



State of Wisconsin  
2025 - 2026 LEGISLATURE

LRBb0733/1

ALL:all

**ASSEMBLY AMENDMENT 6,  
TO ASSEMBLY SUBSTITUTE AMENDMENT 2,  
TO ASSEMBLY BILL 50**

July 2, 2025 - Offered by Representatives SINICKI, ANDERSON, ANDRACA, ARNEY, BARE, BILLINGS, BROWN, CLANCY, CRUZ, DESANTO, DESMIDT, DOYLE, EMERSON, FITZGERALD, GOODWIN, HAYWOOD, HONG, HYSELL, J. JACOBSON, JOERS, JOHNSON, KIRSCH, MADISON, MAYADEV, MCCARVILLE, MCGUIRE, MIRESE, MOORE OMOKUNDE, NEUBAUER, PALMERI, PHELPS, PRADO, RIVERA-WAGNER, ROE, SHEEHAN, SNODGRASS, SPAUDE, STROUD, STUBBS, SUBECK, TAYLOR, TENORIO, UDELL and VINING.

1 At the locations indicated, amend the substitute amendment, as follows:

2 **1.** At the appropriate places, insert all of the following:

3 “**SECTION 1.** 71.07 (8b) (a) 7. of the statutes is amended to read:

4 71.07 **(8b)** (a) 7. “Qualified development” means a qualified low-income  
5 housing project under section 42 (g) of the Internal Revenue Code that is financed  
6 with tax-exempt bonds, ~~pursuant to section 42 (i) (2) described in section 42 (h) (4)~~  
7 (A) of the Internal Revenue Code, allocated the credit under section 42 of the  
8 Internal Revenue Code, and located in this state; except that the authority may  
9 waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal  
10 Revenue Code, the requirements of tax-exempt bond financing and federal credit  
11 allocation to the extent the authority anticipates that sufficient volume cap under

1 section 146 of the Internal Revenue Code will not be available to finance low-income  
2 housing projects in any year.

3 **SECTION 2.** 71.28 (8b) (a) 7. of the statutes is amended to read:

4 71.28 **(8b)** (a) 7. “Qualified development” means a qualified low-income  
5 housing project under section 42 (g) of the Internal Revenue Code that is financed  
6 with tax-exempt bonds, ~~pursuant to section 42 (i) (2)~~ described in section 42 (h) (4)  
7 (A) of the Internal Revenue Code, allocated the credit under section 42 of the  
8 Internal Revenue Code, and located in this state; except that the authority may  
9 waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal  
10 Revenue Code, the requirements of tax-exempt bond financing and federal credit  
11 allocation to the extent the authority anticipates that sufficient volume cap under  
12 section 146 of the Internal Revenue Code will not be available to finance low-income  
13 housing projects in any year.

14 **SECTION 3.** 71.47 (8b) (a) 7. of the statutes is amended to read:

15 71.47 **(8b)** (a) 7. “Qualified development” means a qualified low-income  
16 housing project under section 42 (g) of the Internal Revenue Code that is financed  
17 with tax-exempt bonds, ~~pursuant to section 42 (i) (2)~~ described in section 42 (h) (4)  
18 (A) of the Internal Revenue Code, allocated the credit under section 42 of the  
19 Internal Revenue Code, and located in this state; except that the authority may  
20 waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal  
21 Revenue Code, the requirements of tax-exempt bond financing and federal credit  
22 allocation to the extent the authority anticipates that sufficient volume cap under

1 section 146 of the Internal Revenue Code will not be available to finance low-income  
2 housing projects in any year.

3 **SECTION 4.** 76.639 (1) (g) of the statutes is amended to read:

4 76.639 (1) (g) “Qualified development” means a qualified low-income housing  
5 project under section 42 (g) of the Internal Revenue Code that is financed with tax-  
6 exempt bonds, ~~pursuant to section 42 (i) (2)~~ described in section 42 (h) (4) (A) of the  
7 Internal Revenue Code, allocated the credit under section 42 of the Internal  
8 Revenue Code, and located in this state; except that the authority may waive, in the  
9 qualified allocation plan under section 42 (m) (1) (B) of the Internal Revenue Code,  
10 the requirements of tax-exempt bond financing and federal credit allocation to the  
11 extent the authority anticipates that sufficient volume cap under section 146 of the  
12 Internal Revenue Code will not be available to finance low-income housing projects  
13 in any year.

14 **SECTION 5.** 234.45 (1) (e) of the statutes is amended to read:

15 234.45 (1) (e) “Qualified development” means a qualified low-income housing  
16 project under section 42 (g) of the Internal Revenue Code that is financed with tax-  
17 exempt bonds, ~~pursuant to section 42 (i) (2)~~ described in section 42 (h) (4) (A) of the  
18 Internal Revenue Code, allocated the credit under section 42 of the Internal  
19 Revenue Code, and located in this state; except that the authority may waive, in the  
20 qualified allocation plan under section 42 (m) (1) (B) of the Internal Revenue Code,  
21 the requirements of tax-exempt bond financing and federal credit allocation to the  
22 extent the authority anticipates that sufficient volume cap under section 146 of the

Internal Revenue Code will not be available to finance low-income housing projects in any year.

**SECTION 6.** 234.45 (4) of the statutes is amended to read:

234.45 (4) ALLOCATION LIMITS. In any calendar year, the aggregate amount of all state tax credits for which the authority certifies persons in allocation certificates issued under sub. (3) in that year may not exceed ~~\$42,000,000~~ \$100,000,000, including all amounts each person is eligible to claim for each year of the credit period, plus the total amount of all unallocated state tax credits from previous calendar years and plus the total amount of all previously allocated state tax credits that have been revoked or cancelled or otherwise recovered by the authority.”.

**2.** At the appropriate places, insert all of the following:

**“SECTION 7.** 16.75 (1p) of the statutes is repealed.

**SECTION 8.** 16.855 (1p) of the statutes is repealed.

**SECTION 9.** 66.0901 (1) (ae) of the statutes is repealed.

**SECTION 10.** 66.0901 (1) (am) of the statutes is repealed.

**SECTION 11.** 66.0901 (6) of the statutes is amended to read:

66.0901 (6) SEPARATION OF CONTRACTS; CLASSIFICATION OF CONTRACTORS. In public contracts for the construction, repair, remodeling or improvement of a public building or structure, other than highway structures and facilities, a municipality may bid projects based on a single or multiple division of the work. Public contracts shall be awarded according to the division of work selected for bidding. ~~Except as provided in sub. (6m), the~~ The municipality may set out in any public contract

1 reasonable and lawful conditions as to the hours of labor, wages, residence,  
2 character and classification of workers to be employed by any contractor, classify  
3 contractors as to their financial responsibility, competency and ability to perform  
4 work and set up a classified list of contractors. The municipality may reject the bid  
5 of any person, if the person has not been classified for the kind or amount of work in  
6 the bid.

7 **SECTION 12.** 66.0901 (6m) of the statutes is repealed.

8 **SECTION 13.** 66.0901 (6s) of the statutes is repealed.”.

9 **3.** At the appropriate places, insert all of the following:

10 “**SECTION 14.** 20.425 (1) (i) of the statutes is amended to read:

11 20.425 (1) (i) *Fees, collective bargaining training, publications, and appeals.*

12 The amounts in the schedule for the performance of fact-finding, mediation,  
13 certification, and arbitration functions, for the provision of copies of transcripts, for  
14 the cost of operating training programs under ss. 111.09 (3), 111.71 (5m), and  
15 111.94 (3), for the preparation of publications, transcripts, reports, and other copied  
16 material, and for costs related to conducting appeals under s. 230.45. All moneys  
17 received under ss. 111.09 (1) and (2), ~~111.70 (4) (d) 3. b.,~~ 111.71 (1) and (2), ~~111.83~~  
18 ~~(3) (b),~~ 111.94 (1) and (2), and 230.45 (3), all moneys received from arbitrators and  
19 arbitration panel members, and individuals who are interested in serving in such  
20 positions, and from individuals and organizations who participate in other  
21 collective bargaining training programs conducted by the commission, and all  
22 moneys received from the sale of publications, transcripts, reports, and other copied  
23 material shall be credited to this appropriation account.

1           **SECTION 15.** 20.505 (1) (ks) of the statutes is amended to read:

2           20.505 (1) (ks) *Collective bargaining grievance arbitrations.* The amounts in  
3 the schedule for the payment of the state's share of costs related to collective  
4 bargaining grievance arbitrations under s. 111.86. All moneys received from state  
5 agencies or authorities for the purpose of reimbursing the state's share of the costs  
6 related to grievance arbitrations under s. 111.86 and to reimburse the state's share  
7 of costs for training related to grievance arbitrations shall be credited to this  
8 appropriation account.

9           **SECTION 16.** 20.921 (1) (a) 2. of the statutes is amended to read:

10          20.921 (1) (a) 2. If the state employee is a public safety employee under s.  
11 111.81 (15r) or is in a collective bargaining unit containing a frontline worker under  
12 s. 111.81 (9b), payment of dues to employee organizations.

13          **SECTION 17.** 40.51 (7) (a) of the statutes is amended to read:

14          40.51 (7) (a) Any employer, other than the state, including an employer that is  
15 not a participating employer, may offer to all of its employees a health care coverage  
16 plan through a program offered by the group insurance board. Notwithstanding  
17 sub. (2) and ss. 40.05 (4) and 40.52 (1), the department may by rule establish  
18 different eligibility standards or contribution requirements for such employees and  
19 employers. Beginning on January 1, 2012, except as otherwise provided in a  
20 collective bargaining agreement under subch. IV of ch. 111 that covers public safety  
21 employees, transit employees, or frontline workers and except as provided in par.  
22 (b), an employer may not offer a health care coverage plan to its employees under  
23 this subsection if the employer pays more than 88 percent of the average premium

1 cost of plans offered in any tier with the lowest employee premium cost under this  
2 subsection.

3 **SECTION 18.** 46.2895 (8) (a) 1. of the statutes is amended to read:

4 46.2895 (8) (a) 1. If the long-term care district offers employment to any  
5 individual who was previously employed by a county, which participated in creating  
6 the district and at the time of the offer had not withdrawn or been removed from the  
7 district under sub. (14), and who while employed by the county performed duties  
8 relating to the same or a substantially similar function for which the individual is  
9 offered employment by the district and ~~whose wages were established in~~ who was  
10 covered by a collective bargaining agreement with the county under subch. IV of ch.  
11 111 that is in effect on the date that the individual commences employment with  
12 the district, with respect to that individual, abide by the terms of the collective  
13 bargaining agreement ~~concerning the individual's wages~~ until the time of the  
14 expiration of that collective bargaining agreement or adoption of a collective  
15 bargaining agreement with the district under subch. IV of ch. 111 covering the  
16 individual as an employee of the district, whichever occurs first.

17 **SECTION 19.** 109.03 (1) (b) of the statutes is amended to read:

18 109.03 (1) (b) School district employees, cooperative educational service  
19 agency employees, and private school employees who voluntarily request payment  
20 over a 12-month period for personal services performed during the school year,  
21 ~~unless, with respect to private school employees,~~ the employees are covered under a  
22 valid collective bargaining agreement which precludes this method of payment.

23 **SECTION 20.** 111.70 (1) (a) of the statutes is amended to read:

111.70 (1) (a) “Collective bargaining” means the performance of the mutual obligation of a municipal employer, through its officers and agents, and the representative of its municipal employees in a collective bargaining unit, to meet and confer at reasonable times, in good faith, with the intention of reaching an agreement, or to resolve questions arising under such an agreement, with respect to wages, hours, and conditions of employment for public safety employees ~~or, for~~ transit employees ~~and, or for municipal employees in a collective bargaining unit that contains a frontline worker;~~ with respect to wages for general municipal employees, who are in a collective bargaining unit that does not contain a frontline worker; and with respect to a requirement of the municipal employer for a municipal employee to perform law enforcement and fire fighting services under s. 60.553, 61.66, or 62.13 (2e), except as provided in sub. (4) (mb) and (mc) and s. 40.81 (3) and except that a municipal employer shall not meet and confer with respect to any proposal to diminish or abridge the rights guaranteed to any public safety employees under ch. 164. Collective bargaining includes the reduction of any agreement reached to a written and signed document.

**SECTION 21.** 111.70 (1) (f) of the statutes is amended to read:

111.70 (1) (f) “Fair-share agreement” means an agreement between a municipal employer and a labor organization that represents public safety employees ~~or, transit employees, or a frontline worker~~ under which all or any of the public safety employees or transit employees in the collective bargaining unit or all or any of the employees in a collective bargaining unit containing a frontline worker are required to pay their proportionate share of the cost of the collective bargaining



1 process and contract administration measured by the amount of dues uniformly  
2 required of all members.

3 **SECTION 22.** 111.70 (1) (fd) of the statutes is created to read:

4 111.70 (1) (fd) “Frontline worker” means a municipal employee who is  
5 determined to be a frontline worker under sub. (4) (bm) 2.

6 **SECTION 23.** 111.70 (1) (fm) of the statutes is amended to read:

7 111.70 (1) (fm) “General municipal employee” means a municipal employee  
8 who is not a public safety employee ~~or~~, a transit employee, or a frontline worker.

9 **SECTION 24.** 111.70 (1) (n) of the statutes is amended to read:

10 111.70 (1) (n) “Referendum” means a proceeding conducted by the  
11 commission in which public safety employees or transit employees in a collective  
12 bargaining unit or municipal employees in a collective bargaining unit containing a  
13 frontline worker may cast a secret ballot on the question of authorizing a labor  
14 organization and the employer to continue a fair-share agreement.

15 **SECTION 25.** 111.70 (1) (p) of the statutes is amended to read:

16 111.70 (1) (p) “Transit employee” means a municipal employee who is  
17 determined to be a transit employee under sub. (4) (bm) 1.

18 **SECTION 26.** 111.70 (2) of the statutes is renumbered 111.70 (2) (a) and  
19 amended to read:

20 111.70 (2) (a) Municipal employees have the right of self-organization, and the  
21 right to form, join, or assist labor organizations, to bargain collectively through  
22 representatives of their own choosing, and to engage in lawful, concerted activities  
23 for the purpose of collective bargaining or other mutual aid or protection.

1 Municipal employees have the right to refrain from any and all such activities. A  
2 general municipal employee may not be covered by a fair-share agreement unless  
3 the general municipal employee is in a collective bargaining unit containing a  
4 frontline worker. Unless the general municipal employee is covered by a fair-share  
5 agreement, a general municipal employee has the right to refrain from paying dues  
6 while remaining a member of a collective bargaining unit. A public safety employee  
7 ~~or, a transit employee, however, or a municipal employee in a collective bargaining~~  
8 unit containing a frontline worker may be covered by a fair-share agreement and be  
9 required to pay dues in the manner provided in ~~a~~ the fair-share agreement; a fair-  
10 share agreement ~~covering a public safety employee or a transit employee~~ must  
11 contain a provision requiring the municipal employer to deduct the amount of dues  
12 as certified by the labor organization from the earnings of the employee affected by  
13 the fair-share agreement and to pay the amount deducted to the labor organization.  
14 A fair-share agreement ~~covering a public safety employee or transit employee~~ is  
15 subject to the right of the municipal employer or a labor organization to petition the  
16 commission to conduct a referendum. Such petition must be supported by proof  
17 that at least 30 percent of the employees in the collective bargaining unit desire that  
18 the fair-share agreement be terminated. Upon so finding, the commission shall  
19 conduct a referendum. If the continuation of the agreement is not supported by at  
20 least the majority of the eligible employees, it shall terminate. The commission  
21 shall declare any fair-share agreement suspended upon such conditions and for  
22 such time as the commission decides whenever it finds that the labor organization  
23 involved has refused on the basis of race, color, sexual orientation, creed, or sex to

1 receive as a member any ~~public safety employee or transit~~ eligible municipal  
2 employee ~~of the municipal employer~~ in the bargaining unit involved, and such  
3 agreement is subject to this duty of the commission. Any of the parties to such  
4 agreement or any ~~public safety employee or transit~~ municipal employee covered by  
5 the agreement may come before the commission, as provided in s. 111.07, and ask  
6 the performance of this duty.

7 **SECTION 27.** 111.70 (2) (b) of the statutes is created to read:

8 111.70 **(2)** (b) General municipal employees who are not in a collective  
9 bargaining unit containing a frontline worker have the right to have their  
10 municipal employer consult with them, through a representative of their own  
11 choosing, with no intention of reaching an agreement, with respect to wages, hours,  
12 and conditions of employment. The right may be exercised either when the  
13 municipal employer proposes or implements policy changes affecting wages, hours,  
14 or conditions of employment or, if no policy changes are proposed or implemented, at  
15 least quarterly.

16 **SECTION 28.** 111.70 (3) (a) 3. of the statutes is amended to read:

17 111.70 **(3)** (a) 3. To encourage or discourage a membership in any labor  
18 organization by discrimination in regard to hiring, tenure, or other terms or  
19 conditions of employment; but the prohibition shall not apply to a fair-share  
20 agreement ~~that covers public safety employees or transit employees.~~

21 **SECTION 29.** 111.70 (3) (a) 5. of the statutes is amended to read:

22 111.70 **(3)** (a) 5. To violate any collective bargaining agreement previously  
23 agreed upon by the parties with respect to wages, hours, and conditions of

1 employment affecting public safety employees ~~or~~, transit employees, or municipal  
2 employees in a collective bargaining unit containing a frontline worker, including  
3 an agreement to arbitrate questions arising as to the meaning or application of the  
4 terms of a collective bargaining agreement or to accept the terms of such arbitration  
5 award, where previously the parties have agreed to accept such award as final and  
6 binding upon them or to violate any collective bargaining agreement affecting a  
7 collective bargaining unit containing only general municipal employees, that was  
8 previously agreed upon by the parties with respect to wages.

9 **SECTION 30.** 111.70 (3) (a) 6. of the statutes is amended to read:

10 111.70 (3) (a) 6. To deduct labor organization dues from the earnings of a  
11 public safety employee ~~or~~, a transit employee, or a municipal employee who is in a  
12 collective bargaining unit containing a frontline worker unless the municipal  
13 employer has been presented with an individual order therefor, signed by the  
14 employee personally, and terminable by at least the end of any year of its life or  
15 earlier by the ~~public safety employee or transit~~ municipal employee giving at least  
16 30 days' written notice of such termination to the municipal employer and to the  
17 representative organization, except when a fair-share agreement is in effect.

18 **SECTION 31.** 111.70 (3) (a) 9. of the statutes is amended to read:

19 111.70 (3) (a) 9. If the collective bargaining unit contains a public safety  
20 employee ~~or~~, transit employee, or frontline worker, after a collective bargaining  
21 agreement expires and before another collective bargaining agreement takes effect,  
22 to fail to follow any fair-share agreement in the expired collective bargaining  
23 agreement.

1           **SECTION 32.** 111.70 (3g) of the statutes is amended to read:

2           111.70 **(3g)** WAGE DEDUCTION PROHIBITION. A municipal employer may not  
3 deduct labor organization dues from the earnings of a general municipal employee,  
4 unless the general municipal employee is in a collective bargaining unit that  
5 contains a frontline worker, or from the earnings of a supervisor.

6           **SECTION 33.** 111.70 (4) (bm) (title) of the statutes is amended to read:

7           111.70 **(4)** (bm) (title) *Transit employee or frontline worker determination.*

8           **SECTION 34.** 111.70 (4) (bm) of the statutes is renumbered 111.70 (4) (bm) 1.

9           **SECTION 35.** 111.70 (4) (bm) 2. of the statutes is created to read:

10          111.70 **(4)** (bm) 2. The commission shall determine that a municipal employee  
11 is a frontline worker if the commission finds that the municipal employee has  
12 regular job duties that include interacting with members of the public or with large  
13 populations of people or that directly involve the maintenance of public works. The  
14 commission may not determine that a public safety employee or a transit employee  
15 is a frontline worker.

16          **SECTION 36.** 111.70 (4) (cg) (title), 1., 2., 3., 4. and 5. of the statutes are  
17 amended to read:

18          111.70 **(4)** (cg) (title) *Methods for peaceful settlement of disputes; transit*  
19 *employees and municipal employees in a collective bargaining unit containing a*  
20 *frontline worker.* 1. 'Notice of commencement of contract negotiations.' To advise  
21 the commission of the commencement of contract negotiations involving a collective  
22 bargaining unit containing transit employees or a collective bargaining unit  
23 containing a frontline worker, whenever either party requests the other to reopen

1 negotiations under a binding collective bargaining agreement, or the parties  
2 otherwise commence negotiations if no collective bargaining agreement exists, the  
3 party requesting negotiations shall immediately notify the commission in writing.  
4 Upon failure of the requesting party to provide notice, the other party may provide  
5 notice to the commission. The notice shall specify the expiration date of the existing  
6 collective bargaining agreement, if any, and shall provide any additional  
7 information the commission may require on a form provided by the commission.

8 2. 'Presentation of initial proposals; open meetings.' The meetings between  
9 parties to a collective bargaining agreement or proposed collective bargaining  
10 agreement under this subchapter that involve a collective bargaining unit  
11 containing a transit employee or a frontline worker and that are held to present  
12 initial bargaining proposals, along with supporting rationale, are open to the  
13 public. Each party shall submit its initial bargaining proposals to the other party  
14 in writing. Failure to comply with this subdivision does not invalidate a collective  
15 bargaining agreement under this subchapter.

16 3. 'Mediation.' The commission or its designee shall function as mediator in  
17 labor disputes involving transit employees or municipal employees in a collective  
18 bargaining unit containing a frontline worker upon request of one or both of the  
19 parties, or upon initiation of the commission. The function of the mediator is to  
20 encourage voluntary settlement by the parties. No mediator has the power of  
21 compulsion.

22 4. 'Grievance arbitration.' Parties to a dispute pertaining to the meaning or  
23 application of the terms of a written collective bargaining agreement involving a

1 collective bargaining unit containing a transit employee or a frontline worker may  
2 agree in writing to have the commission or any other appropriate agency serve as  
3 arbitrator or may designate any other competent, impartial, and disinterested  
4 person to serve as an arbitrator.

5 5. 'Voluntary impasse resolution procedures.' In addition to the other  
6 impasse resolution procedures provided in this paragraph, a municipal employer  
7 that employs a transit employee or a municipal employee in a collective bargaining  
8 unit containing a frontline worker and a labor organization may at any time, as a  
9 permissive subject of bargaining, agree in writing to a dispute settlement  
10 procedure, including binding interest arbitration, which is acceptable to the parties  
11 for resolving an impasse over terms of any collective bargaining agreement under  
12 this subchapter. The parties shall file a copy of the agreement with the  
13 commission. If the parties agree to any form of binding interest arbitration, the  
14 arbitrator shall give weight to the factors enumerated under subds. 7. and 7g.

15 **SECTION 37.** 111.70 (4) (cg) 6. a. of the statutes is amended to read:

16 111.70 (4) (cg) 6. a. If, in any collective bargaining unit containing transit  
17 employees or a frontline worker, a dispute has not been settled after a reasonable  
18 period of negotiation and after mediation by the commission under subd. 3. and  
19 other settlement procedures, if any, established by the parties have been exhausted,  
20 and the parties are deadlocked with respect to any dispute between them over  
21 wages, hours, or conditions of employment to be included in a new collective  
22 bargaining agreement, either party, or the parties jointly, may petition the  
23 commission, in writing, to initiate compulsory, final, and binding arbitration, as

1 provided in this paragraph. At the time the petition is filed, the petitioning party  
2 shall submit in writing to the other party and the commission its preliminary final  
3 offer containing its latest proposals on all issues in dispute. Within 14 calendar  
4 days after the date of that submission, the other party shall submit in writing its  
5 preliminary final offer on all disputed issues to the petitioning party and the  
6 commission. If a petition is filed jointly, both parties shall exchange their  
7 preliminary final offers in writing and submit copies to the commission when the  
8 petition is filed.

9 **SECTION 38.** 111.70 (4) (cg) 7r. d., e. and f. of the statutes are amended to  
10 read:

11 111.70 (4) (cg) 7r. d. Comparison of wages, hours, and conditions of  
12 employment of the ~~transit~~ municipal employees involved in the arbitration  
13 proceedings with the wages, hours, and conditions of employment of other  
14 employees performing similar services.

15 e. Comparison of the wages, hours, and conditions of employment of the  
16 ~~transit~~ municipal employees involved in the arbitration proceedings with the wages,  
17 hours, and conditions of employment of other employees generally in public  
18 employment in the same community and in comparable communities.

19 f. Comparison of the wages, hours, and conditions of employment of the  
20 ~~transit~~ municipal employees involved in the arbitration proceedings with the wages,  
21 hours, and conditions of employment of other employees in private employment in  
22 the same community and in comparable communities.

23 **SECTION 39.** 111.70 (4) (cg) 7r. h. of the statutes is amended to read:



1           111.70 (4) (cg) 7r. h. The overall compensation presently received by the  
2 ~~transit~~ municipal employees involved in the arbitration proceedings, including  
3 direct wage compensation, vacation, holidays, and excused time, insurance and  
4 pensions, medical and hospitalization benefits, the continuity and stability of  
5 employment, and all other benefits received.

6           **SECTION 40.** 111.70 (4) (cg) 8m. of the statutes is amended to read:

7           111.70 (4) (cg) 8m. 'Term of agreement; reopening of negotiations.' Except for  
8 the initial collective bargaining agreement between the parties and except as the  
9 parties otherwise agree, every collective bargaining agreement covering transit  
10 employees or a frontline worker shall be for a term of 2 years, but in no case may a  
11 collective bargaining agreement for any collective bargaining unit ~~consisting of~~  
12 ~~transit employees~~ subject to this paragraph be for a term exceeding 3 years. No  
13 arbitration award involving transit employees or a frontline worker may contain a  
14 provision for reopening of negotiations during the term of a collective bargaining  
15 agreement, unless both parties agree to such a provision. The requirement for  
16 agreement by both parties does not apply to a provision for reopening of  
17 negotiations with respect to any portion of an agreement that is declared invalid by  
18 a court or administrative agency or rendered invalid by the enactment of a law or  
19 promulgation of a federal regulation.

20           **SECTION 41.** 111.70 (4) (d) 1. of the statutes is amended to read:

21           111.70 (4) (d) 1. A representative chosen for the purposes of collective  
22 bargaining by a majority of the ~~public safety employees or transit~~ municipal  
23 employees voting in a collective bargaining unit shall be the exclusive

1 representative of all employees in the unit for the purpose of collective bargaining.  
2 ~~A representative chosen for the purposes of collective bargaining by at least 51~~  
3 ~~percent of the general municipal employees in a collective bargaining unit shall be~~  
4 ~~the exclusive representative of all employees in the unit for the purpose of collective~~  
5 ~~bargaining.~~ Any individual employee, or any minority group of employees in any  
6 collective bargaining unit, shall have the right to present grievances to the  
7 municipal employer in person or through representatives of their own choosing, and  
8 the municipal employer shall confer with the employee in relation thereto, if the  
9 majority representative has been afforded the opportunity to be present at the  
10 conferences. Any adjustment resulting from these conferences may not be  
11 inconsistent with the conditions of employment established by the majority  
12 representative and the municipal employer.

13 **SECTION 42.** 111.70 (4) (d) 2. a. of the statutes is amended to read:

14 111.70 (4) (d) 2. a. The commission shall determine the appropriate collective  
15 bargaining unit for the purpose of collective bargaining and shall whenever possible  
16 avoid fragmentation by maintaining as few collective bargaining units as  
17 practicable in keeping with the size of the total municipal workforce. The  
18 commission may decide whether, in a particular case, the municipal employees in  
19 the same or several departments, divisions, institutions, crafts, professions, or  
20 other occupational groupings constitute a collective bargaining unit. Before  
21 making its determination, the commission may provide an opportunity for the  
22 municipal employees concerned to determine, by secret ballot, whether they desire  
23 to be established as a separate collective bargaining unit. The commission may not

1 decide, however, that any group of municipal employees constitutes an appropriate  
2 collective bargaining unit if the group includes both professional employees and  
3 nonprofessional employees, unless a majority of the professional employees vote for  
4 inclusion in the unit. The commission may not decide that any group of municipal  
5 employees constitutes an appropriate collective bargaining unit if the group  
6 includes both school district employees and general municipal employees who are  
7 not school district employees. The commission may not ~~decide that any group of~~  
8 ~~municipal employees constitutes an appropriate collective bargaining unit if the~~  
9 ~~group includes both public safety employees and general municipal employees, if~~  
10 ~~the group includes both transit employees and general municipal employees, or if~~  
11 ~~the group includes both transit employees and public safety employees~~ place public  
12 safety employees in a collective bargaining unit with employees who are not public  
13 safety employees or place transit employees in a collective bargaining unit with  
14 employees who are not transit employees. The commission may place frontline  
15 workers in a collective bargaining unit with municipal employees who are not  
16 frontline workers if the commission determines it is appropriate; if the commission  
17 places in a collective bargaining unit frontline workers and municipal employees  
18 who are not frontline workers, the collective bargaining unit is treated as if all  
19 employees in the collective bargaining unit are frontline workers. The commission  
20 may not decide that any group of municipal employees constitutes an appropriate  
21 collective bargaining unit if the group includes both craft employees and noncraft  
22 employees unless a majority of the craft employees vote for inclusion in the unit.  
23 The commission shall place the professional employees who are assigned to perform

1 any services at a charter school, as defined in s. 115.001 (1), in a separate collective  
2 bargaining unit from a unit that includes any other professional employees  
3 whenever at least 30 percent of those professional employees request an election to  
4 be held to determine that issue and a majority of the professional employees at the  
5 charter school who cast votes in the election decide to be represented in a separate  
6 collective bargaining unit.

7 **SECTION 43.** 111.70 (4) (d) 3. a. and c. of the statutes are consolidated and  
8 renumbered 111.70 (4) (d) 3.

9 **SECTION 44.** 111.70 (4) (d) 3. b. of the statutes is repealed.

10 **SECTION 45.** 111.70 (4) (mb) (intro.) of the statutes is amended to read:

11 111.70 (4) (mb) *Prohibited subjects of bargaining; general municipal*  
12 *employees.* (intro.) The municipal employer is prohibited from bargaining  
13 collectively with a collective bargaining unit containing ~~a~~ only general municipal  
14 ~~employee~~ employees with respect to any of the following:

15 **SECTION 46.** 111.70 (4) (mbb) of the statutes is amended to read:

16 111.70 (4) (mbb) *Consumer price index change.* For purposes of determining  
17 compliance with par. (mb), the commission shall provide, upon request, to a  
18 municipal employer or to any representative of a collective bargaining unit  
19 containing ~~a~~ only general municipal ~~employee~~ employees, the consumer price index  
20 change during any 12-month period. The commission may get the information from  
21 the department of revenue.

22 **SECTION 47.** 111.70 (4) (mc) (intro.), 6., 7. and 8. of the statutes are amended  
23 to read:

1           111.70 (4) (mc) *Prohibited subjects of bargaining; public safety employees,*  
2 *transit employees, and frontline workers.* (intro.) The municipal employer is  
3 prohibited from bargaining collectively with a collective bargaining unit containing  
4 a public safety employee, transit employee, or frontline worker with respect to any of  
5 the following:

6           6. Except for whether or not to provide health care coverage and the employee  
7 premium contribution, all costs and payments associated with health care coverage  
8 plans and the design and selection of health care coverage plans by the municipal  
9 employer ~~for public safety employees~~, and the impact of such costs and payments  
10 and the design and selection of the health care coverage plans on the wages, hours,  
11 and conditions of employment of the ~~public safety~~ employee. For purposes of this  
12 subdivision, “design” does not include the decision as to who is covered by a health  
13 care coverage plan selected by the municipal employer.

14           7. In any bargaining unit composed of public safety employees, in a  
15 municipality with a retirement system established under chapter 396, laws of 1937,  
16 any terms of such a retirement system, including, but not limited to, the  
17 contribution rates, pension benefit calculation, or factors used to calculate a  
18 pension benefit under the system, ~~with any bargaining unit composed of public~~  
19 ~~safety employees~~. For such a retirement system, the terms of the system, including,  
20 but not limited to, the contribution rates, pension benefit calculation, or factors  
21 used to calculate a pension benefit under the system for employees who are part of  
22 a bargaining unit composed of public safety employees, shall be the same as those in  
23 effect on December 30, 2022.

24           8. In any bargaining unit composed of public safety employees or employees

1 treated as public safety employees under par. (bn), in a municipality with a  
2 retirement system established under chapter 201, laws of 1937, any terms of such a  
3 retirement system, including, but not limited to, the costs, payments, contribution  
4 rates, pension benefit calculation, or design, including all impacts or effects that  
5 any changes made to the retirement system might have upon the wages, hours, or  
6 conditions of employment, ~~with any bargaining unit composed of public safety~~  
7 ~~employees or any employees treated as public safety employees under par. (bn).~~

8 **SECTION 48.** 111.70 (7m) (c) 1. a. of the statutes is amended to read:

9 111.70 **(7m)** (c) 1. a. Any labor organization that represents public safety  
10 employees ~~or, transit employees, or a frontline worker~~ which violates sub. (4) (L)  
11 may not collect any dues under a collective bargaining agreement or under a fair-  
12 share agreement from any employee covered by either agreement for a period of one  
13 year. At the end of the period of suspension, any such agreement shall be reinstated  
14 unless the labor organization is no longer authorized to represent the ~~public safety~~  
15 ~~employees or transit~~ municipal employees covered by the collective bargaining  
16 agreement or fair-share agreement or the agreement is no longer in effect.

17 **SECTION 49.** 111.81 (1) of the statutes is renumbered 111.81 (1s) and  
18 amended to read:

19 111.81 **(1s)** "Collective bargaining" means the performance of the mutual  
20 obligation of the state as an employer, by its officers and agents, and the  
21 representatives of its employees, to meet and confer at reasonable times, in good  
22 faith, with respect to the subjects of bargaining provided in s. 111.91 (1), ~~with~~  
23 ~~respect to~~ for public safety employees, with respect to the subjects of bargaining  
24 provided in s. 111.91 (1w) for employees in a collective bargaining unit containing a

1 frontline worker, and with respect to the subjects of bargaining provided in s.  
2 111.91 (3), ~~with respect to~~ for general employees who are in a collective bargaining  
3 unit that does not contain a frontline worker, with the intention of reaching an  
4 agreement, or to resolve questions arising under such an agreement. The duty to  
5 bargain, however, does not compel either party to agree to a proposal or require the  
6 making of a concession. Collective bargaining includes the reduction of any  
7 agreement reached to a written and signed document.

8 **SECTION 50.** 111.81 (1b) of the statutes is created to read:

9 111.81 (1b) “Academic staff” has the meaning given in s. 36.05 (1) but does  
10 not include academic staff under s. 36.15 (1) (a) that are supervisors, management  
11 employees, and individuals who are privy to confidential matters affecting the  
12 employer-employee relationship.

13 **SECTION 51.** 111.81 (1d) of the statutes is created to read:

14 111.81 (1d) “Authority” means a body created under subch. II of ch. 114 or ch.  
15 231, 232, 233, 234, 237, 238, or 279.

16 **SECTION 52.** 111.81 (7) (ag) of the statutes is created to read:

17 111.81 (7) (ag) An employee of an authority.

18 **SECTION 53.** 111.81 (7) (ar) of the statutes is amended to read:

19 111.81 (7) (ar) Any employee who is employed by the University of Wisconsin  
20 System, except an employee who is assigned to the University of Wisconsin-  
21 Madison, ~~and except~~ including faculty; and ~~except~~ academic staff ~~under s. 36.15~~.

22 **SECTION 54.** 111.81 (7) (at) of the statutes is amended to read:

23 111.81 (7) (at) Any employee who is employed by the University of Wisconsin

1 System and assigned to the University of Wisconsin-Madison ~~except~~ including  
2 faculty and ~~except~~ academic staff ~~under s. 36.15~~.

3 **SECTION 55.** 111.81 (8) of the statutes is amended to read:

4 111.81 (8) "Employer" means the state of Wisconsin and includes an  
5 authority.

6 **SECTION 56.** 111.81 (8p) of the statutes is created to read:

7 111.81 (8p) "Faculty" has the meaning given in s. 36.05 (8) and includes  
8 faculty who are supervisors or management employees but excludes faculty holding  
9 a limited appointment under s. 36.17 and deans.

10 **SECTION 57.** 111.81 (9) of the statutes is amended to read:

11 111.81 (9) "Fair-share agreement" means an agreement between the  
12 employer and a labor organization representing public safety employees or a  
13 frontline worker under which all of the public safety employees in the collective  
14 bargaining unit or all of the employees in a collective bargaining unit containing a  
15 frontline worker are required to pay their proportionate share of the cost of the  
16 collective bargaining process and contract administration measured by the amount  
17 of dues uniformly required of all members.

18 **SECTION 58.** 111.81 (9b) of the statutes is created to read:

19 111.81 (9b) "Frontline worker" means an employee who is determined to be a  
20 frontline worker under s. 111.817.

21 **SECTION 59.** 111.81 (9g) of the statutes is amended to read:

22 111.81 (9g) "General employee" means an employee who is not a public safety  
23 employee or a frontline worker.

24 **SECTION 60.** 111.81 (12) (intro.) of the statutes is amended to read:



1           111.81 (12) (intro.) “Labor organization” means any employee organization  
2           whose purpose is to represent employees in collective bargaining with the employer,  
3           or its agents, on matters that are subject to collective bargaining under s. 111.91 (1),  
4           (1w), or (3), whichever is applicable; but the term shall not include any  
5           organization:

6           **SECTION 61.** 111.81 (12m) of the statutes is amended to read:

7           111.81 (12m) “Maintenance of membership agreement” means an agreement  
8           between the employer and a labor organization representing public safety  
9           employees or a frontline worker which requires that all of the public safety  
10          employees or employees who are in a collective bargaining unit containing a  
11          frontline worker whose dues are being deducted from earnings under s. 20.921 (1)  
12          or 111.84 (1) (f) at the time the agreement takes effect shall continue to have dues  
13          deducted for the duration of the agreement, and that dues shall be deducted from  
14          the earnings of all ~~public safety~~ such employees who are hired on or after the  
15          effective date of the agreement.

16          **SECTION 62.** 111.81 (15m) of the statutes is amended to read:

17          111.81 (15m) “Program assistant” or “project assistant” means a graduate  
18          student enrolled in the University of Wisconsin System who is assigned to conduct  
19          research, training, administrative responsibilities or other academic or academic  
20          support projects or programs, except regular preparation of instructional materials  
21          for courses or manual or clerical assignments, under the supervision of a member of  
22          the faculty or academic staff, ~~as defined in s. 36.05 (1) or (8)~~, primarily for the  
23          benefit of the university, faculty or academic staff supervisor or a granting agency.  
24          “Project assistant” or “program assistant” does not include a graduate student who

1 does work which is primarily for the benefit of the student's own learning and  
2 research and which is independent or self-directed.

3 **SECTION 63.** 111.81 (16) of the statutes is amended to read:

4 111.81 (16) "Referendum" means a proceeding conducted by the commission  
5 in which public safety employees in a collective bargaining unit or all employees in  
6 a collective bargaining unit containing a frontline worker may cast a secret ballot on  
7 the question of directing the labor organization and the employer to enter into a  
8 fair-share or maintenance of membership agreement or to terminate such an  
9 agreement.

10 **SECTION 64.** 111.815 (1) of the statutes is amended to read:

11 111.815 (1) In the furtherance of this subchapter, the state shall be  
12 considered as a single employer and employment relations policies and practices  
13 throughout the state service shall be as consistent as practicable. The division  
14 shall negotiate and administer collective bargaining agreements. To coordinate the  
15 employer position in the negotiation of agreements, the division shall maintain  
16 close liaison with the legislature relative to the negotiation of agreements and the  
17 fiscal ramifications of those agreements. Except with respect to the collective  
18 bargaining units specified in s. 111.825 (1r) and (1t), the division is responsible for  
19 the employer functions of the executive branch under this subchapter, and shall  
20 coordinate its collective bargaining activities with operating state agencies on  
21 matters of agency concern and with operating authorities on matters of authority  
22 concern. The legislative branch shall act upon those portions of tentative  
23 agreements negotiated by the division that require legislative action. With respect

1 to the collective bargaining units specified in s. 111.825 (1r), the Board of Regents of  
2 the University of Wisconsin System is responsible for the employer functions under  
3 this subchapter. With respect to the collective bargaining units specified in s.  
4 111.825 (1t), the chancellor of the University of Wisconsin-Madison is responsible  
5 for the employer functions under this subchapter. With respect to the collective  
6 bargaining unit specified in s. 111.825 (1r) (ef), the governing board of the charter  
7 school established by contract under s. 118.40 (2r) (cm), 2013 stats., is responsible  
8 for the employer functions under this subchapter.

9 **SECTION 65.** 111.817 of the statutes is created to read:

10 **111.817 Duty of commission; determination of frontline workers.** The  
11 commission shall determine that an employee is a frontline worker if the  
12 commission finds that the employee has regular job duties that include interacting  
13 with members of the public or with large populations of people or that directly  
14 involve the maintenance of public works. The commission may not determine that  
15 a public safety employee is a frontline worker.

16 **SECTION 66.** 111.82 of the statutes is renumbered 111.82 (1) and amended to  
17 read:

18 111.82 (1) Employees have the right of self-organization and the right to form,  
19 join, or assist labor organizations, to bargain collectively through representatives of  
20 their own choosing under this subchapter, and to engage in lawful, concerted  
21 activities for the purpose of collective bargaining or other mutual aid or protection.  
22 Employees also have the right to refrain from any or all of such activities. A general  
23 employee may not be covered by a fair-share agreement unless the general employee

1 is in a collective bargaining unit containing a frontline worker. Unless the general  
2 employee is covered by a fair-share agreement, a general employee has the right to  
3 refrain from paying dues while remaining a member of a collective bargaining unit.

4 **SECTION 67.** 111.82 (2) of the statutes is created to read:

5 111.82 (2) General employees who are not in a collective bargaining unit  
6 containing a frontline worker have the right to have their employer consult with  
7 them, through a representative of their own choosing, with no intention of reaching  
8 an agreement, with respect to wages, hours, and conditions of employment. The  
9 right may be exercised either when the employer proposes or implements policy  
10 changes affecting wages, hours, or conditions of employment or, if no policy changes  
11 are proposed or implemented, at least quarterly.

12 **SECTION 68.** 111.825 (1) (intro.) of the statutes is amended to read:

13 111.825 (1) (intro.) It is the legislative intent that in order to foster  
14 meaningful collective bargaining, units must be structured in such a way as to avoid  
15 excessive fragmentation whenever possible. In accordance with this policy,  
16 collective bargaining units for employees in the classified service of the state and for  
17 employees of authorities are structured on a statewide basis with one collective  
18 bargaining unit for each of the following occupational groups:

19 **SECTION 69.** 111.825 (1r) (am) and (ar) of the statutes are created to read:

20 111.825 (1r) (am) Faculty.

21 (ar) Academic staff.

22 **SECTION 70.** 111.825 (1t) (am) and (ar) of the statutes are created to read:

23 111.825 (1t) (am) Faculty.

24 (ar) Academic staff.

1           **SECTION 71.** 111.825 (3) of the statutes is amended to read:

2           111.825 (3) The commission shall assign employees to the appropriate  
3 collective bargaining units set forth in subs. (1), (1r), (1t), and (2). The commission  
4 may place frontline workers in a collective bargaining unit with employees who are  
5 not frontline workers if the commission determines it is appropriate; if the  
6 commission places in a collective bargaining unit frontline workers and employees  
7 who are not frontline workers, the collective bargaining unit is treated as if all  
8 employees in the collective bargaining unit are frontline workers and may bargain  
9 as provided in s. 111.91 (1w).

10           **SECTION 72.** 111.825 (5) of the statutes is amended to read:

11           111.825 (5) Although supervisors are not considered employees for purposes  
12 of this subchapter, the commission may consider a petition for a statewide collective  
13 bargaining unit of professional supervisors or a statewide unit of nonprofessional  
14 supervisors in the classified service, but the representative of supervisors may not  
15 be affiliated with any labor organization representing employees. For purposes of  
16 this subsection, affiliation does not include membership in a national, state, county  
17 or municipal federation of national or international labor organizations. The  
18 certified representative of supervisors who are not public safety employees or  
19 frontline workers may not bargain collectively with respect to any matter other than  
20 wages as provided in s. 111.91 (3), ~~and~~ the certified representative of supervisors  
21 who are public safety employees may not bargain collectively with respect to any  
22 matter other than wages and fringe benefits as provided in s. 111.91 (1), and the

1 certified representative of supervisors who are frontline workers may bargain as  
2 provided in s. 111.91 (1w).

3 **SECTION 73.** 111.83 (1) of the statutes is amended to read:

4 111.83 (1) Except as provided in sub. (5), a ~~representative chosen for the~~  
5 ~~purposes of collective bargaining by at least 51 percent of the general employees in~~  
6 ~~a collective bargaining unit shall be the exclusive representative of all of the~~  
7 ~~employees in such unit for the purposes of collective bargaining. A~~ representative  
8 chosen for the purposes of collective bargaining by a majority of the ~~public safety~~  
9 employees voting in a collective bargaining unit shall be the exclusive  
10 representative of all of the employees in such unit for the purposes of collective  
11 bargaining. Any individual employee, or any minority group of employees in any  
12 collective bargaining unit, may present grievances to the employer in person, or  
13 through representatives of their own choosing, and the employer shall confer with  
14 the employee or group of employees in relation thereto if the majority representative  
15 has been afforded the opportunity to be present at the conference. Any adjustment  
16 resulting from such a conference may not be inconsistent with the conditions of  
17 employment established by the majority representative and the employer.

18 **SECTION 74.** 111.83 (3) (a) of the statutes is renumbered 111.83 (3).

19 **SECTION 75.** 111.83 (3) (b) of the statutes is repealed.

20 **SECTION 76.** 111.83 (4) of the statutes is amended to read:

21 111.83 (4) Whenever an election has been conducted under sub. (3) ~~(a)~~ in  
22 which the name of more than one proposed representative appears on the ballot and  
23 results in no conclusion, the commission may, if requested by any party to the

1 proceeding within 30 days from the date of the certification of the results of the  
2 election, conduct a runoff election. In that runoff election, the commission shall  
3 drop from the ballot the name of the representative who received the least number  
4 of votes at the original election. The commission shall drop from the ballot the  
5 privilege of voting against any representative if the least number of votes cast at the  
6 first election was against representation by any named representative.

7 **SECTION 77.** 111.84 (1) (d) of the statutes is amended to read:

8 111.84 (1) (d) To refuse to bargain collectively on matters set forth in s. 111.91  
9 (1), (1w), or (3), whichever is appropriate, with a representative of a majority of its  
10 employees in an appropriate collective bargaining unit. Where the employer has a  
11 good faith doubt as to whether a labor organization claiming the support of a  
12 majority of its employees in appropriate collective bargaining unit does in fact have  
13 that support, it may file with the commission a petition requesting an election as to  
14 that claim. It is not deemed to have refused to bargain until an election has been  
15 held and the results thereof certified to it by the commission. A violation of this  
16 paragraph includes, but is not limited to, the refusal to execute a collective  
17 bargaining agreement previously orally agreed upon.

18 **SECTION 78.** 111.84 (1) (f) of the statutes is amended to read:

19 111.84 (1) (f) To deduct labor organization dues from the earnings of a public  
20 safety employee or an employee who is in a collective bargaining unit containing a  
21 frontline worker, unless the employer has been presented with an individual order  
22 therefor, signed by the ~~public safety~~ employee personally, and terminable by at least  
23 the end of any year of its life or earlier by the ~~public safety~~ employee giving at least

1 30 but not more than 120 days' written notice of such termination to the employer  
2 and to the representative labor organization, except if there is a fair-share or  
3 maintenance of membership agreement in effect. The employer shall give notice to  
4 the labor organization of receipt of such notice of termination.

5 **SECTION 79.** 111.84 (2) (c) of the statutes is amended to read:

6 111.84 (2) (c) To refuse to bargain collectively on matters set forth in s. 111.91  
7 (1), (1w), or (3), whichever is appropriate, with the duly authorized officer or agent  
8 of the employer which is the recognized or certified exclusive collective bargaining  
9 representative of employees specified in s. 111.81 (7) (a) or (ag) in an appropriate  
10 collective bargaining unit or with the certified exclusive collective bargaining  
11 representative of employees specified in s. 111.81 (7) (ar) to (f) in an appropriate  
12 collective bargaining unit. Such refusal to bargain shall include, but not be limited  
13 to, the refusal to execute a collective bargaining agreement previously orally agreed  
14 upon.

15 **SECTION 80.** 111.85 (1) of the statutes is amended to read:

16 111.85 (1) (a) No fair-share or maintenance of membership agreement  
17 ~~covering public safety employees under this subchapter~~ may become effective unless  
18 authorized by a referendum. The commission shall order a referendum whenever it  
19 receives a petition supported by proof that at least 30 percent of the public safety  
20 employees in a collective bargaining unit or at least 30 percent of the employees in a  
21 collective bargaining unit containing a frontline worker desire that a fair-share or  
22 maintenance of membership agreement be entered into between the employer and  
23 a labor organization. A petition may specify that a referendum is requested on a



1 maintenance of membership agreement only, in which case the ballot shall be  
2 limited to that question.

3 (b) For a fair-share agreement to be authorized, at least two-thirds of the  
4 eligible public safety employees voting in a referendum shall vote in favor of the  
5 agreement or at least two-thirds of the employees in a collective bargaining unit  
6 containing a frontline worker shall vote in favor of the agreement. For a  
7 maintenance of membership agreement to be authorized, at least a majority of the  
8 eligible public safety employees voting in a referendum shall vote in favor of the  
9 agreement or at least a majority of the employees in a collective bargaining unit  
10 containing a frontline worker shall vote in favor of the agreement. In a referendum  
11 on a fair-share agreement, if less than two-thirds but more than one-half of the  
12 eligible ~~public safety~~ employees vote in favor of the agreement, a maintenance of  
13 membership agreement is authorized.

14 (c) If a fair-share or maintenance of membership agreement is authorized in a  
15 referendum ordered under par. (a), the employer shall enter into such an agreement  
16 with the labor organization named on the ballot in the referendum. Each fair-share  
17 or maintenance of membership agreement shall contain a provision requiring the  
18 employer to deduct the amount of dues as certified by the labor organization from  
19 the earnings of the ~~public safety~~ employees affected by the agreement and to pay  
20 the amount so deducted to the labor organization. Unless the parties agree to an  
21 earlier date, the agreement shall take effect 60 days after certification by the  
22 commission that the referendum vote authorized the agreement. The employer  
23 shall be held harmless against any claims, demands, suits and other forms of

1 liability made by ~~public safety~~ the employees affected by the agreement or by local  
2 labor organizations which may arise for actions taken by the employer in  
3 compliance with this section. All such lawful claims, demands, suits, and other  
4 forms of liability are the responsibility of the labor organization entering into the  
5 agreement.

6 (d) Under each fair-share or maintenance of membership agreement, ~~a public~~  
7 ~~safety~~ an employee affected by the agreement who has religious convictions against  
8 dues payments to a labor organization based on teachings or tenets of a church or  
9 religious body of which he or she is a member shall, on request to the labor  
10 organization, have his or her dues paid to a charity mutually agreed upon by the  
11 ~~public safety~~ employee and the labor organization. Any dispute concerning this  
12 paragraph may be submitted to the commission for adjudication.

13 **SECTION 81.** 111.85 (2) of the statutes is amended to read:

14 111.85 (2) (a) Once authorized under sub. (1), a fair-share or maintenance of  
15 membership agreement ~~covering public safety employees~~ shall continue in effect,  
16 subject to the right of the employer or labor organization concerned to petition the  
17 commission to conduct a new referendum. Such petition must be supported by  
18 proof that at least 30 percent of the public safety employees in the collective  
19 bargaining unit or at least 30 percent of the employees in a collective bargaining  
20 unit containing a frontline worker desire that the fair-share or maintenance of  
21 membership agreement be discontinued. Upon so finding, the commission shall  
22 conduct a new referendum. If the continuance of the fair-share or maintenance of  
23 membership agreement is approved in the referendum by at least the percentage of

1 eligible voting ~~public-safety~~ employees required for its initial authorization, it shall  
2 be continued in effect, subject to the right of the employer or labor organization to  
3 later initiate a further vote following the procedure prescribed in this subsection. If  
4 the continuation of the agreement is not supported in any referendum, it is ~~deemed~~  
5 ~~terminated~~ terminates at the termination of the collective bargaining agreement,  
6 or one year from the date of the certification of the result of the referendum,  
7 whichever is earlier.

8 (b) The commission shall declare any fair-share or maintenance of  
9 membership agreement suspended upon such conditions and for such time as the  
10 commission decides whenever it finds that the labor organization involved has  
11 refused on the basis of race, color, sexual orientation or creed to receive as a member  
12 any ~~public-safety~~ employee in the collective bargaining unit involved, and the  
13 agreement shall be made subject to the findings and orders of the commission. Any  
14 of the parties to the agreement, or any ~~public-safety~~ employee covered thereby, may  
15 come before the commission, as provided in s. 111.07, and petition the commission  
16 to make such a finding.

17 **SECTION 82.** 111.85 (4) of the statutes is amended to read:

18 111.85 (4) The commission may, under rules adopted for that purpose,  
19 appoint as its agent an official of a state agency or authority whose ~~public-safety~~  
20 employees are entitled to vote in a referendum to conduct a referendum ~~provided for~~  
21 ~~herein~~ under this section.

22 **SECTION 83.** 111.86 (2) of the statutes is amended to read:

23 111.86 (2) The division shall charge a state department ~~or~~, agency, or

1 authority the employer's share of the cost related to grievance arbitration under  
2 sub. (1) for any arbitration that involves one or more employees of the state  
3 department ~~or~~, agency, or authority. Each state department ~~or~~, agency, or authority  
4 so charged shall pay the amount that the division charges from the appropriation  
5 account or accounts used to pay the salary of the grievant. Funds received under  
6 this subsection shall be credited to the appropriation account under s. 20.505 (1)  
7 (ks).

8 **SECTION 84.** 111.88 (1) of the statutes is amended to read:

9 111.88 (1) If a dispute has not been settled after a reasonable period of  
10 negotiation and after the settlement procedures, if any, established by the parties  
11 have been exhausted, the representative which has been certified by the  
12 commission after an election, or, in the case of a representative of employees  
13 specified in s. 111.81 (7) (a) or (ag), has been duly recognized by the employer, as the  
14 exclusive representative of employees in an appropriate collective bargaining unit,  
15 and the employer, its officers and agents, after a reasonable period of negotiation,  
16 are deadlocked with respect to any dispute between them arising in the collective  
17 bargaining process, the parties jointly, may petition the commission, in writing, to  
18 initiate fact-finding under this section, and to make recommendations to resolve  
19 the deadlock.

20 **SECTION 85.** 111.90 (1) of the statutes is amended to read:

21 111.90 (1) Carry out the statutory mandate and goals assigned to a state  
22 agency or authority by the most appropriate and efficient methods and means and  
23 utilize personnel in the most appropriate and efficient manner possible.

1           **SECTION 86.** 111.90 (2) of the statutes is amended to read:

2           111.90 **(2)** Manage the employees of a state agency or authority; hire,  
3 promote, transfer, assign or retain employees in positions within the agency or  
4 authority; and in that regard establish reasonable work rules.

5           **SECTION 87.** 111.91 (1w) of the statutes is created to read:

6           111.91 **(1w)** (a) Except as provided in pars. (b) and (c), with regard to a  
7 collective bargaining unit that contains at least one frontline worker, matters  
8 subject to collective bargaining to the point of impasse are wage rates, consistent  
9 with sub. (2), the assignment and reassignment of classifications to pay ranges,  
10 determination of an incumbent's pay status resulting from position reallocation or  
11 reclassification, and pay adjustments upon temporary assignment of classified  
12 employees to duties of a higher classification or downward reallocations of a  
13 classified employee's position; fringe benefits consistent with sub. (2); hours and  
14 conditions of employment.

15           (b) With regard to a collective bargaining unit that contains at least one  
16 frontline worker, the employer is not required to bargain on management rights  
17 under s. 111.90, except that procedures for the adjustment or settlement of  
18 grievances or disputes arising out of any type of disciplinary action referred to in s.  
19 111.90 (3) shall be a subject of bargaining.

20           (c) The employer is prohibited from bargaining on matters contained in sub.  
21 (2) with a collective bargaining unit that contains at least one frontline worker.

22           **SECTION 88.** 111.91 (2) (intro.) of the statutes is amended to read:

23           111.91 **(2)** (intro.) The employer is prohibited from bargaining with a

collective bargaining unit under s. 111.825 (1) (g) or with a collective bargaining unit that contains a frontline worker with respect to all of the following:

**SECTION 89.** 111.91 (3) (intro.) of the statutes is amended to read:

111.91 (3) (intro.) The employer is prohibited from bargaining with a collective bargaining unit containing ~~a~~ only general employee employees with respect to any of the following:

**SECTION 90.** 111.91 (3q) of the statutes is amended to read:

111.91 (3q) For purposes of determining compliance with sub. (3), the commission shall provide, upon request, to the employer or to any representative of a collective bargaining unit containing ~~a~~ only general employee employees, the consumer price index change during any 12-month period. The commission may get the information from the department of revenue.

**SECTION 91.** 111.91 (4) of the statutes is amended to read:

111.91 (4) The administrator of the division, in connection with the development of tentative collective bargaining agreements to be submitted under s. 111.92 (1) (a) 1., shall endeavor to obtain tentative agreements with each recognized or certified labor organization representing employees or supervisors of employees specified in s. 111.81 (7) (a) or (ag) and with each certified labor organization representing employees specified in s. 111.81 (7) (b) to (e) which do not contain any provision for the payment to any employee of a cumulative or noncumulative amount of compensation in recognition of or based on the period of time an employee has been employed by the state.

**SECTION 92.** 111.92 (3) (a) of the statutes is amended to read:

1           111.92 (3) (a) Agreements covering a collective bargaining unit specified  
2           under s. 111.825 (1) (g) or a collective bargaining unit containing a frontline worker  
3           shall coincide with the fiscal year or biennium.

4           **SECTION 93.** 111.92 (3) (b) of the statutes is amended to read:

5           111.92 (3) (b) No agreements covering a collective bargaining unit containing  
6           ~~a~~ only general ~~employee~~ employees may be for a period that exceeds one year, and  
7           each agreement must coincide with the fiscal year. Agreements covering a  
8           collective bargaining unit containing ~~a~~ only general ~~employee~~ employees may not  
9           be extended.

10          **SECTION 94.** 111.93 (3) (a) of the statutes is amended to read:

11          111.93 (3) (a) If a collective bargaining agreement exists between the  
12          employer and a labor organization representing employees in a collective bargaining  
13          unit under s. 111.825 (1) (g) or in a collective bargaining unit containing a frontline  
14          worker, the provisions of that agreement shall supersede the provisions of civil  
15          service and other applicable statutes, ~~as well as~~ rules and policies of the University  
16          of Wisconsin-Madison and the board of regents of the University of Wisconsin  
17          System, and policies or determinations of an authority, that are related to wages,  
18          fringe benefits, hours, and conditions of employment, whether or not the matters  
19          contained in those statutes, rules, ~~and policies,~~ and determinations are set forth in  
20          the collective bargaining agreement.

21          **SECTION 95.** 111.93 (3) (b) of the statutes is amended to read:

22          111.93 (3) (b) If a collective bargaining agreement exists between the  
23          employer and a labor organization representing only general employees in a

1 collective bargaining unit, the provisions of that agreement shall supersede the  
2 provisions of civil service and other applicable statutes, as well as rules and policies  
3 of the board of regents of the University of Wisconsin System, related to wages,  
4 whether or not the matters contained in those statutes, rules, and policies are set  
5 forth in the collective bargaining agreement.

6 **SECTION 96.** 118.22 (4) of the statutes is created to read:

7 118.22 (4) A collective bargaining agreement under subch. IV of ch. 111 may  
8 modify, waive, or replace any of the provisions of this section as they apply to  
9 teachers in the collective bargaining unit, but neither the employer nor the  
10 bargaining agent for the employees is required to bargain such modification, waiver,  
11 or replacement.

12 **SECTION 97.** 118.245 (1) of the statutes is amended to read:

13 118.245 (1) If a school board wishes to increase the total base wages of its  
14 general municipal employees, as defined in s. 111.70 (1) (fm), in an amount that  
15 exceeds the limit under s. 111.70 (4) (mb) 2., the school board shall adopt a  
16 resolution to that effect. The resolution shall specify the amount by which the  
17 proposed total base wages increase will exceed the limit under s. 111.70 (4) (mb) 2.  
18 The resolution may not take effect unless it is approved in a referendum called for  
19 that purpose. The referendum shall occur in April for collective bargaining  
20 agreements that begin in July of that year. The results of a referendum apply to the  
21 total base wages only in the next collective bargaining agreement.

22 **SECTION 98.** 118.42 (3) (a) 4. of the statutes is amended to read:

23 118.42 (3) (a) 4. Implement changes in administrative and personnel



1 structures that are consistent with applicable collective bargaining agreements  
2 under subch. IV of ch. 111.

3 **SECTION 99.** 118.42 (5) of the statutes is amended to read:

4 118.42 (5) Nothing in this section alters or otherwise affects the rights or  
5 remedies afforded school districts and school district employees under federal or  
6 state law or under the terms of any applicable collective bargaining agreement  
7 under subch. IV of ch. 111.

8 **SECTION 100.** 120.12 (15) of the statutes is amended to read:

9 120.12 (15) SCHOOL HOURS. Establish rules scheduling the hours of a normal  
10 school day. The school board may differentiate between the various elementary and  
11 high school grades in scheduling the school day. This subsection does not eliminate  
12 a school district's duty under subch. IV of ch. 111 to bargain with its employees'  
13 collective bargaining representative over any calendaring proposal which is  
14 primarily related to wages, hours, or conditions of employment.

15 **SECTION 101.** 120.18 (1) (gm) of the statutes is amended to read:

16 120.18 (1) (gm) Payroll and related benefit costs for all school district  
17 employees in the previous school year. ~~Payroll costs~~ Costs for represented  
18 employees shall be based upon the costs of wages of any collective bargaining  
19 agreements covering such employees for the previous school year. If, as of the time  
20 specified by the department for filing the report, the school district has not entered  
21 into a collective bargaining agreement for any portion of the previous school year  
22 with the recognized or certified representative of any of its employees, increased  
23 costs ~~of wages~~ reflected in the report shall be ~~equal to the maximum wage~~

1 ~~expenditure that is subject to collective bargaining under s. 111.70 (4) (mb) 2. for~~  
2 ~~the employees~~ limited to the lower of the school district's offer or the  
3 representative's offer. The school district shall amend the annual report to reflect  
4 any change in such costs as a result of any collective bargaining agreement entered  
5 into between the date of filing the report and October 1. Any such amendment shall  
6 be concurred in by the certified public accountant licensed or certified under ch. 442  
7 certifying the school district audit.

8 **SECTION 102.** 230.10 (2) of the statutes is amended to read:

9 230.10 (2) The compensation plan in effect at the time that a representative is  
10 recognized or certified to represent employees in a collective bargaining unit and  
11 the employee salary and benefit provisions under s. 230.12 (3) (e) in effect at the  
12 time that a representative is certified to represent employees in a collective  
13 bargaining unit under subch. V of ch. 111 constitute the compensation plan or  
14 employee salary and benefit provisions for employees in the collective bargaining  
15 unit until a collective bargaining agreement becomes effective for that unit. If a  
16 collective bargaining agreement under subch. V of ch. 111 expires prior to the  
17 effective date of a subsequent agreement, and a representative continues to be  
18 recognized or certified to represent employees specified in s. 111.81 (7) (a) or (ag) or  
19 certified to represent employees specified in s. 111.81 (7) (ar) to (f) in that collective  
20 bargaining unit, the wage rates of the employees in such a unit shall be frozen until  
21 a subsequent agreement becomes effective, and the compensation plan under s.  
22 230.12 and salary and benefit changes adopted under s. 230.12 (3) (e) do not apply  
23 to employees in the unit.

**SECTION 9101. Nonstatutory provisions; Administration.**

(1) POSITION FUNDING AND INCUMBENT STAFF TRANSFER. On January 1, 2027, 17.5 FTE FED positions in the department of administration, funded from the appropriation under s. 20.505 (1) (mb), and the incumbent employees holding those positions are transferred to the employment relations commission, and the funding for the positions is changed to the GPR appropriation under s. 20.425 (1) (a). Employees transferred under this subsection have all the rights and the same status under ch. 230 in the employment relations commission that they enjoyed in the department of administration immediately before the transfer. Notwithstanding s. 230.28 (4), no employee transferred under this subsection who has attained permanent status in class is required to serve a probationary period.

**SECTION 9214. Fiscal changes; Employment Relations Commission.**

(1) STAFF; PUBLIC SECTOR EMPLOYEE COLLECTIVE BARGAINING FUNCTIONS. In the schedule under s. 20.005 (3) for the appropriation to the employment relations commission under s. 20.425 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$1,265,900 for the purpose of paying for the salaries and benefits for the positions and employees transferred under SECTION 9101 (1) of this act for expanded administration and oversight of collective bargaining functions for public sector employees.

(2) PUBLIC SECTOR EMPLOYEE COLLECTIVE BARGAINING FUNCTIONS; SUPPLIES AND SERVICES. In the schedule under s. 20.005 (3) for the appropriation to the employment relations commission under s. 20.425 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$105,000, for supplies and services for expanded

1 administration and oversight of collective bargaining functions for public sector  
2 employees.

3 **SECTION 9351. Initial applicability; Other.**

4 (1) COLLECTIVE BARGAINING; EMPLOYEE RIGHTS. The treatment of ss. 20.425  
5 (1) (i), 20.505 (1) (ks), 20.921 (1) (a) 2., 40.51 (7) (a), 46.2895 (8) (a) 1., 109.03 (1) (b),  
6 111.70 (1) (a), (f), (fd), (fm), (n), and (p), (3) (a) 3., 5., 6., and 9., (3g), (4) (bm) (title),  
7 (cg) (title), 1., 2., 3., 4., 5., 6. a., 7r. d., e., f., and h., and 8m., (d) 1., 2. a., and 3. a., b.,  
8 and c., (mb) (intro.), (mbb), (mc) (intro.), 6., 7., and 8., and (p), and (7m) (c) 1. a.,  
9 111.81 (1), (1b), (1d), (7) (ag), (ar), and (at), (8), (8p), (9), (9b), (9g), (12) (intro.),  
10 (12m), (15m), and (16), 111.815 (1), 111.817, 111.825 (1) (intro.), (1r) (am) and (ar),  
11 (1t) (am) and (ar), (3), and (5), 111.83 (1), (3) (a) and (b), and (4), 111.84 (1) (d) and  
12 (f) and (2) (c), 111.85 (1), (2), and (4), 111.86 (2), 111.88 (1), 111.90 (1) and (2),  
13 111.91 (1w), (2) (intro.), (3) (intro.), (3q), and (4), 111.92 (3) (a) and (b), 111.93 (3) (a)  
14 and (b), 118.22 (4), 118.245 (1), 118.42 (3) (a) 4. and (5), 120.12 (15), 120.18 (1) (gm),  
15 and 230.10 (2), the renumbering of s. 111.70 (4) (bm), the renumbering and  
16 amendment of ss. 111.70 (2) and 111.82, and the creation of ss. 111.70 (2) (b) and (4)  
17 (bm) 2. and 111.82 (2) first apply to employees who are covered by a collective  
18 bargaining agreement under ch. 111 that contains provisions inconsistent with  
19 those sections on the day on which the agreement expires or is terminated,  
20 extended, modified, or renewed, whichever occurs first.”.

21 **4.** At the appropriate places, insert all of the following:

22 “**SECTION 1.** 20.005 (3) (schedule) of the statutes: at the appropriate place,  
23 insert the following amounts for the purposes indicated:

1 2025-26 2026-27

2 **20.445 Workforce Development, Department of**

3 (1) WORKFORCE DEVELOPMENT

4 (bw) Workforce innovation grants GPR C 140,000,000 -0-

5 **SECTION 103.** 20.445 (1) (bw) of the statutes is created to read:

6 20.445 (1) (bw) *Workforce innovation grants*. As a continuing appropriation,  
7 the amounts in the schedule for workforce innovation grants under s. 106.29.

8 **SECTION 104.** 106.29 of the statutes is created to read:

9 **106.29 Workforce innovation grant program.** (1) WORKFORCE  
10 INNOVATION GRANTS. The department shall, from the appropriation under s. 20.445  
11 (1) (bw), establish and operate a program to provide grants to regional  
12 organizations to design and implement programs to address their region's  
13 workforce challenges.

14 (2) IMPLEMENTATION. (a) *Duties*. To implement this section, the department  
15 shall receive and review applications for grants under sub. (1) and prescribe the  
16 form, nature, and extent of the information that must be contained in an  
17 application for a grant under sub. (1).

18 (b) *Powers*. In addition to the duties described in par. (a), the department  
19 shall have all other powers necessary and convenient to implement this section,  
20 including the power to audit and inspect the records of grant recipients.

21 **SECTION 9150. Nonstatutory provisions; Workforce Development.**

22 (1) WORKFORCE INNOVATION GRANT PROGRAM. Of the amounts appropriated  
23 under s. 20.445 (1) (bw) in the 2025-26 fiscal year, the department shall allocate

1 \$15,000,000 for grants for workforce development in the area of artificial  
2 intelligence and \$25,000,000 for grants for healthcare workforce development.

3 **SECTION 9250. Fiscal changes; Workforce Development.**

4 (1) WORKFORCE INNOVATION GRANTS; POSITION AUTHORIZATION. In the  
5 schedule under s. 20.005 (3) for the appropriation to the department of workforce  
6 development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is  
7 increased by \$163,800 to increase the authorized FTE positions for the department  
8 by 2.0 GPR positions to implement the workforce innovation grant program under s.  
9 106.29. In the schedule under s. 20.005 (3) for the appropriation to the department  
10 of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year  
11 2026-27 is increased by \$211,600 to provide funding for the positions authorized  
12 under this subsection.”.

13 **5.** At the appropriate places, insert all of the following:

14 “**SECTION 105.** 71.05 (6) (b) 59. of the statutes is created to read:

15 71.05 (6) (b) 59. For taxable years beginning after December 31, 2026, to the  
16 extent not otherwise excluded from Wisconsin taxable income if not for this  
17 subdivision, the amount of membership dues and expenses paid by the claimant  
18 during the taxable year to a labor organization, as defined in s. 5.02 (8m).”.

19 **6.** At the appropriate places, insert all of the following:

20 “**SECTION 106.** 20.005 (3) (schedule) of the statutes: at the appropriate place,  
21 insert the following amounts for the purposes indicated:

	2025-26	2026-27
22		
23 <b>20.155 Public service commission</b>		

	<b>2025-26</b>	<b>2026-27</b>
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1 (3) AFFILIATED GRANT PROGRAMS

2 (a) Broadband expansion grants;

3	general purpose revenue	GPR	C	400,000,000	-0-
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4 **SECTION 107.** 20.155 (3) (a) of the statutes is created to read:

5 20.155 (3) (a) *Broadband expansion grants; general purpose revenue.* As a  
6 continuing appropriation, the amounts in the schedule for broadband expansion  
7 grants under s. 196.504 (2).

8 **SECTION 108.** 196.504 (2) (a) of the statutes is amended to read:

9 196.504 (2) (a) To make broadband expansion grants to eligible applicants for  
10 the purpose of constructing broadband infrastructure in unserved areas designated  
11 under par. (e). Grants awarded under this section shall be paid from the  
12 appropriations under ss. 20.155 (3) (a), (r), and (rm) and 20.866 (2) (z), in the  
13 amount allocated under s. 20.866 (2) (z) 5.”.

14 **7.** At the appropriate places, insert all of the following:

15 “**SECTION 109.** 20.005 (3) (schedule) of the statutes: at the appropriate place,  
16 insert the following amounts for the purposes indicated:

17		<b>2025-26</b>	<b>2026-27</b>
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18 **20.437 Children and families, department of**

19 (2) ECONOMIC SUPPORT

20 (c) Child care quality improvement

21	program	GPR	A	221,049,600	220,991,100
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22 **SECTION 110.** 20.437 (2) (c) of the statutes is created to read:

20.437 (2) (c) *Child care quality improvement program*. The amounts in the schedule for the program under s. 49.133.

**SECTION 111.** 49.133 of the statutes is created to read:

**49.133 Child care quality improvement program.** (1) The department may establish a program under which it may, from the appropriation under s. 20.437 (2) (c) and the allocation under s. 49.175 (1) (qm), make monthly payments and monthly per-child payments to child care providers certified under s. 48.651, child care centers licensed under s. 48.65, and child care programs established or contracted for by a school board under s. 120.13 (14). The department may investigate and recover from payment recipients under this section amounts overpaid or obtained through fraud.

(2) If the department establishes the program under sub. (1), the department shall promulgate rules to implement the program, including establishing eligibility requirements and payment amounts and setting requirements for how recipients may use the payments.

**SECTION 112.** 49.155 (1g) (i) of the statutes is repealed.

**SECTION 113.** 49.155 (6) (e) 2., 3. and 5. of the statutes are repealed.

**SECTION 114.** 49.175 (1) (qm) of the statutes is amended to read:

49.175 (1) (qm) *Quality care for quality kids*. For the child care quality improvement activities specified in ss. 49.133, 49.155 (1g), and 49.257, ~~\$16,683,700~~ \$49,446,300 in each fiscal year ~~2022-23~~. In fiscal year ~~2023-24~~, for such activities, ~~\$28,518,700~~. In fiscal year ~~2024-25~~, for such activities, ~~\$46,018,700~~.

**SECTION 9106. Nonstatutory provisions; Children and Families.**

(1) CHILD CARE QUALITY IMPROVEMENT PROGRAM. Using the procedure under



1 s. 227.24, the department of children and families may promulgate the rules  
2 authorized under s. 49.133 (2) as emergency rules. Notwithstanding s. 227.24 (1)  
3 (c) and (2), emergency rules promulgated under this subsection remain in effect  
4 until July 1, 2027, or the date on which permanent rules take effect, whichever is  
5 sooner. Notwithstanding s. 227.24 (1) (a), (2) (b), and (3), the department of  
6 children and families is not required to provide evidence that promulgating a rule  
7 under this subsection as an emergency rule is necessary for the preservation of the  
8 public peace, health, safety, or welfare and is not required to provide a finding of  
9 emergency for a rule promulgated under this paragraph.”.

10 **8.** At the appropriate places, insert all of the following:

11 “**SECTION 115.** 100.2091 of the statutes is created to read:

12 **100.2091 Broadband; discrimination prohibited.** (1) No broadband  
13 service provider may deny access to broadband service to any group of potential  
14 residential customers because of the race or income of the residents in the area in  
15 which the group resides.

16 (2) It is a defense to an alleged violation of sub. (1) based on income if, no later  
17 than 3 years after the date on which the broadband service provider began  
18 providing broadband service in this state, at least 30 percent of the households with  
19 access to the broadband service provider’s broadband service in the area in which a  
20 group of potential residential customers resides are low-income households.

21 (3) The department may enforce this section and may promulgate rules to  
22 implement and administer this section, including rules that define low-income  
23 households, and to align department rules with federal communications

1 commission broadband rules. The department of justice may represent the  
2 department in an action to enforce this section. If the court finds that a broadband  
3 service provider has not complied with this section, the court shall order the  
4 broadband service provider to comply with this section within a reasonable amount  
5 of time and, notwithstanding s. 814.14 (1), shall award costs, including reasonable  
6 attorney fees, to the department of justice.

7 (4) Any person that is affected by a failure to comply with this section may  
8 bring an action to enforce this section. If a court finds that a broadband service  
9 provider has not complied with this section, the court shall order the broadband  
10 service provider to comply with this section within a reasonable amount of time  
11 and, notwithstanding s. 814.14 (1), shall award costs, including reasonable attorney  
12 fees, to the person affected.

13 **SECTION 116.** 100.2092 of the statutes is created to read:

14 **100.2092 Broadband service subscriber rights. (1) RIGHTS. (a)** A  
15 broadband service provider shall repair broadband service within 72 hours after a  
16 subscriber reports a service interruption or requests the repair if the service  
17 interruption is not the result of a major system-wide or large area emergency, such  
18 as a natural disaster.

19 (b) Upon notification by a subscriber of a service interruption, a broadband  
20 service provider shall give the subscriber a credit for one day of broadband service  
21 if broadband service is interrupted for more than 4 hours in one day and the  
22 interruption is caused by the broadband service provider.

23 (c) Upon notification by a subscriber of a service interruption, a broadband

1 service provider shall give the subscriber a credit for each hour that broadband  
2 service is interrupted if broadband service is interrupted for more than 4 hours in  
3 one day and the interruption is not caused by the broadband service provider.

4 (d) Prior to entering into a service agreement with a subscriber, a broadband  
5 service provider shall disclose that a subscriber has a right to a credit for notifying  
6 the broadband service provider of a service interruption.

7 (e) A broadband service provider shall provide broadband service that  
8 satisfies minimum standards established by the department by rule.

9 (f) A broadband service provider shall give a subscriber at least 30 days'  
10 advance written notice before instituting a rate increase.

11 (g) A broadband service provider shall give a subscriber at least 7 days'  
12 advance written notice of any scheduled routine maintenance that causes a service  
13 slowdown, interruption, or outage.

14 (h) A broadband service provider shall give a subscriber at least 10 days'  
15 advance written notice of disconnecting service, unless the disconnection is  
16 requested by the subscriber.

17 (i) Prior to entering into a service agreement with a subscriber, a broadband  
18 service provider shall disclose the factors that may cause the actual broadband  
19 speed experience to vary, including the number of users and device limitations.

20 (j) A broadband service provider shall provide broadband service to a  
21 subscriber as described in point-of-sale advertisements and representations made  
22 to the subscriber.

23 (k) A broadband service provider shall give a subscriber at least 10 days'

1 advance written notice of a change in a factor that may cause the originally  
2 disclosed broadband speed experience to vary.

3 (L) A broadband service provider shall allow a subscriber to terminate a  
4 contract and receive a full refund without fees if the provider sells a service that  
5 does not satisfy the requirements established under par. (e) and the broadband  
6 service provider does not satisfy the requirements established under par. (e) within  
7 one month of written notification from the subscriber.

8 (2) ADVERTISING. A broadband service provider shall disclose the factors that  
9 may cause the actual broadband speed experience of a subscriber to vary, including  
10 the number of users and device limitations, in each advertisement of the speed of  
11 the provider's service, including in all of the following types of advertisements:

12 (a) Television and other commercials.

13 (b) Internet and email advertisements.

14 (c) Print advertisements and bill inserts.

15 (d) Any other advertising method or solicitation for the sale of new or  
16 upgraded broadband service.

17 (3) RULES. The department may promulgate rules to implement and  
18 administer this section, including rules to align department rules with federal  
19 communications commission broadband rules.

20 (4) PENALTY; ENFORCEMENT. (a) A person who violates this section may be  
21 required to forfeit not more than \$1,000 for each violation and not more than  
22 \$10,000 for each occurrence. Failure to give a notice required under sub. (1) (f) to  
23 more than one subscriber shall be considered one violation.

1 (b) The department or a district attorney may institute civil proceedings  
2 under this section.

3 **SECTION 117.** 165.25 (4) (ar) of the statutes is amended to read:

4 165.25 (4) (ar) The department of justice shall furnish all legal services  
5 required by the department of agriculture, trade and consumer protection relating  
6 to the enforcement of ss. 91.68, 93.73, 100.171, 100.173, 100.174, 100.175, 100.177,  
7 100.18, 100.182, 100.195, 100.20, 100.205, 100.207, 100.209, 100.2091, 100.2092,  
8 100.21, 100.28, 100.37, 100.42, 100.50, 100.51, 100.55, and 846.45 and chs. 126,  
9 136, 344, 704, 707, and 779, together with any other services as are necessarily  
10 connected to the legal services.

11 **SECTION 118.** 196.5048 of the statutes is created to read:

12 **196.5048 Internet service provider registration.** No person may provide  
13 Internet service in this state unless the person registers with the commission.

14 **SECTION 9302. Initial applicability; Agriculture, Trade and Consumer**  
15 **Protection.**

16 (1) SUBSCRIBERS PERMITTED TO TERMINATE BROADBAND CONTRACTS. The  
17 treatment of s. 100.2092 (1) (L) first applies to a contract that is entered into,  
18 renewed, or modified on the effective date of this subsection.

19 **SECTION 9436. Effective dates; Public Service Commission.**

20 (1) INTERNET SERVICE PROVIDER REGISTRATION REQUIREMENT. The treatment  
21 of s. 196.5048 takes effect on January 1, 2026.”.

22 **9.** At the appropriate places, insert all of the following:

23 “**SECTION 119.** 71.07 (6e) (a) 6. of the statutes is created to read:

1           71.07 (6e) (a) 6. “Rent constituting property taxes” has the meaning given in  
2 sub. (9) (a) 4.

3           **SECTION 120.** 71.07 (6e) (b) of the statutes is amended to read:

4           71.07 (6e) (b) *Filing claims.* Subject to the limitations provided in this  
5 subsection, a claimant may claim as a credit against the tax imposed under s. 71.02  
6 the amount of the claimant’s property taxes or rent constituting property taxes. If  
7 the allowable amount of the claim exceeds the income taxes otherwise due on the  
8 claimant’s income, the amount of the claim not used as an offset against those taxes  
9 shall be certified by the department of revenue to the department of administration  
10 for payment to the claimant by check, share draft, or other draft from the  
11 appropriation under s. 20.835 (2) (em).

12           **SECTION 121.** 71.07 (6e) (c) 3. of the statutes is amended to read:

13           71.07 (6e) (c) 3. If an eligible veteran and an eligible spouse file separate  
14 returns, each spouse may claim a credit under this subsection for property taxes  
15 based on their respective ownership interest in the eligible veteran’s principal  
16 dwelling or for rent constituting property taxes based on 50 percent of the total rent  
17 constituting property taxes paid during the taxable year for the eligible veteran’s  
18 principal dwelling.

19           **SECTION 9337. Initial applicability; Revenue.**

20           (1) VETERANS AND SURVIVING SPOUSES PROPERTY TAX CREDIT. The treatment  
21 of s. 71.07 (6e) (a) 6., (b), and (c) 3. first applies to taxable years beginning after  
22 December 31, 2024.”.

23           **10.** At the appropriate places, insert all of the following:

“**SECTION 1.** 20.005 (3) (schedule) of the statutes: at the appropriate place, insert the following amounts for the purposes indicated:

**2025-26**      **2026-27**

**20.445 Workforce Development, Department of**

(1) WORKFORCE DEVELOPMENT

(em) Youth-to-registered apprenticeship

grant program	GPR	C	250,000	250,000
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(er)	On-the-job learning grant programGPR	C	2,250,000	1,500,000
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**SECTION 122.** 20.445 (1) (em) of the statutes is created to read:

20.445 (1) (em) *Youth-to-registered apprenticeship grant program.* As a continuing appropriation, the amounts in the schedule for youth-to-registered apprenticeship grants under s. 106.135.

**SECTION 123.** 20.445 (1) (er) of the statutes is created to read:

20.445 (1) (er) *On-the-job learning grant program.* As a continuing appropriation, the amounts in the schedule for on-the-job learning grants under s. 106.136.

**SECTION 124.** 106.135 of the statutes is created to read:

**106.135 Youth-to-registered apprenticeship grant program. (1)**

DEFINITIONS. In this section:

(a) “Apprenticeship program” has the meaning given in s. 106.001 (4).

(b) “Youth apprenticeship program” means the program under s. 106.13 (1).

(2) GRANT PROGRAM. (a) The department shall develop and administer a program to award grants from the appropriation under s. 20.445 (1) (em) to youth apprenticeship consortia to provide incentives to individuals to transition from

1 participating in the youth apprenticeship program to participating in an  
2 apprenticeship program. The department may not award more than \$350,000 in  
3 grants under this subsection in any fiscal year.

4 (b) Youth apprenticeship consortia that may receive a grant under this section  
5 shall be partnerships between one or more school districts or between one or more  
6 school districts and at least one of the following:

- 7 1. A community-based organization.
- 8 2. A cooperative educational service agency.
- 9 3. Employers.
- 10 4. Colleges in the technical college system.
- 11 5. Labor unions.
- 12 6. Chambers of commerce.
- 13 7. Local workforce development boards.
- 14 8. Other public agencies.
- 15 9. Other contributing individuals.

16 (3) RULES. The department shall promulgate rules to implement this section.

17 **SECTION 125.** 106.136 of the statutes is created to read:

18 **106.136 On-the-job learning grant program. (1) DEFINITIONS.** In this  
19 section:

20 (a) "Apprentice" has the meaning given in s. 106.001 (1).

21 (b) "Apprenticeship program" has the meaning given in s. 106.001 (4).

22 (2) PROGRAM. (a) The department shall develop and administer a program to  
23 award grants from the appropriation under s. 20.445 (1) (er) to the following:

- 24 1. New and small employers for costs associated with apprenticeship



1 programs. To be eligible to receive a grant, an employer must either never have had  
2 an apprenticeship program or not have had an apprenticeship program in the  
3 particular trade, craft, or business for which it seeks the grant in the 5 years  
4 preceding the date of application for the grant.

5 2. Healthcare employers for costs associated with on-the-job learning.

6 (b) Employers may use the grants under this section to reimburse themselves  
7 for costs related to apprentices, including wages, instruction, and mentoring.

8 (c) Grants under par. (a) 2. shall be provided under a pilot program.

9 (3) RULES. The department shall promulgate rules to implement this section,  
10 which shall include procedures and criteria for awarding grants under this section.

11 **SECTION 9250. Fiscal changes; Workforce Development.**

12 (1) REGISTERED APPRENTICESHIP PROGRAM; POSITION AUTHORIZATION. In the  
13 schedule under s. 20.005 (3) for the appropriation to the department of workforce  
14 development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is  
15 increased by \$60,800 to increase the authorized FTE positions for the department  
16 of workforce development by 1.0 GPR position to support the infrastructure of the  
17 registered apprenticeship program under subch. I of ch. 106. In the schedule under  
18 s. 20.005 (3) for the appropriation to the department of workforce development  
19 under s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is increased by  
20 \$80,900 for the position authorized under this subsection.

21 (2) REGISTERED APPRENTICESHIP PROGRAM; SUPPLIES AND SERVICES. In the  
22 schedule under s. 20.005 (3) for the appropriation to the department of workforce  
23 development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is  
24 increased by \$21,100 and the dollar amount for fiscal year 2026-27 is increased by

1     \$384,900 for supplies and services for support of the infrastructure of the registered  
2     apprenticeship program under subch. I of ch. 106.

3           (3) REGISTERED APPRENTICESHIP PROGRAM IN ARTIFICIAL INTELLIGENCE;  
4     POSITION AUTHORIZATION. In the schedule under s. 20.005 (3) for the appropriation  
5     to the department of workforce development under s. 20.445 (1) (a), the dollar  
6     amount for fiscal year 2025-26 is increased by \$238,900 to increase the authorized  
7     FTE positions for the department of workforce development by 5.5 GPR positions to  
8     expand the registered apprenticeship program in the field of artificial intelligence  
9     under subch. I of ch. 106. In the schedule under s. 20.005 (3) for the appropriation  
10    to the department of workforce development under s. 20.445 (1) (a), the dollar  
11    amount for fiscal year 2026-27 is increased by \$318,500 for the positions authorized  
12    under this subsection.

13           (4) REGISTERED APPRENTICESHIP IN ARTIFICIAL INTELLIGENCE SUPPORT;  
14    SUPPLIES AND SERVICES. In the schedule under s. 20.005 (3) for the appropriation to  
15    the department of workforce development under s. 20.445 (1) (a), the dollar amount  
16    for fiscal year 2025-26 is increased by \$165,500 and the dollar amount for fiscal  
17    year 2026-27 is increased by \$130,000 for supplies and services to support the  
18    registered apprenticeship program in the field of artificial intelligence under subch.  
19    I of ch. 106.”.

20           **11.** At the appropriate places, insert all of the following:

21           “**SECTION 126.** 20.445 (1) (b) of the statutes is amended to read:

22           20.445 (1) (b) *Workforce training; programs, grants, services, and contracts.*

23    ~~The~~ As a continuing appropriation, the amounts in the schedule for the workforce

1 training programs, grants, and services under s. 106.27 (1), (1g), (1j), (1r), and (1u)  
2 and for the costs associated with contracts entered into under s. 47.07.

3 **SECTION 127.** 106.023 of the statutes is created to read:

4 **106.023 Teacher apprenticeships.** (1) In consultation with the  
5 department of public instruction, the department shall prescribe the conditions  
6 under which a person may serve a teacher apprenticeship, as to higher education  
7 attendance requirements, level of supervision of an apprentice, and the credit for  
8 school attendance in serving the apprenticeship. The department shall also  
9 prescribe the criteria an individual must satisfy to demonstrate that the individual  
10 has successfully completed an apprenticeship under this section.

11 (2) Every person commencing a teacher apprenticeship shall enter into an  
12 apprentice contract under s. 106.01.

13 **SECTION 128.** 106.27 (1) (h) of the statutes is created to read:

14 106.27 (1) (h) Grants for education and training in the use of artificial  
15 intelligence.

16 **SECTION 9150. Nonstatutory provisions; Workforce Development.**

17 (1) WISCONSIN FAST FORWARD ALLOCATIONS.

18 (a) *Green jobs training.* From the appropriation under s. 20.445 (1) (b), in  
19 fiscal year 2025-26, the department of workforce development shall allocate  
20 \$2,000,000 for grants under s. 106.27 (1) to public or private organizations for the  
21 development and implementation of green jobs training programs in this state. In  
22 this paragraph, “green jobs” means jobs that produce goods or provide services that  
23 benefit the environment or conserve natural resources.

24 (b) *Teacher apprentice incentives.* From the appropriation under s. 20.445 (1)

(b), in each year of the 2025-27 fiscal biennium, the department of workforce development shall allocate \$1,000,000 to provide grants under s. 106.27 (1) to support costs of sponsoring teacher apprentices under subch. I of ch. 106.

(c) *Artificial intelligence.* From the appropriation under s. 20.445 (1) (b), in each year of the 2025-27 fiscal biennium, the department of workforce development shall allocate \$200,000 for grants under s. 106.27 (1) to help school districts to prepare students for a future that includes artificial intelligence.”.

**12.** At the appropriate places, insert all of the following:

“**SECTION 129.** 20.445 (1) (ga) of the statutes is amended to read:

20.445 (1) (ga) *Auxiliary services.* All moneys received from fees collected under ss. 102.16 (2m) (d), 103.005 (15), 103.91 (3), 103.92 (1) (a), and 106.09 (7) for the delivery of services under ss. 102.16 (2m) (f), 103.005 (15), and 106.09 and ch. 108 and for administrative services under ss. 103.905 to 103.97.

**SECTION 130.** 103.90 (3) (b) 3. of the statutes is created to read:

103.90 (3) (b) 3. Any bed and breakfast establishment, hotel, or tourist rooming house that is required to be licensed under s. 97.605.

**SECTION 9250. Fiscal changes; Workforce Development.**

(1) MIGRANT SEASONAL FARM WORKER PROGRAM; STAFF. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$64,000 to increase the authorized FTE positions for the department by 1.0 GPR position for the purpose of the migrant seasonal farm worker program under ss. 103.90 to 103.97. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for

1 fiscal year 2026-27 is increased by \$78,200 to provide funding for the position  
2 authorized under this subsection.

3 (2) MIGRANT SEASONAL FARM WORKER PROGRAM; SUPPLIES AND SERVICES. In  
4 the schedule under s. 20.005 (3) for the appropriation to the department of  
5 workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year  
6 2025-26 is increased by \$779,500 and the dollar amount for fiscal year 2026-27 is  
7 increased by \$33,100 for supplies and services for an online platform to be used by  
8 the migrant seasonal farm worker program under ss. 103.90 to 103.97 to process  
9 applications and certifications for migrant labor camp and housing operators.

10 (3) MIGRANT SEASONAL FARM WORKER PROGRAM; ADMINISTRATIVE SERVICES.  
11 In the schedule under s. 20.005 (3) for the appropriation to the department of  
12 workforce development under s. 20.445 (1) (ga), the dollar amount for fiscal year  
13 2025-26 is increased by \$35,000 and the dollar amount for fiscal year 2026-27 is  
14 increased by \$35,000 for administrative services related to the migrant seasonal  
15 farm worker program under ss. 103.90 to 103.97.”.

16 **13.** At the appropriate places, insert all of the following:

17 “**SECTION 131.** 103.08 of the statutes is created to read:

18 **103.08 Paid family and medical leave. (1) DEFINITIONS.** In this section:

19 (a) “Application year” means the 12-month period beginning on the first day  
20 of the first calendar week for which leave benefits are claimed by an employee under  
21 this section.

22 (b) “Average weekly earnings” means one-thirteenth of the wages paid to an  
23 employee during the last completed calendar quarter prior to the employee’s date of  
24 eligibility for leave benefits under this section and includes all sick, holiday,

1 vacation, and termination pay that is paid directly by an employer to an employee at  
2 the employee's usual rate of pay during his or her last completed calendar quarter  
3 as a result of employment for an employer and any total or partial disability  
4 payments under ch. 102 or a federal law that provides for payments on account of a  
5 work-related injury or illness.

6 (d) "Employee" has the meaning given in s. 103.10 (b), except that it does not  
7 include employees whose compensation is established under s. 20.923 (2) or (3) or  
8 230.12 (9m) or employees of the Board of Regents of the University of Wisconsin  
9 System.

10 (e) "Employer" has the meaning given in s. 103.10 (1) (c), except that it does  
11 not include any entity whose employees' compensation is established under s.  
12 20.923 (2) or (3) or 230.12 (9m) or the Board of Regents of the University of  
13 Wisconsin System.

14 (f) "Family leave" means leave from employment taken for any of the reasons  
15 under s. 103.10 (3) (b) 1. to 7.

16 (g) "Insurer" means a company that issues an insurance policy to an employer  
17 to provide leave benefits under this section.

18 (h) "Leave benefits" means benefits provided under sub. (2).

19 (i) "Medical leave" means leave from employment taken for any of the reasons  
20 under s. 103.10 (4).

21 **(2) PAID BENEFIT REQUIREMENT.** Each employer shall provide paid leave  
22 benefits to their employees for up to 8 weeks of family and medical leave in the  
23 amount specified in sub. (3). Employees shall be paid leave benefits for consecutive

1 family and medical leave or intermittent family leave and medical leave at the  
2 employee's sole discretion.

3 **(3) BENEFIT AMOUNT.** The amount of leave benefits for a week for which those  
4 benefits are payable is as follows:

5 (a) For the amount of the employee's average weekly earnings that are not  
6 more than 50 percent of the state annual median wage in the calendar year before  
7 the employee's application year, 90 percent of that individual's average weekly  
8 earnings.

9 (b) For the amount of the employee's average weekly earnings that are more  
10 than 50 percent of the state annual median wage in the calendar year before the  
11 employee's application year, 50 percent of that employee's average weekly earnings.

12 **(4) INSURANCE.** (a) An employer may contract with an insurance company to  
13 provide coverage for the leave benefits required under sub. (2).

14 (b) Employers may not deduct any fees from employee compensation for the  
15 cost of insurance coverage or otherwise charge employees for the cost of insurance  
16 coverage under this subsection.

17 (c) Insurance policies for leave benefits shall allow for employees to seek  
18 arbitration following a denial of leave benefits by the insurer.

19 **(5) FEDERAL TAX TREATMENT OF BENEFITS.** With respect to the federal income  
20 taxation of family or medical leave insurance benefits, an employer shall do all of  
21 the following:

22 (a) At the time an individual files a claim for leave benefits, advise the  
23 individual that those benefits may be subject to federal income taxation, that  
24 requirements exist under federal law pertaining to estimated tax payments, and

1 that the individual may elect to have federal income taxes withheld from the  
2 individual's benefit payments and may change that election not more than one time  
3 in an application year.

4 (b) Allow the individual to elect to have federal income tax deducted and  
5 withheld from the individual's benefit payments, allow the individual to change  
6 that election not more than one time in an application year, and deduct and  
7 withhold that tax in accordance with the individual's election as provided under 26  
8 USC 3402. If the employer has contracted with an insurer, the employer shall  
9 direct the insurer to follow the provisions of this paragraph.

10 (6) DENIAL OF BENEFITS; APPEALS. An employer or an insurer that provides  
11 benefits under a policy under sub. (4) shall provide an employee with the reason for  
12 a denial for a claim for leave benefits whether in whole or in part, with information  
13 for the employee to file an appeal with the department. An employee whose claim  
14 for leave benefits under this section has been denied in whole or in part by their  
15 employer or their employer's insurer may file a complaint with the department  
16 after receiving a final denial from their employer or their employer's insurer. The  
17 department shall process the complaint in the same manner as complaints filed  
18 under s. 103.10 (12) (b) are processed. If the department finds that the employer or  
19 insurer should have paid leave benefits, the department may order the employer or  
20 insurer to provide the benefits owed and, notwithstanding s. 814.04 (1), pay  
21 reasonable actual attorney fees to the employee.

22 (7) PROHIBITED ACTS. (a) No person may interfere with, restrain, or deny the  
23 exercise of any right provided under this section.

24 (b) No person may discharge or otherwise discriminate against any person for



1 exercising any right provided under this section, opposing a practice prohibited  
2 under this section, filing a complaint or attempting to enforce any right provided  
3 under this section, or testifying or assisting in any action or proceeding to enforce  
4 any right provided under this section.

5 (c) No collective bargaining agreement or employer policy may diminish or  
6 abridge an employee's rights under this section. Any agreement purporting to  
7 waive or modify an employee's rights under this section is void as against public  
8 policy and unenforceable.

9 (8) NOTICE POSTED. Each employer shall post, on its website and in one or  
10 more conspicuous places where notices to employees are customarily posted, a  
11 notice in a form approved by the department setting forth employees' rights under  
12 this section. Any employer that violates this subsection shall forfeit not more than  
13 \$100 for each violation.

14 (9) RULES. The department shall promulgate rules to implement this section.

15 **SECTION 132.** 103.10 (1) (a) (intro.) of the statutes is renumbered 103.10 (1)  
16 (a) and amended to read:

17 103.10 (1) (a) "Child" means a natural, adopted, or foster child, a stepchild, or  
18 a legal ward ~~to whom any of the following applies:~~

19 **SECTION 133.** 103.10 (1) (a) 1. of the statutes is repealed.

20 **SECTION 134.** 103.10 (1) (a) 2. of the statutes is repealed.

21 **SECTION 135.** 103.10 (1) (ap) of the statutes is created to read:

22 103.10 (1) (ap) "Covered active duty" means any of the following:

1           1. For a member of a regular component of the U.S. armed forces, duty during  
2 the deployment of the member with the U.S. armed forces to a foreign country.

3           2. For a member of a reserve component of the U.S. armed forces, duty during  
4 the deployment of the member with the U.S. armed forces to a foreign country  
5 under a call or order to active duty under a provision of law specified in 10 USC 101  
6 (a) (13) (B).

7           **SECTION 136.** 103.10 (1) (b) of the statutes is amended to read:

8           103.10 (1) (b) Except as provided in sub. (1m) (b) 2. and s. 452.38, “employee”  
9 means an individual employed in this state by an employer, except the employer’s  
10 ~~parent, child, spouse, domestic partner, or child parent, grandparent, grandchild,~~  
11 or sibling.

12           **SECTION 137.** 103.10 (1) (dm) of the statutes is created to read:

13           103.10 (1) (dm) “Grandchild” means the child of a child.

14           **SECTION 138.** 103.10 (1) (dp) of the statutes is created to read:

15           103.10 (1) (dp) “Grandparent” means the parent of a parent.

16           **SECTION 139.** 103.10 (1) (em) of the statutes is created to read:

17           103.10 (1) (em) “Medical isolation” means any of the following:

18           1. When a health care professional, a local health officer, or the department of  
19 health services advises that an individual seclude herself or himself from others  
20 when the individual is awaiting the result of a diagnostic test for a communicable  
21 disease or when the individual is infected with a communicable disease.

22           2. When a local health officer or the department of health services advises  
23 that an individual isolate or quarantine under s. 252.06.

1           3. When an individual's employer advises that the individual not come to the  
2 workplace due to a concern that the individual may have been exposed to or infected  
3 with a communicable disease.

4           **SECTION 140.** 103.10 (1) (gm) of the statutes is created to read:

5           103.10 (1) (gm) "Sibling" means a brother, sister, half brother, half sister,  
6 stepbrother, or stepsister, whether by blood, marriage, or adoption.

7           **SECTION 141.** 103.10 (1m) (b) 1. of the statutes is renumbered 103.10 (1) (an).

8           **SECTION 142.** 103.10 (1m) (b) 6. of the statutes is renumbered 103.10 (1) (gd).

9           **SECTION 143.** 103.10 (1m) (b) 7. of the statutes is renumbered 103.10 (1) (m).

10          **SECTION 144.** 103.10 (2) (c) of the statutes is amended to read:

11          103.10 (2) (c) This section only applies to an employee who has been employed  
12 by the same employer for more than 52 consecutive weeks and who worked for the  
13 employer for at least ~~1,000~~ 680 hours during the preceding 52-week period.

14          **SECTION 145.** 103.10 (3) (a) of the statutes is repealed.

15          **SECTION 146.** 103.10 (3) (b) 3. of the statutes is amended to read:

16          103.10 (3) (b) 3. To care for the employee's child, spouse, domestic partner, ~~or~~  
17 parent, grandparent, grandchild, or sibling, if the child, spouse, domestic partner,  
18 ~~or~~ parent, grandparent, grandchild, or sibling has a serious health condition.

19          **SECTION 147.** 103.10 (3) (b) 4. of the statutes is created to read:

20          103.10 (3) (b) 4. Because of any qualifying exigency, as determined by the  
21 department by rule, arising out of the fact that the spouse, child, domestic partner,  
22 parent, grandparent, grandchild, or sibling of the employee is on covered active  
23 duty or has been notified of an impending call or order to covered active duty.

1           **SECTION 148.** 103.10 (3) (b) 5. of the statutes is created to read:

2           103.10 (3) (b) 5. Because there is an unforeseen or unexpected short-term gap  
3           in childcare for the employee's child, grandchild, or sibling that the employee must  
4           fill. The department may define by rule "unforeseen or unexpected short-term gap  
5           in childcare."

6           **SECTION 149.** 103.10 (3) (b) 6. of the statutes is created to read:

7           103.10 (3) (b) 6. To care for the employee's child, spouse, domestic partner,  
8           parent, grandparent, grandchild, or sibling, if the child, spouse, domestic partner,  
9           parent, grandparent, grandchild, or sibling is in medical isolation.

10          **SECTION 150.** 103.10 (3) (b) 7. of the statutes is created to read:

11          103.10 (3) (b) 7. To address issues of the employee or the employee's child,  
12          spouse, domestic partner, parent, grandparent, grandchild, or sibling related to  
13          being the victim of domestic abuse, sexual abuse, or stalking.

14          **SECTION 151.** 103.10 (4) (a) of the statutes is amended to read:

15          103.10 (4) (a) Subject to ~~pars. (b) and par. (c) and sub. (4m)~~, an employee who  
16          is in medical isolation or has a serious health condition which makes the employee  
17          unable to perform his or her employment duties may take medical leave for the  
18          period during which he or she is unable to perform those duties.

19          **SECTION 152.** 103.10 (4) (b) of the statutes is repealed.

20          **SECTION 153.** 103.10 (4m) of the statutes is created to read:

21          103.10 (4m) DURATION OF LEAVE. In a 12-month period, no employee may  
22          take more than 8 weeks of leave for any combination of reasons specified under sub.  
23          (3) or (4).

1           **SECTION 154.** 103.10 (6) (b) (intro.) of the statutes is amended to read:

2           103.10 (6) (b) (intro.) If an employee intends to take family leave because of  
3           the planned medical treatment or supervision of a child, spouse, domestic partner,  
4           ~~or parent, grandparent, grandchild, or sibling~~ or intends to take medical leave  
5           because of the planned medical treatment or supervision of the employee, the  
6           employee shall do all of the following:

7           **SECTION 155.** 103.10 (6) (b) 1. of the statutes is amended to read:

8           103.10 (6) (b) 1. Make a reasonable effort to schedule the medical treatment  
9           or supervision so that it does not unduly disrupt the employer's operations, subject  
10          to the approval of the health care provider of the child, spouse, domestic partner,  
11          parent, grandparent, grandchild, sibling, or employee.

12          **SECTION 156.** 103.10 (6) (c) of the statutes is created to read:

13          103.10 (6) (c) If the employee intends to take family leave under sub. (3) (b) 4.  
14          that is foreseeable because the spouse, child, domestic partner, parent,  
15          grandparent, grandchild, or sibling of the employee is on covered active duty or has  
16          been notified of an impending call or order to covered active duty, the employee shall  
17          provide notice of that intention to the employer in a reasonable and practicable  
18          manner.

19          **SECTION 157.** 103.10 (7) (a) of the statutes is amended to read:

20          103.10 (7) (a) If an employee requests family leave for a reason described in  
21          sub. (3) (b) 3. or requests medical leave due to a serious health condition, the  
22          employer may require the employee to provide certification, as described in par. (b),  
23          issued by the health care provider or Christian Science practitioner of the child,

1 spouse, domestic partner, parent, grandparent, grandchild, sibling, or employee,  
2 whichever is appropriate.

3 **SECTION 158.** 103.10 (7) (b) (intro.) of the statutes is amended to read:

4 103.10 (7) (b) (intro.) No employer may require certification under par. (a)  
5 stating more than the following:

6 **SECTION 159.** 103.10 (7) (b) 1. of the statutes is amended to read:

7 103.10 (7) (b) 1. That the child, spouse, domestic partner, parent,  
8 grandparent, grandchild, sibling, or employee has a serious health condition.

9 **SECTION 160.** 103.10 (7) (cm) of the statutes is created to read:

10 103.10 (7) (cm) If an employee requests family leave for a reason described in  
11 sub. (3) (b) 3., the employer may require the employee to provide certification that  
12 the employee is responsible for the care of a child, spouse, domestic partner, parent,  
13 grandparent, grandchild, or sibling with a serious health condition.

14 **SECTION 161.** 103.10 (7) (d) of the statutes is created to read:

15 103.10 (7) (d) If an employee requests family leave under sub. (3) (b) 4., the  
16 employer may require the employee to provide certification that the spouse, child,  
17 domestic partner, parent, grandparent, grandchild, or sibling of the employee is on  
18 covered active duty or has been notified of an impending call or order to covered  
19 active duty. The certification under this paragraph shall be issued at such time and  
20 in such manner as the department may prescribe by rule, and the employee shall  
21 provide a copy of that certification to the employer in a timely manner.

22 **SECTION 162.** 103.10 (7) (e) of the statutes is created to read:

23 103.10 (7) (e) If an employee requests family leave under sub. (3) (b) 5., the

1 employer may require the employee to provide certification that there is an  
2 unforeseen or unexpected short-term gap in childcare, as defined in rule by the  
3 department, for the employee's child, grandchild, or sibling that the employee must  
4 fill. The department may prescribe by rule the form and content of the  
5 certification.

6 **SECTION 163.** 103.10 (7) (f) of the statutes is created to read:

7 103.10 (7) (f) 1. If an employee requests family leave under sub. (3) (b) 6., or  
8 medical leave due to medical isolation, the employer may require the employee to  
9 provide certification issued by a local public health official, the department of  
10 health services, or a health care provider or Christian Science practitioner of the  
11 child, spouse, domestic partner, parent, grandparent, grandchild, sibling, or  
12 employee, whichever is appropriate, except that no employer may require  
13 certification under this paragraph if the sole reason for the medical isolation is due  
14 to the employer's request under sub. (1) (em) 3. No employer may require  
15 certification under this subdivision stating more than that the child, spouse,  
16 domestic partner, parent, grandparent, grandchild, sibling, or employee is in  
17 medical isolation.

18 2. If an employee requests family leave under sub. (3) (b) 6., the employer may  
19 require the employee to provide certification that the employee is responsible for the  
20 care of a child, spouse, domestic partner, parent, grandparent, grandchild, sibling,  
21 or employee who is in medical isolation.

22 **SECTION 164.** 103.10 (7) (g) of the statutes is created to read:

23 103.10 (7) (g) If an employee requests family leave under sub. (3) (b) 7., the

1 employer may require the employee to provide certification that the employee is  
2 addressing issues of the employee or the employee's child, spouse, domestic partner,  
3 parent, grandparent, grandchild, or sibling related to being the victim of domestic  
4 abuse, sexual abuse, or stalking.

5 **SECTION 165.** 103.10 (10) of the statutes is amended to read:

6 103.10 (10) ALTERNATIVE EMPLOYMENT. Nothing in this section prohibits an  
7 employer and an employee with a serious health condition or in medical isolation  
8 from mutually agreeing to alternative employment for the employee while the  
9 serious health condition or medical isolation lasts. No period of alternative  
10 employment, with the same employer, reduces the employee's right to family leave  
11 or medical leave.

12 **SECTION 166.** 103.10 (12) (b) of the statutes is amended to read:

13 103.10 (12) (b) An employee who believes his or her employer has violated sub.  
14 (11) (a) or (b) may, within ~~30~~ 300 days after the violation occurs or the employee  
15 should reasonably have known that the violation occurred, whichever is later, file a  
16 complaint with the department alleging the violation. Except as provided in s.  
17 230.45 (1m), the department shall investigate the complaint and shall attempt to  
18 resolve the complaint by conference, conciliation or persuasion. If the complaint is  
19 not resolved and the department finds probable cause to believe a violation has  
20 occurred, the department shall proceed with notice and a hearing on the complaint  
21 as provided in ch. 227. The hearing shall be held within 60 days after the  
22 department receives the complaint.

23 **SECTION 167.** 103.10 (12) (c) of the statutes is amended to read:



1           103.10 (12) (c) If 2 or more health care providers disagree about any of the  
2 information required to be certified under sub. (7) (b), the department may appoint  
3 another health care provider to examine the child, spouse, domestic partner,  
4 parent, grandparent, grandchild, sibling, or employee and render an opinion as  
5 soon as possible. The department shall promptly notify the employee and the  
6 employer of the appointment. The employer and the employee shall each pay 50  
7 percent of the cost of the examination and opinion.

8           **SECTION 168.** 103.10 (14) (a) of the statutes is renumbered 103.10 (14).

9           **SECTION 169.** 103.10 (14) (b) of the statutes is repealed.

10          **SECTION 170.** 165.68 (1) (a) 3. of the statutes is amended to read:

11          165.68 (1) (a) 3. Sexual abuse, as defined in s. 103.10 ~~(1m)(b) 6~~ (1) (gd).

12          **SECTION 9350. Initial applicability; Workforce Development.**

13          (1) FAMILY AND MEDICAL LEAVE. The treatment of s. 103.10 (12) (b) first  
14 applies to a violation that occurs, or that an employee should reasonably have  
15 known occurred, on the effective date of this subsection.

16          (2) LEAVE BENEFITS ELIGIBILITY. The treatment of s. 103.108 (2) first applies  
17 to a period of family leave, as defined in s. 103.108 (1) (f), or a period of medical  
18 leave, as defined in s. 103.105 (1) (i), commencing on January 1, 2027.

19          **SECTION 9250. Fiscal changes; Workforce Development.**

20          (1) FAMILY AND MEDICAL LEAVE EXPANSION POSITION FUNDING. In the  
21 schedule under s. 20.005 (3) for the appropriation to the department of workforce  
22 development under s. 20.445 (1) (o), the dollar amount for fiscal year 2025-26 is  
23 increased by \$103,600 to increase the authorized FTE positions for the department  
24 of workforce development by 1.0 FED project position to perform outreach and

1 technical assistance to support the expanded family and medical leave provisions..  
2 In the schedule under s. 20.005 (3) for the appropriation to the department of  
3 workforce development under s. 20.445 (1) (o), the dollar amount for fiscal year  
4 2026-27 is increased by \$103,600 for the position authorized under this subsection.

5 (2) FAMILY AND MEDICAL LEAVE EXPANSION. In the schedule under s. 20.005  
6 (3) for the appropriation to the department of workforce development under s.  
7 20.445 (1) (n), the dollar amount for fiscal year 2025-26 is decreased by \$103,600  
8 and the dollar amount for fiscal year 2026-27 is decreased by \$103,600 to reflect the  
9 position authorized under sub. (1) and the corresponding appropriation.”.

10 **14.** At the appropriate places, insert all of the following:

11 “**SECTION 171.** 103.44 of the statutes is created to read:

12 **103.44 Compensation included in job postings.** In each job posting  
13 seeking applicants that is made by an employer, the employer shall include the  
14 compensation for the position.”.

15 **15.** At the appropriate places, insert all of the following:

16 “**SECTION 172.** 103.035 of the statutes is created to read:

17 **103.035 Work schedule flexibility and predictability.** (1) DEFINITIONS.

18 In this section:

19 (a) “Bona fide business reason” means a reason that justifies an employer’s  
20 action and that is based on the employer’s determination that taking a different  
21 action would have any of the following results:

22 1. Additional costs to the employer, including costs of lost employee

1 productivity, retaining or hiring employees, or transferring employees between  
2 work locations.

3 2. A significant detrimental effect on the employer's ability to meet  
4 organizational needs or customer demand.

5 3. A significant inability of the employer, despite the employer's best efforts, to  
6 reorganize work among other employees.

7 4. A significant detrimental effect on the employer's business performance.

8 5. Insufficient work during the period an employee proposes to work.

9 6. Unfairness to other employees who request changes to work schedules if  
10 granting all requests would have a significant detrimental effect on the employer's  
11 ability to meet organizational needs.

12 (b) "Child" means an individual who is all of the following:

13 1. A biological, adopted, or foster child; a stepchild; a legal ward; or a child of  
14 a person standing in the place of a parent with respect to that child.

15 2. An individual to whom any of the following applies:

16 a. The individual is less than 18 years of age.

17 b. The individual is 18 years of age or older and is incapable of self-care  
18 because of a mental or physical disability.

19 (c) "Domestic partner" has the meaning given in s. 40.02 (21c) or 770.01 (1).

20 (d) "Employee" means an employee who is employed by an employer.

21 (e) "Employer" means an employer that employs at least 15 employees.  
22 "Employer" includes the state, its political subdivisions, and any office,  
23 department, independent agency, authority, institution, association, society, or

1 other body in state or local government created or authorized to be created by the  
2 constitution or any law, including the legislature and the courts.

3 (f) "Family member" means any of the following:

4 1. A spouse or domestic partner of an employee.

5 2. A parent, child, sibling, brother-in-law, sister-in-law, grandparent, or  
6 grandchild of an employee or of an employee's spouse or domestic partner.

7 3. Any other individual who is related by blood, marriage, or adoption to an  
8 employee or to an employee's spouse or domestic partner and whose close  
9 association with the employee, spouse, or domestic partner makes the individual  
10 the equivalent of an individual listed under subd. 2.

11 (g) "Grandchild" means the child of a child.

12 (h) "Grandparent" means the parent of a parent.

13 (i) "Nonexempt employee" means an employee who is not employed in a bona  
14 fide executive, administrative, or professional capacity, as described in 29 USC 213

15 (a) (1).

16 (j) "Parent" means a biological parent, foster parent, adoptive parent,  
17 stepparent, or legal guardian of an employee or of an employee's spouse or domestic  
18 partner.

19 (k) "Part-time employee" means an employee who works on average fewer  
20 than 30 hours per week for a particular employer.

21 (L) "Service employee" means a nonexempt employee who is employed in any  
22 of the occupations classified under the following codes set forth in the Standard

1 Occupational Classification System, 2018 edition, published by the bureau of labor  
2 statistics of the U.S. department of labor:

3 1. Major group code 35-0000 — food preparation and serving related  
4 occupations.

5 2. Broad occupation code 37-2010 — building cleaning workers.

6 3. Detailed occupation code 41-1011 — first-line supervisors of retail sales  
7 workers.

8 4. Minor group code 41-2000 — retail sales workers.

9 (m) “Sibling” means a brother, sister, half brother, half sister, stepbrother,  
10 stepsister, foster brother, or foster sister, whether by blood, marriage, or adoption.

11 (n) “Split shift” means a work shift that consists of work time that is not  
12 continuous. For purposes of determining whether a work shift is continuous, any of  
13 the following breaks in work time are not considered:

14 1. One or more breaks for meals that total one hour or less.

15 2. A break that is requested by the employee.

16 (o) “Work schedule” means the days and times during each successive work  
17 period when an employee is required by an employer to perform duties of  
18 employment.

19 (p) “Work shift” means the specific times during a day that an employer  
20 requires an employee to work.

21 (q) “Written” includes a communication that is transmitted or received by  
22 electronic means.

23 **(2) EMPLOYEE RIGHT TO REQUEST AND RECEIVE WORK SCHEDULE CHANGES. (a)**

1 *Employee right to request work schedule changes.* 1. An employee may request a  
2 change in the terms and conditions of employment related to any of the following,  
3 and may make such a request by email or text message:

4 a. The number of hours the employee is required to work or be on call for work.

5 b. The days or times when the employee is required to work or be on call for  
6 work.

7 c. The location where the employee is required to work.

8 d. The amount of notification the employee receives regarding changes to the  
9 employee's work schedule.

10 e. Minimizing fluctuations in the number of hours the employee is scheduled  
11 to work on a daily, weekly, or monthly basis.

12 2. An employee who makes a request under subd. 1. shall specify in the  
13 request whether it is related to any of the following:

14 a. A serious health condition, as defined under s. 103.10 (1) (g), of the  
15 employee.

16 b. The employee's responsibilities as a significant provider of ongoing care,  
17 including responsibility for securing ongoing care, of the employee's child, family  
18 member with a serious health condition, as defined under s. 103.10 (1) (g), or parent  
19 who is 65 years of age or older.

20 c. The employee's responsibilities as a significant provider of education,  
21 including responsibility for securing education, of the employee's child.

22 d. The employee's enrollment in an educational or training program or  
23 program of study that leads to a recognized postsecondary credential.

1 e. If the employee is a part-time employee, conflicts with the employee's other  
2 employment.

3 (b) *Evaluating requests for work schedule changes.* If an employer receives a  
4 request from an employee under par. (a), the employer shall either grant the request  
5 without modification or negotiate in good faith with the employee to find a  
6 compromise that meets the employee's and the employer's work scheduling needs,  
7 including by considering any alternative proposals offered by the employee. If the  
8 employer denies the request and any alternative proposals offered, the employer  
9 shall inform the employee of the reasons for denial, including whether any of the  
10 reasons is a bona fide business reason.

11 (c) *Requests related to serious health conditions, caregiving, education, or other*  
12 *part-time employment.* Notwithstanding par. (b), if an employer receives a request  
13 from an employee under par. (a) that is directly related to a reason specified under  
14 par. (a) 2., the employer shall grant the request unless the employer has a bona fide  
15 business reason for denying the request.

16 (d) *Verification of reasons for requested changes.* If an employer receives a  
17 request from an employee under par. (a), the employer may require the employee to  
18 provide additional information to clarify or explain the reasons for the employee's  
19 requested work schedule change if the employer needs that information to properly  
20 evaluate the request under par. (b) or (c).

21 **(3) PREDICTABLE WORK SCHEDULES FOR RETAIL, FOOD SERVICE, AND CLEANING**  
22 **EMPLOYEES.** (a) *Advance notice of work schedules required.* 1. On or before the first

1 day of work of a new service employee, an employer shall provide the service  
2 employee with a written copy of the service employee's work schedule.

3 2. Except as provided in pars. (b) and (c), if an employer changes a work  
4 schedule provided to a service employee under this subdivision or subd. 1., the  
5 employer shall provide the service employee with a written copy of the new work  
6 schedule no later than 14 days before the new work schedule begins.

7 3. An employer shall post a copy of a work schedule provided under this  
8 paragraph in at least one of the following ways:

9 a. In one or more conspicuous places where notices to employees are  
10 customarily posted.

11 b. On a website accessible by all of the employer's employees.

12 4. If an employer changes a work schedule after it is posted under subd. 3., the  
13 employer shall revise the posted work schedule to reflect those changes.

14 (b) *Employer-initiated changes to work schedules without advance notice.* 1.  
15 An employer may change, without the advance notice required under par. (a) 2., a  
16 work schedule provided to a service employee under par. (a) 1. or 2. as provided in  
17 this paragraph. Except as provided under subd. 2., if the employer changes a work  
18 schedule provided to a service employee under par. (a) 1. or 2. less than 14 days  
19 before the new work schedule begins, the employer shall provide the service  
20 employee compensation for the change in an amount equal to the service employee's  
21 regular rate of pay for one hour of work in addition to any other compensation  
22 earned by the service employee.

23 2. An employer is not required to pay compensation to a service employee



1 under subd. 1. for a change to the service employee's work schedule if any of the  
2 following applies to the change:

3 a. The service employee consents to the change.

4 b. The employer requires the service employee to work additional time or an  
5 additional work shift because another service employee was scheduled to work that  
6 time or work shift and is unexpectedly unavailable to work.

7 (c) *Employee-initiated changes to work schedules.* An employer may allow a  
8 service employee to agree to work in place of another service employee if the service  
9 employees mutually agree to the change. The employer is not required to provide  
10 compensation under par. (b) 1. to a service employee with respect to a work shift  
11 agreement under this paragraph.

12 (d) *Compensation for reporting time, on-call time, and split shifts.* 1. Except  
13 as provided in subd. 4., if a service employee reports to work and the service  
14 employee's employer does not allow the service employee to work all time that the  
15 service employee is scheduled to work, the employer shall provide the service  
16 employee with the following compensation:

17 a. If the service employee is scheduled to work 4 hours or less, an amount  
18 equal to the service employee's regular rate of pay for all time the service employee  
19 is scheduled to work but does not work in addition to any other compensation  
20 earned by the service employee for time the service employee actually works.

21 b. If the service employee is scheduled to work more than 4 hours and works  
22 less than 4 hours, an amount equal to the service employee's regular rate of pay for  
23 the difference between 4 hours and the amount of time the service employee

1 actually works in addition to any other compensation earned by the service  
2 employee for time the service employee actually works.

3 2. Except as provided in subd. 4., if an employer requires a service employee to  
4 contact the employer, or wait to be contacted by the employer, less than 24 hours  
5 before a work shift begins to determine whether the employer will require the  
6 service employee to report to work for that work shift, the employer shall provide  
7 the service employee compensation in an amount equal to the service employee's  
8 regular rate of pay for one hour of work in addition to any other compensation  
9 earned by the service employee for time the service employee actually works.

10 3. Except as provided in subd. 4, if an employer requires a service employee to  
11 work a split shift, the employer shall provide the service employee compensation in  
12 an amount equal to the service employee's regular rate of pay for one hour of work  
13 in addition to any other compensation earned by the service employee for time the  
14 service employee actually works.

15 4. If a service employee is entitled to more than one type of compensation  
16 under subds. 1. to 3. with respect to a particular work shift, the employer shall pay  
17 the service employee the compensation required under subd. 1., 2., or 3., whichever  
18 is greatest.

19 (e) *Manner of payment of additional compensation.* An employer that is  
20 required to provide compensation to a service employee under par. (b) 1. or (d) shall  
21 pay that compensation on the service employee's regular paycheck or other wage  
22 payment. The employer shall identify on the paycheck, pay envelope, or paper

1 accompanying the wage payment the amount of and reason for all additional  
2 compensation paid.

3 (f) *Exception.* An employer is not required to comply with this subsection  
4 during a period in which the employer's regular operations are suspended due to an  
5 event outside of the employer's control.

6 (4) PROHIBITED ACTS. (a) No employer may interfere with, restrain, or deny  
7 the exercise of the right of an employee to request and receive a change in the terms  
8 and conditions of employment as provided under sub. (2). No employer may  
9 interfere with, restrain, or deny the exercise of the right of a service employee to  
10 receive advance notice of work schedules as provided under sub. (3) (a), receive  
11 compensation as provided under sub. (3) (b) 1. and (d), or request approval to work  
12 in place of another employee as provided under sub. (3) (c).

13 (b) No employer may discharge or discriminate against an employee in  
14 promotion, in compensation, or in the terms, conditions, or privileges of  
15 employment for exercising a right of an employee described under par. (a), opposing  
16 a practice prohibited under this section, filing or indicating an intent to file a  
17 complaint or otherwise attempting to enforce a right under this section, or  
18 testifying, assisting, or participating in any manner in any investigation, action, or  
19 proceeding to enforce a right under this section.

20 (c) Section 111.322 (2m) applies to discharge or other discriminatory acts  
21 arising in connection with any proceeding under this section.

22 (5) ENFORCEMENT. (a) *Administrative proceeding.* An employee whose rights  
23 are interfered with, restrained, or denied in violation of sub. (4) (a) or who is

1 discharged or discriminated against in violation of sub. (4) (b) may file a complaint  
2 with the department, and the department shall process the complaint in the same  
3 manner that employment discrimination complaints are processed under s. 111.39.  
4 If the department finds that a violation has occurred, the department may order  
5 the employer to take action to remedy the violation, including any action authorized  
6 under s. 111.39.

7 (b) *Civil action.* 1. The department or an employee whose rights are  
8 interfered with, restrained, or denied in violation of sub. (4) (a) or who is discharged  
9 or discriminated against in violation of sub. (4) (b) may bring an action in circuit  
10 court against an employer on the basis of the violation without regard to exhaustion  
11 of any administrative remedy.

12 2. In an action under subd. 1., if the circuit court finds that a violation of sub.  
13 (4) (a) or (b) has occurred with respect to an employee, the circuit court shall order  
14 the defendant to pay to the employee all of the following:

15 a. Compensatory damages in an amount that the circuit court or jury finds  
16 appropriate.

17 b. Unless the employer proves that the employer acted in good faith and had a  
18 reasonable basis for believing that the act or omission that constituted the violation  
19 was not a violation of this section, an additional amount as liquidated damages  
20 equal to 100 percent of the amount of compensatory damages determined under  
21 subd. 2. a.

22 c. Notwithstanding s. 814.04 (1), reasonable attorney fees and costs incurred  
23 in the action.

1           3. Damages awarded under subd. 2. are in addition to any back pay or other  
2 amounts awarded under s. 111.39 or 111.395.

3           **(6) PENALTIES.** In addition to any damages imposed under sub. (5), an  
4 employer that willfully violates this section may be required to forfeit not more than  
5 \$1,000 for each violation. Each day of continued violation constitutes a separate  
6 offense.

7           **(7) NOTICE POSTED.** An employer shall post, in one or more conspicuous places  
8 where notices to employees are customarily posted, a notice in a form approved by  
9 the department setting forth employees' rights under this section. An employer  
10 that violates this subsection shall forfeit not more than \$100 for each violation.

11           **SECTION 173.** 111.322 (2m) (a) of the statutes is amended to read:

12           111.322 **(2m)** (a) The individual files a complaint or attempts to enforce any  
13 right under s. 103.02, 103.035, 103.10, 103.11, 103.13, 103.28, 103.32, 103.34,  
14 103.455, 103.50, 104.12, 109.03, 109.07, 109.075, 146.997, or 995.55, or ss. 101.58 to  
15 101.599 or 103.64 to 103.82.

16           **SECTION 174.** 111.322 (2m) (b) of the statutes is amended to read:

17           111.322 **(2m)** (b) The individual testifies or assists in any action or proceeding  
18 held under or to enforce any right under s. 103.02, 103.035, 103.10, 103.11, 103.13,  
19 103.28, 103.32, 103.34, 103.455, 104.12, 109.03, 109.07, 109.075, 146.997, or  
20 995.55, or ss. 101.58 to 101.599 or 103.64 to 103.82.

21           **SECTION 9150. Nonstatutory provisions; Workforce Development.**

22           **(1) PREDICTABLE WORK SCHEDULES FOR RETAIL, FOOD SERVICE, AND CLEANING**  
23 **EMPLOYEES; TRANSITIONAL PROVISIONS.** No later than the effective date of this

subsection, an employer, as defined in s. 103.035 (1) (e), shall provide each service employee, as defined in s. 103.035 (1) (L), with a written copy of the service employee's work schedule, as defined in s. 103.035 (1) (o). That work schedule is considered a work schedule provided to a service employee under s. 103.035 (3) (a) 2. for all purposes under s. 103.035, including that the employer shall post a copy of the work schedule as provided in s. 103.035 (3) (a) 3., and, if the employer changes that work schedule, s. 103.035 (3) (a) 2. applies to that change.

**SECTION 9350. Initial applicability; Workforce Development.**

(1) PREDICTABLE WORK SCHEDULES FOR RETAIL, FOOD SERVICE, AND CLEANING EMPLOYEES. The treatment of s. 103.035 first applies to an employee who is covered by a collective bargaining agreement that contains provisions inconsistent with s. 103.035 on the day on which the collective bargaining agreement expires or is extended, modified, or renewed, whichever occurs first.

**SECTION 9450. Effective dates; Workforce Development.**

(1) PREDICTABLE WORK SCHEDULES FOR RETAIL, FOOD SERVICE, AND CLEANING EMPLOYEES. The treatment of s. 103.035 takes effect on the first day of the 6th month beginning after publication.”.

**16.** At the appropriate places, insert all of the following:

“**SECTION 175.** 111.01 of the statutes is created to read:

**111.01 Declaration of policy.** The public policy of the state as to employment relations and collective bargaining, in the furtherance of which this subchapter is enacted, is declared to be as follows:

(1) It recognizes that there are 3 major interests involved, namely: the public,

1 the employee, and the employer. These 3 interests are to a considerable extent  
2 interrelated. It is the policy of the state to protect and promote each of these  
3 interests with due regard to the situation and to the rights of the others.

4 (2) Industrial peace, regular and adequate income for the employee, and  
5 uninterrupted production of goods and services are promotive of all of these  
6 interests. They are largely dependent upon the maintenance of fair, friendly, and  
7 mutually satisfactory employment relations and the availability of suitable  
8 machinery for the peaceful adjustment of whatever controversies may arise. It is  
9 recognized that certain employers, including farmers, farmer cooperatives, and  
10 unincorporated farmer cooperative associations, in addition to their general  
11 employer problems, face special problems arising from perishable commodities and  
12 seasonal production that require adequate consideration. It is also recognized that  
13 whatever may be the rights of disputants with respect to each other in any  
14 controversy regarding employment relations, they should not be permitted, in the  
15 conduct of their controversy, to intrude directly into the primary rights of 3rd  
16 parties to earn a livelihood, transact business, and engage in the ordinary affairs of  
17 life by any lawful means and free from molestation, interference, restraint, or  
18 coercion.

19 (3) Negotiations of terms and conditions of work should result from voluntary  
20 agreement between employer and employee. For the purpose of such negotiation an  
21 employee has the right, if the employee desires, to associate with others in  
22 organizing and bargaining collectively through representatives of the employee's  
23 own choosing, without intimidation or coercion from any source.

1           (4) It is the policy of the state, in order to preserve and promote the interests  
2 of the public, the employee, and the employer alike, to establish standards of fair  
3 conduct in employment relations and to provide a convenient, expeditious, and  
4 impartial tribunal by which these interests may have their respective rights and  
5 obligations adjudicated. While limiting individual and group rights of aggression  
6 and defense, the state substitutes processes of justice for the more primitive  
7 methods of trial by combat.

8           **SECTION 176.** 111.04 (1) and (2) of the statutes are consolidated, renumbered  
9 111.04 and amended to read:

10           **111.04 Rights of employees.** Employees shall have the right of self-  
11 organization and the right to form, join, or assist labor organizations, to bargain  
12 collectively through representatives of their own choosing, and to engage in lawful,  
13 concerted activities for the purpose of collective bargaining or other mutual aid or  
14 protection. ~~(2) Employees shall also have the right to refrain from self-~~  
15 ~~organization; forming, joining, or assisting labor organizations; bargaining~~  
16 ~~collectively through representatives; or engaging in activities for the purpose of~~  
17 ~~collective bargaining or other mutual aid or protection~~ such activities.

18           **SECTION 177.** 111.04 (3) of the statutes is repealed.

19           **SECTION 178.** 111.06 (1) (c) of the statutes is amended to read:

20           111.06 (1) (c) To encourage or discourage membership in any labor  
21 organization, employee agency, committee, association, or representation plan by  
22 discrimination in regard to hiring, tenure, or other terms or conditions of  
23 employment except in a collective bargaining unit where an all-union agreement is



1 in effect. An employer may enter into an all-union agreement with the voluntarily  
2 recognized representative of the employees in a collective bargaining unit, where at  
3 least a majority of such employees voting have voted affirmatively, by secret ballot,  
4 in favor of the all-union agreement in a referendum conducted by the commission,  
5 except that where the bargaining representative has been certified by either the  
6 commission or the national labor relations board as the result of a representation  
7 election, no referendum is required to authorize the entry into an all-union  
8 agreement. An authorization of an all-union agreement continues, subject to the  
9 right of either party to the all-union agreement to petition the commission to  
10 conduct a new referendum on the subject. Upon receipt of the petition, if the  
11 commission determines there is reasonable ground to believe that the employees  
12 concerned have changed their attitude toward the all-union agreement, the  
13 commission shall conduct a referendum. If the continuance of the all-union  
14 agreement is supported on a referendum by a vote at least equal to that provided in  
15 this paragraph for its initial authorization, it may continue, subject to the right to  
16 petition for a further vote by the procedure under this paragraph. If the  
17 continuance of the all-union agreement is not supported on a referendum, it  
18 terminates at the expiration of the contract of which it is then a part or at the end of  
19 one year from the date of the announcement by the commission of the result of the  
20 referendum, whichever is earlier. The commission shall declare any all-union  
21 agreement terminated whenever it finds that the labor organization involved has  
22 unreasonably refused to receive as a member any employee of such employer. An

1 interested person may, as provided in s. 111.07, request the commission to perform  
2 this duty.

3 **SECTION 179.** 111.06 (1) (e) of the statutes is amended to read:

4 111.06 (1) (e) To bargain collectively with the representatives of less than a  
5 majority of the employer's employees in a collective bargaining unit, or to enter into  
6 an all-union agreement except in the manner provided in par. (c).

7 **SECTION 180.** 111.06 (1) (i) of the statutes is amended to read:

8 111.06 (1) (i) To deduct labor organization dues or assessments from an  
9 employee's earnings, unless the employer has been presented with an individual  
10 order therefor, signed by the employee personally, and terminable at the end of any  
11 year of its life by the employee giving to the employer at least 30 days' written notice  
12 of the termination. ~~This paragraph applies to the extent permitted under federal~~  
13 ~~law~~ unless there is an all-union agreement in effect. The employer shall give notice  
14 to the labor organization of receipt of a notice of termination.

15 **SECTION 181.** 947.20 of the statutes is repealed.”.

16 **17.** At the appropriate places, insert all of the following:

17 “**SECTION 182.** 66.0134 of the statutes is repealed.

18 **SECTION 183.** 66.0408 (2) (d) of the statutes is repealed.

19 **SECTION 184.** 103.007 of the statutes is repealed.

20 **SECTION 185.** 103.12 of the statutes is repealed.

21 **SECTION 186.** 103.36 of the statutes is repealed.

22 **SECTION 187.** 104.001 (3) of the statutes is created to read:

23 104.001 (3) This section does not affect an ordinance that, subject to s.

66.0903, requires an employee of a city, village, town, or county, an employee who performs work under a contract for the provision of services to a city, village, town, or county, or an employee who performs work that is funded by financial assistance from a city, village, town, or county to be paid at a minimum wage rate specified in the ordinance.

**SECTION 188.** 109.09 (3) of the statutes is repealed.

**SECTION 189.** 947.21 of the statutes is repealed.”.

**18.** At the appropriate places, insert all of the following:

“**SECTION 1.** 20.005 (3) (schedule) of the statutes: at the appropriate place, insert the following amounts for the purposes indicated:

				2025-26	2026-27
<b>20.445</b>	<b>Workforce Development, Department of</b>				
(1)	WORKFORCE DEVELOPMENT				
(rr)	Worker’s compensation operations				
	fund; special assessment insurer				
	reimbursements	SEG	A	5,000,000	5,000,000

**SECTION 2.** 20.445 (1) (ra) of the statutes is amended to read:

20.445 (1) (ra) *Worker’s compensation operations fund; administration.* From the worker’s compensation operations fund, the amounts in the schedule for the administration of the worker’s compensation program by the department, for assistance to the department of justice in investigating and prosecuting fraudulent activity related to worker’s compensation, for transfer to the uninsured employers fund under s. 102.81 (1) (c), and for transfer to the appropriation accounts under

1 par. (rp) and s. 20.427 (1) (ra). All moneys received under ss. 102.28 (2) (b) and  
2 102.75 (1) shall be credited to this appropriation account. From this appropriation,  
3 an amount not to exceed \$5,000 may be expended each fiscal year for payment of  
4 expenses for travel and research by the council on worker's compensation, an  
5 amount not to exceed \$500,000 may be transferred in each fiscal year to the  
6 uninsured employers fund under s. 102.81 (1) (c), the amount in the schedule under  
7 par. (rp) shall be transferred to the appropriation account under par. (rp), and the  
8 amount in the schedule under s. 20.427 (1) (ra) shall be transferred to the  
9 appropriation account under s. 20.427 (1) (ra).

10 **SECTION 3.** 20.445 (1) (rr) of the statutes is created to read:

11 20.445 (1) (rr) *Worker's compensation operations fund; special assessment*  
12 *insurer reimbursements.* From the worker's compensation operations fund, the  
13 amounts in the schedule for providing reimbursement to insurance carriers paying  
14 supplemental benefits under s. 102.44 (1) (c). All moneys received under s. 102.75  
15 (1g) shall be credited to this appropriation account.

16 **SECTION 4.** 102.75 (1m) of the statutes is amended to read:

17 102.75 **(1m)** The moneys collected under subs. (1) and (1g) and under ss.  
18 102.28 (2) and 102.31 (7), together with all accrued interest, shall constitute a  
19 separate nonlapsible fund designated as the worker's compensation operations  
20 fund. Moneys in the fund may be expended only as provided in ss. 20.427 (1) (ra)  
21 and 20.445 (1) (ra), (rb), ~~and (rp),~~ and (rr) and may not be used for any other purpose  
22 of the state.

23 **SECTION 9250. Fiscal changes; Workforce Development.**

24 (1) WORK INJURY SUPPLEMENTAL BENEFITS FUND. On the effective date of this

subsection, there is transferred from the appropriation account under s. 20.445 (1) (t) to the appropriation account under s. 20.445 (1) (rr) the unencumbered balance of the amount collected under s. 102.75 (1g).”.

**19.** At the appropriate places, insert all of the following:

**“SECTION 9250. Fiscal changes; Workforce Development.**

(1) HOTLINE FOR EMPLOYERS. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$64,000 to increase the authorized FTE positions for the department by 1.0 GPR employment and training specialist position to staff the hotline under s. 106.361. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$82,800 to provide funding for the position authorized under this subsection.

(2) CAREER NAVIGATORS. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$710,600 to increase the authorized FTE positions for the department by 11.0 GPR employment and training specialist positions to provide career navigator services. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$910,800 to provide funding for the positions authorized under this subsection.

(3) VOCATIONAL REHABILITATION WORKER CONNECTION PROGRAM. (a) *State funding.* In the schedule under s. 20.005 (3) for the appropriation to the

1 department of workforce development under s. 20.445 (5) (a), the dollar amount for  
2 fiscal year 2025-26 is increased by \$6,356,900 to increase the authorized FTE  
3 positions for the department by 1.15 GPR vocational rehabilitation services  
4 positions and provide funding for those services. In the schedule under s. 20.005 (3)  
5 for the appropriation to the department of workforce development under s. 20.445  
6 (5) (a), the dollar amount for fiscal year 2026-27 is increased by \$9,059,000 to  
7 provide funding for the positions and services authorized under this subsection.

8 (b) *Federal funding.* In the schedule under s. 20.005 (3) for the appropriation  
9 to the department of workforce development under s. 20.445 (5) (n), the dollar  
10 amount for fiscal year 2025-26 is increased by \$287,900 to increase the authorized  
11 FTE positions for the department by 3.85 FED vocational rehabilitation services  
12 positions and provide funding for those services. In the schedule under s. 20.005 (3)  
13 for the appropriation to the department of workforce development under s. 20.445  
14 (5) (n), the dollar amount for fiscal year 2026-27 is increased by \$20,564,300 to  
15 provide funding for the positions and services authorized under this subsection.

16 (4) TECHNICAL EDUCATION EQUIPMENT GRANTS. In the schedule under s.  
17 20.005 (3) for the appropriation to the department of workforce development under  
18 s. 20.445 (1) (cg), the dollar amount for fiscal year 2025-26 is increased by \$200,000  
19 to provide increased funding for the technical education equipment grants under s.  
20 106.275. In the schedule under s. 20.005 (3) for the appropriation to the  
21 department of workforce development under s. 20.445 (1) (cg), the dollar amount for  
22 fiscal year 2026-27 is increased by \$200,000 to provide increased funding for the  
23 technical education equipment grants under s. 106.275.”.

24 **20.** At the appropriate places, insert all of the following:

1           **“SECTION 190.** 102.125 (1m) of the statutes is created to read:

2           102.125 **(1m)** APPLICATION AND PREMIUM FRAUD. If an insurer has evidence  
3           that an application for worker’s compensation insurance coverage is fraudulent or  
4           that an employer has committed fraud by misclassifying employees to lower the  
5           employer’s worker’s compensation insurance premiums in violation of s. 943.395,  
6           the insurer shall report the claim to the department. The department may require  
7           an insurer to investigate an allegedly fraudulent application or alleged fraud by  
8           misclassification of employees and may provide the insurer with any records of the  
9           department relating to that alleged fraud. An insurer that investigates alleged  
10          fraud under this subsection shall report the results of that investigation to the  
11          department.

12          **SECTION 191.** 102.125 (2) of the statutes is amended to read:

13          102.125 **(2)** ASSISTANCE BY DEPARTMENT OF JUSTICE. The department of  
14          workforce development may request the department of justice to assist the  
15          department of workforce development in an investigation under sub. (1) or (1m) or  
16          in the investigation of any other suspected fraudulent activity on the part of an  
17          employer, employee, insurer, health care provider, or other person related to  
18          worker’s compensation.

19          **SECTION 192.** 102.125 (3) of the statutes is amended to read:

20          102.125 **(3)** PROSECUTION. If based on an investigation under sub. (1), (1m),  
21          or (2) the department has a reasonable basis to believe that a violation of s. 943.20,  
22          943.38, 943.39, 943.392, 943.395, 943.40, or any other criminal law has occurred,  
23          the department shall refer the results of the investigation to the department of

1 justice or to the district attorney of the county in which the alleged violation  
2 occurred for prosecution.

3 **SECTION 193.** 102.16 (4) of the statutes is amended to read:

4 102.16 (4) The department and the division have jurisdiction to pass on any  
5 question arising out of sub. (3) and to order the employer to reimburse an employee  
6 or other person for any sum deducted from wages or paid by him or her in violation  
7 of that subsection. In addition to ~~the~~ any penalty provided in s. 102.85 (1), any  
8 employer violating sub. (3) shall be liable to an injured employee for the reasonable  
9 value of the necessary services rendered to that employee under any arrangement  
10 made in violation of sub. (3) without regard to that employee's actual  
11 disbursements for those services.

12 **SECTION 194.** 102.82 (2) (a) (intro.) of the statutes is amended to read:

13 102.82 (2) (a) (intro.) Except as provided in pars. (ag), (am), and (ar), all for a  
14 first or 2nd determination by the department that an employer was uninsured, an  
15 uninsured employers employer shall pay to the department the greater of the  
16 following:

17 **SECTION 195.** 102.82 (2) (ab) of the statutes is created to read:

18 102.82 (2) (ab) Except as provided in pars. (ag), (am), and (ar), for a 3rd  
19 determination by the department that an employer was uninsured, an uninsured  
20 employer shall pay to the department the greater of the following:

21 1. Three times the amount determined by the department to equal what the  
22 uninsured employer would have paid during periods of illegal nonpayment for



1 worker's compensation in the preceding 3-year period, based on the employer's  
2 payroll in the preceding 3 years.

3 2. Three thousand dollars.

4 **SECTION 196.** 102.82 (2) (ad) of the statutes is created to read:

5 102.82 (2) (ad) Except as provided in pars. (ag), (am), and (ar), for a 4th or  
6 subsequent determination by the department that an employer was uninsured, an  
7 uninsured employer shall pay to the department the greater of the following:

8 1. Four times the amount determined by the department to equal what the  
9 uninsured employer would have paid during periods of illegal nonpayment for  
10 worker's compensation in the preceding 3-year period, based on the employer's  
11 payroll in the preceding 3 years.

12 2. Four thousand dollars.

13 **SECTION 197.** 102.82 (2) (am) of the statutes is amended to read:

14 102.82 (2) (am) The department may waive any payment owed under par. (a),  
15 (ab), or (ad) by an uninsured employer if the department determines that the  
16 uninsured employer is subject to this chapter only because the uninsured employer  
17 has elected to become subject to this chapter under s. 102.05 (2) or 102.28 (2).

18 **SECTION 198.** 102.82 (2) (ar) of the statutes is amended to read:

19 102.82 (2) (ar) The department may waive any payment owed under par. (a),  
20 (ab), (ad), or (ag) or sub. (1) if the department determines that the sole reason for  
21 the uninsured employer's failure to comply with s. 102.28 (2) is that the uninsured  
22 employer was a victim of fraud, misrepresentation or gross negligence by an

1 insurance agent or insurance broker or by a person whom a reasonable person  
2 would believe is an insurance agent or insurance broker.

3 **SECTION 199.** 102.85 (1) of the statutes is repealed and recreated to read:

4 102.85 (1) (a) If an employer has failed to comply with s. 102.16 (3) or 102.28  
5 (2), the employer shall, for a first violation, forfeit the greater of \$1,000 or the  
6 amount of the premium that would have been payable for each time the employer  
7 failed to comply with s. 102.16 (3) or 102.28 (2).

8 (b) If an employer has failed to comply with s. 102.16 (3) or 102.28 (2), the  
9 employer shall, for a 2nd violation, forfeit the greater of \$2,000 or 2 times the  
10 amount of the premium that would have been payable for each time the employer  
11 failed to comply with s. 102.16 (3) or 102.28 (2).

12 (c) If an employer has failed to comply with s. 102.16 (3) or 102.28 (2), the  
13 employer shall, for a 3rd violation, forfeit the greater of \$3,000 or 3 times the  
14 amount of the premium that would have been payable for each time the employer  
15 failed to comply with s. 102.16 (3) or 102.28 (2).

16 (d) If an employer has failed to comply with s. 102.16 (3) or 102.28 (2), the  
17 employer shall, for a 4th or subsequent violation, forfeit the greater of \$4,000 or 4  
18 times the amount of the premium that would have been payable for each time the  
19 employer failed to comply with s. 102.16 (3) or 102.28 (2).

20 **SECTION 200.** 102.85 (2) of the statutes is repealed and recreated to read:

21 102.85 (2) (a) No employer who is required to provide worker's compensation  
22 insurance coverage under this chapter may give false information about the  
23 coverage to his or her employees, the department, or any other person who contracts

1 with the employer and who requests evidence of worker's compensation in relation  
2 to that contract.

3 (b) No employer who is required to provide worker's compensation insurance  
4 coverage under this chapter may fail to notify a person who contracts with the  
5 employer that the coverage has been canceled in relation to that contract.

6 (c) 1. An employer who violates par. (a) or (b) shall, except as provided in  
7 subds. 2. and 3., forfeit not less than \$100 and not more than \$1,000.

8 2. An employer who violates par. (a) or (b) shall forfeit \$3,000 for a 3rd  
9 violation of par. (a) or (b).

10 3. An employer who violates par. (a) or (b) shall forfeit \$4,000 for a 4th  
11 violation of par. (a) or (b).

12 **SECTION 201.** 103.06 (1) (b) (intro.) of the statutes is amended to read:

13 103.06 (1) (b) (intro.) "Employee" means, for purposes of compliance with the  
14 requirements specified in sub. (3) (a), any of the following who is employed by an  
15 employer:

16 **SECTION 202.** 103.06 (1) (c) (intro.) of the statutes is amended to read:

17 103.06 (1) (c) (intro.) "Employer" means, for purposes of compliance with the  
18 requirements specified in sub. (3) (a), any of the following that is engaged in the  
19 work described in s. 108.18 (2) (c):

20 **SECTION 203.** 103.06 (2) of the statutes is renumbered 103.06 (10), and  
21 103.06 (10) (intro.) and (a), as renumbered, are amended to read:

22 103.06 (10) WORKER CLASSIFICATION COMPLIANCE; DUTIES OF DEPARTMENT.  
23 (intro.) ~~For purposes of promoting and achieving compliance by employers with the~~

1 ~~laws specified in sub. (3) (a) through the proper classification of persons performing~~  
2 ~~services for an employer as employees and nonemployees, the~~ The department shall  
3 do all of the following:

4 (a) Educate employers, employees, nonemployees, and the public about the  
5 proper classification of persons performing services for an employer as employees  
6 and nonemployees. The department shall establish and maintain on the  
7 department's website information regarding worker classification laws,  
8 requirements for employers and employees, penalties for noncompliance, and  
9 contact information at each state agency that administers worker classification  
10 laws.

11 **SECTION 204.** 103.06 (10) (f) of the statutes is created to read:

12 103.06 (10) (f) Design and make available to employers a notice regarding  
13 worker classification laws, requirements for employers and employees, and  
14 penalties for noncompliance. The department shall promulgate rules to implement  
15 this paragraph.

16 **SECTION 205.** 103.06 (11) of the statutes is created to read:

17 103.06 (11) NOTICE. All employers shall post, in one or more conspicuous  
18 places where notices to employees are customarily posted, the notice designed by  
19 the department under sub. (10) (f). Any employer who violates this subsection shall  
20 forfeit not more than \$100 for each offense.

21 **SECTION 206.** 108.221 (1) (a) of the statutes is renumbered 108.221 (1) (a)  
22 (intro.) and amended to read:

23 108.221 (1) (a) (intro.) Any employer ~~described in s. 108.18 (2) (c) or engaged~~

1 ~~in the painting or drywall finishing of buildings or other structures~~ who knowingly  
2 and intentionally provides false information to the department for the purpose of  
3 misclassifying or attempting to misclassify an individual who is an employee of the  
4 employer as a nonemployee shall, for each incident, be assessed a penalty by the  
5 department as follows:

6 1. For each act occurring before the date of the first determination of a  
7 violation of this subsection, the employer shall be assessed a penalty in the amount  
8 of \$500 for each employee who is misclassified, but not to exceed \$7,500 per  
9 incident.

10 **SECTION 207.** 108.221 (1) (a) 2. of the statutes is created to read:

11 108.221 (1) (a) 2. For each act occurring after the date of the first  
12 determination of a violation of this subsection, the employer shall be assessed a  
13 penalty in the amount of \$1,000 for each employee who is misclassified.

14 **SECTION 208.** 108.221 (2) of the statutes is renumbered 108.221 (2) (intro.)  
15 and amended to read:

16 108.221 (2) (intro.) Any employer ~~described in s. 108.18 (2) (c) or engaged in~~  
17 ~~the painting or drywall finishing of buildings or other structures~~ who, through  
18 coercion, requires an individual to adopt the status of a nonemployee shall be  
19 assessed a penalty by the department as follows:

20 (a) For each act occurring before the date of the first determination of a  
21 violation of this subsection, the employer shall be assessed a penalty in the amount  
22 of \$1,000 for each individual so coerced, but not to exceed \$10,000 per calendar year.

23 **SECTION 209.** 108.221 (2) (b) of the statutes is created to read:

1           108.221 (2) (b) For each act occurring after the date of the first determination  
2 of a violation of this subsection, the employer shall be assessed a penalty in the  
3 amount of \$2,000 for each individual so coerced.

4           **SECTION 210.** 108.24 (2m) of the statutes is amended to read:

5           108.24 (2m) Any employer ~~described in s. 108.18 (2) (c) or engaged in the~~  
6 ~~painting or drywall finishing of buildings or other structures~~ who, after having  
7 previously been assessed an administrative penalty by the department under s.  
8 108.221 (1), knowingly and intentionally provides false information to the  
9 department for the purpose of misclassifying or attempting to misclassify an  
10 individual who is an employee of the employer as a nonemployee shall be fined  
11 \$1,000 for each employee who is misclassified, subject to a maximum fine of \$25,000  
12 for each violation. The department may, regardless of whether an employer has  
13 been subject to any administrative assessment under s. 108.221 or any other  
14 penalty or assessment under this chapter, refer violations of this subsection for  
15 prosecution by the department of justice or the district attorney for the county in  
16 which the violation occurred.

17           **SECTION 211.** 182.01 (8) of the statutes is created to read:

18           182.01 (8) INFORMATION TO BE PROVIDED WITH BUSINESS FORMATION FILINGS.  
19 The department shall provide informational materials and resources on worker  
20 misclassification to each person who files with the department any of the following:

21           (a) Articles of incorporation under s. 180.0202 or 181.0202.

22           (b) Articles of organization under s. 183.0201.

23           (c) A statement of qualification under s. 178.0901.

1 (d) A certificate of limited partnership under s. 179.0201.

2 **SECTION 212.** 943.395 (1) (e) of the statutes is created to read:

3 943.395 (1) (e) Presents an application for worker's compensation insurance  
4 coverage that is false or fraudulent or that falsely or fraudulently misclassifies  
5 employees to lower worker's compensation insurance premiums.

6 **SECTION 9250. Fiscal changes; Workforce Development.**

7 (1) EMPLOYEE MISCLASSIFICATION. In the schedule under s. 20.005 (3) for the  
8 appropriation to the department of workforce development under s. 20.445 (1) (v),  
9 the dollar amount for fiscal year 2025-26 is increased by \$445,700 to increase the  
10 authorized FTE positions for the department of workforce development by 3.0 SEG  
11 positions to conduct additional audits and investigations to identify and resolve  
12 unlawful employment classification practices. In the schedule under s. 20.005 (3)  
13 for the appropriation to the department of workforce development under s. 20.445  
14 (1) (v), the dollar amount for fiscal year 2026-27 is increased by \$445,700 to provide  
15 funding for the positions authorized under this subsection.

16 **SECTION 9350. Initial applicability; Workforce Development.**

17 (1) WORKER MISCLASSIFICATION PENALTIES. The treatment of ss. 102.82 (2)  
18 (a), (ab), and (ad), 102.85 (1) and (2) (c), and 108.221 (1) (a) 2. and (2) (b) first applies  
19 to violations committed on the effective date of this subsection, but does not  
20 preclude the counting of other violations as prior violations for purposes of  
21 assessing penalties.”.

22 **21.** At the appropriate places, insert all of the following:

1           **“SECTION 213.** 102.17 (9) (a) 1. of the statutes is renumbered 102.17 (9) (a)  
2 1m. and amended to read:

3           102.17 (9) (a) 1m. ~~“Fire fighter”~~ “Firefighter” means any person employed on  
4 a full-time basis by the state or any political subdivision as a member or officer of a  
5 fire department, including the 1st class cities and state fire marshal and deputies,  
6 or an individual who volunteers as a member or officer of a fire department.

7           **SECTION 214.** 102.17 (9) (a) 1c. of the statutes is created to read:

8           102.17 (9) (a) 1c. “Correctional officer” has the meaning given in s. 102.475  
9 (8) (a).

10          **SECTION 215.** 102.17 (9) (a) 1e. of the statutes is created to read:

11          102.17 (9) (a) 1e. “Emergency medical responder” has the meaning given in s.  
12 256.01 (4p).

13          **SECTION 216.** 102.17 (9) (a) 1g. of the statutes is created to read:

14          102.17 (9) (a) 1g. “Emergency medical services practitioner” has the meaning  
15 given in s. 256.01 (5).

16          **SECTION 217.** 102.17 (9) (a) 1p. of the statutes is created to read:

17          102.17 (9) (a) 1p. “Medicolegal investigation staff member” includes a chief  
18 deputy coroner, a deputy coroner, a deputy medical examiner, and any individual  
19 who assists the office of a coroner or medical examiner with an investigation of a  
20 death. “Medicolegal investigation staff member” does not include an individual  
21 performing solely administrative functions in the office of a coroner or medical  
22 examiner.

23          **SECTION 218.** 102.17 (9) (b) (intro.) of the statutes is amended to read:



1           102.17 (9) (b) (intro.) Subject to par. (c), in the case of a mental injury that is  
2 not accompanied by a physical injury and that results in a diagnosis of post-  
3 traumatic stress disorder in a law enforcement officer, as defined in s. 23.33 (1) (ig),  
4 an emergency medical responder, an emergency services practitioner, a correctional  
5 officer, a public safety answering point dispatcher, a coroner, a medical examiner, a  
6 medicolegal investigation staff member, or a ~~fire-fighter~~ firefighter, the claim for  
7 compensation for the mental injury, in order to be compensable under this chapter,  
8 is subject to all of the following:

9           **SECTION 9150. Nonstatutory provisions; Workforce Development.**

10           (1) WORKER'S COMPENSATION INSURANCE; RATE APPROVAL; NOTICE. The  
11 commissioner of insurance shall submit to the legislative reference bureau for  
12 publication in the Wisconsin Administrative Register a notice of the effective date of  
13 new rates for worker's compensation insurance first approved by the commissioner  
14 under s. 626.13 after the effective date of this subsection.

15           **SECTION 9350. Initial applicability; Workforce Development.**

16           (1) FIRST RESPONDER PTSD COVERAGE. The treatment of s. 102.17 (9) (a) 1.,  
17 1c., 1e., 1g., and 1p. and (b) (intro.) first applies to injuries reported on the effective  
18 date of rate changes for worker's compensation insurance approved by the  
19 commissioner of insurance under s. 626.13 after the effective date of this  
20 subsection.”.

21           **22.** At the appropriate places, insert all of the following:

22           **“SECTION 9235. Fiscal changes; Public Lands, Board of**  
23 **Commissioners of.**

1           (1) ACCOUNTANT POSITION. In the schedule under s. 20.005 (3) for the  
2           appropriation to the board of commissioners of public lands under s. 20.507 (1) (a),  
3           the dollar amount for fiscal year 2025-26 is increased by \$55,900 to increase the  
4           authorized FTE positions for the board by 1.0 GPR accountant positions to assist in  
5           the operations of the board. In the schedule under s. 20.005 (3) for the  
6           appropriation to the board of commissioners of public lands under s. 20.507 (1) (a),  
7           the dollar amount for fiscal year 2026-27 is increased by \$74,300 to provide funding  
8           for the position authorized under this subsection.”.

9           **23.** At the appropriate places, insert all of the following:

10           **“SECTION 9244. Fiscal changes; Transportation.**

11           (1) AVIATION CAREER EDUCATION. In the schedule under s. 20.005 (3) for the  
12           appropriation to the department of transportation under s. 20.395 (2) (ds), the  
13           dollar amount for fiscal year 2025-26 is increased by \$62,000 for the purpose for  
14           which the appropriation is made. In the schedule under s. 20.005 (3) for the  
15           appropriation to the department of transportation under s. 20.395 (2) (ds), the  
16           dollar amount for fiscal year 2026-27 is increased by \$62,000 for the purpose for  
17           which the appropriation is made.”.

18           **24.** At the appropriate places, insert all of the following:

19           **“SECTION 219.** 111.335 (3) (ag) of the statutes is created to read:

20           111.335 (3) (ag) 1. Employment discrimination because of conviction record  
21           includes a prospective employer requesting an applicant for employment, on an  
22           application form or otherwise, to supply information regarding the conviction  
23           record of the applicant, or otherwise inquiring into or considering the conviction

1 record of an applicant for employment, before the applicant has been selected for an  
2 interview by the prospective employer.

3 2. Subdivision 1. does not prohibit a prospective employer from notifying  
4 applicants for employment that, subject to this section and ss. 111.321 and 111.322,  
5 an individual with a particular conviction record may be disqualified by law or  
6 under the employer's policies from employment in particular positions.

7 3. The department may promulgate rules to implement this paragraph.

8 **SECTION 9350. Initial applicability; Workforce Development.**

9 (1) EMPLOYMENT DISCRIMINATION; CONSIDERATION OF CONVICTION RECORD.  
10 The treatment of s. 111.335 (3) (ag) first applies to an application for employment  
11 submitted to an employer on the effective date of this subsection.

12 **SECTION 9450. Effective dates; Workforce Development.**

13 (1) EMPLOYMENT DISCRIMINATION; CONSIDERATION OF CONVICTION RECORD.  
14 The treatment of s. 111.335 (3) (ag) and SECTION 9350 (1) of this act take effect on  
15 the first day of the 6th month beginning after publication.”.

16 **25.** At the appropriate places, insert all of the following:

17 **“SECTION 9150. Nonstatutory provisions; Workforce Development.**

18 (1) MINIMUM WAGE STUDY COMMITTEE.

19 (a) The secretary of workforce development shall establish a minimum wage  
20 study committee under s. 15.04 (1) (c). The committee shall consist of the following:

21 1. Five members appointed by the governor.

22 2. One member appointed by the speaker of the assembly.

23 3. One member appointed by the minority leader of the assembly.

1           4. One member appointed by the majority leader of the senate.

2           5. One member appointed by the minority leader of the senate.

3           (b) The committee created under par. (a) shall study options to increase the  
4           minimum wage for workers in this state to ensure that all Wisconsin workers earn  
5           a living wage.

6           (c) No later than October 1, 2026, the committee created under par. (a) shall  
7           submit to the governor and the appropriate standing committees of the legislature  
8           in the manner provided under s. 13.172 (3) a report that includes recommendations  
9           regarding the options for achieving a minimum wage and other means of increasing  
10          worker compensation in this state that allow a worker to earn a living wage.

11          (d) The minimum wage study committee terminates upon submission of the  
12          report under par. (c).”.

13          **26.** At the appropriate places, insert all of the following:

14          “**SECTION 220.** 66.1011 (1) of the statutes is amended to read:

15          66.1011 (1) DECLARATION OF POLICY. The right of all persons to have equal  
16          opportunities for housing regardless of their sex, race, color, disability, as defined in  
17          s. 106.50 (1m) (g), sexual orientation, as defined in s. 111.32 (13m), religion,  
18          national origin, marital status, family status, as defined in s. 106.50 (1m) (k), status  
19          as a victim of domestic abuse, sexual assault, or stalking, as defined in s. 106.50  
20          (1m) (u), lawful source of income, receipt of rental or housing assistance, as defined  
21          in s. 106.50 (1m) (rm), age, or ancestry is a matter both of statewide concern under  
22          ss. 101.132 and 106.50 and also of local interest under this section and s. 66.0125.  
23          The enactment of ss. 101.132 and 106.50 by the legislature does not preempt the

1 subject matter of equal opportunities in housing from consideration by political  
2 subdivisions, and does not exempt political subdivisions from their duty, nor  
3 deprive them of their right, to enact ordinances that prohibit discrimination in any  
4 type of housing solely on the basis of an individual being a member of a protected  
5 class.

6 **SECTION 221.** 106.50 (1) of the statutes is amended to read:

7 106.50 (1) INTENT. It is the intent of this section to render unlawful  
8 discrimination in housing. It is the declared policy of this state that all persons  
9 shall have an equal opportunity for housing regardless of sex, race, color, sexual  
10 orientation, disability, religion, national origin, marital status, family status, status  
11 as a victim of domestic abuse, sexual assault, or stalking, lawful source of income,  
12 receipt of rental or housing assistance, age, or ancestry and it is the duty of the  
13 political subdivisions to assist in the orderly prevention or removal of all  
14 discrimination in housing through the powers granted under ss. 66.0125 and  
15 66.1011. The legislature hereby extends the state law governing equal housing  
16 opportunities to cover single-family residences that are owner-occupied. The  
17 legislature finds that the sale and rental of single-family residences constitute a  
18 significant portion of the housing business in this state and should be regulated.  
19 This section shall be considered an exercise of the police powers of the state for the  
20 protection of the welfare, health, peace, dignity, and human rights of the people of  
21 this state.

22 **SECTION 222.** 106.50 (1m) (h) of the statutes is amended to read:

23 106.50 (1m) (h) "Discriminate" means to segregate, separate, exclude, or

1 treat a person or class of persons unequally in a manner described in sub. (2), (2m),  
2 or (2r) because of sex, race, color, sexual orientation, disability, religion, national  
3 origin, marital status, family status, status as a victim of domestic abuse, sexual  
4 assault, or stalking, lawful source of income, receipt of rental or housing assistance,  
5 age, or ancestry.

6 **SECTION 223.** 106.50 (1m) (rm) of the statutes is created to read:

7 106.50 (1m) (rm) “Rental or housing assistance” means any form of financial  
8 contribution from a 3rd party for the purpose of creating or maintaining affordable  
9 housing for tenants, purchasers, or other recipients of housing, including assistance  
10 provided under 42 USC 1437f, the HOME Investment Partnerships Program  
11 administered by the federal Department of Housing and Urban Development, or the  
12 Community Development Block Grant Program administered by the federal  
13 Department of Housing and Urban Development.”.

14 **27.** At the appropriate places, insert all of the following:

15 “**SECTION 224.** 230.35 (1) (a) 1. of the statutes is amended to read:

16 230.35 (1) (a) 1. One hundred four hours each year for a full year of service  
17 during the first ~~5~~ 2 years of service;

18 **SECTION 225.** 230.35 (1) (a) 1m. of the statutes is created to read:

19 230.35 (1) (a) 1m. One hundred twenty hours each year for a full year of  
20 service during the next 3 years of service;

21 **SECTION 226.** 230.35 (1) (c) of the statutes is amended to read:

22 230.35 (1) (c) When the rate of annual leave changes during the 2nd, 5th,

1 10th, 15th, 20th or 25th calendar year, the annual leave for that year shall be  
2 prorated.

3 **SECTION 227.** 230.35 (1m) (bt) 1. of the statutes is amended to read:

4 230.35 **(1m)** (bt) 1. 120 hours each year for a full year of service during the  
5 first ~~5~~ 2 years of service;

6 **SECTION 228.** 230.35 (1m) (bt) 1m. of the statutes is created to read:

7 230.35 **(1m)** (bt) 1m. 136 hours each year for a full year of service during the  
8 next 3 years of service;

9 **SECTION 9301. Initial applicability; Administration.**

10 (1) ANNUAL LEAVE HOURS; STATE EMPLOYEES. The treatment of s. 230.35 (1)  
11 (a) 1. and 1m. and (c) and (1m) (bt) 1. and 1m. first applies to a state employee's  
12 anniversary of service that occurs on the effective date of this subsection.”.

13 **28.** At the appropriate places, insert all of the following:

14 “**SECTION 229.** 230.046 (3) (f) of the statutes is created to read:

15 230.046 **(3)** (f) Provide an apprenticeship program as described under subch.  
16 I of ch. 106. If an appointing authority provides an apprenticeship program under  
17 this paragraph, the appointing authority shall do all of the following:

18 1. Create a defined training plan for employees who participate in the  
19 apprenticeship program, to include on-the-job and off-the-job training, that is  
20 designed for the employees to gain the skills necessary for the trade, craft, or  
21 business and for completion of the apprenticeship.

22 2. During working hours and without loss of pay, provide to employees who

1 participate in the apprenticeship program off-the-job, specialized training courses  
2 that are necessary for completion of the apprenticeship program.

3 **SECTION 230.** 230.046 (5) (b) of the statutes is amended to read:

4 230.046 (5) (b) ~~Training~~ Except as provided in par. (bm), training costs  
5 estimated to exceed \$500, excluding the compensation of participants, have been  
6 included in the budget and approved by the legislature or the joint committee on  
7 finance, and such costs will be encumbered for training purposes on the records of  
8 the agency;

9 **SECTION 231.** 230.046 (5) (bm) of the statutes is created to read:

10 230.046 (5) (bm) Training costs for an apprenticeship program provided  
11 under sub. (3) (f) estimated to exceed \$1,000, excluding the compensation of  
12 participants, have been included in the budget and approved by the legislature or  
13 the joint committee on finance, and such costs will be encumbered for training  
14 purposes on the records of the agency;

15 **SECTION 232.** 230.12 (1) (f) of the statutes is amended to read:

16 230.12 (1) (f) *Trainee pay rates.* ~~When~~ Except with respect to apprentices as  
17 provided in par. (fm), when applicable, the compensation plan may provide for rates  
18 of pay below the minimum of the pay range to reflect the appropriate beginning pay  
19 for persons appointed to positions who do not possess the qualifications necessary  
20 to perform the work at the classification level for which they are being trained. Pay  
21 increases up to the minimum of the pay range shall be provided to compensate for  
22 the attainment of additional qualifications during the trainee period.

23 **SECTION 233.** 230.12 (1) (fm) of the statutes is created to read:

24 230.12 (1) (fm) *Apprentice pay rates.* The compensation plan may provide for



1 rates of pay to reflect the appropriate beginning pay for persons appointed to  
2 apprenticeship programs under s. 230.046 (3) (f) during the apprenticeship. Pay  
3 increases shall be provided to compensate for the attainment of additional  
4 qualifications during the apprenticeship.

5 **SECTION 234.** 230.28 (6) of the statutes is created to read:

6 230.28 (6) An employee appointed to a position in an apprenticeship program  
7 under s. 230.046 (3) (f) shall be on a probationary period for the duration of the  
8 apprenticeship and may be separated during that period without the right of  
9 appeal, at the discretion of the appointing authority. Upon completion of the  
10 apprenticeship, the employee shall gain permanent status.

11 **SECTION 235.** 230.35 (4) (d) 5. of the statutes is created to read:

12 230.35 (4) (d) 5. Employees serving in an apprenticeship program under s.  
13 230.046 (3) (f) shall earn paid personal holidays as set forth in this paragraph for  
14 probationary employees, subject to the limitations in this paragraph for  
15 probationary employees.”.

16 **29.** At the appropriate places, insert all of the following:

17 **“SECTION 9248. Fiscal changes; Veterans Affairs.**

18 (1) VETERANS HOUSING AND RECOVERY PROGRAM. In the schedule under s.  
19 20.005 (3) for the appropriation to the department of veterans affairs under s.  
20 20.485 (2) (rm), the dollar amount for fiscal year 2025-26 is increased by \$900,000  
21 to increase funding for supplies and services costs in the program, and for costs  
22 associated with leasing a different facility for the Chippewa Falls-based program  
23 due to space and facility deficiencies of the current location.. In the schedule under  
24 s. 20.005 (3) for the appropriation to the department of veterans affairs under s.

20.485 (2) (rm), the dollar amount for fiscal year 2026-27 is increased by \$1,050,000 to increase funding for supplies and services costs in the program, and for costs associated with leasing a different facility for the Chippewa Falls-based program due to space and facility deficiencies of the current location.”.

**30.** At the appropriate places, insert all of the following:

**“SECTION 236.** 16.765 (1) of the statutes is amended to read:

16.765 (1) Contracting agencies, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Lower Fox River Remediation Authority, the Wisconsin Economic Development Corporation, and the Bradley Center Sports and Entertainment Corporation shall include in all contracts executed by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability, as defined in s. 51.01 (5), sexual orientation, as defined in s. 111.32 (13m), gender expression, as defined in s. 111.32 (7j), gender identity, as defined in s. 111.32 (7k), or national origin and, except with respect to sexual orientation, gender expression, and gender identity, obligating the contractor to take affirmative action to ensure equal employment opportunities.

**SECTION 237.** 16.765 (2) of the statutes is amended to read:

16.765 (2) Contracting agencies, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Lower Fox River Remediation Authority, the Wisconsin Economic Development Corporation, and the Bradley Center Sports and

1 Entertainment Corporation shall include the following provision in every contract  
2 executed by them: "In connection with the performance of work under this  
3 contract, the contractor agrees not to discriminate against any employee or  
4 applicant for employment because of age, race, religion, color, handicap, sex,  
5 physical condition, developmental disability, as defined in s. 51.01 (5), sexual  
6 orientation, gender expression, as defined in s. 111.32 (7j), gender identity, as  
7 defined in s. 111.32 (7k), or national origin. This provision shall include, ~~but not be~~  
8 ~~limited to, the following:~~ employment, upgrading, demotion, or transfer;  
9 recruitment or recruitment advertising; layoff or termination; rates of pay or other  
10 forms of compensation; and selection for training, including apprenticeship. Except  
11 with respect to sexual orientation, gender expression, and gender identity, the  
12 contractor further agrees to take affirmative action to ensure equal employment  
13 opportunities. The contractor agrees to post in conspicuous places, available for  
14 employees and applicants for employment, notices to be provided by the contracting  
15 officer setting forth the provisions of the nondiscrimination-~~clause~~": clause."

16 **SECTION 238.** 36.09 (1) (e) of the statutes is amended to read:

17 36.09 (1) (e) Subject to par. (em), the board shall appoint a president of the  
18 system; a chancellor for each institution; a dean for each college campus; the state  
19 geologist; the director of the laboratory of hygiene; the director of the psychiatric  
20 institute; the state cartographer; and the requisite number of officers, other than  
21 the vice presidents, associate vice presidents, and assistant vice presidents of the  
22 system; faculty; academic staff; and other employees and fix the salaries, subject to  
23 the limitations under par. (j) and s. 230.12 (3) (e), the duties and the term of office

1 for each. The board shall fix the salaries, subject to the limitations under par. (j)  
2 and s. 230.12 (3) (e), and the duties for each chancellor, vice president, associate  
3 vice president, and assistant vice president of the system. No sectarian or partisan  
4 tests or any tests based upon race, religion, national origin, ~~or sex,~~ sexual  
5 orientation, as defined in s. 111.32 (13m), gender expression, as defined in s. 111.32  
6 (7j), or gender identity, as defined in s. 111.32 (7k), shall ever be allowed or  
7 exercised in the appointment of the employees of the system.

8 **SECTION 239.** 47.02 (3m) (f) of the statutes is amended to read:

9 47.02 **(3m)** (f) Assure that eligibility for vocational rehabilitation services  
10 under this chapter is determined without regard to the sex, race, age, creed, color,  
11 ~~or~~ national origin, sexual orientation, as defined in s. 111.32 (13m), gender  
12 expression, as defined in s. 111.32 (7j), or gender identity, as defined in s. 111.32  
13 (7k), of the individual applying for services, that no class of individuals is found  
14 ineligible solely on the basis of type of disability, and that no age limitations for  
15 eligibility exist ~~which~~ that, by themselves, would result in ineligibility for vocational  
16 rehabilitation services.

17 **SECTION 240.** 111.32 (7j) of the statutes is created to read:

18 111.32 **(7j)** “Gender expression” means an individual’s actual or perceived  
19 gender-related appearance, behavior, or expression, regardless of whether these  
20 traits are stereotypically associated with the individual’s assigned sex at birth.

21 **SECTION 241.** 111.32 (7k) of the statutes is created to read:

22 111.32 **(7k)** “Gender identity” means an individual’s internal understanding  
23 of the individual’s gender, or the individual’s perceived gender identity.

1           **SECTION 242.** 111.36 (title) of the statutes is amended to read:

2           **111.36** (title) **Sex, sexual orientation, gender expression, gender**  
3 **identity; exceptions and special cases.**

4           **SECTION 243.** 111.36 (1) (br) of the statutes is amended to read:

5           111.36 (1) (br) Engaging in harassment that consists of unwelcome verbal or  
6 physical conduct directed at another individual because of that individual's gender,  
7 gender expression, or gender identity, other than the conduct described in par. (b),  
8 and that has the purpose or effect of creating an intimidating, hostile, or offensive  
9 work environment or has the purpose or effect of substantially interfering with that  
10 individual's work performance. Under this paragraph, substantial interference  
11 with an employee's work performance or creation of an intimidating, hostile, or  
12 offensive work environment is established when the conduct is such that a  
13 reasonable person under the same circumstances as the employee would consider  
14 the conduct sufficiently severe or pervasive to interfere substantially with the  
15 person's work performance or to create an intimidating, hostile, or offensive work  
16 environment.

17           **SECTION 244.** 111.36 (1) (c) of the statutes is amended to read:

18           111.36 (1) (c) Discriminating against any ~~woman~~ individual on the basis of  
19 pregnancy, childbirth, ~~maternity~~ parental leave, or related medical conditions by  
20 engaging in any of the actions prohibited under s. 111.322, including, but not  
21 limited to, actions concerning fringe benefit programs covering illnesses and  
22 disability.

23           **SECTION 245.** 111.36 (1) (d) 1. of the statutes is amended to read:

1        111.36 (1) (d) 1. ~~For any employer, labor organization, licensing agency or~~  
2 ~~employment agency or other person to refuse~~ Refusing to hire, employ, admit or  
3 ~~license, or to bar or terminate~~ any individual; barring or terminating from  
4 ~~employment, membership, or licensure any individual; or to discriminate~~  
5 discriminating against ~~an~~ any individual in promotion, in compensation, or in the  
6 terms, conditions, or privileges of employment because of the individual's sexual  
7 orientation; ~~or, gender expression, or gender identity.~~

8        **SECTION 246.** 111.36 (1) (d) 2. of the statutes is amended to read:

9        111.36 (1) (d) 2. ~~For any employer, labor organization, licensing agency or~~  
10 ~~employment agency or other person to discharge~~ Discharging or otherwise  
11 ~~discriminate~~ discriminating against any person because ~~he or she~~ the person has  
12 opposed any discriminatory practices under this paragraph or because ~~he or she~~ the  
13 person has made a complaint, testified or assisted in any proceeding under this  
14 paragraph.

15        **SECTION 247.** 111.36 (4) of the statutes is created to read:

16        111.36 (4) Notwithstanding s. 111.322, it is not employment discrimination  
17 for an employer to require an employee to adhere to reasonable workplace  
18 appearance, grooming, and dress standards not precluded by other provisions of  
19 state or federal law, provided that an employer shall allow an employee to appear or  
20 dress consistently with the employee's gender identity or gender expression.

21        **SECTION 248.** 111.39 (4) (d) of the statutes is amended to read:

22        111.39 (4) (d) The department shall serve a certified copy of the findings and  
23 order on the respondent, the order to have the same force as other orders of the

1 department and be enforced as provided in s. 103.005. The department shall also  
2 serve a certified copy of the findings and order on the complainant, together with a  
3 notice advising the complainant about the right to seek, and the time for seeking,  
4 review by the commission under sub. (5); about the right to bring, and the time for  
5 bringing, an action for judicial review under s. 111.395; and about the right to  
6 bring, and the time for bringing, an action under s. 111.397 (1) (a). Any person  
7 aggrieved by noncompliance with the order may have the order enforced specifically  
8 by suit in equity. If the examiner finds that the respondent has not engaged in  
9 discrimination, unfair honesty testing, or unfair genetic testing as alleged in the  
10 complaint, the department shall serve a certified copy of the examiner's findings on  
11 the complainant, together with an order dismissing the complaint.

12 **SECTION 249.** 111.39 (5) (b) of the statutes is amended to read:

13 111.39 (5) (b) ~~If no petition is filed~~ the respondent or complainant does not file  
14 a petition under par. (a) within 21 days from the date that a copy of the findings and  
15 order of the examiner is mailed to the last known address of the respondent served  
16 on that party, the findings and order shall be considered final for purposes of  
17 enforcement under sub. (4) (d). If a timely petition is filed, the commission, on  
18 review, may either affirm, reverse, or modify the findings or order in whole or in  
19 part, or set aside the findings and order and remand to the department for further  
20 proceedings. Such actions shall be based on a review of the evidence submitted. If  
21 the commission is satisfied that a respondent or complainant has been prejudiced  
22 because of exceptional delay in the receipt of a copy of any findings and order ~~it, the~~

1 commission may extend the time another 21 days for filing the petition with the  
2 department.

3 **SECTION 250.** 111.39 (5) (d) of the statutes is created to read:

4 111.39 (5) (d) The commission shall serve a certified copy of the commission's  
5 decision on the respondent. The commission shall also serve a certified copy of the  
6 commission's decision on the complainant, together with a notice advising the  
7 complainant about the right to bring, and the time for bringing, an action for  
8 judicial review under s. 111.395 and about the right to bring, and the time for  
9 bringing, an action under s. 111.397 (1) (a).

10 **SECTION 251.** 111.397 of the statutes is created to read:

11 **111.397 Civil action.** (1) (a) Except as provided in this paragraph, the  
12 department or an individual alleged or found to have been discriminated against or  
13 subjected to unfair honesty testing or unfair genetic testing may bring an action in  
14 circuit court requesting the relief described in sub. (2) (a) against an employer, labor  
15 organization, or employment agency that is alleged or found to have engaged in that  
16 discrimination, unfair honesty testing, or unfair genetic testing. The department or  
17 an individual alleged or found to have been discriminated against or subjected to  
18 unfair honesty testing or unfair genetic testing may not bring an action under this  
19 paragraph against a local governmental unit, as defined in s. 19.42 (7u), or against  
20 an employer, labor organization, or employment agency that employs fewer than 15  
21 individuals for each working day in each of 20 or more calendar weeks in the  
22 current or preceding year.

23 (b) If a petition for judicial review of the findings and order of the commission



1 concerning the same violation as the violation giving rise to the action under par.  
2 (a) is filed, the circuit court shall consolidate the proceeding for judicial review and  
3 the action under par. (a).

4 (c) An individual alleged or found to have been discriminated against or  
5 subjected to unfair honesty testing or unfair genetic testing is not required to file a  
6 complaint under s. 111.39 or seek review under s. 111.395 in order for the  
7 department or the individual to bring an action under par. (a).

8 (d) An action under par. (a) shall be commenced within 300 days after the  
9 alleged discrimination, unfair honesty testing, or unfair genetic testing occurred.

10 **(2)** (a) Subject to pars. (b) and (c), in an action under sub. (1) (a), if the circuit  
11 court finds that discrimination, unfair honesty testing, or unfair genetic testing has  
12 occurred, or if such a finding has been made by an examiner or the commission and  
13 not been further appealed, the circuit court may order any relief that an examiner  
14 would be empowered to order under s. 111.39 (4) (c) after a hearing on a complaint  
15 filed under s. 111.39. In addition, the circuit court shall order the defendant to pay  
16 to the individual discriminated against or subjected to unfair honesty testing or  
17 unfair genetic testing any other compensatory damages, and punitive damages  
18 under s. 895.043 that the circuit court or jury finds appropriate, plus reasonable  
19 costs and attorney fees incurred in the action. If any relief was ordered under s.  
20 111.39 or 111.395, the circuit court shall specify whether the relief ordered under  
21 this paragraph is in addition to or replaces the relief ordered under s. 111.39 or  
22 111.395. The sum of the amount of compensatory damages for future economic  
23 losses and for pain and suffering, emotional distress, mental anguish, loss of

1 enjoyment of life, and other noneconomic losses and the amount of punitive  
2 damages that a circuit court may order may not exceed the following:

3 1. In the case of a defendant that employs 100 or fewer employees for each  
4 working day in each of 20 or more calendar weeks in the current or preceding year,  
5 \$50,000.

6 2. In the case of a defendant that employs more than 100 but fewer than 201  
7 employees for each working day in each of 20 or more calendar weeks in the current  
8 or preceding year, \$100,000.

9 3. In the case of a defendant that employs more than 200 but fewer than 501  
10 employees for each working day in each of 20 or more calendar weeks in the current  
11 or preceding year, \$200,000.

12 4. In the case of a defendant that employs more than 500 employees for each  
13 working day in each of 20 or more calendar weeks in the current or preceding year,  
14 \$300,000.

15 (b) If the circuit court orders a payment under par. (a) because of a violation of  
16 s. 111.321, 111.37, or 111.372 by an individual employed by an employer, the  
17 employer of that individual is liable for the payment.

18 (c) 1. In this paragraph, "consumer price index" means the average of the  
19 consumer price index for all urban consumers, U.S. city average, as determined by  
20 the bureau of labor statistics of the federal department of labor.

21 2. Except as provided in this subdivision, beginning on July 1, 2024, and on  
22 each July 1 after that, the department shall adjust the amounts specified in par. (a)  
23 1., 2., 3., and 4. by calculating the percentage difference between the consumer price

1 index for the 12-month period ending on December 31 of the preceding year and the  
2 consumer price index for the 12-month period ending on December 31 of the year  
3 before the preceding year and adjusting those amounts by that percentage  
4 difference. The department shall publish the adjusted amounts calculated under  
5 this subdivision in the Wisconsin Administrative Register, and the adjusted  
6 amounts shall apply to actions commenced under sub. (1) (a) beginning on July 1 of  
7 the year of publication. This subdivision does not apply if the consumer price index  
8 for the 12-month period ending on December 31 of the preceding year did not  
9 increase over the consumer price index for the 12-month period ending on  
10 December 31 of the year before the preceding year.

11 **SECTION 252.** 111.81 (12) (b) of the statutes is amended to read:

12 111.81 (12) (b) Which discriminates with regard to the terms or conditions of  
13 membership because of race, color, creed, sex, age, sexual orientation, gender  
14 expression, as defined in s. 111.32 (7j), gender identity, as defined in s. 111.32 (7k),  
15 or national origin.

16 **SECTION 253.** 118.20 (1) of the statutes is amended to read:

17 118.20 (1) No discrimination because of sex, except where sex is a bona fide  
18 occupational qualification as defined in s. 111.36 (2), sexual orientation, as defined  
19 in s. 111.32 (13m), gender expression, as defined in s. 111.32 (7j), gender identity, as  
20 defined in s. 111.32 (7k), race, ~~nationality~~ national origin, or political or religious  
21 affiliation may be practiced in the employment of teachers or administrative  
22 personnel in public schools or in their assignment or reassignment. No questions of  
23 any nature or form relative to sex, except where sex is a bona fide occupational

1 qualification as defined in s. 111.36 (2), sexual orientation, as defined in s. 111.32  
2 (13m), gender expression, as defined in s. 111.32 (7j), gender identity, as defined in  
3 s. 111.32 (7k), race, ~~nationality~~ national origin, or political or religious affiliation  
4 may be asked applicants for teaching or administrative positions in the public  
5 schools either by public school officials or employees or by teachers agencies or  
6 placement bureaus.

7 **SECTION 254.** 321.37 of the statutes is amended to read:

8 **321.37 No discrimination.** No person, otherwise qualified, may be denied  
9 membership in the national guard or state defense force because of sex, color, race,  
10 creed, ~~or~~ sexual orientation, gender expression, as defined in s. 111.32 (7j), or  
11 gender identity, as defined in s. 111.32 (7k), and no member of the national guard or  
12 state defense force may be segregated within the national guard or state defense  
13 force on the basis of sex, color, race, creed, ~~or~~ sexual orientation, gender expression,  
14 as defined in s. 111.32 (7j), or gender identity, as defined in s. 111.32 (7k). Nothing  
15 in this section prohibits separate facilities for persons of different sexes with regard  
16 to dormitory accommodations, toilets, showers, saunas, and dressing rooms, except  
17 that no person may be denied equal access to facilities most consistent with the  
18 person's gender identity.

19 **SECTION 255.** 814.04 (intro.) of the statutes is amended to read:

20 **814.04 Items of costs.** (intro.) Except as provided in ss. 93.20, 100.195 (5m)  
21 (b), 100.30 (5m), 106.50 (6) (i) and (6m) (a), 111.397 (2) (a), 115.80 (9), 767.553 (4)  
22 (d), 769.313, 802.05, 814.245, 895.035 (4), 895.044, 895.443 (3), 895.444 (2), 895.445

(3), 895.446 (3), 895.506, 943.212 (2) (b), 943.245 (2) (d), 943.51 (2) (b), and 995.10 (3), when allowed costs shall be as follows:

**SECTION 256.** 893.995 of the statutes is created to read:

**893.995 Employment discrimination; civil remedies.** Any civil action arising under s. 111.397 is subject to the limitations of s. 111.397 (1) (b).

**SECTION 9350. Initial applicability; Workforce Development.**

(1) EMPLOYMENT DISCRIMINATION DAMAGES. The treatment of ss. 111.39 (4) (d) and (5) (b) and (d), 111.397, 814.04 (intro.) (by SECTION 255), and 893.995 first applies to acts of employment discrimination, unfair honesty testing, or unfair genetic testing committed on the effective date of this subsection.”.

**31.** At the appropriate places, insert all of the following:

“**SECTION 257.** 20.005 (3) (schedule) of the statutes: at the appropriate place, insert the following amounts for the purposes indicated:

				2025-26	2026-27
<b>20.445</b>	<b>Workforce development, department of</b>				
(1)	WORKFORCE DEVELOPMENT				
(cm)	Wisconsin worker advancement				
	program	GPR	C	15,000,000	5,000,000

**SECTION 258.** 20.445 (1) (cm) of the statutes is created to read:

20.445 (1) (cm) *Wisconsin worker advancement program.* As a continuing appropriation, the amounts in the schedule for the Wisconsin worker advancement program under s. 106.145.

**SECTION 259.** 106.145 of the statutes is created to read:

1           **106.145 Wisconsin worker advancement program.** The department  
2 shall, from the appropriation under s. 20.445 (1) (cm), establish and administer a  
3 Wisconsin worker advancement program to make grants to local organizations,  
4 including local workforce development boards established under 29 USC 3122 and  
5 community-based organizations, for the organizations to provide employment and  
6 workforce services, including unrestricted support services, career services, and  
7 training programs to address workforce barriers.

8           **SECTION 9250. Fiscal changes; Workforce Development.**

9           (1) WISCONSIN WORKER ADVANCEMENT PROGRAM. In the schedule under s.  
10 20.005 (3) for the appropriation to the department of workforce development under  
11 s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$105,800  
12 to increase the authorized FTE positions for the department of workforce  
13 development by 1.0 GPR position for the purpose of the worker advancement  
14 program under s. 106.145.”.

15           **32.** At the appropriate places, insert all of the following:

16           **“SECTION 260.** 230.35 (4) (a) 3m. of the statutes is created to read:

17           230.35 (4) (a) 3m. June 19.

18           **SECTION 261.** 230.35 (4) (a) 5m. of the statutes is created to read:

19           230.35 (4) (a) 5m. November 11.

20           **SECTION 262.** 230.35 (4) (a) 10. of the statutes is amended to read:

21           230.35 (4) (a) 10. The day following if January 1, June 19, July 4, November  
22 11, or December 25 falls on Sunday.

23           **SECTION 263.** 230.35 (4) (c) of the statutes is amended to read:

230.35 (4) (c) Except as provided in the compensation plan under s. 230.12, all employees except limited term employees shall receive ~~9~~ 11 paid holidays annually in addition to any other authorized paid leave, the time to be at the discretion of the appointing authorities.

**SECTION 264.** 230.35 (4) (d) (intro.) of the statutes is amended to read:

230.35 (4) (d) (intro.) In addition to the holidays granted under par. (c) and except as provided in the compensation plan under s. 230.12, all employees except limited term employees shall earn ~~3.5~~ 4.5 paid personal holidays each calendar year, ~~plus one additional paid personal holiday each calendar year in recognition of Veterans Day.~~ Eligibility to take the personal holidays during the year earned is subject to the following:

**SECTION 9147. Nonstatutory provisions; University of Wisconsin System.**

(1) JUNETEENTH HOLIDAY AND VETERANS DAY. The administrator of the division of personnel management in the department of administration shall include June 19 and November 11 as paid holidays in the proposal for adjusting compensation and employee benefits for University of Wisconsin System employees for the 2025-26 and 2026-27 fiscal years that it submits to the joint committee on employee relations under s. 230.12 (3) (e) 1. The recommendation shall specify that the first June 19 paid holiday is June 19, 2026, and the first November 11 paid holiday is November 11, 2026.

**SECTION 9401. Effective dates; Administration.**

(1) STATE HOLIDAYS; JUNETEENTH AND VETERANS DAY. The treatment of s.

230.35 (4) (a) 3m., 5m., and 10., (c), and (d) (intro.) takes effect on the January 1 after publication.”.

**33.** At the appropriate places, insert all of the following:

**“SECTION 9101. Nonstatutory provisions; Administration.**

(1) POSITION FUNDING AND INCUMBENT STAFF. On January 1, 2027, the funding source for 3.0 FTE FED positions in the department of administration changes from the appropriation under s. 20.505 (1) (mb) to the general purpose revenue appropriation under s. 20.505 (1) (a), and the incumbent employees holding the positions on that date retain their positions. On January 1, 2027, the funding source for 1.0 FTE FED position in the department of administration changes from the appropriation under s. 20.505 (1) (mb) to the program revenue appropriation under s. 20.505 (1) (ka), and the incumbent employee holding the position on that date retains their position. On January 1, 2027, the funding source for 20.0 FTE FED positions in the department of administration changes from the appropriation under s. 20.505 (1) (mb) to the program revenue appropriation under s. 20.505 (1) (kz), and the incumbent employees holding the positions on that date retain their positions.

**SECTION 9201. Fiscal changes; Administration.**

(1) POSITION AND FUNDING TRANSFERS. In the schedule under s. 20.005 (3) for the appropriation to the department of administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2026-27 is increased by \$1,341,400 to increase the authorized FTE positions for the department of administration by 20.0 PR positions for the purpose of supporting an increased workload in human resources, payroll,



1 and other administrative functions associated with an expansion of collective  
2 bargaining provisions for state government employees."

3 **34.** At the appropriate places, insert all of the following:

4 "SECTION 265. 49.175 (1) (Lm) of the statutes is amended to read:

5 49.175 (1) (Lm) *Jobs for America's Graduates*. For grants to the Jobs for  
6 America's Graduates-Wisconsin to fund programs that improve social, academic,  
7 and employment skills of youth who are eligible to receive temporary assistance for  
8 needy families under 42 USC 601 et seq., in each fiscal year, ~~\$1,000,000~~ \$2,000,000.

9 **SECTION 9206. Fiscal changes; Children and Families.**

10 (1) JOBS FOR AMERICA'S GRADUATES. In the schedule under s. 20.005 (3) for  
11 the appropriation to the department of children and families under s. 20.437 (2)  
12 (md), the dollar amount for fiscal year 2025-26 is increased by \$1,000,000 for  
13 amounts allocated under s. 49.175 (1) (Lm) for grants to the Jobs for America's  
14 Graduates-Wisconsin. In the schedule under s. 20.005 (3) for the appropriation to  
15 the department of children and families under s. 20.437 (2) (md), the dollar amount  
16 for fiscal year 2026-27 is increased by \$1,000,000 for amounts allocated under s.  
17 49.175 (1) (Lm) for grants to the Jobs for America's Graduates-Wisconsin."

18 **35.** At the appropriate places, insert all of the following:

19 "SECTION 266. 49.175 (1) (s) of the statutes is amended to read:

20 49.175 (1) (s) *Kinship care and long-term kinship care assistance*. For kinship  
21 care and long-term kinship care payments under s. 48.57 (3m) (am) and (3n) (am),  
22 for assessments to determine eligibility for those payments, and for agreements  
23 under s. 48.57 (3t) with the governing bodies of Indian tribes for the administration

1 of the kinship care and long-term kinship care programs within the boundaries of  
2 the reservations of those tribes, \$28,727,100 in fiscal year 2021-22 and \$31,441,800  
3 in fiscal year 2022-23. In fiscal year ~~2023-24~~ 2025-26, for such payments,  
4 ~~\$31,719,200~~ \$45,686,700. In fiscal year ~~2024-25~~ 2026-27, for such payments,  
5 ~~\$35,661,000~~ \$53,125,600.

6 **SECTION 9206. Fiscal changes; Children and Families.**

7 (1) KINSHIP CARE AND LONG-TERM KINSHIP CARE ASSISTANCE. In the schedule  
8 under s. 20.005 (3) for the appropriation to the department of children and families  
9 under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by  
10 \$10,025,700 to support kinship care and long-term kinship care under s. 49.175 (1)  
11 (s). In the schedule under s. 20.005 (3) for the appropriation to the department of  
12 children and families under s. 20.437 (2) (md), the dollar amount for fiscal year  
13 2026-27 is increased by \$17,464,600 to support kinship care and long-term kinship  
14 care under s. 49.175 (1) (s).”.

15 **36.** At the appropriate places, insert all of the following:

16 “**SECTION 267.** 16.3063 of the statutes is created to read:

17 **16.3063 Affordable housing and workforce development grants. (1)**

18 DEFINITION. In this section, “local governmental unit” means a city, village, town,  
19 county, or school district.

20 (2) GRANTS. From the appropriation under s. 20.505 (7) (fo), the department  
21 shall establish a competitive grant program to award grants to local governmental  
22 units and businesses, whether operated for profit or not for profit, for the purpose of  
23 funding the start-up of programs that focus on the development of the skilled  
24 workforce through the building or rehabilitation of affordable housing in their

communities. The department may establish eligibility requirements and other program guidelines for the grant program under this subsection.

**SECTION 268.** 20.005 (3) (schedule) of the statutes: at the appropriate place, insert the following amounts for the purposes indicated:

	2025-26	2026-27
<b>20.505 Administration, department of</b>		
(7) HOUSING AND COMMUNITY DEVELOPMENT		
(fo) Affordable housing and workforce		
development grants	GPR B 1,000,000	-0-

**SECTION 269.** 20.505 (7) (fo) of the statutes is created to read:

20.505 (7) (fo) *Affordable housing and workforce development grants.*

Biennially, the amounts in the schedule for grants under s. 16.3063.”.

**37.** At the appropriate places, insert all of the following:

“**SECTION 270.** 49.175 (1) (Lp) of the statutes is repealed.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) SKILLS ENHANCEMENT GRANTS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (fr), the dollar amount for fiscal year 2025-26 is increased by \$250,000 to fund skills enhancement grants under s. 49.265 (4) (cm). In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (fr), the dollar amount for fiscal year 2026-27 is increased by \$250,000 to fund skills enhancement grants under s. 49.265 (4) (cm).”.

**38.** At the appropriate places, insert all of the following:

1           “**SECTION 271.** 49.175 (1) (b) of the statutes is amended to read:

2           49.175 (1) (b) *Wisconsin Works agency contracts; job access loans.* For  
3 contracts with Wisconsin Works agencies under s. 49.143 and for job access loans  
4 under s. 49.147 (6), ~~\$54,009,700~~ \$58,892,400 in fiscal year ~~2021-22~~ 2025-26 and  
5 ~~\$57,071,200~~ \$59,071,200 in each fiscal year thereafter ~~2026-27~~.

6           **SECTION 9206. Fiscal changes; Children and Families.**

7           (1) WISCONSIN WORKS AGENCY CONTRACTS. In the schedule under s. 20.005  
8 (3) for the appropriation to the department of children and families under s. 20.437  
9 (2) (md), the dollar amount for fiscal year 2025-26 is increased by \$1,821,200 to  
10 support Wisconsin Works agency contracts under s. 49.175 (1) (b). In the schedule  
11 under s. 20.005 (3) for the appropriation to the department of children and families  
12 under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by  
13 \$2,000,000 to support Wisconsin Works agency contracts under s. 49.175 (1) (b).”.

14          **39.** At the appropriate places, insert all of the following:

15          “**SECTION 272.** 49.175 (1) (a) of the statutes is amended to read:

16          49.175 (1) (a) *Wisconsin Works benefits.* For Wisconsin Works benefits,  
17 \$37,000,000 in fiscal year 2021-22 and \$34,000,000 in fiscal year 2022-23. In fiscal  
18 year ~~2023-24~~ 2025-26, for such benefits, ~~\$28,000,000~~ \$26,806,500. In fiscal year  
19 ~~2024-25~~ 2026-27, for such benefits, ~~\$29,000,000~~ \$26,987,700.

20          **SECTION 9206. Fiscal changes; Children and Families.**

21          (1) WISCONSIN WORKS BENEFITS. In the schedule under s. 20.005 (3) for the  
22 appropriation to the department of children and families under s. 20.437 (2) (md),  
23 the dollar amount for fiscal year 2025-26 is decreased by \$2,193,500 to reflect  
24 estimates of base year caseloads and benefit payments under Wisconsin Works. In

1 the schedule under s. 20.005 (3) for the appropriation to the department of children  
2 and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is  
3 decreased by \$2,012,300 to reflect estimates of base year caseloads and benefit  
4 payments under Wisconsin Works.”.

5 **40.** At the appropriate places, insert all of the following:

6 “**SECTION 273.** 49.175 (1) (r) of the statutes is amended to read:

7 49.175 (1) (r) *Children of recipients of supplemental security income.* For  
8 payments made under s. 49.775 for the support of the dependent children of  
9 recipients of supplemental security income, ~~\$18,564,700~~ \$19,262,100 in each fiscal  
10 year ~~2021-22~~ and ~~\$18,145,000~~ in fiscal year ~~2022-23~~. In fiscal year ~~2023-24~~, for  
11 such payments, ~~\$9,699,900~~. In fiscal year ~~2024-25~~, for such payments, ~~\$10,990,400~~.

12 **SECTION 9206. Fiscal changes; Children and Families.**

13 (1) CARETAKER SUPPLEMENT. In the schedule under s. 20.005 (3) for the  
14 appropriation to the department of children and families under s. 20.437 (2) (md),  
15 the dollar amount for fiscal year 2025-26 is increased by \$8,271,700 to reflect an  
16 estimate of program costs and to increase funding for the caretaker supplement  
17 program. In the schedule under s. 20.005 (3) for the appropriation to the  
18 department of children and families under s. 20.437 (2) (md), the dollar amount for  
19 fiscal year 2026-27 is increased by \$8,271,700 to reflect an estimate of program  
20 costs and to increase funding for the caretaker supplement program.”.

21 **41.** At the appropriate places, insert all of the following:

22 “**SECTION 274.** 49.175 (1) (q) of the statutes is amended to read:

23 49.175 (1) (q) *Child care state administration and licensing activities.* For

1 state administration of child care programs under s. 49.155 and for child care  
2 licensing activities, ~~\$42,117,800~~ \$50,284,200 in fiscal year ~~2021-22~~ 2025-26 and  
3 ~~\$41,803,100~~ \$51,023,800 in fiscal year ~~2022-23~~. ~~In fiscal year 2023-24, for such~~  
4 ~~programs and activities, \$45,796,000. In fiscal year 2024-25, for such programs and~~  
5 ~~activities, \$45,570,300~~ 2026-27.

6 **SECTION 9206. Fiscal changes; Children and Families.**

7 (1) CHILD CARE; STATE ADMINISTRATION AND LICENSING. In the schedule  
8 under s. 20.005 (3) for the appropriation to the department of children and families  
9 under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by  
10 \$4,713,900 to support state child care administration and licensing. In the schedule  
11 under s. 20.005 (3) for the appropriation to the department of children and families  
12 under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by  
13 \$5,453,500 to support state child care administration and licensing.”.

14 **42.** At the appropriate places, insert all of the following:

15 “**SECTION 275.** 16.3069 of the statutes is created to read:

16 **16.3069 Whole-home upgrade grants.** (1) From the appropriation under  
17 s. 20.505 (7) (fr), the department shall award one or more grants to Walnut Way  
18 Conservation Corp. for the purpose of funding home improvements in low-income  
19 households in a 1st class city that have one or more of the following goals:

20 (a) Reducing carbon emissions.

21 (b) Reducing energy burdens.

22 (c) Creating cost savings.

23 (d) Creating healthier living environments.

1           (2) The department may establish eligibility requirements and other program  
2 guidelines for the grant program under this subsection.

3           (3) A recipient of a grant under this subsection may use the moneys awarded  
4 for the recipient's administrative costs, in addition to the purpose described under  
5 sub. (1).

6           **SECTION 276.** 20.005 (3) (schedule) of the statutes: at the appropriate place,  
7 insert the following amounts for the purposes indicated:

8		2025-26	2026-27
9	<b>20.505 Administration, department of</b>		

10       (7) HOUSING AND COMMUNITY DEVELOPMENT

11	(fr) Whole-home upgrade grants	GPR	C	7,200,,000	-0-
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12           **SECTION 277.** 20.505 (7) (fr) of the statutes is created to read:

13           20.505 (7) (fr) *Whole-home upgrade grants.* As a continuing appropriation,  
14 the amounts in the schedule for grants under s. 16.3069.”.

15           **43.** At the appropriate places, insert all of the following:

16           “**SECTION 278.** 66.0104 of the statutes is repealed.

17           **SECTION 279.** 66.0602 (2m) (c) of the statutes is created to read:

18           66.0602 (2m) (c) Rental inspection fees charged by a political subdivision are  
19 not subject to a deduction from the political subdivision's levy.

20           **SECTION 280.** 66.1010 of the statutes is repealed.

21           **SECTION 281.** 704.05 (2) of the statutes is amended to read:

22           704.05 (2) POSSESSION OF TENANT AND ACCESS BY LANDLORD. Until the  
23 expiration date specified in the lease, or the termination of a periodic tenancy or

1 tenancy at will, and so long as the tenant is not in default, the tenant has the right  
2 to exclusive possession of the premises, except as hereafter provided. The landlord  
3 may upon advance notice and at reasonable times inspect the premises, allow a city,  
4 village, town, or county inspector access for an inspection, make repairs, and show  
5 the premises to prospective tenants or purchasers; and if the tenant is absent from  
6 the premises and the landlord reasonably believes that entry is necessary to  
7 preserve or protect the premises, the landlord may enter without notice and with  
8 such force as appears necessary.

9 **SECTION 282.** 704.07 (2) (bm) 1. of the statutes is repealed.

10 **SECTION 283.** 704.07 (2) (bm) 3. of the statutes is amended to read:

11 704.07 (2) (bm) 3. The violation presents a ~~significant~~ threat to the  
12 prospective tenant's health or safety.

13 **SECTION 284.** 704.07 (5) of the statutes is repealed.”.

14 **44.** At the appropriate places, insert all of the following:

15 “**SECTION 285.** 49.155 (1m) (intro.) of the statutes is amended to read:

16 49.155 (1m) ELIGIBILITY. (intro.) Except as provided in sub. (3g) and subject  
17 to sub. (1s), the department shall determine, contract with a county department or  
18 agency to determine, or contract with a county department or agency to share  
19 determination of the eligibility of individuals residing in a particular geographic  
20 region or who are members of a particular Indian tribal unit for child care subsidies  
21 under this section. Under this section, and subject to sub. (2), an individual may  
22 receive a subsidy for child care for a child who has not attained the age of 13 or, if



1 the child is disabled, who has not attained the age of 19, if the individual meets all  
2 of the following conditions:

3 **SECTION 286.** 49.155 (1s) of the statutes is created to read:

4 49.155 (1s) PRESUMPTIVE ELIGIBILITY. (a) The department may find an  
5 individual presumptively eligible for a child care subsidy while the department  
6 determines the individual's actual eligibility under sub. (1m) if all the following  
7 conditions are met:

8 1. The individual submits to the department a report establishing that the  
9 individual meets the conditions under sub. (1m).

10 2. The department is able to plausibly assume that the individual meets the  
11 conditions under sub. (1m) based on the report under subd. 1.

12 (b) Upon finding an individual presumptively eligible for child care subsidies  
13 under this subsection, the department shall immediately begin issuing benefits to  
14 the individual under sub. (3m).

15 (c) An individual may be presumptively eligible for child care subsidies under  
16 this subsection for no more than 3 months.

17 (d) If the department determines that an individual found presumptively  
18 eligible for child care subsidies under this subsection is actually ineligible for child  
19 care subsidies under sub. (1m), the department shall immediately discontinue  
20 issuing benefits to the individual under sub. (3m).".

21 **45.** At the appropriate places, insert all of the following:

22 **"SECTION 9250. Fiscal changes; Workforce Development.**

23 (1) BUREAU OF WORKFORCE INFORMATION AND TECHNICAL SUPPORT. In the  
24 schedule under s. 20.005 (3) for the appropriation to the department of workforce

development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$245,700 to increase the authorized FTE positions for the department of workforce development by 3.0 GPR positions to support the bureau of workforce information and technical support in the division of employment and training to conduct labor market analyses and data integration and collection, share workforce data, and focus on understanding the impact of artificial intelligence on the workforce. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$317,700 for the positions authorized under this subsection.”.

**46.** At the appropriate places, insert all of the following:

**“SECTION 9250. Fiscal changes; Workforce Development.**

(1) CORRECTIONAL INSTITUTION JOB CENTERS. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$839,000 to increase the authorized FTE employment and training specialist positions in the department of workforce development by 13.0 GPR positions to support employment and training specialists in existing correctional institution job centers to better assist incarcerated individuals in finding and maintaining employment after being released from prison. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$1,076,400 for the positions authorized under this subsection.”.

**47.** At the appropriate places, insert all of the following:

1           **“SECTION 9250. Fiscal changes; Workforce Development.**

2           (1) EQUAL RIGHTS OPERATIONS. In the schedule under s. 20.005 (3) for the  
3           appropriation to the department of workforce development under s. 20.445 (1) (a),  
4           the dollar amount for fiscal year 2025-26 is increased by \$64,600 to increase the  
5           authorized FTE positions for the department of workforce development by 1.0 GPR  
6           position to support the operations of the department’s equal rights division. In the  
7           schedule under s. 20.005 (3) for the appropriation to the department of workforce  
8           development under s. 20.445 (1) (a), the dollar amount for fiscal year 2026-27 is  
9           increased by \$82,800 for the position authorized under this subsection.”.

10          **48.** At the appropriate places, insert all of the following:

11           **“SECTION 9250. Fiscal changes; Workforce Development.**

12           (1) SUPPLIES AND SERVICES FUNDING; GENERAL PURPOSE REVENUES. In the  
13           schedule under s. 20.005 (3) for the appropriation to the department of workforce  
14           development under s. 20.445 (1) (a), the dollar amount for fiscal year 2025-26 is  
15           increased by \$258,900 to support cost increases related to supplies and services. In  
16           the schedule under s. 20.005 (3) for the appropriation to the department of  
17           workforce development under s. 20.445 (1) (a), the dollar amount for fiscal year  
18           2026-27 is increased by \$258,900 to support cost increases related to supplies and  
19           services.

20           (2) SUPPLIES AND SERVICES FUNDING; PROGRAM REVENUES. In the schedule  
21           under s. 20.005 (3) for the appropriation to the department of workforce  
22           development under s. 20.445 (1) (gk), the dollar amount for fiscal year 2025-26 is  
23           increased by \$4,600 to support cost increases related to supplies and services. In  
24           the schedule under s. 20.005 (3) for the appropriation to the department of

workforce development under s. 20.445 (1) (gk), the dollar amount for fiscal year 2026-27 is increased by \$4,600 to support cost increases related to supplies and services.

(3) SUPPLIES AND SERVICES; PROGRAM REVENUES-SERVICE. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (kc), the dollar amount for fiscal year 2025-26 is increased by \$749,400 to support cost increases related to supplies and services. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (kc), the dollar amount for fiscal year 2026-27 is increased by \$749,400 to support cost increases related to supplies and services.

(4) SUPPLIES AND SERVICES; SEGREGATED FUND REVENUES. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (ra), the dollar amount for fiscal year 2025-26 is increased by \$458,400 to support cost increases related to supplies and services. In the schedule under s. 20.005 (3) for the appropriation to the department of workforce development under s. 20.445 (1) (ra), the dollar amount for fiscal year 2026-27 is increased by \$458,400 to support cost increases related to supplies and services.”.

**49.** At the appropriate places, insert all of the following:

“**SECTION 287.** 20.445 (1) (ra) of the statutes is amended to read:

20.445 (1) (ra) *Worker’s compensation operations fund; administration.* From the worker’s compensation operations fund, ~~the amounts in the schedule~~ a sum sufficient for the administration of the worker’s compensation program by the

1 department, for assistance to the department of justice in investigating and  
2 prosecuting fraudulent activity related to worker's compensation, and for transfer  
3 to the uninsured employers fund under s. 102.81 (1) (c), ~~and for transfer to the~~  
4 ~~appropriation accounts under par. (rp) and s. 20.427 (1) (ra)~~. All moneys received  
5 under ss. 102.28 (2) (b) and 102.75 (1) shall be credited to this appropriation  
6 account. From this appropriation, an amount not to exceed \$5,000 may be  
7 expended each fiscal year for payment of expenses for travel and research by the  
8 council on worker's compensation, and an amount not to exceed \$500,000 may be  
9 transferred in each fiscal year to the uninsured employers fund under s. 102.81 (1)  
10 (c), ~~the amount in the schedule under par. (rp) shall be transferred to the~~  
11 ~~appropriation account under par. (rp), and the amount in the schedule under s.~~  
12 ~~20.427 (1) (ra) shall be transferred to the appropriation account under s. 20.427 (1)~~  
13 ~~(ra)~~.

14 **SECTION 288.** 20.445 (1) (rp) of the statutes is repealed.

15 **SECTION 289.** 102.81 (2) of the statutes is amended to read:

16 102.81 (2) The department may retain an insurance carrier or insurance  
17 service organization to process, investigate and pay claims under this section and  
18 may obtain excess or stop-loss reinsurance with an insurance carrier authorized to  
19 do business in this state in an amount that the secretary determines is necessary  
20 for the sound operation of the uninsured employers fund. In cases involving  
21 disputed claims, the department may retain an attorney to represent the interests  
22 of the uninsured employers fund and to make appearances on behalf of the  
23 uninsured employers fund in proceedings under ss. 102.16 to 102.29. Section  
24 20.930 and all provisions of subch. IV of ch. 16 do not apply to an attorney hired

under this subsection. The charges for the services retained under this subsection shall be paid from the appropriation under s. 20.445 (1) ~~(rp)~~ (ra). The cost of any reinsurance obtained under this subsection shall be paid from the appropriation under s. 20.445 (1) (sm).

**SECTION 9150. Nonstatutory provisions; Workforce Development.**

(1) WORKER'S COMPENSATION OPERATIONS ADMINISTRATION; STAFFING FUNDING CHANGE. On the effective date of this subsection, the funding source for 6.0 FTE SEG positions in the department of workforce development funded from the appropriation under s. 20.445 (1) (rp) changes to the appropriation under s. 20.445 (1) (ra), and the incumbent employees holding the positions on that date retain their positions.

(2) WORKER'S COMPENSATION OPERATIONS ADMINISTRATION; APPROPRIATION TRANSFER. On the effective date of this subsection, \$1,238,900 shall be transferred from the appropriation under s. 20.445 (1) (rp) to the appropriation under s. 20.445 (1) (ra).”.

**50.** At the appropriate places, insert all of the following:

“**SECTION 290.** 234.66 (1) (b) of the statutes is renumbered 234.66 (1) (b) (intro.) and amended to read:

234.66 (1) (b) (intro.) “Developer” means a person ~~other than a governmental unit~~ that constructs or creates residential housing; and that is any of the following:

**SECTION 291.** 234.66 (1) (b) 1. of the statutes is created to read:

234.66 (1) (b) 1. A person other than a governmental unit.

**SECTION 292.** 234.66 (1) (b) 2. of the statutes is created to read:

234.66 (1) (b) 2. A tribal housing authority created by a tribal council.

1           **SECTION 293.** 234.66 (1) (g) (intro.) and 1. of the statutes are consolidated,  
2           renumbered 234.66 (1) (g) and amended to read:

3           234.66 (1) (g) “Residential housing” means new single-family or multifamily  
4           housing for rent or sale that ~~satisfies all of the following: 1. Is~~ is subject to taxation  
5           under ch. 70 or is not subject to taxation under ch. 70 because it is designated as  
6           reservation lands, as defined in s. 165.92 (1) (a), or trust lands, as defined in s.  
7           165.92 (1) (d).

8           **SECTION 294.** 234.66 (1) (g) 2. of the statutes is repealed.

9           **SECTION 295.** 234.66 (1) (g) 3. of the statutes is repealed.

10          **SECTION 296.** 234.66 (4) (a) 5. of the statutes is amended to read:

11          234.66 (4) (a) 5. The eligible governmental unit has reduced the cost of  
12          residential housing in connection with the eligible project by voluntarily revising  
13          zoning ordinances, subdivision regulations, or other land development regulations  
14          to increase development density, expedite approvals, reduce impact, water  
15          connection, and inspection fees, or reduce parking, building, or other development  
16          costs with respect to the development of residential housing supported by the  
17          project. For purposes of this subdivision, the governmental unit in cooperation with  
18          the developer shall submit to the authority a cost reduction analysis in a form  
19          prescribed by the authority and signed by the developer and the head of the  
20          governmental unit’s governing body that shows the cost reduction measures,  
21          including time saving measures, undertaken by the governmental unit on or after  
22          January 1, ~~2023~~ 2015, that have reduced the cost of residential housing in  
23          connection with the eligible project. The signed analysis shall clearly show for each

1 time saving or cost reduction measure the estimated time or dollar amount saved by  
2 the developer and the estimated percentage reduction in housing costs.

3 **SECTION 297.** 234.66 (4) (a) 7. of the statutes is repealed.

4 **SECTION 298.** 234.66 (4) (c) 2. of the statutes is amended to read:

5 234.66 (4) (c) 2. No loan awarded under this subsection may exceed ~~20~~ 33  
6 percent of the total cost of development, including land purchase, of the residential  
7 housing supported by the eligible project.

8 **SECTION 299.** 234.66 (4) (cm) of the statutes is created to read:

9 234.66 (4) (cm) The developer may use up to 25 percent of loan moneys for  
10 private infrastructure that is not and will not be owned, maintained, or provided to  
11 or by a governmental unit and is not in a rural area and transferred to public use  
12 but that otherwise meets the definition of housing infrastructure under sub. (1) (e).

13 **SECTION 300.** 234.66 (5) (c) of the statutes is amended to read:

14 234.66 (5) (c) No loan awarded under this subsection may exceed ~~10~~ 25  
15 percent of the amount of the total cost of development of the residential housing  
16 supported by the eligible project.

17 **SECTION 301.** 234.661 (1) (b) of the statutes is amended to read:

18 234.661 (1) (b) “Eligible ~~political subdivision~~ governmental unit” means the  
19 ~~city, village, town, or county~~ governmental unit having jurisdiction over an eligible  
20 project, as determined by the authority.

21 **SECTION 302.** 234.66 (1) (cm) of the statutes is created to read:

22 234.66 (1) (cm) “Governmental unit” means a city, village, town, county, or  
23 federally recognized American Indian tribe or band in this state.



1           **SECTION 303.** 234.661 (1) (e) of the statutes is renumbered 234.661 (1) (e)  
2 (intro.) and amended to read:

3           234.661 (1) (e) (intro.) “Rental housing” means single-family or multifamily  
4 housing offered or intended to be offered for rent ~~that~~ to which any of the following  
5 applies:

6           1. The housing is subject to taxation under ch. 70.

7           **SECTION 304.** 234.66 (1) (e) 2. of the statutes is created to read:

8           234.66 (1) (e) 2. The housing is not subject to taxation under ch. 70 because it  
9 is designated as reservation lands, as defined in s. 165.92 (1) (a), or as trust lands,  
10 as defined in s. 165.92 (1) (d).

11           **SECTION 305.** 234.661 (1) (c) 5. of the statutes is repealed.

12           **SECTION 306.** 234.661 (1) (c) 6. of the statutes is repealed.

13           **SECTION 307.** 234.661 (3) (b) (intro.) of the statutes is amended to read:

14           234.661 (3) (b) (intro.) From the main street housing rehabilitation revolving  
15 loan fund, the authority may award loans to owners of rental housing to cover  
16 housing rehabilitation costs for an eligible project. Any owner of rental housing,  
17 other than a ~~city, village, town, or county~~ governmental unit, may apply to the  
18 authority for a loan in accordance with the application process established by the  
19 authority under par. (c), but the authority may not award the loan unless the owner  
20 of the rental housing and eligible ~~political subdivision~~ governmental unit  
21 demonstrate to the satisfaction of the authority in one or more forms prescribed by  
22 the authority that all of the following apply:

23           **SECTION 308.** 234.661 (3) (b) 3. of the statutes is amended to read:

24           234.661 (3) (b) 3. The eligible ~~political subdivision~~ governmental unit has

1 reduced the cost of rental housing in connection with the eligible project by  
2 voluntarily revising zoning ordinances, subdivision regulations, or other land  
3 development regulations to increase development density, expedite approvals,  
4 reduce impact fees, or reduce parking, building, or other development costs with  
5 respect to the eligible project. For purposes of this subdivision, the ~~political~~  
6 ~~subdivision~~ governmental unit in cooperation with the owner shall submit to the  
7 authority a cost reduction analysis in a form prescribed by the authority and signed  
8 by the owner and the head of the ~~political-subdivision's~~ governmental unit's  
9 governing body that shows the cost reduction measures, including time saving  
10 measures, undertaken by the ~~political-subdivision~~ governmental unit on or after  
11 January 1, ~~2023~~ 2015, that have reduced the cost of rental housing in connection  
12 with the eligible project. The signed analysis shall clearly show for each time saving  
13 or cost reduction measure the estimated time or dollar amount saved by the owner  
14 and the estimated percentage reduction in rental housing costs.

15 **SECTION 309.** 234.661 (3) (b) 4. of the statutes is amended to read:

16 234.661 (3) (b) 4. The eligible ~~political-subdivision~~ governmental unit is in  
17 compliance with the requirements under ss. 66.1001, 66.10013, and 66.10014, to  
18 the extent those requirements apply to the ~~political-subdivision~~ governmental unit.

19 **SECTION 310.** 234.661 (3) (b) 5. of the statutes is repealed.

20 **SECTION 311.** 234.661 (3) (c) of the statutes is amended to read:

21 234.661 (3) (c) The authority shall establish a semiannual application process  
22 for the award of loans under this subsection. If in any application cycle there are  
23 insufficient moneys available in the main street housing rehabilitation revolving  
24 loan fund to fund all applications that meet the requirements under par. (b) and are

1 otherwise acceptable to the authority, the authority shall prioritize funding loans  
2 for eligible projects in eligible ~~political subdivisions~~ governmental unit that have  
3 reduced the cost of rental housing as described in par. (b) 3. but with respect to the  
4 ~~political subdivision~~ governmental unit as a whole.

5 **SECTION 312.** 234.661 (3) (d) of the statutes is amended to read:

6 234.661 (3) (d) No loan awarded under this subsection may exceed \$20,000  
7 \$50,000 per dwelling unit or ~~25~~ 33 percent of the total housing rehabilitation project  
8 costs, whichever is less, and the authority may establish an interest rate for any  
9 loan awarded under this subsection at or below the market interest rate or may  
10 charge no interest.

11 **SECTION 313.** 234.661 (5) (b) 4. of the statutes is amended to read:

12 234.661 (5) (b) 4. An identification of the eligible ~~political subdivision~~  
13 governmental unit with respect to which the loan was awarded.

14 **SECTION 314.** 234.662 (1) (c) of the statutes is renumbered 234.662 (1) (c)  
15 (intro.) and amended to read:

16 234.662 (1) (c) (intro.) “Developer” means a person ~~other than a city, village,~~  
17 ~~town, or county,~~ that converts a vacant commercial building to residential use: and  
18 that is any of the following:

19 **SECTION 315.** 234.662 (1) (c) 1. of the statutes is created to read:

20 234.662 (1) (c) 1. A person other than a city, village, town, or county.

21 **SECTION 316.** 234.662 (1) (c) 2. of the statutes is created to read:

22 234.662 (1) (c) 2. A tribal housing authority created by a tribal council.

23 **SECTION 317.** 234.662 (1) (d) of the statutes is amended to read:

24 234.662 (1) (d) “Eligible ~~political subdivision~~” governmental unit” means the

1 ~~city, village, town, or county~~ governmental unit having jurisdiction over an eligible  
2 project, as determined by the authority.

3 **SECTION 318.** 234.662 (1) (e) 3. of the statutes is repealed.

4 **SECTION 319.** 234.662 (1) (e) 4. of the statutes is repealed.

5 **SECTION 320.** 234.662 (1) (em) of the statutes is created to read:

6 234.662 (1) (em) “Governmental unit” means a city, village, town, county, or  
7 federally recognized American Indian tribe or band in this state.

8 **SECTION 321.** 234.662 (1) (f) of the statutes is renumbered 234.662 (1) (f)  
9 (intro.) and amended to read:

10 234.662 (1) (f) (intro.) “Residential housing” means single-family or  
11 multifamily housing for rent or sale ~~that~~ to which any of the following applies:

12 1. The housing is subject to taxation under ch. 70.

13 **SECTION 322.** 234.662 (1) (f) 2. of the statutes is created to read:

14 234.662 (1) (f) 2. The housing is not subject to taxation under ch. 70 because  
15 it is designated as reservation lands, as defined in s. 165.92 (1) (a), or trust lands, as  
16 defined in s. 165.92 (1) (d).

17 **SECTION 323.** 234.662 (1) (g) of the statutes is amended to read:

18 234.662 (1) (g) “Residential housing development” means residential housing  
19 that consists of ~~16~~ 6 or more dwelling units.

20 **SECTION 324.** 234.662 (3) (b) (intro.) of the statutes is amended to read:

21 234.662 (3) (b) (intro.) From the commercial-to-housing conversion revolving  
22 loan fund, the authority may award loans to developers to cover construction costs  
23 for an eligible project, including demolition. Any developer may apply to the  
24 authority for a loan in accordance with the application process established by the

1 authority under par. (c), but the authority may not award the loan unless the  
2 developer and the eligible ~~political subdivision~~ governmental unit demonstrate to  
3 the satisfaction of the authority in one or more forms prescribed by the authority  
4 that all of the following apply:

5 **SECTION 325.** 234.662 (3) (b) 3. of the statutes is amended to read:

6 234.662 (3) (b) 3. The eligible ~~political subdivision~~ governmental unit has  
7 reduced the cost of residential housing in connection with the eligible project by  
8 voluntarily revising zoning ordinances, subdivision regulations, or other land  
9 development regulations to increase development density, expedite approvals,  
10 reduce impact, water connection, and inspection fees, or reduce parking, building,  
11 or other development costs with respect to the development of residential housing  
12 supported by the project. For purposes of this subdivision, the ~~political subdivision~~  
13 governmental unit in cooperation with the developer shall submit to the authority a  
14 cost reduction analysis in a form prescribed by the authority and signed by the  
15 developer and the head of the ~~political subdivision's~~ governmental unit's governing  
16 body that shows the cost reduction measures, including time saving measures,  
17 undertaken by the ~~political subdivision~~ governmental unit on or after January 1,  
18 ~~2023~~ 2015, that have reduced the cost of residential housing in connection with the  
19 eligible project. The signed analysis shall clearly show for each time saving or cost  
20 reduction measure the estimated time or dollar amount saved by the developer and  
21 the estimated percentage reduction in housing costs.

22 **SECTION 326.** 234.662 (3) (b) 4. of the statutes is amended to read:

23 234.662 (3) (b) 4. The eligible ~~political subdivision~~ governmental unit is in

1 compliance with the requirements under ss. 66.1001, 66.10013, and 66.10014, to  
2 the extent those requirements apply to the ~~political subdivision~~ governmental unit.

3 **SECTION 327.** 234.662 (3) (b) 5. of the statutes is repealed.

4 **SECTION 328.** 234.662 (3) (d) 2. of the statutes is amended to read:

5 234.662 (3) (d) 2. No loan awarded under this subsection may exceed  
6 ~~\$1,000,000 per eligible project or 20~~ 33 percent of the total project costs, including  
7 any land purchase, ~~whichever is less.~~

8 **SECTION 329.** 234.662 (3) (c) of the statutes is amended to read:

9 234.662 (3) (c) The authority shall establish a semiannual application process  
10 for the award of loans under this subsection. If in any application cycle there are  
11 insufficient moneys available in the commercial-to-housing conversion revolving  
12 loan fund to fund all applications that meet the requirements under par. (b) and are  
13 otherwise acceptable to the authority, the authority shall prioritize funding loans  
14 for eligible projects in eligible ~~political subdivisions~~ governmental units that have  
15 reduced the cost of residential housing as described in par. (b) 3. but with respect to  
16 the ~~political subdivision~~ governmental unit as a whole.

17 **SECTION 330.** 234.662 (5) (b) 4. of the statutes is amended to read:

18 234.662 (5) (b) 4. An identification of the eligible ~~political subdivision~~  
19 governmental unit with respect to which the loan was awarded.”.

20 **51.** At the appropriate places, insert all of the following:

21 “**SECTION 331.** 49.175 (1) (qm) of the statutes is amended to read:

22 49.175 (1) (qm) *Quality care for quality kids.* For the child care quality  
23 improvement activities specified in ss. 49.155 (1g) and 49.257, ~~\$16,683,700~~

1 ~~\$48,185,300 in each fiscal year 2022-23. In fiscal year 2023-24, for such activities,~~  
2 ~~\$28,518,700. In fiscal year 2024-25, for such activities, \$46,018,700.~~

3 **SECTION 9206. Fiscal changes; Children and Families.**

4 (1) QUALITY CARE FOR QUALITY KIDS; CHILD CARE FOUNDATIONAL TRAINING. In  
5 the schedule under s. 20.005 (3) for the appropriation to the department of children  
6 and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2025-26 is  
7 increased by \$2,166,600 to subsidize workforce training for child care providers. In  
8 the schedule under s. 20.005 (3) for the appropriation to the department of children  
9 and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2026-27 is  
10 increased by \$2,166,600 to subsidize workforce training for child care providers.”.

11 **52.** At the appropriate places, insert all of the following:

12 “**SECTION 332.** 49.175 (1) (qm) of the statutes is amended to read:

13 49.175 (1) (qm) *Quality care for quality kids.* For the child care quality  
14 improvement activities specified in ss. 49.155 (1g) and 49.257, ~~\$16,683,700~~  
15 ~~\$46,518,700 in each fiscal year 2022-23. In fiscal year 2023-24, for such activities,~~  
16 ~~\$28,518,700. In fiscal year 2024-25, for such activities, \$46,018,700.~~

17 **SECTION 9206. Fiscal changes; Children and Families.**

18 (1) QUALITY CARE FOR QUALITY KIDS; CHILD CARE FOUNDATIONAL TRAINING. In  
19 the schedule under s. 20.005 (3) for the appropriation to the department of children  
20 and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2025-26 is  
21 increased by \$500,000 to increase funding for tribal training and technical  
22 assistance. In the schedule under s. 20.005 (3) for the appropriation to the  
23 department of children and families under s. 20.437 (1) (md), the dollar amount for

1 fiscal year 2026-27 is increased by \$500,000 to increase funding for tribal training  
2 and technical assistance.”.

3 **53.** At the appropriate places, insert all of the following:

4 **“SECTION 9251. Fiscal changes; Other.**

5 (1) BOARD ON AGING AND LONG-TERM CARE; OMBUDSMAN AND ADMINISTRATIVE  
6 STAFF.

7 (a) In the schedule under s. 20.005 (3) for the appropriation to the board on  
8 aging and long-term care under s. 20.432 (1) (a), the dollar amount for fiscal year  
9 2025-26 is increased by \$181,900 to increase the authorized FTE positions for the  
10 board on aging and long-term care by 3.15 GPR positions to assist with the  
11 ombudsman program to reduce caseloads and to perform administrative functions.  
12 In the schedule under s. 20.005 (3) for the appropriation to the board on aging and  
13 long-term care under s. 20.432 (1) (a), the dollar amount for fiscal year 2026-27 is  
14 increased by \$229,700 for the positions authorized under this subsection.

15 (b) In the schedule under s. 20.005 (3) for the appropriation to the board on  
16 aging and long-term care under s. 20.432 (1) (k), the dollar amount for fiscal year  
17 2025-26 is increased by \$107,200 to increase the authorized FTE positions for the  
18 board on aging and long-term care by 1.85 PR positions to assist with the  
19 ombudsman program to reduce caseloads and to perform administrative functions.  
20 In the schedule under s. 20.005 (3) for the appropriation to the board on aging and  
21 long-term care under s. 20.432 (1) (k), the dollar amount for fiscal year 2026-27 is  
22 increased by \$135,400 for the positions authorized under this subsection.

23 (c) One of the FTE positions authorized under this subsection shall be  
24 assigned as 1.0 executive assistant, one of the FTE positions authorized under this



subsection shall be assigned as 1.0 communications specialist, and 3 of the FTE positions authorized under this subsection shall be assigned to the ombudsman program.”.

**54.** At the appropriate places, insert all of the following:

**“SECTION 9108. Nonstatutory provisions; Corrections.**

(1) INFORMATION SYSTEMS TECHNICAL SERVICES.

(a) *Position authorizations.* The authorized FTE positions for the department of corrections are increased by 3.0 GPR information systems technical services senior positions.

(b) *Incumbent contractors.* Notwithstanding any requirement of competitive hiring procedures under subch. II of ch. 230, the department of corrections shall place 3 incumbent bureau of technology management contractors in the information systems technical services senior positions authorized under par. (a). The 3 individuals placed in the information systems technical services senior positions under this paragraph are not required to serve a probationary period under s. 230.28.

(c) *Funding allocation.* The department of corrections shall allocate \$163,900 for fiscal year 2025-26 and \$218,400 for fiscal year 2026-27 from the appropriation under s. 20.410 (1) (a) and \$36,800 for fiscal year 2025-26 and \$49,100 for fiscal year 2026-27 from the appropriation under s. 20.410 (1) (b) to fund the information systems technical services senior positions authorized under par. (a).”.

**55.** At the appropriate places, insert all of the following:

**“SECTION 9201. Fiscal changes; Administration.**

1           (1) HUMAN RESOURCES ADMINISTRATION; GENERAL PROGRAMS OPERATIONS  
2 APPROPRIATION.

3           (a) In the schedule under s. 20.005 (3) for the appropriation to the department  
4 of administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2025-26  
5 is increased by \$223,000 to increase the number of authorized FTE positions in the  
6 department of administration by 3.0 PR-S positions for the purpose of addressing  
7 workload issues associated with an increase in human resources transactions. In  
8 the schedule under s. 20.005 (3) for the appropriation to the department of  
9 administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2026-27 is  
10 increased by \$297,600 for the positions authorized under this paragraph.

11           (b) In the schedule under s. 20.005 (3) for the appropriation to the department  
12 of administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2025-26  
13 is increased by \$27,000 for supplies and services involved in human resources  
14 transactions. In the schedule under s. 20.005 (3) for the appropriation to the  
15 department of administration under s. 20.505 (1) (kz), the dollar amount for fiscal  
16 year 2026-27 is increased by \$36,600 for supplies and services involved in human  
17 resources transactions.

18           (c) In the schedule under s. 20.005 (3) for the appropriation to the department  
19 of administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2025-26  
20 is increased by \$159,000 for the purpose of one-time financing associated with  
21 human resources.

22           (2) HUMAN RESOURCES ADMINISTRATION; LEGAL SERVICES AND RELOCATION  
23 ASSISTANCE APPROPRIATION.

24           (a) In the schedule under s. 20.005 (3) for the appropriation to the department

1 of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2025-26  
2 is increased by \$79,600 to increase the authorized FTE positions by 1.0 PR-S  
3 position in the department of administration for the purpose of addressing  
4 workload issues associated with an increase in human resources transactions. In  
5 the schedule under s. 20.005 (3) for the appropriation to the department of  
6 administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2026-27 is  
7 increased by \$106,100 for the position authorized under this paragraph.

8 (b) In the schedule under s. 20.005 (3) for the appropriation to the department  
9 of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2025-26  
10 is increased by \$9,000 for supplies and services involved in human resources  
11 transactions. In the schedule under s. 20.005 (3) for the appropriation to the  
12 department of administration under s. 20.505 (1) (kr), the dollar amount for fiscal  
13 year 2026-27 is increased by \$12,000 for supplies and services involved in human  
14 resources transactions.

15 (c) In the schedule under s. 20.005 (3) for the appropriation to the department  
16 of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2025-26  
17 is increased by \$3,000 for the purpose of one-time financing associated with human  
18 resources.

19 (3) HUMAN RESOURCES ADMINISTRATION; USES OF NEW POSITIONS AND ONE-  
20 TIME FUNDING.

21 (a) Three positions authorized under subs. (1) (a) and (2) (a) shall be allocated  
22 to the division of personnel management within the department of administration  
23 as follows: 2.0 FTE executive human resources-specialist-senior positions assigned  
24 to the bureau of classification and compensation, 1.0 FTE Information Services

business automation specialist assigned to the bureau of human resources information system administration and management. One FTE position shall be allocated as 1.0 attorney position to the Division of Legal Services to support human resources compliance efforts.

(b) The department of administration shall allocate at least \$150,000 of the amounts provided under subs. (1) (c) and (2) (c) to contract with an external vendor to analyze the personnel recruitment strategies and needs of the state.”.

**56.** At the appropriate places, insert all of the following:

“**SECTION 333.** 20.005 (3) (schedule) of the statutes: at the appropriate place, insert the following amounts for the purposes indicated:

	2025-26	2026-27
<b>20.445 Workforce Development, Department of</b>		

(1) WORKFORCE DEVELOPMENT

(am) Unemployment insurance; general

administration.	GPR	C	-0-	-0-
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**SECTION 334.** 20.445 (1) (aL) of the statutes is repealed.

**SECTION 335.** 20.445 (1) (am) of the statutes is created to read:

20.445 (1) (am) *Unemployment insurance; general administration.* As a continuing appropriation, the amounts in the schedule for administration of ch. 108.

**SECTION 336.** 49.791 (4) (f) (intro.) of the statutes is amended to read:

49.791 (4) (f) *Accepting test results from other programs.* (intro.) For purposes of this section, an administering agency may use results of a drug test performed by

1 the administering agency for the purpose of eligibility for another state program,  
2 including a work experience program under s. 49.162, or 49.36, ~~or 108.133~~,  
3 performed at the request of the department of corrections, or performed by other  
4 drug testing providers as approved by the department to determine whether to  
5 refer an able-bodied adult to treatment if all of the following apply:

6 **SECTION 337.** 102.43 (9) (e) of the statutes is amended to read:

7 102.43 **(9)** (e) The employee's employment with the employer has been  
8 suspended or terminated due to misconduct, as defined in s. 108.04 (5), ~~or~~  
9 ~~substantial fault, as defined in s. 108.04 (5g) (a)~~, by the employee connected with  
10 the employee's work.

11 **SECTION 338.** 108.02 (26m) of the statutes is repealed.

12 **SECTION 339.** 108.022 of the statutes is created to read:

13 **108.022 Electronic payments and filings; good cause.** For purposes of  
14 requirements to use electronic filing, payment, or interchange methods specified  
15 under ss. 108.14 (2e), 108.17 (2b) and (7) (a), 108.185, and 108.205 (2), good cause  
16 for not using such method includes all of the following, as determined by the  
17 department:

18 **(1)** Having limited or no Internet access.

19 **(2)** Having digital literacy limitations.

20 **(3)** Having communication barriers, such as having a vision or other  
21 disability that prevents the ease of using the electronic method or having limited or  
22 no English proficiency.

23 **(4)** The presence of other circumstances that make use of the electronic  
24 method unusually difficult for the person, as determined by the department.

1           **SECTION 340.** 108.04 (2) (a) (intro.) of the statutes is amended to read:

2           108.04 (2) (a) (intro.) Except as provided in ~~pars. par. (b) to (bd)~~, sub. (16) (am)  
3 and (b), and s. 108.062 (10) and (10m) and as otherwise expressly provided, a  
4 claimant is eligible for benefits as to any given week only if all of the following apply:

5           **SECTION 341.** 108.04 (2) (a) 3. of the statutes is repealed and recreated to  
6 read:

7           108.04 (2) (a) 3. The claimant conducts a reasonable search for suitable work  
8 during that week and provides verification of that search to the department. The  
9 search for suitable work must include at least 4 actions per week that constitute a  
10 reasonable search as prescribed by rule of the department. In addition, the  
11 department may, by rule, require a claimant to take more than 4 reasonable work  
12 search actions in any week. The department shall require a uniform number of  
13 reasonable work search actions for similar types of claimants. This subdivision  
14 does not apply to a claimant if the department determines that the claimant is  
15 currently laid off from employment with an employer but there is a reasonable  
16 expectation of reemployment of the individual by that employer. In determining  
17 whether the claimant has a reasonable expectation of reemployment by an  
18 employer, the department shall request the employer to verify the claimant's  
19 employment status and shall consider all of the following:

20           a. The history of layoffs and reemployments by the employer.

21           b. Any information that the employer furnished to the claimant or the  
22 department concerning the claimant's anticipated reemployment date.

1 c. Whether the claimant has recall rights with the employer under the terms  
2 of any applicable collective bargaining agreement.

3 **SECTION 342.** 108.04 (2) (b) of the statutes is repealed and recreated to read:

4 108.04 (2) (b) 1. The department may, by rule, establish waivers from the  
5 registration for work requirement under par. (a) 2. and the work search  
6 requirement under par. (a) 3.

7 2. a. The department may promulgate rules under subd. 1. as emergency  
8 rules, using the procedure under s. 227.24, if the secretary of workforce  
9 development determines that the waiver is needed only on a temporary basis or that  
10 permanent rules are not warranted. Notwithstanding s. 227.24 (1) (a) and (3), the  
11 department is not required to provide evidence that promulgating a rule under this  
12 subd. 2. a. as an emergency rule is necessary for the preservation of the public  
13 peace, health, safety, or welfare and is not required to provide a finding of  
14 emergency for a rule promulgated under this subd. 2. a. Except as provided under  
15 subd. 2. b., a rule promulgated under this subd. 2. a. remains in effect only for 150  
16 days.

17 b. Notwithstanding s. 227.24 (2), the secretary of workforce development may  
18 extend the effective period of an emergency rule promulgated under subd. 2. a. for a  
19 period specified by the secretary not to exceed 60 days. Any number of extensions  
20 may be granted under this subd. 2. b. Whenever the secretary extends an  
21 emergency rule under this subd. 2. b., it shall file a statement of its action with the  
22 legislative reference bureau. The statement shall identify the specific emergency  
23 rule to which it relates.

24 **SECTION 343.** 108.04 (2) (bb) of the statutes is repealed.

1       **SECTION 344.** 108.04 (2) (bd) of the statutes is repealed.

2       **SECTION 345.** 108.04 (2) (bm) of the statutes is amended to read:

3       108.04 (2) (bm) A claimant is ineligible to receive benefits for any week for  
4       which there is a determination that the claimant failed to comply with the  
5       registration for work and work search requirements under par. (a) 2. or 3. or failed  
6       to provide verification to the department that the claimant complied with those  
7       requirements, unless the department has waived those requirements under par.  
8       (b), ~~(bb), or (bd)~~ or s. 108.062 (10m). If the department has paid benefits to a  
9       claimant for any such week, the department may recover the overpayment under s.  
10      108.22.

11      **SECTION 346.** 108.04 (2) (h) of the statutes is amended to read:

12      108.04 (2) (h) A claimant shall, when the claimant first files a claim for  
13      benefits under this chapter and during each subsequent week the claimant files for  
14      benefits under this chapter, inform the department whether he or she is receiving  
15      social security disability insurance payments, as defined in ~~sub. (12) (f) 2m s.~~  
16      108.05 (7m) (b). If the claimant is receiving social security disability insurance  
17      payments, the claimant shall, in the manner prescribed by the department, report  
18      to the department the amount of the social security disability insurance payments.

19      **SECTION 347.** 108.04 (3) of the statutes is repealed.

20      **SECTION 348.** 108.04 (5) (intro.) of the statutes is renumbered 108.04 (5) (cm)  
21      and amended to read:

22      108.04 (5) (cm) An employee whose work is terminated by an employing unit  
23      for misconduct by the employee connected with the employee's work is ineligible to



1 receive benefits until 7 weeks have elapsed since the end of the week in which the  
2 discharge occurs and the employee earns wages after the week in which the  
3 discharge occurs equal to at least 14 times the employee's weekly benefit rate under  
4 s. 108.05 (1) in employment or other work covered by the unemployment insurance  
5 law of any state or the federal government. For purposes of requalification, the  
6 employee's weekly benefit rate shall be the rate that would have been paid had the  
7 discharge not occurred. The wages paid to an employee by an employer which  
8 terminates employment of the employee for misconduct connected with the  
9 employee's employment shall be excluded from the employee's base period wages  
10 under s. 108.06 (1) for purposes of benefit entitlement. This ~~subsection~~ paragraph  
11 does not preclude an employee who has employment with an employer other than  
12 the employer which terminated the employee for misconduct from establishing a  
13 benefit year using the base period wages excluded under this ~~subsection~~ paragraph  
14 if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). The  
15 department shall charge to the fund's balancing account any benefits otherwise  
16 chargeable to the account of an employer that is subject to the contribution  
17 requirements under ss. 108.17 and 108.18 from which base period wages are  
18 excluded under this ~~subsection~~ paragraph.

19 (am) For purposes of this subsection, "misconduct" means one or more actions  
20 or conduct evincing such willful or wanton disregard of an employer's interests as is  
21 found in deliberate violations or disregard of standards of behavior which an  
22 employer has a right to expect of his or her employees, or in carelessness or  
23 negligence of such degree or recurrence as to manifest culpability, wrongful intent,  
24 or evil design of equal severity to such disregard, or to show an intentional and

1 substantial disregard of an employer's interests, or of an employee's duties and  
2 obligations to his or her employer.

3 (bm) In addition to the conduct described in par. (am), "misconduct" includes  
4 all of the following:

5 **SECTION 349.** 108.04 (5) (a) to (g) of the statutes are renumbered 108.04 (5)  
6 (bm) 1. to 7., and 108.04 (5) (bm) 5. and 7., as renumbered, are amended to read:

7 108.04 (5) (bm) 5. Absenteeism by an employee on more than 2 occasions  
8 within the 120-day period before the date of the employee's termination, unless  
9 otherwise specified by his or her employer in an employment manual of which the  
10 employee has acknowledged receipt with his or her signature, ~~or excessive tardiness~~  
11 ~~by an employee in violation of a policy of the employer that has been communicated~~  
12 ~~to the employee~~, if the employee does not provide to his or her employer both notice  
13 and one or more valid reasons for the absenteeism ~~or tardiness~~. For purposes of this  
14 subdivision, an employee's notice and reason for an occasion of absenteeism or  
15 tardiness shall be analyzed under the standard specified in par. (am).

16 7. Unless directed by the employer, a willful and deliberate violation of a  
17 written and uniformly applied standard or regulation of the federal government or  
18 a state or Indian tribal government by an employee of an employer that is licensed  
19 or certified by a governmental agency, which standard or regulation has been  
20 communicated by the employer to the employee and which violation would cause the  
21 employer to be sanctioned or to have its license or certification suspended by the  
22 agency.

23 **SECTION 350.** 108.04 (5g) of the statutes is repealed.

24 **SECTION 351.** 108.04 (7) (e) of the statutes is amended to read:

1           108.04 (7) (e) Paragraph (a) does not apply if the department determines that  
2           the employee accepted work that the employee could have failed to accept under sub.  
3           (8) and terminated the work on the same grounds and within the first ~~30 calendar~~  
4           ~~days~~ 10 weeks after starting the work, or that the employee accepted work that the  
5           employee could have refused under sub. (9) and terminated the work within the  
6           first ~~30 calendar days~~ 10 weeks after starting the work. For purposes of this  
7           paragraph, an employee has the same grounds for voluntarily terminating work if  
8           the employee could have failed to accept the work under sub. (8) (d) to (em) when it  
9           was offered, regardless of the reason articulated by the employee for the  
10          termination.

11          **SECTION 352.** 108.04 (7) (t) 1. of the statutes is repealed.

12          **SECTION 353.** 108.04 (7) (t) 2. of the statutes is amended to read:

13          108.04 (7) (t) 2. The employee's spouse was required by ~~the U.S. armed forces~~  
14          his or her employing unit to relocate to a place to which it is impractical for the  
15          employee to commute.

16          **SECTION 354.** 108.04 (8) (a) of the statutes is amended to read:

17          108.04 (8) (a) ~~Except as provided in par. (b), if~~ If an employee fails, without  
18          good cause, to accept suitable work when offered, the employee is ineligible to  
19          receive benefits until the employee earns wages after the week in which the failure  
20          occurs equal to at least 6 times the employee's weekly benefit rate under s. 108.05  
21          (1) in employment or other work covered by the unemployment insurance law of any  
22          state or the federal government. For purposes of requalification, the employee's  
23          weekly benefit rate shall be that rate which would have been paid had the failure

1 not occurred. This paragraph does not preclude an employee from establishing a  
2 benefit year during a period in which the employee is ineligible to receive benefits  
3 under this paragraph if the employee qualifies to establish a benefit year under s.  
4 108.06 (2) (a). ~~Except as provided in par. (b), the~~ The department shall charge to  
5 the fund's balancing account any benefits otherwise chargeable to the account of an  
6 employer that is subject to the contribution requirements under ss. 108.17 and  
7 108.18 whenever an employee of that employer fails, without good cause, to accept  
8 suitable work offered by that employer.

9 **SECTION 355.** 108.04 (8) (b) of the statutes is repealed.

10 **SECTION 356.** 108.04 (8) (d) (intro.) of the statutes is amended to read:

11 108.04 (8) (d) (intro.) With respect to the first ~~6~~ 10 weeks after the employee  
12 became unemployed, "suitable work," for purposes of par. (a), means work to which  
13 all of the following apply:

14 **SECTION 357.** 108.04 (8) (dm) of the statutes is amended to read:

15 108.04 (8) (dm) With respect to the 7<sup>th</sup> 11<sup>th</sup> week after the employee became  
16 unemployed and any week thereafter, "suitable work," for purposes of par. (a),  
17 means any work that the employee is capable of performing, regardless of whether  
18 the employee has any relevant experience or training, that pays wages that are  
19 above the lowest quartile of wages for similar work in the labor market area in  
20 which the work is located, as determined by the department.

21 **SECTION 358.** 108.04 (11) (bm) of the statutes is amended to read:

22 108.04 (11) (bm) The department shall apply any ineligibility under par. (be)  
23 against benefits and weeks of eligibility for which the claimant would otherwise be

1 eligible after the week of concealment and within 6 years after the date of an initial  
2 determination issued under s. 108.09 finding that a concealment occurred. ~~The~~  
3 ~~claimant shall not receive waiting period credit under sub. (3) for the period of~~  
4 ~~ineligibility applied under par. (be).~~ If no benefit rate applies to the week for which  
5 the claim is made, the department shall use the claimant's benefit rate for the  
6 claimant's next benefit year beginning after the week of concealment to determine  
7 the amount of the benefit reduction.

8 **SECTION 359.** 108.04 (12) (f) 1m. and 2m. of the statutes are renumbered  
9 108.05 (7m) (a) and (b) and amended to read:

10 108.05 **(7m)** (a) The intent of the legislature in enacting this ~~paragraph~~  
11 subsection is to prevent the payment of duplicative government benefits for the  
12 replacement of lost earnings or income, regardless of an individual's ability to work.

13 (b) In this ~~paragraph~~ subsection, "social security disability insurance  
14 payment" means a payment of social security disability insurance benefits under 42  
15 USC ch. 7 subch. II.

16 **SECTION 360.** 108.04 (12) (f) 3. of the statutes is repealed.

17 **SECTION 361.** 108.04 (12) (f) 4. of the statutes is renumbered 108.05 (7m) (e).

18 **SECTION 362.** 108.05 (1) (cm) of the statutes is created to read:

19 108.05 **(1)** (cm) For purposes of par. (r), the department shall set the  
20 maximum weekly benefit amount as follows:

21 1. For benefits paid for a week of total unemployment that commences on or  
22 after January 5, 2014, but before January 4, 2026, \$370.

2. For benefits paid for a week of total unemployment that commences on or after January 4, 2026, but before January 3, 2027, \$497.

3. For benefits paid for a week of total unemployment that commences on or after January 3, 2027, the department shall set the maximum weekly benefit amount as provided under sub. (2).

**SECTION 363.** 108.05 (1) (r) of the statutes is renumbered 108.05 (1) (r) (intro.) and amended to read:

108.05 (1) (r) (intro.) Except as provided in s. 108.062 (6) (a), each eligible employee shall be paid benefits for each week of total unemployment ~~that commences on or after January 5, 2014, at the a~~ weekly benefit rate specified in this paragraph. ~~Unless sub. (1m) applies, the weekly benefit rate shall equal to 4 percent of the employee's base period wages that were paid during that quarter of the employee's base period in which the employee was paid the highest total wages, rounded down to the nearest whole dollar, except that, if that amount~~ as provided under sub. (1m) and except as follows:

1. If the employee's weekly benefit rate calculated under this paragraph is less than \$54, no benefits are payable to the employee and, if that amount,

2. If the employee's weekly benefit rate is more than \$370 the maximum weekly benefit amount specified in par. (cm), the employee's weekly benefit rate shall be \$370 and except that, if the maximum weekly benefit amount specified in par. (cm).

3. If the employee's benefits are exhausted during any week under s. 108.06

1 (1), the employee shall be paid the remaining amount of benefits payable to the  
2 employee under s. 108.06 (1).

3 (s) The department shall publish on its Internet site a weekly benefit rate  
4 schedule of quarterly wages and the corresponding weekly benefit rates as  
5 calculated in accordance with this ~~paragraph~~ subsection.

6 **SECTION 364.** 108.05 (2) of the statutes is created to read:

7 108.05 (2) INDEXING. (a) For benefits paid or payable for a week that  
8 commences on or after January 3, 2027, the department shall set the maximum  
9 weekly benefit amount under sub. (1) (cm) 3. and the wage limitation under sub. (3)  
10 (dm) 2. c. by doing the following:

11 1. Except as provided in subd. 2., calculating the percentage difference  
12 between the consumer price index for the 12-month period ending on July 31 of the  
13 prior year and the consumer price index for the 12-month period ending on July 31  
14 of the year before the prior year, adjusting the prior year's amount or limitation by  
15 that percentage difference, and rounding that result to the nearest whole dollar.

16 2. If the consumer price index for the 12-month period ending on July 31 of  
17 the prior year has not increased over the consumer price index for the 12-month  
18 period ending on July 31 of the year before the prior year, setting the amount or  
19 limitation at the same amount or limitation that was in effect in the previous year.

20 (b) An adjustment under this subsection of the maximum weekly benefit  
21 amount under sub. (1) (cm) 3. and the wage limitation under sub. (3) (dm) 2. c. shall  
22 take effect on the 1st Sunday in January of each calendar year.

1           **SECTION 365.** 108.05 (3) (dm) of the statutes is renumbered 108.05 (3) (dm) 1.  
2           and amended to read:

3           108.05 (3) (dm) 1. Except when otherwise authorized in an approved work-  
4           share program under s. 108.062, a claimant is ineligible to receive any benefits for a  
5           week if the claimant receives or will receive from one or more employers wages  
6           earned for work performed in that week, amounts treated as wages under s. 108.04  
7           (1) (bm) for that week, sick pay, holiday pay, vacation pay, termination pay, bonus  
8           pay, back pay, or payments treated as wages under s. 108.04 (12) (e), or any  
9           combination thereof, totalling more than ~~\$500~~ the amount specified in subd. 2.

10          **SECTION 366.** 108.05 (3) (dm) 2. of the statutes is created to read:

11          108.05 (3) (dm) 2. The department shall set the wage limitation under subd.  
12          1. as follows:

- 13           a. For a week of unemployment that commences before January 4, 2026, \$500.  
14           b. For a week of unemployment that commences on or after January 4, 2026,  
15           but before January 3, 2027, \$672.  
16           c. For a week of unemployment that commences on or after January 3, 2027,  
17           the department shall set the wage limitation as provided under sub. (2).

18          **SECTION 367.** 108.05 (7m) (title), (c) and (d) of the statutes are created to  
19          read:

20          108.05 (**7m**) (title) SOCIAL SECURITY DISABILITY INSURANCE PAYMENTS.

21          (c) If a monthly social security disability insurance payment is issued to a  
22          claimant, the department shall reduce benefits otherwise payable to the claimant  
23          for a given week in accordance with par. (d). This subsection does not apply to a



1 lump sum social security disability insurance payment in the nature of a retroactive  
2 payment or back pay.

3 (d) The department shall allocate a monthly social security disability  
4 insurance payment by allocating to each week the fraction of the payment  
5 attributable to that week.

6 **SECTION 368.** 108.05 (9) of the statutes is amended to read:

7 108.05 (9) ROUNDING OF BENEFIT AMOUNTS. Notwithstanding sub. (1),  
8 benefits payable for a week of unemployment as a result of applying sub. (1m), (3)  
9 ~~or (7), or (7m)~~ or s. 108.04 (11) or (12), 108.06 (1), 108.13 (4) or (5) or 108.135 shall  
10 be rounded down to the next lowest dollar.

11 **SECTION 369.** 108.05 (10) (intro.) of the statutes is amended to read:

12 108.05 (10) DEDUCTIONS FROM BENEFIT PAYMENTS. (intro.) After calculating  
13 the benefit payment due to be paid for a week under subs. (1) to ~~(7)~~ (7m), the  
14 department shall make deductions from that payment to the extent that the  
15 payment is sufficient to make the following payments in the following order:

16 **SECTION 370.** 108.133 of the statutes is repealed.

17 **SECTION 371.** 108.14 (2e) of the statutes is amended to read:

18 108.14 (2e) The department ~~may~~ shall provide a secure means of electronic  
19 interchange between itself and employing units, claimants, and other persons that,  
20 ~~upon request to and with prior approval by the department, may~~ shall be used for  
21 departmental transmission or receipt of any document specified by the department  
22 that is related to the administration of this chapter and related federal programs in  
23 lieu of any other means of submission or receipt specified in this chapter. The

1 secure means of electronic interchange shall be used by employing units, claimants,  
2 and other persons unless the person demonstrates good cause, as specified in s.  
3 108.022, for being unable to use the secure means of electronic interchange. Subject  
4 to s. 137.25 (2) and any rules promulgated thereunder, the department may permit  
5 the use of electronic records and electronic signatures for any document specified by  
6 the department that is related to the administration of this chapter. If a due date is  
7 established by statute for the receipt of any document that is submitted  
8 electronically to the department under this subsection, then that submission is  
9 timely only if the document is submitted by midnight of the statutory due date.

10 **SECTION 372.** 108.14 (8n) (e) of the statutes is amended to read:

11 108.14 **(8n)** (e) The department shall charge this state's share of any benefits  
12 paid under this subsection to the account of each employer by which the employee  
13 claiming benefits was employed in the applicable base period, in proportion to the  
14 total amount of wages he or she earned from each employer in the base period,  
15 except that if s. 108.04 (1) (f), (5), (5g), (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or  
16 (8) (a) ~~to~~ and (c); or 108.07 (3), (3r), or (5) (am) 2., ~~or 108.133 (3) (f)~~ would have  
17 applied to employment by such an employer who is subject to the contribution  
18 requirements of ss. 108.17 and 108.18, the department shall charge the share of  
19 benefits based on employment with that employer to the fund's balancing account,  
20 or, if s. 108.04 (1) (f), (5), or (5g) or 108.07 (3) would have applied to an employer that  
21 is not subject to the contribution requirements of ss. 108.17 and 108.18, the  
22 department shall charge the share of benefits based on that employment in  
23 accordance with s. 108.07 (5) (am) 1. and 2. The department shall also charge the

1 fund's balancing account with any other state's share of such benefits pending  
2 reimbursement by that state.

3 **SECTION 373.** 108.14 (8n) (e) of the statutes, as affected by 2025 Wisconsin  
4 Act .... (this act), is amended to read:

5 108.14 **(8n)** (e) The department shall charge this state's share of any benefits  
6 paid under this subsection to the account of each employer by which the employee  
7 claiming benefits was employed in the applicable base period, in proportion to the  
8 total amount of wages he or she earned from each employer in the base period,  
9 except that if s. 108.04 (1) (f), (5), ~~(5g)~~, (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or  
10 (8) (a) and (c) or 108.07 (3), (3r), or (5) (am) 2. would have applied to employment by  
11 such an employer who is subject to the contribution requirements of ss. 108.17 and  
12 108.18, the department shall charge the share of benefits based on employment  
13 with that employer to the fund's balancing account, or, if s. 108.04 (1) (f), or (5), ~~or~~  
14 ~~(5g)~~ or 108.07 (3) would have applied to an employer that is not subject to the  
15 contribution requirements of ss. 108.17 and 108.18, the department shall charge  
16 the share of benefits based on that employment in accordance with s. 108.07 (5)  
17 (am) 1. and 2. The department shall also charge the fund's balancing account with  
18 any other state's share of such benefits pending reimbursement by that state.

19 **SECTION 374.** 108.141 (7) (a) of the statutes is amended to read:

20 108.141 **(7)** (a) The department shall charge the state's share of each week of  
21 extended benefits to each employer's account in proportion to the employer's share  
22 of the total wages of the employee receiving the benefits in the employee's base  
23 period, except that if the employer is subject to the contribution requirements of ss.  
24 108.17 and 108.18 the department shall charge the share of extended benefits to

1 which s. 108.04 (1) (f), (5), (5g), (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or (8) (a)  
2 ~~to~~ and (c), or 108.07 (3), (3r), or (5) (am) 2., ~~or 108.133 (3) (f)~~ applies to the fund's  
3 balancing account.

4 **SECTION 375.** 108.141 (7) (a) of the statutes, as affected by 2025 Wisconsin  
5 Act .... (this act), is amended to read:

6 108.141 (7) (a) The department shall charge the state's share of each week of  
7 extended benefits to each employer's account in proportion to the employer's share  
8 of the total wages of the employee receiving the benefits in the employee's base  
9 period, except that if the employer is subject to the contribution requirements of ss.  
10 108.17 and 108.18 the department shall charge the share of extended benefits to  
11 which s. 108.04 (1) (f), (5), ~~(5g)~~, (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or (8) (a)  
12 and (c) or 108.07 (3), (3r), or (5) (am) 2. applies to the fund's balancing account.

13 **SECTION 376.** 108.16 (6m) (a) of the statutes is amended to read:

14 108.16 (6m) (a) The benefits thus chargeable under sub. (7) (a) or (b) or s.  
15 108.04 (1) (f), (5), (5g), (7) (u), (7m), (8) (a) ~~to~~ and (c), (13) (c) or (d) or (16) (e), 108.07  
16 (3), (3r), (5) (am) 2. and (bm) 3. a., (5m), and (6), ~~108.133 (3) (f)~~, 108.14 (8n) (e),  
17 108.141, 108.15, 108.151, or 108.152.

18 **SECTION 377.** 108.16 (6m) (a) of the statutes, as affected by 2025 Wisconsin  
19 Act .... (this act), is amended to read:

20 108.16 (6m) (a) The benefits thus chargeable under sub. (7) (a) or (b) or s.  
21 108.04 (1) (f), (5), ~~(5g)~~, (7) (u), (7m), (8) (a) and (c), (13) (c) or (d) or (16) (e), 108.07 (3),  
22 (3r), (5) (am) 2. and (bm) 3. a., (5m), and (6), 108.14 (8n) (e), 108.141, 108.15,  
23 108.151, or 108.152.

24 **SECTION 378.** 108.17 (2) of the statutes is amended to read:

1           108.17 (2) (a) Except as provided in par. (b) and subject to sub. (2b) and s.  
2           108.185, every employer that is subject to a contribution requirement shall file  
3           quarterly reports of contributions required under this chapter with the  
4           department, and pay contributions to the department, in such manner as the  
5           department prescribes. Each contribution report and payment is due at the close of  
6           the month next following the end of the applicable calendar quarter, except as  
7           authorized in sub. (2c) or as the department may assign a later due date pursuant  
8           to sub. (1m) or general department rules.

9           (b) The department may electronically provide a means whereby an employer  
10          that files its employment and wage reports electronically may determine the  
11          amount of contributions due for payment by the employer under s. 108.18 for each  
12          quarter. If an employer that is subject to a contribution requirement files its  
13          employment and wage reports under s. 108.205 (1) electronically, in the manner  
14          prescribed by the department ~~for purposes of this paragraph~~ under s. 108.205 (2),  
15          the department may require the employer to determine electronically the amount of  
16          contributions due for payment by the employer under s. 108.18 for each quarter. In  
17          such case, the employer is excused from filing contribution reports under par. (a).  
18          The employer shall pay the amount due for each quarter by the due date specified in  
19          par. (a).

20           **SECTION 379.** 108.17 (2b) of the statutes is amended to read:

21           108.17 (2b) The department shall prescribe a form and methodology for filing  
22          contribution reports under sub. (2) electronically. Each employer ~~of 25 or more~~  
23          ~~employees, as determined under s. 108.22 (1) (ac), that does not use an~~ and

1 employer agent to ~~file its contribution reports under this section~~ shall file its  
2 contribution reports electronically in the manner and form prescribed by the  
3 department. ~~Each employer that becomes subject to an electronic reporting~~  
4 ~~requirement under this subsection shall file its initial report under this subsection~~  
5 ~~for the quarter during which the employer becomes subject to the reporting~~  
6 ~~requirement. Once an employer becomes subject to a reporting requirement under~~  
7 ~~this subsection, it shall continue to file its reports under this subsection unless that~~  
8 ~~requirement is waived by the department~~ unless the employer demonstrates good  
9 cause, as specified in s. 108.022, for being unable to file contribution reports  
10 electronically.

11 **SECTION 380.** 108.17 (2g) of the statutes is repealed.

12 **SECTION 381.** 108.17 (7) of the statutes is repealed.

13 **SECTION 382.** 108.185 of the statutes is created to read:

14 **108.185 Payment of contributions and reimbursements; good cause.**

15 Each employer, employer agent, person liable under s. 108.22 (9), and private  
16 agency liable under s. 108.22 (10) shall pay all contributions, reimbursements,  
17 interest, penalties, assessments, and other amounts due under this chapter by  
18 means of electronic funds transfer or another electronic method as approved by the  
19 department unless the employer, employer agent, person, or private agency  
20 demonstrates good cause, as specified in s. 108.022, for being unable to pay such  
21 amounts electronically.

22 **SECTION 383.** 108.19 (1s) (a) 5. of the statutes is repealed.

23 **SECTION 384.** 108.205 (1m) of the statutes is repealed.

1           **SECTION 385.** 108.205 (2) of the statutes is amended to read:

2           108.205 (2) Each employer ~~of 25 or more employees, as determined under s.~~  
3 ~~108.22 (1) (ac), that does not use an employer agent to file its reports under this~~  
4 ~~section and employer agent~~ shall file the quarterly report under sub. (1)  
5 electronically in the manner and form prescribed by the department. ~~An employer~~  
6 ~~that becomes subject to an electronic reporting requirement under this subsection~~  
7 ~~shall file its initial report under this subsection for the quarter during which the~~  
8 ~~employer becomes subject to the reporting requirement. Once an employer becomes~~  
9 ~~subject to the reporting requirement under this subsection, the employer shall~~  
10 ~~continue to file its quarterly reports under this subsection unless that requirement~~  
11 ~~is waived by the department unless the employer demonstrates good cause, as~~  
12 ~~specified in s. 108.022, for being unable to file reports electronically.~~

13           **SECTION 386.** 108.22 (1) (ac) of the statutes is amended to read:

14           108.22 (1) (ac) In addition to any fee assessed under par. (a), the department  
15 may assess an employer or employer agent that is subject to the reporting  
16 requirement under s. 108.205 (2) and that fails to file its report in the manner and  
17 form prescribed under that subsection a penalty of \$20 for each employee whose  
18 information is not reported in the that manner and form ~~prescribed under s.~~  
19 ~~108.205 (1m) (b) or (2).~~

20           **SECTION 387.** 108.22 (1) (ad) 1. of the statutes is amended to read:

21           108.22 (1) (ad) 1. An employer agent that is subject to the reporting  
22 requirements under s. 108.17 ~~(2g)~~ (2b) and that fails to file a contribution report in  
23 accordance with s. 108.17 ~~(2g)~~ (2b) may be assessed a penalty by the department in

1 the amount of \$25 for each employer whose report is not filed electronically in the  
2 manner and form prescribed by the department.

3 **SECTION 388.** 108.22 (1) (af) of the statutes is amended to read:

4 108.22 (1) (af) In addition to the fee assessed under par. (a), the department  
5 may assess ~~an employer or employer agent~~ a person that is ~~subject to a requirement~~  
6 required to make ~~contributions~~ a payment to the department by means of an  
7 electronic ~~funds transfer~~ method under s. ~~108.17 (7)~~ 108.185 and that ~~pays~~  
8 ~~contributions~~ makes the payment by any method inconsistent with s. ~~108.17 (7)~~  
9 108.185 a penalty of the greater of \$50 or an amount equal to one-half of ~~one~~ 1  
10 percent of the total ~~contributions~~ amount paid by the ~~employer or employer agent~~  
11 person for the quarter in which the violation occurs.

12 **SECTION 389.** 227.01 (13) (n) of the statutes is amended to read:

13 227.01 (13) (n) Fixes or approves rates, prices or charges, including a  
14 maximum weekly benefit amount or wage limitation under s. 108.05 (2), unless a  
15 statute specifically requires them to be fixed or approved by rule.

16 **SECTION 9150. Nonstatutory provisions; Workforce Development.**

17 (1) UNEMPLOYMENT INSURANCE; ELECTRONIC COMMUNICATIONS. The  
18 department of workforce development shall submit to the legislative reference  
19 bureau for publication in the Wisconsin administrative register a notice indicating  
20 the date upon which the department is able to implement the treatment of s. 108.14  
21 (2e).

22 **SECTION 9350. Initial applicability; Workforce Development.**

23 (1) UNEMPLOYMENT INSURANCE; SSDI PAYMENTS. The treatment of ss. 108.04  
24 (2) (h) and (12) (f) 1m., 2m., 3., and 4. and 108.05 (7m) (title), (c), and (d), (9), and



1 (10) (intro.) first applies to determinations issued under s. 108.09 on the effective  
2 date of this subsection.

3 (2) UNEMPLOYMENT INSURANCE; DELETION OF WAITING PERIOD. The treatment  
4 of ss. 108.02 (26m) and 108.04 (3) and (11) (bm) first applies to benefit years  
5 beginning on the effective date of this subsection.

6 (3) UNEMPLOYMENT INSURANCE; SUBSTANTIAL FAULT. The treatment of ss.  
7 108.04 (5g) and 108.16 (6m) (a) (by SECTION 377) first applies with respect to  
8 determinations issued under s. 108.09 on the effective date of this subsection.

9 (4) UNEMPLOYMENT INSURANCE; WORK SEARCH AND REGISTRATION WAIVERS.  
10 The treatment of s. 108.04 (2) (a) (intro.) and 3., (b), (bb), (bd), and (bm) first applies  
11 to initial claims for benefits filed on the effective date of this subsection.

12 (5) UNEMPLOYMENT INSURANCE; QUILTS DUE TO RELOCATIONS. The treatment  
13 of s. 108.04 (7) (t) 1. and 2. first applies to determinations issued under s. 108.09 on  
14 the effective date of this subsection.

15 (6) UNEMPLOYMENT INSURANCE; QUILTS FOR CERTAIN WORK. The treatment of  
16 s. 108.04 (7) (e) first applies to determinations issued under s. 108.09 on the  
17 effective date of this subsection.

18 (7) UNEMPLOYMENT INSURANCE; SUITABLE WORK. The treatment of s. 108.04  
19 (8) (d) (intro.) and (dm) first applies to determinations issued under s. 108.09 on the  
20 effective date of this subsection.

21 (8) UNEMPLOYMENT INSURANCE; DRUG TESTING. The treatment of ss. 108.04  
22 (8) (b) and 108.133 (4) (a) first applies to initial claims for benefits filed on the  
23 effective date of this subsection.

1 (9) UNEMPLOYMENT INSURANCE; MISCONDUCT. The treatment of s. 108.04 (5)  
2 (intro.) and (a) to (g) first applies with respect to determinations issued under s.  
3 108.09 on the effective date of this subsection.

4 **SECTION 9450. Effective dates; Workforce Development.**

5 (1) UNEMPLOYMENT INSURANCE; SSDI PAYMENTS. The treatment of ss. 108.04  
6 (2) (h) and (12) (f) 1m., 2m., 3., and 4. and 108.05 (7m) (title), (c), and (d), (9), and  
7 (10) (intro.) and SECTION 9350 (1) of this act take effect on the first Sunday of the  
8 7th month beginning after publication.

9 (2) UNEMPLOYMENT INSURANCE; DELETION OF WAITING PERIOD. The treatment  
10 of ss. 108.02 (26m) and 108.04 (3) and (11) (bm) and SECTION 9350 (2) of this act  
11 take effect on the Sunday after publication.

12 (3) UNEMPLOYMENT INSURANCE AND WORKER'S COMPENSATION; SUBSTANTIAL  
13 FAULT. The treatment of ss. 102.43 (9) (e), 108.04 (5g), 108.14 (8n) (e) (by SECTION  
14 373), 108.141 (7) (a) (by SECTION 375), and 108.16 (6m) (a) (by SECTION 377) and  
15 SECTION 9350 (3) of this act take effect on January 4, 2026.

16 (4) UNEMPLOYMENT INSURANCE; WORK SEARCH AND REGISTRATION WAIVERS.  
17 The treatment of s. 108.04 (2) (a) (intro.) and 3., (b), (bb), (bd), and (bm) and  
18 SECTION 9350 (4) of this act take effect on the Sunday after publication.

19 (5) UNEMPLOYMENT INSURANCE; QUILTS DUE TO RELOCATIONS. The treatment  
20 of s. 108.04 (7) (t) 1. and 2. and SECTION 9350 (5) of this act take effect on the first  
21 Sunday of the 2nd month beginning after publication.

22 (6) UNEMPLOYMENT INSURANCE; QUIT EXCEPTION. The treatment of s. 108.04

(7) (e) and SECTION 9350 (6) of this act take effect on the first Sunday of the 2nd month beginning after publication.

(7) UNEMPLOYMENT INSURANCE; SUITABLE WORK. The treatment of s. 108.04 (8) (d) (intro.) and (dm) and SECTION 9350 (7) of this act take effect on the first Sunday of the 2nd month beginning after publication.

(8) UNEMPLOYMENT INSURANCE; DRUG TESTING. The treatment of ss. 49.791 (4) (f) (intro.), 108.04 (8) (a) and (b), 108.133, 108.14 (8n) (e) (by SECTION 372), 108.141 (7) (a) (by SECTION 374), 108.16 (6m) (a) (by SECTION 376), and 108.19 (1s) (a) 5. and SECTION 9350 (8) of this act take effect on July 6, 2025, or the first Sunday after publication, whichever is later.

(9) UNEMPLOYMENT INSURANCE; ELECTRONIC COMMUNICATIONS. The treatment of s. 108.14 (2e) takes effect on the date specified in the notice published in the Wisconsin administrative register under SECTION 9150 (1) of this act.

(10) UNEMPLOYMENT INSURANCE; ELECTRONIC FILING. The treatment of ss. 108.17 (2), (2b), (2g), and (7), 108.185, 108.205 (1m) and (2), and 108.22 (1) (ac), (ad) 1., and (af) takes effect on January 1, 2027.

(11) UNEMPLOYMENT INSURANCE AND WORKER'S COMPENSATION; MISCONDUCT. The treatment of s. 108.04 (5) (intro.) and (a) to (g) and SECTION 9350 (9) of this act take effect on January 4, 2026.”.

**57.** At the appropriate places, insert all of the following:

**“SECTION 9206. Fiscal changes; Children and Families.**

(1) GENERAL PROGRAM OPERATIONS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (a), the

1 dollar amount for fiscal year 2025-26 is decreased by \$55,300 to decrease  
2 authorized FTE positions by 0.35 position. In the schedule under s. 20.005 (3) for  
3 the appropriation to the department of children and families under s. 20.437 (1) (a),  
4 the dollar amount for fiscal year 2026-27 is decreased by \$55,300 to decrease  
5 authorized FTE positions by 0.35 position.

6 (2) FEDERAL PROGRAM OPERATIONS. In the schedule under s. 20.005 (3) for the  
7 appropriation to the department of children and families under s. 20.437 (1) (n), the  
8 dollar amount for fiscal year 2025-26 is increased by \$13,900 to increase authorized  
9 FTE positions by 0.10 position. In the schedule under s. 20.005 (3) for the  
10 appropriation to the department of children and families under s. 20.437 (1) (n), the  
11 dollar amount for fiscal year 2026-27 is increased by \$13,900 to increase authorized  
12 FTE positions by 0.10 position.

13 (3) MILWAUKEE CHILD WELFARE SERVICES; GENERAL PROGRAM OPERATIONS. In  
14 the schedule under s. 20.005 (3) for the appropriation to the department of children  
15 and families under s. 20.437 (1) (cw), the dollar amount for fiscal year 2025-26 is  
16 increased by \$55,300 to increase authorized FTE positions by 0.35 position. In the  
17 schedule under s. 20.005 (3) for the appropriation to the department of children and  
18 families under s. 20.437 (1) (cw), the dollar amount for fiscal year 2026-27 is  
19 increased by \$55,300 to increase authorized FTE positions by 0.35 position.

20 (4) FEDERAL AID FOR FOSTER CARE AND ADOPTIONS. In the schedule under s.  
21 20.005 (3) for the appropriation to the department of children and families under s.  
22 20.437 (1) (pd), the dollar amount for fiscal year 2025-26 is increased by \$252,600 to  
23 increase authorized FTE positions by 1.35 positions. In the schedule under s.  
24 20.005 (3) for the appropriation to the department of children and families under s.

1 20.437 (1) (pd), the dollar amount for fiscal year 2026-27 is increased by \$252,600 to  
2 increase authorized FTE positions by 1.35 positions.

3 (5) CHILD WELFARE OPERATIONS. In the schedule under s. 20.005 (3) for the  
4 appropriation to the department of children and families under s. 20.437 (1) (o), the  
5 dollar amount for fiscal year 2025-26 is decreased by \$151,100 to decrease  
6 authorized FTE positions by 1.0 position. In the schedule under s. 20.005 (3) for the  
7 appropriation to the department of children and families under s. 20.437 (1) (o), the  
8 dollar amount for fiscal year 2026-27 is decreased by \$151,100 to decrease  
9 authorized FTE positions by 1.0 position.

10 (6) MILWAUKEE CHILD WELFARE OPERATIONS. In the schedule under s. 20.005  
11 (3) for the appropriation to the department of children and families under s. 20.437  
12 (1) (mw), the dollar amount for fiscal year 2025-26 is increased by \$69,800 to  
13 increase authorized FTE positions by 0.35 position. In the schedule under s. 20.005  
14 (3) for the appropriation to the department of children and families under s. 20.437  
15 (1) (mw), the dollar amount for fiscal year 2026-27 is increased by \$69,800 to  
16 increase authorized FTE positions by 0.35 position.

17 (7) SOCIAL SERVICES BLOCK GRANT OPERATIONS. In the schedule under s.  
18 20.005 (3) for the appropriation to the department of children and families under s.  
19 20.437 (1) (mc), the dollar amount for fiscal year 2025-26 is decreased by \$43,800 to  
20 decrease authorized FTE positions by 0.10 position. In the schedule under s. 20.005  
21 (3) for the appropriation to the department of children and families under s. 20.437  
22 (1) (mc), the dollar amount for fiscal year 2026-27 is decreased by \$43,800 to  
23 decrease authorized FTE positions by 0.10 position.

24 (8) CHILD CARE BLOCK GRANT OPERATIONS. In the schedule under s. 20.005 (3)

1 for the appropriation to the department of children and families under s. 20.437 (1)  
2 (md), the dollar amount for fiscal year 2025-26 is decreased by \$213,500 to decrease  
3 authorized FTE positions by 0.70 position. In the schedule under s. 20.005 (3) for  
4 the appropriation to the department of children and families under s. 20.437 (1)  
5 (md), the dollar amount for fiscal year 2026-27 is decreased by \$213,500 to decrease  
6 authorized FTE positions by 0.70 position.

7 (9) ADMINISTRATIVE AND SUPPORT SERVICES. In the schedule under s. 20.005  
8 (3) for the appropriation to the department of children and families under s. 20.437  
9 (1) (m), the dollar amount for fiscal year 2025-26 is increased by \$57,600 to  
10 administrative and support services. In the schedule under s. 20.005 (3) for the  
11 appropriation to the department of children and families under s. 20.437 (1) (m),  
12 the dollar amount for fiscal year 2026-27 is increased by \$57,600 to administrative  
13 and support services.”.

14 **58.** At the appropriate places, insert all of the following:

15 “**SECTION 390.** 19.36 (12) of the statutes is created to read:

16 19.36 (12) INFORMATION RELATING TO CERTAIN EMPLOYEES. Unless access is  
17 specifically authorized or required by statute, an authority may not provide access  
18 to a record prepared or provided by an employer performing work on a project to  
19 which s. 66.0903, 103.49, or 103.50 applies, or on which the employer is otherwise  
20 required to pay prevailing wages, if that record contains the name or other  
21 personally identifiable information relating to an employee of that employer, unless  
22 the employee authorizes the authority to provide access to that information. In this  
23 subsection, “personally identifiable information” does not include an employee’s

1 work classification, hours of work, or wage or benefit payments received for work on  
2 such a project.

3 **SECTION 391.** 66.0129 (5) of the statutes is amended to read:

4 66.0129 (5) BIDS FOR CONSTRUCTION. The nonprofit corporation shall let all  
5 contracts exceeding \$1,000 for the construction, maintenance or repair of hospital  
6 facilities to the lowest responsible bidder after advertising for bids by the  
7 publication of a class 2 notice under ch. 985. ~~Section~~ Sections 66.0901 ~~applies and~~  
8 66.0903 apply to bids and contracts under this subsection.

9 **SECTION 392.** 66.0903 (1) (a), (am), (b), (cm), (dr), (em), (hm) and (im) of the  
10 statutes are created to read:

11 66.0903 (1) (a) “Area” means the county in which a proposed project of public  
12 works that is subject to this section is located or, if the department determines that  
13 there is insufficient wage data in that county, “area” means those counties that are  
14 contiguous to that county or, if the department determines that there is insufficient  
15 wage data in those counties, “area” means those counties that are contiguous to  
16 those counties or, if the department determines that there is insufficient wage data  
17 in those counties, “area” means the entire state or, if the department is requested to  
18 review a determination under sub. (3) (br), “area” means the city, village, or town in  
19 which a proposed project of public works that is subject to this section is located.

20 (am) “Bona fide economic benefit” has the meaning given in s. 103.49 (1) (am).

21 (b) “Department” means the department of workforce development.

22 (cm) “Insufficient wage data” has the meaning given in s. 103.49 (1) (bg).

23 (dr) “Minor service or maintenance work” means a project of public works

1 that is limited to minor crack filling, chip or slurry sealing, or other minor  
2 pavement patching, not including overlays, that has a projected life span of no  
3 longer than 5 years or that is performed for a town and is not funded under s. 86.31,  
4 regardless of projected life span; the depositing of gravel on an existing gravel road  
5 applied solely to maintain the road; road shoulder maintenance; cleaning of  
6 drainage or sewer ditches or structures; or any other limited, minor work on public  
7 facilities or equipment that is routinely performed to prevent breakdown or  
8 deterioration.

9 (em) “Multiple-trade project of public works” has the meaning given in s.  
10 103.49 (1) (br).

11 (hm) “Single-trade project of public works” has the meaning given in s. 103.49  
12 (1) (em).

13 (im) “Supply and installation contract” has the meaning given in s. 103.49 (1)  
14 (fm).

15 **SECTION 393.** 66.0903 (1) (c) of the statutes is amended to read:

16 66.0903 (1) (c) “Hourly basic rate of pay” has the meaning given in s. ~~16.856~~  
17 103.49 (1) (b), ~~2015 stats.~~

18 **SECTION 394.** 66.0903 (1) (f) of the statutes is amended to read:

19 66.0903 (1) (f) “Prevailing hours of labor” has the meaning given in s. ~~16.856~~  
20 103.49 (1) (e), ~~2015 stats. (c).~~

21 **SECTION 395.** 66.0903 (1) (g) of the statutes is repealed and recreated to read:

22 66.0903 (1) (g) “Prevailing wage rate” has the meaning given in s. 103.49 (1)  
23 (d).



1           **SECTION 396.** 66.0903 (1) (j) of the statutes is amended to read:

2           66.0903 (1) (j) “Truck driver” ~~includes an owner operator of a truck~~ has the  
3 meaning given in s. 103.49 (1) (g).

4           **SECTION 397.** 66.0903 (1m) (b) of the statutes is amended to read:

5           66.0903 (**1m**) (b) The legislature finds that the enactment of ordinances or  
6 other enactments by local governmental units requiring laborers, workers,  
7 mechanics, and truck drivers employed on projects of public works or on publicly  
8 funded private construction projects to be paid the prevailing wage rate and to be  
9 paid at least 1.5 times their hourly basic rate of pay for hours worked in excess of the  
10 prevailing hours of labor would be logically inconsistent with, would defeat the  
11 purpose of, and would go against the ~~repeals~~ spirit of this section and the repeal of  
12 s. 66.0904, 2009 stats., ~~and s. 66.0903 (2) to (12), 2013 stats.~~ Therefore, this section  
13 shall be construed as an enactment of statewide concern for the ~~purposes of~~  
14 ~~facilitating broader participation with respect to bidding on projects of public~~  
15 ~~works, ensuring that wages accurately reflect market conditions, providing local~~  
16 ~~governments with the flexibility to reduce costs on capital projects, and reducing~~  
17 ~~spending at all levels of government in this state~~ purpose of providing uniform  
18 prevailing wage rate and prevailing hours of labor requirements throughout the  
19 state.

20           **SECTION 398.** 66.0903 (2) to (12) of the statutes are created to read:

21           66.0903 (**2**) APPLICABILITY. Subject to sub. (5), this section applies to any  
22 project of public works erected, constructed, repaired, remodeled, or demolished for  
23 a local governmental unit, including all of the following:

1 (a) A highway, street, bridge, building, or other infrastructure project.

2 (b) A project erected, constructed, repaired, remodeled, or demolished by one  
3 local governmental unit for another local governmental unit under a contract under  
4 s. 66.0301 (2), 83.03, 83.035, or 86.31 (2) (b) or under any other statute specifically  
5 authorizing cooperation between local governmental units.

6 (c) A project in which the completed facility is leased, purchased, lease  
7 purchased, or otherwise acquired by, or dedicated to, a local governmental unit in  
8 lieu of the local governmental unit contracting for the erection, construction, repair,  
9 remodeling, or demolition of the facility.

10 (d) A road, street, bridge, sanitary sewer, or water main project in which the  
11 completed road, street, bridge, sanitary sewer, or water main is acquired by, or  
12 dedicated to, a local governmental unit, including under s. 236.13 (2), for ownership  
13 or maintenance by the local governmental unit.

14 **(3) PREVAILING WAGE RATES AND HOURS OF LABOR.** (am) A local governmental  
15 unit, before making a contract by direct negotiation or soliciting bids on a contract  
16 for the erection, construction, remodeling, repairing, or demolition of any project of  
17 public works, shall apply to the department to determine the prevailing wage rate  
18 for each trade or occupation required in the work contemplated. The department  
19 shall conduct investigations and hold public hearings as necessary to define the  
20 trades or occupations that are commonly employed on projects of public works that  
21 are subject to this section and to inform itself of the prevailing wage rates in all  
22 areas of the state for those trades or occupations, in order to determine the  
23 prevailing wage rate for each trade or occupation. The department shall issue its

1 determination within 30 days after receiving the request and shall file the  
2 determination with the requesting local governmental unit.

3 (ar) The department shall, by January 1 of each year, compile the prevailing  
4 wage rates for each trade or occupation in each area. The compilation shall, in  
5 addition to the current prevailing wage rates, include future prevailing wage rates  
6 when those prevailing wage rates can be determined for any trade or occupation in  
7 any area and shall specify the effective date of those future prevailing wage rates.  
8 If a project of public works extends into more than one area, the department shall  
9 determine only one standard of prevailing wage rates for the entire project.

10 (av) In determining prevailing wage rates under par. (am) or (ar), the  
11 department may not use data from projects that are subject to this section, s. 103.49  
12 or 103.50, or 40 USC 3142 unless the department determines that there is  
13 insufficient wage data in the area to determine those prevailing wage rates, in  
14 which case the department may use data from projects that are subject to this  
15 section, s. 103.49 or 103.50, or 40 USC 3142. In determining prevailing wage rates  
16 under par. (am) or (ar), the department may not use data from any construction  
17 work that is performed by a local governmental unit or a state agency.

18 (bm) Any person may request a recalculation of any portion of an initial  
19 determination within 30 days after the initial determination date if the person  
20 submits evidence with the request showing that the prevailing wage rate for any  
21 given trade or occupation included in the initial determination does not represent  
22 the prevailing wage rate for that trade or occupation in the area. The evidence shall  
23 include wage rate information reflecting work performed by individuals working in

1 the contested trade or occupation in the area during the current survey period. The  
2 department shall affirm or modify the initial determination within 15 days after  
3 the date on which the department receives the request for recalculation.

4 (br) In addition to the recalculation under par. (bm), the local governmental  
5 unit that requested the determination under this subsection may request a review  
6 of any portion of a determination within 30 days after the date of issuance of the  
7 determination if the local governmental unit submits evidence with the request  
8 showing that the prevailing wage rate for any given trade or occupation included in  
9 the determination does not represent the prevailing wage rate for that trade or  
10 occupation in the city, village, or town in which the proposed project of public works  
11 is located. That evidence shall include wage rate information for the contested  
12 trade or occupation on at least 3 similar projects located in the city, village, or town  
13 where the proposed project of public works is located and on which some work has  
14 been performed during the current survey period and which were considered by the  
15 department in issuing its most recent compilation under par. (ar). The department  
16 shall affirm or modify the determination within 15 days after the date on which the  
17 department receives the request for review.

18 (dm) A local governmental unit that is subject to this section shall include a  
19 reference to the prevailing wage rates determined by the department and to the  
20 prevailing hours of labor in the notice published for the purpose of securing bids for  
21 the project of public works. Except as otherwise provided in this paragraph, if any  
22 contract or subcontract for a project of public works is entered into, the prevailing  
23 wage rates determined by the department and the prevailing hours of labor shall be

1 physically incorporated into and made a part of the contract or subcontract. For a  
2 minor subcontract, as determined by the department, the department shall  
3 prescribe by rule the method of notifying the minor subcontractor of the prevailing  
4 wage rates and prevailing hours of labor applicable to the minor subcontract. The  
5 prevailing wage rates and prevailing hours of labor applicable to a contract or  
6 subcontract may not be changed during the time that the contract or subcontract is  
7 in force.

8 (e) No contractor, subcontractor, or contractor's or subcontractor's agent that  
9 is subject to this section may do any of the following:

10 1. Pay an individual performing the work described in sub. (4) less than the  
11 prevailing wage rate in the same or most similar trade or occupation determined  
12 under this subsection.

13 2. Allow an individual performing the work described in sub. (4) to work a  
14 greater number of hours per day or per week than the prevailing hours of labor,  
15 unless the contractor, subcontractor, or contractor's or subcontractor's agent pays  
16 the individual for all hours worked in excess of the prevailing hours of labor at a  
17 rate of at least 1.5 times the individual's hourly basic rate of pay.

18 (4) COVERED EMPLOYEES. (a) Subject to par. (b), any person subject to this  
19 section shall pay all of the following employees the prevailing wage rate determined  
20 under sub. (3) and may not allow such employees to work a greater number of hours  
21 per day or per week than the prevailing hours of labor, unless the person pays the  
22 employee for all hours worked in excess of the prevailing hours of labor at a rate of  
23 at least 1.5 times the employee's hourly basic rate of pay:

1           1. All laborers, workers, mechanics, and truck drivers employed on the site of  
2 a project of public works that is subject to this section.

3           2. All laborers, workers, mechanics, and truck drivers employed in the  
4 manufacturing or furnishing of materials, articles, supplies, or equipment on the  
5 site of a project of public works that is subject to this section or from a facility  
6 dedicated exclusively, or nearly so, to a project of public works that is subject to this  
7 section by a contractor, subcontractor, agent, or other person performing any work  
8 on the site of the project.

9           (b) A laborer, worker, mechanic, or truck driver who is employed to process,  
10 manufacture, pick up, or deliver materials or products from a commercial  
11 establishment that has a fixed place of business from which the establishment  
12 supplies processed or manufactured materials or products or from a facility that is  
13 not dedicated exclusively, or nearly so, to a project of public works that is subject to  
14 this section is not entitled to receive the prevailing wage rate determined under  
15 sub. (3) or to receive at least 1.5 times his or her hourly basic rate of pay for all hours  
16 worked in excess of the prevailing hours of labor unless any of the following applies:

17           1. The laborer, worker, mechanic, or truck driver is employed to go to the  
18 source of mineral aggregate such as sand, gravel, or stone and deliver that mineral  
19 aggregate to the site of a project of public works that is subject to this section by  
20 depositing the material directly in final place, from the transporting vehicle or  
21 through spreaders from the transporting vehicle.

22           2. The laborer, worker, mechanic, or truck driver is employed to go to the site  
23 of a project of public works that is subject to this section, pick up excavated material

1 or spoil from the site of the project, and transport that excavated material or spoil  
2 away from the site of the project.

3 (c) A person subject to this section shall pay a truck driver who is an owner-  
4 operator of a truck separately for his or her work and for the use of his or her truck.

5 (5) NONAPPLICABILITY. This section does not apply to any of the following:

6 (a) A single-trade project of public works for which the estimated project cost  
7 of completion is less than \$48,000, a multiple-trade project of public works for which  
8 the estimated project cost of completion is less than \$100,000, or, in the case of a  
9 multiple-trade project of public works erected, constructed, repaired, remodeled, or  
10 demolished by a private contractor for a city or village having a population of less  
11 than 2,500 or for a town, a multiple-trade project of public works for which the  
12 estimated project cost of completion is less than \$234,000.

13 (b) Work performed on a project of public works for which the local  
14 governmental unit contracting for the project is not required to compensate any  
15 contractor, subcontractor, contractor's or subcontractor's agent, or individual for  
16 performing the work.

17 (c) Minor service or maintenance work, warranty work, or work under a  
18 supply and installation contract.

19 (f) A project of public works involving the erection, construction, repair,  
20 remodeling, or demolition of a residential property containing 2 dwelling units or  
21 less.

22 (g) A road, street, bridge, sanitary sewer, or water main project that is a part  
23 of a development in which not less than 90 percent of the lots contain or will contain

1 2 dwelling units or less, as determined by the local governmental unit at the time of  
2 approval of the development, and that, on completion, is acquired by, or dedicated  
3 to, a local governmental unit, including under s. 236.13 (2), for ownership or  
4 maintenance by the local governmental unit.

5 (8) POSTING. A local governmental unit that has contracted for a project of  
6 public works shall post the prevailing wage rates determined by the department,  
7 the prevailing hours of labor, and the provisions of subs. (10) (a) and (11) (a) in at  
8 least one conspicuous place on the site of the project that is easily accessible by  
9 employees working on the project, or, if there is no common site on the project, at the  
10 place normally used by the local governmental unit to post public notices.

11 (9) COMPLIANCE. (a) When the department finds that a local governmental  
12 unit has not requested a determination under sub. (3) (am) or that a local  
13 governmental unit, contractor, or subcontractor has not physically incorporated a  
14 determination into a contract or subcontract as required under this section or has  
15 not notified a minor subcontractor of a determination in the manner prescribed by  
16 the department by rule promulgated under sub. (3) (dm), the department shall  
17 notify the local governmental unit, contractor, or subcontractor of the  
18 noncompliance and shall file the determination with the local governmental unit,  
19 contractor, or subcontractor within 30 days after the notice.

20 (b) Upon completion of a project of public works and before receiving final  
21 payment for his or her work on the project, each agent or subcontractor shall  
22 furnish the contractor with an affidavit stating that the agent or subcontractor has



1 complied fully with the requirements of this section. A contractor may not  
2 authorize final payment until the affidavit is filed in proper form and order.

3 (c) Upon completion of a project of public works and before receiving final  
4 payment for his or her work on the project, each contractor shall file with the local  
5 governmental unit authorizing the work an affidavit stating that the contractor has  
6 complied fully with the requirements of this section and that the contractor has  
7 received an affidavit under par. (b) from each of the contractor's agents and  
8 subcontractors. A local governmental unit may not authorize a final payment until  
9 the affidavit is filed in proper form and order. If a local governmental unit  
10 authorizes a final payment before an affidavit is filed in proper form and order or if  
11 the department determines, based on the greater weight of the credible evidence,  
12 that any person performing the work specified in sub. (4) has been or may have been  
13 paid less than the prevailing wage rate or less than 1.5 times the hourly basic rate  
14 of pay for all hours worked in excess of the prevailing hours of labor and requests  
15 that the local governmental unit withhold all or part of the final payment, but the  
16 local governmental unit fails to do so, the local governmental unit is liable for all  
17 back wages payable up to the amount of the final payment.

18 **(10) RECORDS; INSPECTION; ENFORCEMENT.** (a) Each contractor,  
19 subcontractor, or contractor's or subcontractor's agent that performs work on a  
20 project of public works that is subject to this section shall keep full and accurate  
21 records clearly indicating the name and trade or occupation of every individual  
22 performing the work described in sub. (4) and an accurate record of the number of

1 hours worked by each of those individuals and the actual wages paid for the hours  
2 worked.

3 (b) The department or the contracting local governmental unit may demand  
4 and examine, and every contractor, subcontractor, and contractor's or  
5 subcontractor's agent shall keep, and furnish upon request by the department or  
6 local governmental unit, copies of payrolls and other records and information  
7 relating to the wages paid to individuals performing the work described in sub. (4)  
8 for work to which this section applies. The department may inspect records in the  
9 manner provided in ch. 103. Every contractor, subcontractor, or agent performing  
10 work on a project of public works that is subject to this section is subject to the  
11 requirements of ch. 103 relating to the examination of records.

12 (c) If requested by any person, the department shall inspect the payroll  
13 records of any contractor, subcontractor, or agent performing work on a project of  
14 public works that is subject to this section as provided in this paragraph to ensure  
15 compliance with this section. On receipt of such a request, the department shall  
16 request that the contractor, subcontractor, or agent submit to the department a  
17 certified record of the information specified in par. (a), other than personally  
18 identifiable information relating to an employee of the contractor, subcontractor, or  
19 agent, for no longer than a 4-week period. The department may request that a  
20 contractor, subcontractor, or agent submit those records no more than once per  
21 calendar quarter for each project of public works on which the contractor,  
22 subcontractor, or agent is performing work. The department may not charge a  
23 requester a fee for obtaining that information. Certified records submitted to the

1 department under this paragraph are open for public inspection and copying under  
2 s. 19.35 (1).

3 (d) Section 103.005 (5) (f), (11), (12), and (13) applies to this section, except  
4 that s. 103.005 (12) (a) does not apply to a person who fails to provide any  
5 information to the department to assist the department in determining prevailing  
6 wage rates under sub. (3) (am) or (ar). Section 111.322 (2m) applies to discharge  
7 and other discriminatory acts arising in connection with any proceeding under this  
8 section, including proceedings under sub. (11) (a).

9 **(11) LIABILITY AND PENALTIES.** (a) 1. A contractor, subcontractor, or  
10 contractor's or subcontractor's agent who fails to pay the prevailing wage rate  
11 determined by the department under sub. (3) or who pays less than 1.5 times the  
12 hourly basic rate of pay for all hours worked in excess of the prevailing hours of  
13 labor is liable to any affected employee in the amount of his or her unpaid wages or  
14 his or her unpaid overtime compensation and in an additional amount as liquidated  
15 damages as provided under subd. 2. or 3., whichever is applicable.

16 2. If the department determines upon inspection under sub. (10) (b) or (c) that  
17 a contractor, subcontractor, or contractor's or subcontractor's agent has failed to  
18 pay the prevailing wage rate determined by the department under sub. (3) or has  
19 paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of  
20 the prevailing hours of labor, the department shall order the contractor to pay to  
21 any affected employee the amount of his or her unpaid wages or his or her unpaid  
22 overtime compensation and an additional amount equal to 100 percent of the

1 amount of those unpaid wages or that unpaid overtime compensation as liquidated  
2 damages within a period specified by the department in the order.

3 3. In addition to or in lieu of recovering the liability specified in subd. 1. as  
4 provided in subd. 2., any employee for and on behalf of that employee and other  
5 employees similarly situated may commence an action to recover that liability in  
6 any court of competent jurisdiction. If the court finds that a contractor,  
7 subcontractor, or contractor's or subcontractor's agent has failed to pay the  
8 prevailing wage rate determined by the department under sub. (3) or has paid less  
9 than 1.5 times the hourly basic rate of pay for all hours worked in excess of the  
10 prevailing hours of labor, the court shall order the contractor, subcontractor, or  
11 agent to pay to any affected employee the amount of his or her unpaid wages or his  
12 or her unpaid overtime compensation and an additional amount equal to 100  
13 percent of the amount of those unpaid wages or that unpaid overtime compensation  
14 as liquidated damages.

15 5. No employee may be a party plaintiff to an action under subd. 3. unless the  
16 employee consents in writing to become a party and the consent is filed in the court  
17 in which the action is brought. Notwithstanding s. 814.04 (1), the court shall, in  
18 addition to any judgment awarded to the plaintiff, allow reasonable attorney fees  
19 and costs to be paid by the defendant.

20 (b) 1. Except as provided in subds. 2., 4., and 6., any contractor, subcontractor,  
21 or contractor's or subcontractor's agent who violates this section may be fined not  
22 more than \$200 or imprisoned for not more than 6 months or both. Each day that  
23 any violation continues is a separate offense.

1           2. Whoever induces any individual who seeks to be or is employed on any  
2 project of public works that is subject to this section to give up, waive, or return any  
3 part of the wages to which the individual is entitled under the contract governing  
4 the project, or who reduces the hourly basic rate of pay normally paid to an  
5 individual for work on a project that is not subject to this section during a week in  
6 which the individual works both on a project of public works that is subject to this  
7 section and on a project that is not subject to this section, by threat not to employ, by  
8 threat of dismissal from employment, or by any other means is guilty of an offense  
9 under s. 946.15 (1).

10           3. Any individual employed on a project of public works that is subject to this  
11 section who knowingly allows a contractor, subcontractor, or contractor's or  
12 subcontractor's agent to pay him or her less than the prevailing wage rate set forth  
13 in the contract governing the project, who gives up, waives, or returns any part of  
14 the compensation to which he or she is entitled under the contract, or who gives up,  
15 waives, or returns any part of the compensation to which he or she is normally  
16 entitled for work on a project that is not subject to this section during a week in  
17 which the individual works both on a project of public works that is subject to this  
18 section and on a project that is not subject to this section, is guilty of an offense  
19 under s. 946.15 (2).

20           4. Whoever induces any individual who seeks to be or is employed on any  
21 project of public works that is subject to this section to allow any part of the wages  
22 to which the individual is entitled under the contract governing the project to be  
23 deducted from the individual's pay is guilty of an offense under s. 946.15 (3), unless

1 the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is  
2 working on a project that is subject to 40 USC 3142.

3 5. Any individual who is employed on a project of public works that is subject  
4 to this section who knowingly allows any part of the wages to which he or she is  
5 entitled under the contract governing the project to be deducted from his or her pay  
6 is guilty of an offense under s. 946.15 (4), unless the deduction would be allowed  
7 under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is  
8 subject to 40 USC 3142.

9 6. Subdivision 1. does not apply to any person who fails to provide any  
10 information to the department to assist the department in determining prevailing  
11 wage rates under sub. (3) (am) or (ar).

12 **(12)** DEPARTMENT. (a) Except as provided under pars. (b) and (c), the  
13 department shall notify any local governmental unit applying for a determination  
14 under sub. (3) of the names of all persons that the department has found to have  
15 failed to pay the prevailing wage rate determined under sub. (3) or has found to  
16 have paid less than 1.5 times the hourly basic rate of pay for all hours worked in  
17 excess of the prevailing hours of labor at any time in the preceding 3 years. The  
18 department shall include with each name the address of the person and shall  
19 specify when the person failed to pay the prevailing wage rate and when the person  
20 paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of  
21 the prevailing hours of labor. A local governmental unit may not award any  
22 contract to the person unless otherwise recommended by the department or unless

1 3 years have elapsed from the date the department issued its findings or the date of  
2 final determination by a court of competent jurisdiction, whichever is later.

3 (b) The department may not include in a notification under par. (a) the name  
4 of any person on the basis of having subcontracted a contract for a project of public  
5 works to a person that the department has found to have failed to pay the prevailing  
6 wage rate determined under sub. (3) or has found to have paid less than 1.5 times  
7 the hourly basic rate of pay for all hours worked in excess of the prevailing hours of  
8 labor.

9 (c) This subsection does not apply to any contractor, subcontractor, or agent  
10 who in good faith commits a minor violation of this section, as determined on a case-  
11 by-case basis through administrative hearings with all rights to due process  
12 afforded to all parties or who has not exhausted or waived all appeals.

13 (d) Any person submitting a bid or negotiating a contract on a project of public  
14 works that is subject to this section shall, on the date the person submits the bid or  
15 negotiates the contract, identify any construction business in which the person, or a  
16 shareholder, officer, or partner of the person, if the person is a business, owns, or  
17 has owned at least a 25 percent interest on the date the person submits the bid or  
18 negotiates the contract or at any other time within 3 years preceding the date the  
19 person submits the bid or negotiates the contract, if the business has been found to  
20 have failed to pay the prevailing wage rate determined under sub. (3) or to have  
21 paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of  
22 the prevailing hours of labor.

23 (e) The department shall promulgate rules to administer this subsection.

1           **SECTION 399.** 84.41 (3) of the statutes is created to read:

2           84.41 **(3)** EMPLOYMENT REGULATIONS. Employment regulations set forth in s.  
3           103.50 pertaining to wages and hours shall apply to all projects constructed under  
4           s. 84.40 in the same manner as such laws apply to projects on other state highways.  
5           Where applicable, the federal wages and hours law known as the Davis-Bacon act  
6           shall apply.

7           **SECTION 400.** 103.005 (12) (a) of the statutes is amended to read:

8           103.005 **(12)** (a) If any employer, employee, owner, or other person violates  
9           chs. 103 to 106, or fails or refuses to perform any duty required under chs. 103 to  
10          106, within the time prescribed by the department, for which no penalty has been  
11          specifically provided, or fails, neglects or refuses to obey any lawful order given or  
12          made by the department or any judgment or decree made by any court in connection  
13          with chs. 103 to 106, for each such violation, failure or refusal, the employer,  
14          employee, owner or other person shall forfeit not less than \$10 nor more than \$100  
15          for each offense. This paragraph does not apply to any person that fails to provide  
16          any information to the department to assist the department in determining  
17          prevailing wage rates or prevailing hours of labor under s. 103.49 (3) (a) or (am) or  
18          103.50 (3) or (4).

19          **SECTION 401.** 103.49 of the statutes is created to read:

20          **103.49 Wage rate on state work.** (1) DEFINITIONS. In this section:

21          (a) “Area” means the county in which a proposed project of public works that  
22          is subject to this section is located or, if the department determines that there is  
23          insufficient wage data in that county, “area” means those counties that are



1 contiguous to that county or, if the department determines that there is insufficient  
2 wage data in those counties, “area” means those counties that are contiguous to  
3 those counties or, if the department determines that there is insufficient wage data  
4 in those counties, “area” means the entire state or, if the department is requested to  
5 review a determination under sub. (3) (c), “area” means the city, village, or town in  
6 which a proposed project of public works that is subject to this section is located.

7 (am) “Bona fide economic benefit” means an economic benefit for which an  
8 employer makes irrevocable contributions to a trust or fund created under 29 USC  
9 186 (c) or to any other bona fide plan, trust, program, or fund no less often than  
10 quarterly or, if an employer makes annual contributions to such a bona fide plan,  
11 trust, program, or fund, for which the employer irrevocably escrows moneys at least  
12 quarterly based on the employer’s expected annual contribution.

13 (b) “Hourly basic rate of pay” means the hourly wage paid to any employee,  
14 excluding any contributions or payments for health insurance benefits, vacation  
15 benefits, pension benefits, and any other bona fide economic benefits, whether paid  
16 directly or indirectly.

17 (bg) “Insufficient wage data” means less than 500 hours of work performed in  
18 a particular trade or occupation on projects that are similar to a proposed project of  
19 public works that is subject to this section.

20 (bj) “Minor service or maintenance work” means a project of public works that  
21 is limited to minor crack filling, chip or slurry sealing, or other minor pavement  
22 patching, not including overlays, that has a projected life span of no longer than 5  
23 years; cleaning of drainage or sewer ditches or structures; or any other limited,

1 minor work on public facilities or equipment that is routinely performed to prevent  
2 breakdown or deterioration.

3 (br) “Multiple-trade project of public works” means a project of public works  
4 in which no single trade accounts for 85 percent or more of the total labor cost of the  
5 project.

6 (c) “Prevailing hours of labor” for any trade or occupation in any area means  
7 10 hours per day and 40 hours per week and may not include any hours worked on  
8 a Saturday or Sunday or on any of the following holidays:

9 1. January 1.

10 2. The last Monday in May.

11 3. July 4.

12 4. The first Monday in September.

13 5. The 4th Thursday in November.

14 6. December 25.

15 7. The day before if January 1, July 4, or December 25 falls on a Saturday.

16 8. The day following if January 1, July 4, or December 25 falls on a Sunday.

17 (d) 1. Except as provided in subd. 2., “prevailing wage rate” for any trade or  
18 occupation engaged in the erection, construction, remodeling, repairing, or  
19 demolition of any project of public works in any area means the hourly basic rate of  
20 pay, plus the hourly contribution for health insurance benefits, vacation benefits,  
21 pension benefits, and any other bona fide economic benefit, paid directly or  
22 indirectly for a majority of the hours worked in the trade or occupation on projects  
23 in the area.

1           2. If there is no rate at which a majority of the hours worked in the trade or  
2       occupation on projects in the area is paid, “prevailing wage rate” for any trade or  
3       occupation engaged in the erection, construction, remodeling, repairing, or  
4       demolition of any project of public works in any area means the average hourly basic  
5       rate of pay, weighted by the number of hours worked, plus the average hourly  
6       contribution, weighted by the number of hours worked, for health insurance  
7       benefits, vacation benefits, pension benefits, and any other bona fide economic  
8       benefit, paid directly or indirectly for all hours worked at the hourly basic rate of  
9       pay of the highest-paid 51 percent of hours worked in that trade or occupation on  
10      projects in that area.

11           (em) “Single-trade project of public works” means a project of public works in  
12      which a single trade accounts for 85 percent or more of the total labor cost of the  
13      project.

14           (f) “State agency” means any office, department, independent agency,  
15      institution of higher education, association, society, or other body in state  
16      government created or authorized to be created by the constitution or any law,  
17      including the legislature and the courts. “State agency” also includes the  
18      University of Wisconsin Hospitals and Clinics Authority, the Fox River  
19      Navigational System Authority, and the Wisconsin Aerospace Authority.

20           (fm) “Supply and installation contract” means a contract under which the  
21      material is installed by the supplier, the material is installed by means of simple  
22      fasteners or connectors such as screws or nuts and bolts, and no other work is

1 performed on the site of the project of public works, and the total labor cost to  
2 install the material does not exceed 20 percent of the total cost of the contract.

3 (g) "Truck driver" includes an owner-operator of a truck.

4 **(1m) APPLICABILITY.** Subject to sub. (3g), this section applies to any project of  
5 public works erected, constructed, repaired, remodeled, or demolished for the state  
6 or a state agency, including all of the following:

7 (a) A project erected, constructed, repaired, remodeled, or demolished by one  
8 state agency for another state agency under any contract or under any statute  
9 specifically authorizing cooperation between state agencies.

10 (b) A project in which the completed facility is leased, purchased, lease  
11 purchased, or otherwise acquired by, or dedicated to, the state in lieu of the state or  
12 a state agency contracting for the erection, construction, repair, remodeling, or  
13 demolition of the facility.

14 (c) A sanitary sewer or water main project in which the completed sanitary  
15 sewer or water main is acquired by, or dedicated to, the state for ownership or  
16 maintenance by the state.

17 **(2) PREVAILING WAGE RATES AND HOURS OF LABOR.** Any contract made for the  
18 erection, construction, remodeling, repairing, or demolition of any project of public  
19 works to which the state or any state agency is a party shall contain a stipulation  
20 that no individual performing the work described in sub. (2m) may be allowed to  
21 work a greater number of hours per day or per week than the prevailing hours of  
22 labor, except that any such individual may be allowed or required to work more than  
23 such prevailing hours of labor per day and per week if he or she is paid for all hours

1 worked in excess of the prevailing hours of labor at a rate of at least 1.5 times his or  
2 her hourly basic rate of pay; nor may he or she be paid less than the prevailing wage  
3 rate determined under sub. (3) in the same or most similar trade or occupation in  
4 the area in which the project of public works is situated. The notice published for  
5 the purpose of securing bids for the project must contain a reference to the  
6 prevailing wage rates determined under sub. (3) and the prevailing hours of labor.  
7 Except as otherwise provided in this subsection, if any contract or subcontract for a  
8 project of public works that is subject to this section is entered into, the prevailing  
9 wage rates determined under sub. (3) and the prevailing hours of labor shall be  
10 physically incorporated into and made a part of the contract or subcontract. For a  
11 minor subcontract, as determined by the department, the department shall  
12 prescribe by rule the method of notifying the minor subcontractor of the prevailing  
13 wage rates and prevailing hours of labor applicable to the minor subcontract. The  
14 prevailing wage rates and prevailing hours of labor applicable to a contract or  
15 subcontract may not be changed during the time that the contract or subcontract is  
16 in force.

17 **(2m)** COVERED EMPLOYEES. (a) Subject to par. (b), any person subject to this  
18 section shall pay all of the following employees the prevailing wage rate determined  
19 under sub. (3) and may not allow such employees to work a greater number of hours  
20 per day or per week than the prevailing hours of labor, unless the person pays for all  
21 hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times  
22 the employees' hourly basic rate of pay:

1           1. All laborers, workers, mechanics, and truck drivers employed on the site of  
2 a project of public works that is subject to this section.

3           2. All laborers, workers, mechanics, and truck drivers employed in the  
4 manufacturing or furnishing of materials, articles, supplies, or equipment on the  
5 site of a project of public works that is subject to this section or from a facility  
6 dedicated exclusively, or nearly so, to a project of public works that is subject to this  
7 section by a contractor, subcontractor, agent, or other person performing any work  
8 on the site of the project.

9           (b) A laborer, worker, mechanic, or truck driver who is employed to process,  
10 manufacture, pick up, or deliver materials or products from a commercial  
11 establishment that has a fixed place of business from which the establishment  
12 supplies processed or manufactured materials or products or from a facility that is  
13 not dedicated exclusively, or nearly so, to a project of public works that is subject to  
14 this section is not entitled to receive the prevailing wage rate determined under  
15 sub. (3) or to receive at least 1.5 times his or her hourly basic rate of pay for all hours  
16 worked in excess of the prevailing hours of labor unless any of the following applies:

17           1. The laborer, worker, mechanic, or truck driver is employed to go to the  
18 source of mineral aggregate such as sand, gravel, or stone and deliver that mineral  
19 aggregate to the site of a project of public works that is subject to this section by  
20 depositing the material directly in final place, from the transporting vehicle or  
21 through spreaders from the transporting vehicle.

22           2. The laborer, worker, mechanic, or truck driver is employed to go to the site  
23 of a project that is subject to this section, pick up excavated material or spoil from

1 the site of the project of public works, and transport that excavated material or spoil  
2 away from the site of the project.

3 (c) A person that is subject to this section shall pay a truck driver who is an  
4 owner-operator of a truck separately for his or her work and for the use of his or her  
5 truck.

6 **(3) INVESTIGATION; DETERMINATION.** (a) Before a state agency issues a  
7 request for bids for any work to which this section applies, the state agency having  
8 the authority to prescribe the specifications shall apply to the department to  
9 determine the prevailing wage rate for each trade or occupation required in the  
10 work under contemplation in the area in which the work is to be done. The  
11 department shall conduct investigations and hold public hearings as necessary to  
12 define the trades or occupations that are commonly employed on projects that are  
13 subject to this section and to inform itself of the prevailing wage rates in all areas of  
14 the state for those trades or occupations, in order to determine the prevailing wage  
15 rate for each trade or occupation. The department shall issue its determination  
16 within 30 days after receiving the request and shall file the determination with the  
17 requesting state agency. A state agency that has contracted for a project of public  
18 works subject to this section shall post the prevailing wage rates determined by the  
19 department, the prevailing hours of labor, and the provisions of subs. (2) and (6m)  
20 in at least one conspicuous place on the site of the project that is easily accessible by  
21 employees working on the project.

22 (am) The department shall, by January 1 of each year, compile the prevailing  
23 wage rates for each trade or occupation in each area. The compilation shall, in

1 addition to the current prevailing wage rates, include future prevailing wage rates  
2 when those prevailing wage rates can be determined for any trade or occupation in  
3 any area and shall specify the effective date of those future prevailing wage rates.  
4 If a project of public works extends into more than one area, the department shall  
5 determine only one standard of prevailing wage rates for the entire project.

6 (ar) In determining prevailing wage rates under par. (a) or (am), the  
7 department may not use data from projects that are subject to this section, s.  
8 66.0903, 103.50, or 229.8275, or 40 USC 3142 unless the department determines  
9 that there is insufficient wage data in the area to determine those prevailing wage  
10 rates, in which case the department may use data from projects that are subject to  
11 this section, s. 66.0903, 103.50, or 229.8275, or 40 USC 3142. In determining  
12 prevailing wage rates under par. (a) or (am), the department may not use data from  
13 any construction work performed by a state agency or a local governmental unit, as  
14 defined in s. 66.0903 (1) (d).

15 (b) Any person may request a recalculation of any portion of an initial  
16 determination within 30 days after the initial determination date if the person  
17 submits evidence with the request showing that the prevailing wage rate for any  
18 given trade or occupation included in the initial determination does not represent  
19 the prevailing wage rate for that trade or occupation in the area. The evidence shall  
20 include wage rate information reflecting work performed by individuals working in  
21 the contested trade or occupation in the area during the current survey period. The  
22 department shall affirm or modify the initial determination within 15 days after  
23 the date on which the department receives the request for recalculation.



1           (c) In addition to the recalculation under par. (b), the state agency that  
2 requested the determination under this subsection may request a review of any  
3 portion of a determination within 30 days after the date of issuance of the  
4 determination if the state agency submits evidence with the request showing that  
5 the prevailing wage rate for any given trade or occupation included in the  
6 determination does not represent the prevailing wage rate for that trade or  
7 occupation in the city, village, or town in which the proposed project of public works  
8 is located. That evidence shall include wage rate information for the contested  
9 trade or occupation on at least 3 similar projects located in the city, village, or town  
10 where the proposed project of public works is located on which some work has been  
11 performed during the current survey period and that were considered by the  
12 department in issuing its most recent compilation under par. (am). The  
13 department shall affirm or modify the determination within 15 days after the date  
14 on which the department receives the request for review.

15           **(3g) NONAPPLICABILITY.** This section does not apply to any of the following:

16           (a) A single-trade project of public works for which the estimated project cost  
17 of completion is less than \$48,000 or a multiple-trade project of public works for  
18 which the estimated project cost of completion is less than \$100,000.

19           (b) Work performed on a project of public works for which the state or the state  
20 agency contracting for the project is not required to compensate any contractor,  
21 subcontractor, contractor's or subcontractor's agent, or individual for performing  
22 the work.

1 (c) Minor service or maintenance work, warranty work, or work under a  
2 supply and installation contract.

3 (f) A public highway, street, or bridge project.

4 (g) A project of public works involving the erection, construction, repair,  
5 remodeling, or demolition of a residential property containing 2 dwelling units or  
6 less.

7 (h) A road, street, bridge, sanitary sewer, or water main project that is a part  
8 of a development in which not less than 90 percent of the lots contain or will contain  
9 2 dwelling units or less, as determined by the local governmental unit at the time of  
10 approval of the development, and that, on completion, is acquired by, or dedicated  
11 to, the state for ownership or maintenance by the state.

12 **(4r)** COMPLIANCE. (a) When the department finds that a state agency has not  
13 requested a determination under sub. (3) (a) or that a state agency, contractor, or  
14 subcontractor has not physically incorporated a determination into a contract or  
15 subcontract as required under sub. (2) or has not notified a minor subcontractor of  
16 a determination in the manner prescribed by the department by rule promulgated  
17 under sub. (2), the department shall notify the state agency, contractor, or  
18 subcontractor of the noncompliance and shall file the determination with the state  
19 agency, contractor, or subcontractor within 30 days after the notice.

20 (b) Upon completion of a project of public works and before receiving final  
21 payment for his or her work on the project, each agent or subcontractor shall  
22 furnish the contractor with an affidavit stating that the agent or subcontractor has

1 complied fully with the requirements of this section. A contractor may not  
2 authorize final payment until the affidavit is filed in proper form and order.

3 (c) Upon completion of a project of public works and before receiving final  
4 payment for his or her work on the project, each contractor shall file with the state  
5 agency authorizing the work an affidavit stating that the contractor has complied  
6 fully with the requirements of this section and that the contractor has received an  
7 affidavit under par. (b) from each of the contractor's agents and subcontractors. A  
8 state agency may not authorize a final payment until the affidavit is filed in proper  
9 form and order. If a state agency authorizes a final payment before an affidavit is  
10 filed in proper form and order or if the department determines, based on the  
11 greater weight of the credible evidence, that any person performing the work  
12 specified in sub. (2m) has been or may have been paid less than the prevailing wage  
13 rate or less than 1.5 times the hourly basic rate of pay for all hours worked in excess  
14 of the prevailing hours of labor and requests that the state agency withhold all or  
15 part of the final payment, but the state agency fails to do so, the state agency is  
16 liable for all back wages payable up to the amount of the final payment.

17 **(5) RECORDS; INSPECTION; ENFORCEMENT.** (a) Each contractor, subcontractor,  
18 or contractor's or subcontractor's agent that performs work on a project of public  
19 works that is subject to this section shall keep full and accurate records clearly  
20 indicating the name and trade or occupation of every individual performing the  
21 work described in sub. (2m) and an accurate record of the number of hours worked  
22 by each of those individuals and the actual wages paid for the hours worked.

23 (b) The department shall enforce this section. The department may demand

1 and examine, and every contractor, subcontractor, and contractor's and  
2 subcontractor's agent shall keep, and furnish upon request by the department,  
3 copies of payrolls and other records and information relating to the wages paid to  
4 individuals performing the work described in sub. (2m) for work to which this  
5 section applies. The department may inspect records in the manner provided in  
6 this chapter. Every contractor, subcontractor, or agent performing work on a project  
7 of public works that is subject to this section is subject to the requirements of this  
8 chapter relating to the examination of records. Section 111.322 (2m) applies to  
9 discharge and other discriminatory acts arising in connection with any proceeding  
10 under this section.

11 (c) If requested by any person, the department shall inspect the payroll  
12 records of any contractor, subcontractor, or agent performing work on a project of  
13 public works that is subject to this section as provided in this paragraph to ensure  
14 compliance with this section. On receipt of such a request, the department shall  
15 request that the contractor, subcontractor, or agent submit to the department a  
16 certified record of the information specified in par. (a), other than personally  
17 identifiable information relating to an employee of the contractor, subcontractor, or  
18 agent, for no longer than a 4-week period. The department may request a  
19 contractor, subcontractor, or agent to submit those records no more than once per  
20 calendar quarter for each project of public works on which the contractor,  
21 subcontractor, or agent is performing work. The department may not charge a  
22 requester a fee for obtaining that information. Certified records submitted to the

1 department under this paragraph are open for public inspection and copying under  
2 s. 19.35 (1).

3 **(6m)** LIABILITY AND PENALTIES. (ag) 1. A contractor, subcontractor, or  
4 contractor's or subcontractor's agent who fails to pay the prevailing wage rate  
5 determined by the department under sub. (3) or who pays less than 1.5 times the  
6 hourly basic rate of pay for all hours worked in excess of the prevailing hours of  
7 labor is liable to any affected employee in the amount of his or her unpaid wages or  
8 his or her unpaid overtime compensation and in an additional amount as liquidated  
9 damages as provided in subd. 2. or 3., whichever is applicable.

10 2. If the department determines upon inspection under sub. (5) (b) or (c) that  
11 a contractor, subcontractor, or contractor's or subcontractor's agent has failed to  
12 pay the prevailing wage rate determined by the department under sub. (3) or has  
13 paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of  
14 the prevailing hours of labor, the department shall order the contractor to pay to  
15 any affected employee the amount of his or her unpaid wages or his or her unpaid  
16 overtime compensation and an additional amount equal to 100 percent of the  
17 amount of those unpaid wages or that unpaid overtime compensation as liquidated  
18 damages within a period specified by the department in the order.

19 3. In addition to or in lieu of recovering the liability specified in subd. 1. as  
20 provided in subd. 2., any employee for and on behalf of that employee and other  
21 employees similarly situated may commence an action to recover that liability in  
22 any court of competent jurisdiction. If the court finds that a contractor,  
23 subcontractor, or contractor's or subcontractor's agent has failed to pay the

1 prevailing wage rate determined by the department under sub. (3) or has paid less  
2 than 1.5 times the hourly basic rate of pay for all hours worked in excess of the  
3 prevailing hours of labor, the court shall order the contractor, subcontractor, or  
4 agent to pay to any affected employee the amount of his or her unpaid wages or his  
5 or her unpaid overtime compensation and an additional amount equal to 100  
6 percent of the amount of those unpaid wages or that unpaid overtime compensation  
7 as liquidated damages.

8 5. No employee may be a party plaintiff to an action under subd. 3. unless the  
9 employee consents in writing to become a party and the consent is filed in the court  
10 in which the action is brought. Notwithstanding s. 814.04 (1), the court shall, in  
11 addition to any judgment awarded to the plaintiff, allow reasonable attorney fees  
12 and costs to be paid by the defendant.

13 (am) Except as provided in pars. (b), (d), and (f), any contractor, subcontractor,  
14 or contractor's or subcontractor's agent who violates this section may be fined not  
15 more than \$200 or imprisoned for not more than 6 months or both. Each day that a  
16 violation continues is a separate offense.

17 (b) Whoever induces an individual who seeks to be or is employed on any  
18 project of public works that is subject to this section to give up, waive, or return any  
19 part of the wages to which the individual is entitled under the contract governing  
20 the project, or who reduces the hourly basic rate of pay normally paid to an  
21 individual for work on a project that is not subject to this section during a week in  
22 which the individual works both on a project of public works that is subject to this  
23 section and on a project that is not subject to this section, by threat not to employ, by

1 threat of dismissal from employment, or by any other means is guilty of an offense  
2 under s. 946.15 (1).

3 (c) Any individual who is employed on a project of public works that is subject  
4 to this section who knowingly allows a contractor, subcontractor, or contractor's or  
5 subcontractor's agent to pay him or her less than the prevailing wage rate set forth  
6 in the contract governing the project, who gives up, waives, or returns any part of  
7 the compensation to which he or she is entitled under the contract, or who gives up,  
8 waives, or returns any part of the compensation to which he or she is normally  
9 entitled for work on a project that is not subject to this section during a week in  
10 which the individual works both on a project of public works that is subject to this  
11 section and on a project that is not subject to this section, is guilty of an offense  
12 under s. 946.15 (2).

13 (d) Whoever induces any individual who seeks to be or is employed on any  
14 project of public works that is subject to this section to allow any part of the wages  
15 to which the individual is entitled under the contract governing the project to be  
16 deducted from the individual's pay is guilty of an offense under s. 946.15 (3), unless  
17 the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is  
18 working on a project that is subject to 40 USC 3142.

19 (e) Any individual who is employed on a project of public works that is subject  
20 to this section who knowingly allows any part of the wages to which he or she is  
21 entitled under the contract governing the project to be deducted from his or her pay  
22 is guilty of an offense under s. 946.15 (4), unless the deduction would be allowed

1 under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is  
2 subject to 40 USC 3142.

3 (f) Paragraph (am) does not apply to any person who fails to provide any  
4 information to the department to assist the department in determining prevailing  
5 wage rates under sub. (3) (a) or (am).

6 (7) DEPARTMENT. (a) Except as provided under pars. (b) and (c), the  
7 department shall distribute to all state agencies a list of all persons that the  
8 department has found to have failed to pay the prevailing wage rate determined  
9 under sub. (3) or has found to have paid less than 1.5 times the hourly basic rate of  
10 pay for all hours worked in excess of the prevailing hours of labor at any time in the  
11 preceding 3 years. The department shall include with any name the address of the  
12 person and shall specify when the person failed to pay the prevailing wage rate and  
13 when the person paid less than 1.5 times the hourly basic rate of pay for all hours  
14 worked in excess of the prevailing hours of labor. A state agency may not award any  
15 contract to the person unless otherwise recommended by the department or unless  
16 3 years have elapsed from the date the department issued its findings or date of  
17 final determination by a court of competent jurisdiction, whichever is later.

18 (b) The department may not include in a notification under par. (a) the name  
19 of any person on the basis of having subcontracted a contract for a project of public  
20 works to a person that the department has found to have failed to pay the prevailing  
21 wage rate determined under sub. (3) or has found to have paid less than 1.5 times  
22 the hourly basic rate of pay for all hours worked in excess of the prevailing hours of  
23 labor.



1 (c) This subsection does not apply to any contractor, subcontractor, or agent  
2 who in good faith commits a minor violation of this section, as determined on a case-  
3 by-case basis through administrative hearings with all rights to due process  
4 afforded to all parties or who has not exhausted or waived all appeals.

5 (d) Any person submitting a bid on a project of public works that is subject to  
6 this section shall, on the date the person submits the bid, identify any construction  
7 business in which the person, or a shareholder, officer, or partner of the person if  
8 the person is a business, owns or has owned at least a 25 percent interest on the  
9 date the person submits the bid or at any other time within 3 years preceding the  
10 date the person submits the bid, if the business has been found to have failed to pay  
11 the prevailing wage rate determined under sub. (3) or to have paid less than 1.5  
12 times the hourly basic rate of pay for all hours worked in excess of the prevailing  
13 hours of labor.

14 (e) The department shall promulgate rules to administer this subsection.

15 **SECTION 402.** 103.50 of the statutes is created to read:

16 **103.50 Highway contracts. (1) DEFINITIONS.** In this section:

17 (a) “Area” means the county in which a proposed project that is subject to this  
18 section is located or, if the department determines that there is insufficient wage  
19 data in that county, “area” means those counties that are contiguous to that county  
20 or, if the department determines that there is insufficient wage data in those  
21 counties, “area” means those counties that are contiguous to those counties or, if  
22 the department determines that there is insufficient wage data in those counties,  
23 “area” means the entire state.

1 (b) “Hourly basic rate of pay” has the meaning given in s. 103.49 (1) (b).

2 (bg) “Insufficient wage data” has the meaning given in s. 103.49 (1) (bg).

3 (c) “Prevailing hours of labor” has the meaning given in s. 103.49 (1) (c).

4 (d) 1. Except as provided in subd. 2., “prevailing wage rate” for any trade or  
5 occupation in any area means the hourly basic rate of pay, plus the hourly  
6 contribution for health insurance benefits, vacation benefits, pension benefits, and  
7 any other bona fide economic benefit, paid directly or indirectly, for a majority of the  
8 hours worked in the trade or occupation in the area.

9 2. If there is no rate at which a majority of the hours worked in the trade or  
10 occupation in the area is paid, “prevailing wage rate” means the average hourly  
11 basic rate of pay, weighted by the number of hours worked, plus the average hourly  
12 contribution, weighted by the number of hours worked, for health insurance  
13 benefits, vacation benefits, pension benefits, and any other bona fide economic  
14 benefit, paid directly or indirectly for all hours worked at the hourly basic rate of  
15 pay of the highest-paid 51 percent of hours worked in that trade or occupation in  
16 that area.

17 (e) “Truck driver” has the meaning given in s. 103.49 (1) (g).

18 **(2) PREVAILING WAGE RATES AND HOURS OF LABOR.** No contractor,  
19 subcontractor, agent, or other person performing any work on a project under a  
20 contract based on bids as provided in s. 84.06 (2) to which the state is a party for the  
21 construction or improvement of any highway may do any of the following:

22 (a) Pay an individual performing the work described in sub. (2m) less than the

1 prevailing wage rate in the area in which the work is to be done determined under  
2 sub. (3).

3 (b) Allow an individual performing the work described in sub. (2m) to work a  
4 greater number of hours per day or per week than the prevailing hours of labor,  
5 unless the contractor, subcontractor, or contractor's or subcontractor's agent pays  
6 the individual for all hours worked in excess of the prevailing hours of labor at a  
7 rate of at least 1.5 times the individual's hourly basic rate of pay.

8 **(2g) NONAPPLICABILITY.** This section does not apply to a single-trade project  
9 of public works, as defined in s. 103.49 (1) (em), for which the estimated project cost  
10 of completion is less than \$48,000 or a multiple-trade project of public works, as  
11 defined in s. 103.49 (1) (br), for which the estimated project cost of completion is less  
12 than \$100,000.

13 **(2m) COVERED EMPLOYEES.** (a) Subject to par. (b), any person subject to this  
14 section shall pay all of the following employees the prevailing wage rate determined  
15 under sub. (3) and may not allow such employees to work a greater number of hours  
16 per day or per week than the prevailing hours of labor, unless the person pays for all  
17 hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times  
18 the employees' hourly basic rate of pay:

19 1. All laborers, workers, mechanics, and truck drivers employed on the site of  
20 a project that is subject to this section.

21 2. All laborers, workers, mechanics, and truck drivers employed in the  
22 manufacturing or furnishing of materials, articles, supplies, or equipment on the  
23 site of a project that is subject to this section or from a facility dedicated exclusively,

1 or nearly so, to a project that is subject to this section by a contractor, subcontractor,  
2 agent, or other person performing any work on the site of the project.

3 (b) A laborer, worker, mechanic, or truck driver who is employed to process,  
4 manufacture, pick up, or deliver materials or products from a commercial  
5 establishment that has a fixed place of business from which the establishment  
6 supplies processed or manufactured materials or products or from a facility that is  
7 not dedicated exclusively, or nearly so, to a project that is subject to this section is  
8 not entitled to receive the prevailing wage rate determined under sub. (3) or to  
9 receive at least 1.5 times his or her hourly basic rate of pay for all hours worked in  
10 excess of the prevailing hours of labor unless any of the following applies:

11 1. The laborer, worker, mechanic, or truck driver is employed to go to the  
12 source of mineral aggregate such as sand, gravel, or stone and deliver that mineral  
13 aggregate to the site of a project that is subject to this section by depositing the  
14 material directly in final place, from the transporting vehicle or through spreaders  
15 from the transporting vehicle.

16 2. The laborer, worker, mechanic, or truck driver is employed to go to the site  
17 of a project that is subject to this section, pick up excavated material or spoil from  
18 the site of the project, and transport that excavated material or spoil away from the  
19 site of the project and return to the site of the project.

20 (c) A contractor, subcontractor, agent, or other person performing work on a  
21 project subject to this section shall pay a truck driver who is an owner-operator of a  
22 truck separately for his or her work and for the use of his or her truck.

23 **(3) INVESTIGATIONS; DETERMINATIONS.** The department shall conduct

1 investigations and hold public hearings necessary to define the trades or  
2 occupations that are commonly employed in the highway construction industry and  
3 to inform the department of the prevailing wage rates in all areas of the state for  
4 those trades or occupations, in order to ascertain and determine the prevailing  
5 wage rates accordingly.

6 (4) CERTIFICATION OF PREVAILING WAGE RATES. The department of workforce  
7 development shall, by May 1 of each year, certify to the department of  
8 transportation the prevailing wage rates in each area for all trades or occupations  
9 commonly employed in the highway construction industry. The certification shall,  
10 in addition to the current prevailing wage rates, include future prevailing wage  
11 rates when such prevailing wage rates can be determined for any such trade or  
12 occupation in any area and shall specify the effective date of those future prevailing  
13 wage rates. The certification shall also include wage rates for work performed on  
14 Sundays or the holidays specified in s. 103.49 (1) (c) and shift differentials based on  
15 the time of day or night when work is performed. If a construction project extends  
16 into more than one area, the department shall determine only one standard of  
17 prevailing wage rates for the entire project.

18 (4m) WAGE RATE DATA. In determining prevailing wage rates for projects that  
19 are subject to this section, the department shall use data from projects that are  
20 subject to this section, s. 66.0903 or 103.49, or 40 USC 3142. In determining  
21 prevailing wage rates for those projects, the department may not use data from any  
22 construction work that is performed by a state agency or a local governmental unit,  
23 as defined in s. 66.0903 (1) (d).

1           **(5) APPEALS TO GOVERNOR.** If the department of transportation considers any  
2           determination of the department of workforce development of the prevailing wage  
3           rates in an area to be incorrect, it may appeal to the governor, whose determination  
4           is final.

5           **(6) CONTENTS OF CONTRACTS.** The department of transportation shall include  
6           a reference to the prevailing wage rates determined under sub. (3) and the  
7           prevailing hours of labor in the notice published for the purpose of securing bids for  
8           a project. Except as otherwise provided in this subsection, if any contract or  
9           subcontract for a project that is subject to this section is entered into, the prevailing  
10          wage rates determined under sub. (3) and the prevailing hours of labor shall be  
11          physically incorporated into and made a part of the contract or subcontract. For a  
12          minor subcontract, as determined by the department of workforce development,  
13          that department shall prescribe by rule the method of notifying the minor  
14          subcontractor of the prevailing wage rates and prevailing hours of labor applicable  
15          to the minor subcontract. The prevailing wage rates and prevailing hours of labor  
16          applicable to a contract or subcontract may not be changed during the time that the  
17          contract or subcontract is in force. The department of transportation shall post the  
18          prevailing wage rates determined by the department, the prevailing hours of labor,  
19          and the provisions of subs. (2) and (7) in at least one conspicuous place that is easily  
20          accessible to the employees on the site of the project.

21          **(7) PENALTIES.** (a) Except as provided in pars. (b), (d), and (f), any contractor,  
22          subcontractor, or contractor's or subcontractor's agent who violates this section

1 may be fined not more than \$200 or imprisoned for not more than 6 months or both.

2 Each day that a violation continues is a separate offense.

3 (b) Whoever induces any individual who seeks to be or is employed on any  
4 project that is subject to this section to give up, waive, or return any part of the  
5 wages to which the individual is entitled under the contract governing the project,  
6 or who reduces the hourly basic rate of pay normally paid to an individual for work  
7 on a project that is not subject to this section during a week in which the individual  
8 works both on a project that is subject to this section and on a project that is not  
9 subject to this section, by threat not to employ, by threat of dismissal from  
10 employment, or by any other means is guilty of an offense under s. 946.15 (1).

11 (c) Any individual employed on a project that is subject to this section who  
12 knowingly allows a contractor, subcontractor, or contractor's or subcontractor's  
13 agent to pay him or her less than the prevailing wage rate set forth in the contract  
14 governing the project, who gives up, waives, or returns any part of the compensation  
15 to which he or she is entitled under the contract, or who gives up, waives, or returns  
16 any part of the compensation to which he or she is normally entitled for work on a  
17 project that is not subject to this section during a week in which the individual  
18 works both on a project that is subject to this section and on a project that is not  
19 subject to this section, is guilty of an offense under s. 946.15 (2).

20 (d) Whoever induces any individual who seeks to be or is employed on any  
21 project that is subject to this section to allow any part of the wages to which the  
22 individual is entitled under the contract governing the project to be deducted from  
23 the individual's pay is guilty of an offense under s. 946.15 (3), unless the deduction

1 would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a  
2 project that is subject to 40 USC 3142.

3 (e) Any individual employed on a project that is subject to this section who  
4 knowingly allows any part of the wages to which he or she is entitled under the  
5 contract governing the project to be deducted from his or her pay is guilty of an  
6 offense under s. 946.15 (4), unless the deduction would be allowed under 29 CFR 3.5  
7 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

8 (f) Paragraph (a) does not apply to any individual who fails to provide any  
9 information to the department to assist the department in determining prevailing  
10 wage rates under sub. (3) or (4).

11 **(8) ENFORCEMENT AND PROSECUTION.** The department of transportation shall  
12 require adherence to subs. (2), (2m), and (6). The department of transportation may  
13 demand and examine, and every contractor, subcontractor, and contractor's or  
14 subcontractor's agent shall keep and furnish upon request by the department of  
15 transportation, copies of payrolls and other records and information relating to  
16 compliance with this section. Upon request of the department of transportation or  
17 upon complaint of alleged violation, the district attorney of the county in which the  
18 work is located shall investigate as necessary and prosecute violations in a court of  
19 competent jurisdiction. Section 111.322 (2m) applies to discharge and other  
20 discriminatory acts arising in connection with any proceeding under this section.

21 **SECTION 403.** 103.503 (1) (a) of the statutes is amended to read:

22 103.503 (1) (a) "Accident" means an incident caused, contributed to, or  
23 otherwise involving an employee that resulted or could have resulted in death,



1 personal injury, or property damage and that occurred while the employee was  
2 performing the work described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49  
3 (2m), ~~2015 stats.,~~ on a project of public works or while the employee was performing  
4 work on a public utility project.

5 **SECTION 404.** 103.503 (1) (e) of the statutes is amended to read:

6 103.503 (1) (e) “Employee” means a laborer, worker, mechanic, or truck driver  
7 who performs the work described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49  
8 (2m), ~~2015 stats.,~~ on a project of public works or on a public utility project.

9 **SECTION 405.** 103.503 (1) (g) of the statutes is repealed and recreated to read:

10 103.503 (1) (g) “Project of public works” means a project of public works that  
11 is subject to s. 66.0903 or 103.49.

12 **SECTION 406.** 103.503 (2) of the statutes is amended to read:

13 103.503 (2) SUBSTANCE ABUSE PROHIBITED. No employee may use, possess,  
14 attempt to possess, distribute, deliver, or be under the influence of a drug, or use or  
15 be under the influence of alcohol, while performing the work described in s. 66.0903  
16 (4), ~~2013 stats., or s. 16.856~~ 103.49 (2m), ~~2015 stats.,~~ on a project of public works or  
17 while performing work on a public utility project. An employee is considered to be  
18 under the influence of alcohol for purposes of this subsection if he or she has an  
19 alcohol concentration that is equal to or greater than the amount specified in s.  
20 885.235 (1g) (d).

21 **SECTION 407.** 103.503 (3) (a) 2. of the statutes is amended to read:

22 103.503 (3) (a) 2. A requirement that employees performing the work  
23 described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49 (2m), ~~2015 stats.,~~ on a

1 project of public works or performing work on a public utility project submit to  
2 random, reasonable suspicion, and post-accident drug and alcohol testing and to  
3 drug and alcohol testing before commencing work on the project, except that testing  
4 of an employee before commencing work on a project is not required if the employee  
5 has been participating in a random testing program during the 90 days preceding  
6 the date on which the employee commenced work on the project.

7 **SECTION 408.** 104.001 (4) of the statutes is created to read:

8 104.001 (4) This section does not affect the requirement that employees  
9 employed on a public works project contracted for by a city, village, town, or county  
10 be paid at the prevailing wage rate, as defined in s. 66.0903 (1) (g), as required  
11 under s. 66.0903.

12 **SECTION 409.** 106.04 of the statutes is created to read:

13 **106.04 Employment of apprentices on state public works projects. (1)**

14 DEFINITION. In this section, “project” means a project of public works that is  
15 subject to s. 103.49 or 103.50 in which work is performed by employees employed in  
16 trades that are apprenticeable under this subchapter.

17 **(2) WAIVER.** If the department grants an exception or modification to any  
18 requirement in any contract for the performance of work on a project relating to the  
19 employment and training of apprentices, the department shall post that  
20 information on its Internet site, together with a detailed explanation for granting  
21 the exception or modification.

22 **SECTION 410.** 109.09 (1) of the statutes is amended to read:

23 109.09 (1) The department shall investigate and attempt equitably to adjust

1 controversies between employers and employees ~~as to~~ regarding alleged wage  
2 claims. The department may receive and investigate any wage claim that is filed  
3 with the department, or received by the department under s. 109.10 (4), no later  
4 than 2 years after the date the wages are due. The department may, after receiving  
5 a wage claim, investigate any wages due from the employer against whom the claim  
6 is filed to any employee during the period commencing 2 years before the date the  
7 claim is filed. The department shall enforce this chapter and ~~s. ss. 66.0903, 2013~~  
8 ~~stats., s. 103.49, 2013 stats., s. 229.8275, 2013 stats., and s. 16.856, 2015 stats., and~~  
9 ~~ss. 103.02, 103.49, 103.82, and 104.12, and 229.8275.~~ In pursuance of this duty, the  
10 department may sue the employer on behalf of the employee to collect any wage  
11 claim or wage deficiency and ss. 109.03 (6) and 109.11 (2) and (3) shall apply to such  
12 actions. Except for actions under s. 109.10, the department may refer such an  
13 action to the district attorney of the county in which the violation occurs for  
14 prosecution and collection and the district attorney shall commence an action in the  
15 circuit court having appropriate jurisdiction. Any number of wage claims or wage  
16 deficiencies against the same employer may be joined in a single proceeding, but the  
17 court may order separate trials or hearings. In actions that are referred to a district  
18 attorney under this subsection, any taxable costs recovered by the district attorney  
19 shall be paid into the general fund of the county in which the violation occurs and  
20 used by that county to meet its financial responsibility under s. 978.13 (2) (b) for the  
21 operation of the office of the district attorney who prosecuted the action.

22 **SECTION 411.** 111.322 (2m) (c) of the statutes is created to read:

23 111.322 **(2m)** (c) The individual files a complaint or attempts to enforce a

1 right under s. 66.0903, 103.49, or 229.8275 or testifies or assists in any action or  
2 proceeding under s. 66.0903, 103.49, or 229.8275.

3 **SECTION 412.** 227.01 (13) (t) of the statutes is created to read:

4 227.01 (13) (t) Ascertains and determines prevailing wage rates under ss.  
5 66.0903, 103.49, 103.50, and 229.8275, except that any action or inaction which  
6 ascertains and determines prevailing wage rates under ss. 66.0903, 103.49, 103.50,  
7 and 229.8275 is subject to judicial review under s. 227.40.

8 **SECTION 413.** 229.682 (2) of the statutes is created to read:

9 229.682 (2) PREVAILING WAGE. The construction of a baseball park facility  
10 that is financed in whole or in part by a district is subject to s. 66.0903.

11 **SECTION 414.** 229.8275 of the statutes is created to read:

12 **229.8275 Prevailing wage.** A district may not enter into a contract under s.  
13 229.827 with a professional football team, as described in s. 229.823, or a related  
14 party that requires the team or related party to acquire and construct or renovate  
15 football stadium facilities that are part of any facilities that are leased by the  
16 district to the team or to a related party unless the professional football team or  
17 related party agrees to all of the following:

18 (1) Not to allow any employee working on the football stadium facilities who  
19 would be entitled to receive the prevailing wage rate under s. 66.0903 and who  
20 would not be required or allowed to work more than the prevailing hours of labor, if  
21 the football stadium facilities were a project of public works subject to s. 66.0903, to  
22 be paid less than the prevailing wage rate or to be required or allowed to work more  
23 than the prevailing hours of labor, except as allowed under s. 66.0903 (4) (a).

1           (2) To require any contractor, subcontractor, or agent of a contractor or  
2 subcontractor performing work on the football stadium facilities to keep and allow  
3 inspection of records in the same manner as a contractor, subcontractor, or agent of  
4 a contractor or subcontractor performing work on a project of public works that is  
5 subject to s. 66.0903 is required to keep and allow inspection of records under s.  
6 66.0903 (10).

7           (3) To comply with s. 66.0903 in the same manner as a local governmental  
8 unit contracting for the erection, construction, remodeling, repairing, or demolition  
9 of a project of public works is required to comply with s. 66.0903 and to require any  
10 contractor, subcontractor, or agent of a contractor or subcontractor performing work  
11 on the football stadium facilities to comply with s. 66.0903 in the same manner as a  
12 contractor, subcontractor, or agent of a contractor or subcontractor performing work  
13 on a project of public works that is subject to s. 66.0903 is required to comply with s.  
14 66.0903.

15           **SECTION 415.** 946.15 of the statutes is created to read:

16           **946.15 Public construction contracts at less than full rate.** (1) Any  
17 employer, or any agent or employee of an employer, who induces any individual who  
18 seeks to be or is employed pursuant to a public contract, as defined in s. 66.0901 (1)  
19 (c), or who seeks to be or is employed on a project on which a prevailing wage rate  
20 determination has been issued by the department of workforce development under  
21 s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) to give up, waive, or return any  
22 part of the compensation to which that individual is entitled under his or her  
23 contract of employment or under the prevailing wage rate determination issued by

1 the department, or who reduces the hourly basic rate of pay normally paid to an  
2 employee for work on a project on which a prevailing wage rate determination has  
3 not been issued under s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) during a  
4 week in which the employee works both on a project on which a prevailing wage rate  
5 determination has been issued and on a project on which a prevailing wage rate  
6 determination has not been issued, is guilty of a Class I felony.

7 (2) Any individual employed pursuant to a public contract, as defined in s.  
8 66.0901 (1) (c), or employed on a project on which a prevailing wage rate  
9 determination has been issued by the department of workforce development under  
10 s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) who gives up, waives, or returns  
11 to the employer or agent of the employer any part of the compensation to which the  
12 employee is entitled under his or her contract of employment or under the  
13 prevailing wage determination issued by the department, or who gives up any part  
14 of the compensation to which he or she is normally entitled for work on a project on  
15 which a prevailing wage rate determination has not been issued under s. 66.0903  
16 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) during a week in which the individual  
17 works part-time on a project on which a prevailing wage rate determination has  
18 been issued and part-time on a project on which a prevailing wage rate  
19 determination has not been issued, is guilty of a Class C misdemeanor.

20 (3) Any employer or labor organization, or any agent or employee of an  
21 employer or labor organization, who induces any individual who seeks to be or is  
22 employed on a project on which a prevailing wage rate determination has been  
23 issued by the department of workforce development under s. 66.0903 (3), 103.49 (3),

1 103.50 (3), or 229.8275 (3) to allow any part of the wages to which that individual is  
2 entitled under the prevailing wage rate determination issued by the department or  
3 local governmental unit to be deducted from the individual's pay is guilty of a Class  
4 I felony, unless the deduction would be allowed under 29 CFR 3.5 or 3.6 from an  
5 individual who is working on a project that is subject to 40 USC 3142.

6 (4) Any individual employed on a project on which a prevailing wage rate  
7 determination has been issued by the department of workforce development under  
8 s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) who allows any part of the  
9 wages to which that individual is entitled under the prevailing wage rate  
10 determination issued by the department or local governmental unit to be deducted  
11 from his or her pay is guilty of a Class C misdemeanor, unless the deduction would  
12 be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project  
13 that is subject to 40 USC 3142.

14 **SECTION 416.** 978.05 (6) (a) of the statutes is amended to read:

15 978.05 (6) (a) Institute, commence, or appear in all civil actions or special  
16 proceedings under and perform the duties set forth for the district attorney under  
17 ch. 980 and ss. 17.14, 30.03 (2), 48.09 (5), 59.55 (1), 59.64 (1), 89.08, 103.50 (8),  
18 103.92 (4), 109.09, 343.305 (9) (a), 806.05, 938.09, 938.18, 938.355 (6) (b) and (6g)  
19 (a), 946.86, 946.87, 961.55 (5), 971.14 and 973.075 to 973.077, perform any duties in  
20 connection with court proceedings in a court assigned to exercise jurisdiction under  
21 chs. 48 and 938 as the judge may request and perform all appropriate duties and  
22 appear if the district attorney is designated in specific statutes, including matters  
23 within chs. 782, 976 and 979 and ss. 51.81 to 51.85. Nothing in this paragraph

limits the authority of the county board to designate, under s. 48.09 (5), that the corporation counsel provide representation as specified in s. 48.09 (5) or to designate, under s. 48.09 (6) or 938.09 (6), the district attorney as an appropriate person to represent the interests of the public under s. 48.14 or 938.14.

**SECTION 9350. Initial applicability; Workforce Development.**

(1) PREVAILING WAGE. The treatment of ss. 19.36 (12), 66.0129 (5), 66.0903 (1) (a), (am), (b), (c), (cm), (dr), (em), (f), (g), (hm), (im), and (j), (1m) (b), and (2) to (12), 84.41 (3), 103.005 (12) (a), 103.49, 103.50, 103.503 (1) (a), (e), and (g), (2), and (3) (a) 2., 104.001 (4), 106.04, 109.09 (1), 111.322 (2m) (a) (with respect to s. 103.50), (b) (with respect to s. 103.50), and (c), 227.01 (13) (t), 229.682 (2), 229.8275, 946.15, and 978.05 (6) (a) first apply, with respect to a project of public works that is subject to bidding, to a project for which the request for bids is issued on the effective date of this subsection and, with respect to a project of public works that is not subject to bidding, to a project the contract for which is entered into on the effective date of this subsection.

(2) DISCRIMINATION. The treatment of ss. 66.0903 (10) (d), 111.322 (2m) (c), and 229.8275 first applies to acts of discrimination that occur on the effective date of this subsection.”.

**59.** At the appropriate places, insert all of the following:

**“SECTION 9208. Fiscal changes; Corrections.**

(1) INTERNAL AFFAIRS OFFICE. In the schedule under s. 20.005 (3) for the appropriation to the department of corrections under s. 20.410 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$412,000 to increase the authorized



1 FTE positions for the department by 5.0 GPR positions within the internal affairs  
2 office. In the schedule under s. 20.005 (3) for the appropriation to the department  
3 of corrections under s. 20.410 (1) (a), the dollar amount for fiscal year 2026-27 is  
4 increased by \$462,200 to provide funding for the positions authorized under this  
5 subsection.”.

6 **60.** At the appropriate places, insert all of the following:

7 **“SECTION 9202. Fiscal changes; Agriculture, Trade and Consumer**  
8 **Protection.**

9 (1) POSITION REALIGNMENT; GENERAL FUND. In the schedule under s. 20.005  
10 (3) for the appropriation to the department of agriculture, trade and consumer  
11 protection under s. 20.115 (8) (a), the dollar amount for fiscal year 2025-26 is  
12 increased by \$30,300 and the dollar amount for fiscal year 2026-27 is increased by  
13 \$30,300 to realign funding sources of positions within the department.

14 (2) POSITION REALIGNMENT; FEDERAL FUNDING. In the schedule under s.  
15 20.005 (3) for the appropriation to the department of agriculture, trade and  
16 consumer protection under s. 20.115 (8) (m), the dollar amount for fiscal year 2025-  
17 26 is decreased by \$204,300 and the dollar amount for fiscal year 2026-27 is  
18 decreased by \$204,300 to realign funding sources of positions within the  
19 department.

20 (3) POSITION REALIGNMENT; PROGRAM REVENUE. In the schedule under s.  
21 20.005 (3) for the appropriation to the department of agriculture, trade and  
22 consumer protection under s. 20.115 (8) (g), the dollar amount for fiscal year 2025-  
23 26 is increased by \$174,000 and the dollar amount for fiscal year 2026-27 is

1 increased by \$174,000 to realign funding sources of positions within the  
2 department.”.

3 **61.** At the appropriate places, insert all of the following:

4 **“SECTION 9201. Fiscal changes; Administration.**

5 (1) OVERTIME AND NIGHT AND WEEKEND DIFFERENTIAL BASE BUDGETS.

6 (a) In the schedule under s. 20.005 (3) for the appropriation to the department  
7 of administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2025-26  
8 is increased by \$574,300 to establish budgets for overtime and standby pay and  
9 night and weekend differential pay for the division of enterprise technology in the  
10 department of administration. In the schedule under s. 20.005 (3) for the  
11 appropriation to the department of administration under s. 20.505 (1) (kz), the  
12 dollar amount for fiscal year 2026-27 is increased by \$574,300 for the same purpose.

13 (b) In the schedule under s. 20.005 (3) for the appropriation to the department  
14 of administration under s. 20.505 (1) (kz), the dollar amount for fiscal year 2025-26  
15 is increased by \$134,900 to establish budgets for overtime and standby pay and  
16 night and weekend differential pay for the division of personnel management in the  
17 department of administration. In the schedule under s. 20.005 (3) for the  
18 appropriation to the department of administration under s. 20.505 (1) (kz), the  
19 dollar amount for fiscal year 2026-27 is increased by \$134,900 for the same  
20 purpose.”.

21 **62.** At the appropriate places, insert all of the following:

22 **“SECTION 417.** 16.306 (2) (a) of the statutes is amended to read:

23 16.306 (2) (a) From the appropriation under s. 20.505 (7) (fm), the

1 department may award a grant to an eligible applicant for the purpose of providing  
2 housing and associated supportive services to homeless individuals and families to  
3 facilitate their movement to independent living if the conditions under par. (b) are  
4 satisfied. The department shall ensure that the funds for the grants are reasonably  
5 balanced among geographic areas of the state ~~that correspond to the geographic~~  
6 ~~areas served by each continuum of care organization designated by the federal~~  
7 ~~department of housing and urban development~~, consistent with the quality of  
8 applications submitted.

9 **SECTION 418.** 16.3077 of the statutes is created to read:

10 **16.3077 Housing quality standards grants.** From the appropriation  
11 under s. 20.505 (7) (bp), the department shall award grants to owners of rental  
12 housing units in this state for purposes of satisfying applicable housing quality  
13 standards.

14 **SECTION 419.** 16.3085 (2) (a) of the statutes is amended to read:

15 16.3085 (2) (a) From the appropriation under s. 20.505 (7) (kg), the  
16 department may award ~~up to 10~~ grants, of up to ~~\$50,000~~ \$75,000 each, annually to  
17 any shelter facility.

18 **SECTION 420.** 20.505 (7) (bp) of the statutes is created to read:

19 20.505 (7) (bp) *Housing quality standards grants.* The amounts in the  
20 schedule for housing quality standards grants under s. 16.3077.

21 **SECTION 421.** 49.175 (1) (f) of the statutes is amended to read:

22 49.175 (1) (f) *Homeless case management services grants.* For grants to  
23 shelter facilities under s. 16.3085, ~~\$500,000~~ \$1,000,000 in each fiscal year. All

1 moneys allocated under this paragraph shall be credited to the appropriation  
2 account under s. 20.505 (7) (kg).”.

3 **63.** At the appropriate places, insert all of the following:

4 **“SECTION 9101. Nonstatutory provisions; Administration.**

5 (1) MARKET WAGE ADJUSTMENTS.

6 (a) *Market wage adjustments for state and UW System employees.* The  
7 administrator of the division of personnel management in the department of  
8 administration shall provide in the compensation plan under s. 230.12 for the 2025-  
9 27 fiscal biennium general market wage and parity adjustments that are paid for  
10 with \$130,981,100 in general purpose revenue from the compensation reserves for  
11 fiscal year 2025-26 and \$241,483,600 in general purpose revenue from the  
12 compensation reserves for fiscal year 2026-27. The director shall propose for state  
13 and University of Wisconsin System employees a general wage adjustment of 5  
14 percent on July 1, 2025 and a general wage adjustment of 4 percent on July 1, 2026.

15 (b) *Market wage and parity adjustments for targeted classifications.* The  
16 administrator of the division of personnel management in the department of  
17 administration shall provide in the compensation plan under s. 230.12 for the 2025-  
18 27 fiscal biennium market wage and parity adjustments for targeted classifications  
19 that are funded with \$4,310,500 in general purpose revenue from the compensation  
20 reserves for each year of the fiscal biennium.

21 (c) *Pay progression structure for probation and parole agents.* The  
22 administrator of the division of personnel management in the department of  
23 administration shall provide in the compensation plan under s. 230.12 for the 2025-

1 27 fiscal biennium a pay progression structure for probation and parole agent pay  
2 progression that is funded with \$3,504,800 in general purpose revenue from the  
3 compensation reserves for fiscal year 2025-26, and \$4,374,800 in general purpose  
4 revenue from the compensation reserves for fiscal year 2026-27.

5 (d) *Paid family and medical leave programs.* The administrator of the division  
6 of personnel management in the department of administration shall provide in the  
7 compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$7,390,000 in  
8 general purpose revenue from the compensation reserves to pay for the paid family  
9 and medical leave programs for state employees and University of Wisconsin  
10 System executive branch employees.

11 (e) *Juneteenth and Veteran's Day paid state holidays.* The administrator of  
12 the division of personnel management in the department of administration shall  
13 provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium  
14 \$2,321,800 in general purpose revenue from the compensation reserves for fiscal  
15 year 2025-26, and \$4,643,600 in general purpose revenue from the compensation  
16 reserves for fiscal year 2026-27 to establish June 19 and November 11 as paid  
17 holidays for state and University of Wisconsin System executive branch employees.

18 (f) *Pay progression structure for targeted classifications.* The administrator of  
19 the division of personnel management in the department of administration shall  
20 provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium a  
21 pay progression structure for targeted classifications that is funded with  
22 \$2,367,500 in general purpose revenue from the compensation reserves for fiscal  
23 year 2025-26, and \$2,953,100 in general purpose revenue from the compensation  
24 reserves for fiscal year 2026-27.

1           (g) *Waupun Correctional Institution add-on retention pay.* The administrator  
2 of the division of personnel management in the department of administration shall  
3 provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium  
4 \$2,125,400 in general purpose revenue annually from the compensation reserves to  
5 support a \$5 add-on to retain correctional security employees at Waupun  
6 Correctional Institution.

7           (h) *State government apprenticeship program.* The administrator of the  
8 division of personnel management in the department of administration shall  
9 provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium  
10 \$1,875,500 in general purpose revenue from the compensation reserves for fiscal  
11 year 2025-26, and \$1,959,500 in general purpose revenue from the compensation  
12 reserves for fiscal year 2026-27 for a state government apprenticeship program.

13           (i) *Wage compression reduction.* The administrator of the division of personnel  
14 management in the department of administration shall provide in the  
15 compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$1,135,800 in  
16 general purpose revenue annually from the compensation reserves to support  
17 market wage adjustments for supervisory positions to reduce wage compression  
18 between eligible supervisors and the positions they supervise.

19           (j) *Correctional supervisor parity pay.* The administrator of the division of  
20 personnel management in the department of administration shall provide in the  
21 compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$839,900 in  
22 general purpose revenue annually from the compensation reserves to support  
23 parity pay for correctional security supervisors.

24           (k) *Vacation allowance structure.* The administrator of the division of

1 personnel management in the department of administration shall provide in the  
2 compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$359,300 in  
3 general purpose revenue annually from the compensation reserves to support the  
4 modification of the vacation allowance structure for non-University of Wisconsin  
5 executive branch employees who have between 2 and 5 years of service to improve  
6 employee recruitment and retention.

7 (l) *Compensation plan amendment.* If, on the effective date of this paragraph,  
8 the compensation plan under s. 230.12 has been adopted for the 2025-27 fiscal  
9 biennium and the compensation plan does not include the market wage  
10 adjustments under par. (a) by no later than 30 days after the effective date of this  
11 paragraph, the administrator of the division of personnel management in the  
12 department of administration shall propose an amendment under s. 230.12 (3) (c) to  
13 include the market wage adjustments under par. (a) in the compensation plan for  
14 the 2025-27 fiscal biennium.”.

15 **64.** At the appropriate places, insert all of the following:

16 “**SECTION 422.** 109.11 (1) (c) of the statutes is amended to read:

17 109.11 (1) (c) If an employer does not agree to compromise and settle a wage  
18 claim under this subsection, the department may refer the wage claim to a district  
19 attorney under s. 109.09 (1) or to the department of justice under s. 109.10 (3) for  
20 commencement of an action in circuit court to collect the amount of wages due and  
21 unpaid plus increased wages as specified in sub. (2) ~~(b)~~ (a).

22 **SECTION 423.** 109.11 (2) (a) of the statutes is amended to read:

23 109.11 (2) (a) ~~In~~ Except as provided in par. (c), in a wage claim action ~~that is~~

1 ~~commenced by an employee before the department has completed its investigation~~  
2 ~~under s. 109.09 (1) and its attempts to compromise and settle the wage claim under~~  
3 ~~sub. (1), a circuit court may~~ shall order the employer to pay to the employee, in  
4 addition to the amount of wages due and unpaid and in addition to or in lieu of the  
5 criminal penalties specified in sub. (3), increased wages of not more than ~~50~~ 100  
6 percent of the amount of wages due and unpaid.

7 **SECTION 424.** 109.11 (2) (b) of the statutes is repealed.

8 **SECTION 425.** 109.11 (2) (c) of the statutes is created to read:

9 109.11 (2) (c) An employer may rebut the presumption of increased wages  
10 under par. (a) by demonstrating that they acted in good faith and had a reasonable  
11 belief that they were in compliance with the law.”.

12 **65.** At the appropriate places, insert all of the following:

13 **“SECTION 9250. Fiscal changes; Workforce Development.**

14 (1) AGENCY TRIBAL LIAISON. In the schedule under s. 20.005 (3) for the  
15 appropriation to the department of workforce development under s. 20.445 (1) (a),  
16 the dollar amount for fiscal year 2025-26 is increased by \$70,000 to increase the  
17 authorized FTE positions for the department by 1.0 GPR position for an agency  
18 tribal liaison. In the schedule under s. 20.005 (3) for the appropriation to the  
19 department of workforce development under s. 20.445 (1) (a), the dollar amount for  
20 fiscal year 2026-27 is increased by \$89,500 to provide funding for the position  
21 authorized under this subsection.”.

22 **66.** At the appropriate places, insert all of the following:



