



STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor  
Kathy Blumenfeld, Secretary  
Jen Floegel, Administrator

September 3, 2024

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 2024-25 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 4.12% General Wage Adjustment (GWA), thereby providing employees with a corresponding adjustment to the new applicable occupational pay rate. The adjustment will include back pay to June 30, 2024.

The effective date of the Agreement will be the day following publication in the official state newspaper. The Agreement will remain in effect through June 30, 2025.

Sincerely,

Jen Floegel

Attachments: 1. Fiscal Note  
2. 2024-25 Tentative Agreement

**AGREEMENT**

**between the**

**STATE OF WISCONSIN**

**and the**

**WISCONSIN STATE BUILDING  
TRADES NEGOTIATING COMMITTEE**

**and its**

**APPROPRIATE AFFILIATED BUILDING  
TRADES COUNCILS**

**TBD-June 30, 2025**

**~~November 18, 2023-June 30, 2024~~**

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## **AGREEMENT**

This Agreement made and entered into this ~~November 18, 2023~~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 percent (4.00%)~~ four point one two percent (4.12%). 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 ~~2023-2024~~2024-2025 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 ~~July 2, 2023~~June 30, 2024, 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 ~~July 2, 2023~~June 30, 2024, 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 ~~July 2, 2023~~June 30, 2024, 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 ~~July 2, 2023~~June 30, 2024 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 ~~July 2, 2023~~June 30, 2024, 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 ~~July 2, 2023~~June 30, 2024.

**WAGE INCREASES IN 2024-2025 AGREEMENT**

**Building Trades (04)**

**SUMMARY TOTALS**

Bargaining Unit Totals

Total FTE: 136.00  
 Base Payroll\*: \$12,812,367

<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>
<b>2024-2025 Total</b>	GWA Cost	<u>\$539,460</u>	<u>\$622,269</u>	<u>\$232,473</u>	<u>\$389,796</u>

\*Consistent with s. 111.91(3)(b), the Base Payroll is based on the bargaining unit snapshot as of January 1, 2024, 180 days prior to the end of the previous contract period. 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 2023-25 biennium is 15.35%.

**Cost to Continue in Fiscal Year 2025-2026.**

The cost to continue in fiscal year 2025-2026 is \$622,269 all funds with fringe, and the GPR portion is \$232,473.

**WAGE INCREASES IN 2024-2025 AGREEMENT**

**Building Trades (04)**

**FISCAL YEAR INCREASES:**

**A) FY25 General Wage Adjustment (GWA): With back pay to June 30, 2024, each occupational pay rate on the list of Trades pay rates is increased by a GWA of 4.12%, 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>
<b>2024-2025</b>	FY Cost	\$526,190	\$606,961	\$228,460	\$378,501

**B) FY25 Adjustments for non-represented trades supervisors and project employees: With back pay to June 30, 2024, 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>
<b>2024-2025</b>	FY Cost	\$13,270	\$15,308	\$4,013	\$11,295