (pay checks dated June 22, 2006) for August coverage.
- B. The cost of the aggregate employee share of health insurance premiums for the bargaining unit since November 2003 premiums due for coverage beginning January 2004 is being recovered through lump sum payment deductions and off-cycle premiums as necessary.

SECTION XI. ADDITIONAL PERSONAL HOLIDAY IN RECOGNITION OF VETERANS DAY

Effective January 1, 2004, employees receive one additional non-cumulative paid personal holiday annually in recognition of Veteran's Day. See **OSER bulletin: OSER-0100-CLR/LR/PP**, for information on carryover of additional personal holiday hours

SECTION XII. REFERRAL OF QUESTIONS

Employee questions regarding the provisions contained in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

Agency questions regarding the *pay provisions* contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov.

Questions regarding *all other contract provisions* should be referred to Kathy Kopp of the Bureau of Labor Relations at: Phone: (608) 266-0711 or E-mail: kathy.kopp@wisconsin.gov.

Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558

James A. Pankratz, Administrator
Division of Compensation & Labor Relations

JAP:JMW

Attachments:

Attachment A: Pay Schedule 13 effective May 14, 2006

Attachment B: Supplemental Add-on Amounts for Educational Credits for Teacher

Attachment A

PAY SCHEDULE 13

PROFESSIONAL EDUCATION BARGAINING UNIT

2004-2005 Pay Schedule				
Effective May 14, 2006				
(for implementation of FY 2004-05 wage adjustments only)				
<u>Range</u>	Minimum	Maximum	WRPS	8% of the Minimum
1	16.231	28.505	0.487	1.299
2	17.307	30.388	0.520	1.385
3	20.905	36.684	0.628	1.673
4	24.313	42.648	0.730	1.946
5	17.296	30.368	0.519	1.384

Attachment B

Supplemental Add-on Amounts for Educational Credits for Teacher

Number of Credits Beyond Bachelor's Degree

Bachelor's									
Degree plus:	6	12	18	24	30	36	42	48	54
Master's									
Degree plus:-	--	--	--	--	--	6	12	18	24

Official Hourly Supplements to Base Pay

Effective May 14, 2006, the add-on amounts will be:

Teacher

\$0.97 \$1.22 \$1.47 \$1.72 \$1.97 \$2.22 \$2.47 \$2.72 \$2.97