

1995-96 SESSION  
COMMITTEE HEARING  
RECORDS

Committee Name:

JOINT  
COMMITTEE ON  
EMPLOYMENT  
RELATIONS (JC-  
ER)

Sample:

- Record of Comm. Proceedings ... RCP
- 05hrAC-EdR\_RCP\_pt01a
  - 05hrAC-EdR\_RCP\_pt01b
  - 05hrAC-EdR\_RCP\_pt02

- Appointments ... Appt
- \*\*
- Clearinghouse Rules ... Crule
- \*\*
- Committee Hearings ... CH
- \*\*
- Committee Reports ... CR
- \*\*
- Executive Sessions ... ES
- \*\*
- Hearing Records ... HR
- \*\*
- Miscellaneous ... Misc
- 95hrJC-ER\_Misc\_pt01
- Record of Comm. Proceedings ... RCP
- \*\*

UW System Testimony on Secretary Litscher's Recommendations  
to the  
Joint Committee on Employment Relations (JCOER)  
November 9, 1995

Charles Wright, Associate Vice President-Human Resources  
University of Wisconsin System

Cochairpersons Prosser and Rude, members of the Joint Committee on Employment Relations, Secretary Litscher. I am pleased to be with you today to support Secretary Litscher's recommendations for faculty and academic staff authorizing the Board of Regents to pay the additional three tenths of one percent (0.3%) employe share of the benefit adjustment contribution for general occupation participants required by s. 40.05(2n)(a)2, Stats. as well as this same benefit for non-represented classified staff and to support the Secretary's recommendation to allow the creation of a health insurance credit program for faculty and academic staff of the University of Wisconsin System comparable to the one recommended for other nonrepresented employes by the Secretary.

The University's reputation rests on the quality of its faculty and academic staff. The System considers these benefits essential to its ability to attract and retain high quality faculty and academic staff for the University. The University System appreciates your consideration of these benefits and encourages you to provide them to the faculty and academic staff of the State's University. University of Wisconsin System President Lyall has asked that I make this presentation to you on her behalf as she is attending the meeting of the Board of Regents this morning.

I would be pleased to try to answer any questions you may have for me concerning these benefits.

JAMES BYRD  
President  
UW-Stout, Psychology  
Menomonie, WI 54751  
Telephone 715-232-2650  
E-Mail: byrdj@uwstout.edu  
Fax 608-277-7708

EDWARD J. MUZIK  
TAUWP/WFT Representative  
1334 Applegate Road  
Madison, WI 53713-3184  
Telephone 608-277-5757  
Toll free 800-362-7390  
Fax 608-277-7708

#### Executive Committee

*Vice President*  
RICHARD WALKER  
UW-Superior

*Secretary*  
DIANE BYWATERS  
UW-Stevens Point

*Treasurer*  
WILLIAM L. CAMPBELL  
UW-Platteville

*Past President*  
GLORIA TOIVOLA  
UW-Superior

TOM FITZ  
UW Centers

ORVILLE BIERMAN  
UW-Eau Claire

ROBERT WINGATE  
UW-LaCrosse

RICHARD CUMMINGS  
UW-Milwaukee

PETER REMENDER  
UW-Oshkosh

BENJAMIN HARRIS  
UW-Parkside

BERNIE HARRIS  
UW-Platteville

HELEN VAN PROOYEN  
UW-Stevens Point

MARY FLYNN  
UW-Stout

MIKE SCHNEIDERWENT  
UW-Superior

SUSAN PARKS  
UW-Whitewater

#### Standing Committee Chairpersons

*Academic Freedom and Tenure*  
RICHARD SCHAUER  
UW-Whitewater

*Academic Staff*  
MARIANNE FRYE  
UW-Superior

*Educational Policies*  
ALLEN CURTIS  
UW-Eau Claire

*Governance*  
ROGER WALL  
UW Centers

*Legislation*  
JAMES SIMMONS  
UW-Oshkosh

*Salary and Fringe Benefits*  
RAY SPOTO  
UW-Platteville

*Women and Minorities*  
JANET POLANSKY  
UW-Stout

To: Members of JCOER

From: Edward J. Muzik



Date: November 9, 1995

Re: Meeting of November 9th

I prepared and gave to your staff some materials on our views on two items before JCOER today. I want to commend Sec. Jon Litscher and his staff for developing a much needed supplemental health insurance proposal. It is a vital improvement.

I have no doubt that it will be applied eventually to faculty and academic staff. My concern is with the timing. Once Sec. Litscher receives the authority to recommend its extension to faculty and academic staff, I hope he will act almost simultaneously with the Governor's approval. And we hope you will act with great speed once you receive his recommendation.

Sec. Litscher is also to be commended for recommending the pickup of the proposed .3% increase in the Benefit Adjustment Contribution (BAC). The BAC, a temporary expedient of 1984, has developed a life of its own. It ought to be discontinued. My paper on it attempts to place the matter in its historical perspective and to suggest that it camouflages one of the great inequities in the Wisconsin Retirement System.

We endorse the pickup of the .3%.

While we call for elimination of the BAC, we understand that requires legislative action. We suggest that JCOER call for a study of the BAC, its origins, its use, and its continuance or possible elimination.

Thank you.

JAMES BYRD  
 President  
 UW-Stout, Psychology  
 Menomonie, WI 54751  
 Telephone 715-232-2650  
 E-Mail: byrdj@uwstout.edu  
 Fax 608-277-7708

EDWARD J. MUZIK  
 TAUWP/WFT Representative  
 1334 Applegate Road  
 Madison, WI 53713-3184  
 Telephone 608-277-5757  
 Toll free 800-362-7390  
 Fax 608-277-7708

#### **Executive Committee**

*Vice President*  
 RICHARD WALKER  
 UW-Superior

*Secretary*  
 DIANE BYWATERS  
 UW-Stevens Point

*Treasurer*  
 WILLIAM L. CAMPBELL  
 UW-Platteville

*Past President*  
 GLORIA TOIVOLA  
 UW-Superior

TOM FITZ  
 UW Centers

ORVILLE BIERMAN  
 UW-Eau Claire

ROBERT WINGATE  
 UW-LaCrosse

RICHARD CUMMINGS  
 UW-Milwaukee

PETER REMENDER  
 UW-Oshkosh

BENJAMIN HARRIS  
 UW-Parkside

BERNIE HARRIS  
 UW-Platteville

HELEN VAN PROOYEN  
 UW-Stevens Point

MARY FLYNN  
 UW-Stout

MIKE SCHNEIDERWENT  
 UW-Superior

SUSAN PARKS  
 UW-Whitewater

#### **Standing Committee Chairpersons**

*Academic Freedom and Tenure*  
 RICHARD SCHAUER  
 UW-Whitewater

*Academic Staff*  
 MARIANNE FRYE  
 UW-Superior

*Educational Policies*  
 ALLEN CURTIS  
 UW-Eau Claire

*Governance*  
 ROGER WALL  
 UW Centers

*Legislation*  
 JAMES SIMMONS  
 UW-Oshkosh

*Salary and Fringe Benefits*  
 RAY SPOTO  
 UW-Platteville

*Women and Minorities*  
 JANET POLANSKY  
 UW-Stout

## The Benefit Adjustment Contribution (BAC)

### A BRIEF HISTORY:

The BAC began 1-1-86 as an employe contribution to fund, in part, the 1984 retirement improvement in the formula factor. The original contribution for general employes and teachers was 1% of salary. This was picked up by the state a few years later. In 1991 the BAC went to 1.1% and to 1.2% in 1992.

### WHAT IS THE BAC?

The BAC is an accounting device used to direct certain funds contributed by or on behalf of the employe into the employer accounts rather than into employe accounts. The BAC consists of contributions made by or on behalf of employes. Currently that is 1.2% of salary. One percent has been picked up by the state in lieu of salary increases.

On January 1, 1996, the BAC will increase to 1.5% even though you picked up the .3% increase. Remember, the BAC is simply an accounting device which diverts BAC funds into employer accounts.

### WHAT IF THE BAC WERE ELIMINATED?

If the BAC were eliminated, there would be no effect on the flow of BAC funds into the retirement system. However, there would be a change in the internal allocation of these funds which would now flow into the employe accounts.

Allocating these funds to the employe accounts makes these contributions and subsequent interest earned part of the death benefit available to the widow of a deceased state worker. Or they might, if the employe retired, enable him or her to increase the annuity by a money purchase plan instead of the using the formula.

It would also make more clear the fact that general employes pay more into the system (6.2% of salary for a 1.6% formula factor) and get less than others (who pay 5.6% of salary and get a 2% formula factor).

# JOINT COMMITTEE ON EMPLOYMENT RELATIONS

## AGENDA

Room 113 South  
State Capitol

8:00 a.m.

November 9, 1995

1. CALL TO ORDER AND ROLL CALL.
2. APPROVAL OF THE SUMMARY OF PROCEEDINGS OF THE JUNE 27, 1995 MEETING OF THE JOINT COMMITTEE.
3. PUBLIC HEARING AND POSSIBLE EXECUTIVE ACTION ON TENTATIVE AGREEMENTS BETWEEN THE STATE OF WISCONSIN AND:
  - a. The Wisconsin State Employees Union, AFSCME Council 24, and its appropriate affiliated locals, AFL-CIO, covering employees in the clerical and related; blue collar and nonbuilding trades; security and public safety; technical; and professional social services bargaining units.
  - b. The Wisconsin Physician and Dentist Association, covering employees in the patient treatment bargaining unit (1993-95 and 1995-97 agreements).
  - c. The Wisconsin State Building Trades Negotiating Committee and its appropriate affiliated building trades councils, covering employees in the building trades crafts bargaining unit.
4. PUBLIC HEARING AND POSSIBLE EXECUTIVE ACTION ON RECOMMENDATIONS OF THE SECRETARY OF EMPLOYMENT RELATIONS FOR MODIFICATIONS TO:
  - a. The 1995-97 Compensation Plan for classified and certain unclassified employees.
  - b. The 1995-97 compensation and benefit adjustments for faculty and academic staff of the University of Wisconsin System.
  - c. Statutory changes necessary to implement the Secretary's recommendations.
5. OTHER BUSINESS.
6. ADJOURNMENT.

[Following the above activity, it is anticipated that the Joint Committee, pursuant to s. 19.85 (1) (e), Stats., may go into a closed session for the purpose of conducting a briefing of the Joint Committee on matters relating to state collective bargaining.]

# State of Wisconsin

**Tommy G. Thompson**  
Governor

**Jon E. Litscher**  
Secretary



137 East Wilson Street  
P.O. Box 7855  
Madison, WI 53707-7855

## DEPARTMENT OF EMPLOYMENT RELATIONS

DATE: November 9, 1995

TO: Co-Chairpersons and Members,  
Joint Committee on Employment Relations

FROM: Jon E. Litscher, Secretary  
Department of Employment Relations

SUBJECT: Typographical Errors and Additional Technical Correction

In addition to the recommendations I submitted to this Committee on November 2, 1995, the following are three corrections to the previous recommendations and an additional technical correction to the current plan:

1. Page O-3 of attachments to November 2 letter: Third line from the bottom, page H-8a should be page H-8b.
2. Page O-9 of attachments to November 2 letter: Third line from the bottom, "December 22, 1995" should be "December 22, 1996."
3. Page H-29 of current plan, Schedule 45, Security and Public Safety-Related Supervisory and Noncounterparts: effective November 26, 1995, the pay range maximum for PR 45-09 should be changed from \$13.985 from \$14.250.

JAMES BYRD  
President  
UW-Stout, Psychology  
Menomonie, WI 54751  
Telephone 715-232-2650  
E-Mail: byrdj@uwstout.edu  
Fax 608-277-7708

EDWARD J. MUZIK  
TAUWP/WFT Representative  
1334 Applegate Road  
Madison, WI 53713-3184  
Telephone 608-277-5757  
Toll free 800-362-7390  
Fax 608-277-7708

#### Executive Committee

*Vice President*  
RICHARD WALKER  
UW-Superior

*Secretary*  
DIANE BYWATERS  
UW-Stevens Point

*Treasurer*  
WILLIAM L. CAMPBELL  
UW-Platteville

*Past President*  
GLORIA TOIVOLA  
UW-Superior

TOM FITZ  
UW Centers

ORVILLE BIERMAN  
UW-Eau Claire

ROBERT WINGATE  
UW-LaCrosse

RICHARD CUMMINGS  
UW-Milwaukee

PETER REMENDER  
UW-Oshkosh

BENJAMIN HARRIS  
UW-Parkside

BERNIE HARRIS  
UW-Platteville

HELEN VAN PROOYEN  
UW-Stevens Point

MARY FLYNN  
UW-Stout

MIKE SCHNEIDERWENT  
UW-Superior

SUSAN PARKS  
UW-Whitewater

#### Standing Committee Chairpersons

*Academic Freedom and Tenure*  
RICHARD SCHAUER  
UW-Whitewater

*Academic Staff*  
MARIANNE FRYE  
UW-Superior

*Educational Policies*  
ALLEN CURTIS  
UW-Eau Claire

*Governance*  
ROGER WALL  
UW Centers

*Legislation*  
JAMES SIMMONS  
UW-Oshkosh

*Salary and Fringe Benefits*  
RAY SPOTO  
UW-Platteville

*Women and Minorities*  
JANET POLANSKY  
UW-Stout

## THE .3% RETIREMENT PICKUP

### What is being done:

The projected increase of .3% in the Benefit Adjustment Contribution (BAC), scheduled for implementation on January 1, 1996, is being picked up by the state.

### Where the .3% came from:

The .3% is the latest increment approved by the DETF Board to a temporary funding device (the BAC) for the 1984 Retirement improvement bill. Active employees agreed to pay an additional 1%, effective 1-1-86, for the improvement with the understanding that the money would go into the employer account. In effect, it decreased the state costs by 1%.

In the beginning, active employees paid 1%; then 1.1% in 1991 and 1.2% in 1992, which is the current rate. In the summer of 1995 the DETF Board added an additional .3% to the employee BAC. Sec. Litscher has acted wisely in recommending the pickup of this .3%.

### What we hope JCOER will do:

In a few words: pick up the remaining 1.2% and abolish the concept of a BAC. Why? First, it was a temporary funding device to help the state implement a retirement improvement bill. Second, the BAC muddies the waters as to the true inequities that exist within the Wisconsin Retirement System. In truth, general employees and teachers pay more for less, compared to executives, elected officials, judges and others. General employees pay 6.2% (a required 5% contribution and 1.2% for the BAC) for a 1.6% formula factor; elected officials, heads of State agencies, chancellors, vice-chancellors, and judges who enjoy a 2% formula factor pay only 5.6% of salary (a required contribution of 5.5% plus a BAC of .1%).

**The arithmetic is simple: some pay 6.2% of salary for a formula factor of 1.6%; others pay 5.6% for a formula factor of 2.0%.**

This inequity defies rationality. It ought to be ended. The BAC should be eliminated. The real solution is to equalize the benefits of these two groups. The current healthy state of the retirement fund makes a strong move in this direction possible in 1996.

Indeed, the fund is so healthy that required state and employe contributions will each diminish on January 1, 1996: .4% for employes and .9% for employers. If we kept the contributions at the current rate, the state could fund an increase to nearly 1.8% with no hardship to any one. We do not advocate a decrease in the formula factor for any one.

Thank you.

*Edward J. Smead*

# YOUR BENEFIT HANDBOOK

---

- WISCONSIN RETIREMENT SYSTEM
- GROUP HEALTH INSURANCE
- GROUP LIFE INSURANCE
- INCOME CONTINUATION INSURANCE



Wisconsin  
Department of Employee Trust Funds  
P.O. Box 7930  
Madison, Wisconsin 53707

ET-2119 (REV 6/94)

(OVER)

Contributions for retirement system coverage must begin on the first day you are eligible for coverage.

#### **Mandatory Employee Contributions**

If you are eligible to participate in the WRS, you must contribute to the plan unless your employer makes the mandatory employee contributions on your behalf as a fringe benefit.

By statute the mandatory contribution is a percentage of covered salary and varies by employment category.

Legislation was enacted in 1984 to substantially improve retirement benefits for career public employees in the WRS. To help pay for the benefit improvements, mandatory employee contributions increased by 1% as of January 1, 1986 for teachers, general employees and protective employees with Social Security coverage. The additional 1% is called the "Benefit Adjustment Contribution." The 1% increased to 1.1% effective 1/1/91 and to 1.2% effective 1/1/92.

<b>Employment Category</b>	<b>Mandatory Employee Contribution Rates Effective 1/1/92</b>	
General Employees and Teachers	6.2%	(Includes 5% Employee Required Contribution and 1.2% Benefit Adjustment Contribution)
Protectives with Social Security	6.7%	(Includes 6% Employee Required Contribution and .7% Benefit Adjustment Contribution)
Protectives without Social Security	7.5%	"
Elected Officials and State Executive Retirement Plan Employees	5.6%	(Includes 5.5% Employee Required Contribution and .1% Benefit Adjustment Contribution)

Mandatory employee contributions, whether paid by you or your employer as a fringe benefit, are credited to your WRS account for benefit purposes. (See later section on separation benefits.)

#### **Employer Contributions**

Your employer is required to contribute an amount which, when added to your contributions and investment earnings, will pay for the benefit you and your beneficiary(ies) will be eligible to receive.

The employer contribution, actuarially determined each year, is expressed as a percentage of all earnings which are subject to required contributions. In 1993, it averaged 6.2% for all general employees.

## **Sick Leave Reports for Unclassified Staff**

### **EXECUTIVE SUMMARY**

#### **BACKGROUND**

The State legislature established a cap, effective August 1, 1987, on the amount of unused sick leave that can be converted annually by faculty and academic staff to pay for group health insurance upon retirement. Faculty and academic staff earn 12 days of sick leave per year. However, the annual conversion of sick leave credits is capped at 8.5 days for those with annual (52-week) appointments and 6.4 days for those with academic year (39-week) appointments. The sick leave cap does not apply to classified staff. The cap can be waived for an institution if it meets certain conditions. This report meets one of the conditions.

#### **REQUESTED ACTION**

For information only.

#### **DISCUSSION AND RECOMMENDATIONS**

The sick leave conversion cap established in 1987 can be waived by the Secretary of Administration pursuant to Section 40.05(4)(bp)2, Wis. Stats., if three conditions are met, as follows:

1. The institution's sick leave accounting system for faculty and academic staff is comparable to the system used by the Department of Administration for state employees in the classified service;
2. For teaching faculty and academic staff, the administrative procedures for crediting and use of earned sick leave is on a standard comparable to a scheduled 40-hour work week; and
3. The institution regularly (annually) reports on its sick leave accounting system to the Board of Regents of the University of Wisconsin System. S. 40.05(4)(bp), Wis. Stats.

For meeting the first condition, the Department of Administration has provided four criteria, as follows: 1) the leave reporting system must be compatible with a systemwide reporting system; 2) it must provide for faculty and academic staff to report, at least monthly, sick leave used; 3) the institution must provide monthly leave status reports to faculty and academic staff, and; 4) leave records must be centralized in one office.

All institutions are required to meet the second condition by Unclassified Personnel Guideline (UPG) #10 which addresses sick leave use and

colleague coverage. Institutional compliance with UPG #10 has been accepted by the Department of Administration as meeting this condition.

The third condition for waiver of the cap on sick leave conversion specifies that the institutions must regularly report to the Board on the operation of their sick leave accounting systems. The Secretary of the Department of Administration has directed that the institutions must report annually to the Board on their sick leave use and sick leave accounting system. The report before you today meets this condition. Attachment A is a report of the sick leave accounting systems in place for faculty and academic staff. Attachments B and C identify sick leave use for faculty/teaching academic staff and non-teaching academic staff, by institution, for the period July 1, 1994 to June 30, 1995.

All institutions have received a retroactive waiver of the cap on accumulation of sick leave for conversion.

The columns headed "Total S.L. Days Earned" and "Total S.L. Days Used" were generated by the leave accounting system for Attachments B & C. The number of employees was derived by dividing the total number of sick leave days earned by the number of sick leave days received by unclassified staff, i.e., 12. Hence, the number of employees shown on this report should not be used for purposes other than for which it was derived, namely, to determine an average of sick leave used per employee.

Comparing last year's report for fiscal year 1994 with this year's report for fiscal year 1995, one finds little difference in the average number of sick leave days used by the two groups of unclassified staff the system tracks, as follows:

<u>Fiscal</u> <u>Year</u>	<u>Faculty &amp; Teaching Ac. Stf.</u>		<u>Non-Teaching Ac. Stf.</u>	
	<u>% Days</u> <u>Used</u>	<u>Avg. S.L.</u> <u>Days Used</u>	<u>% Days</u> <u>Used</u>	<u>Avg. S.L.</u> <u>Days Used</u>
1994	10.3%	1.2	34.0	4.1
1995	10.4%	1.2	33.8	4.1

System Administration will continue to make this annual informational report as required by the Secretary of the Department of Administration pursuant to the statute.

## **RELATED REGENT POLICIES**

UWS-19 Sick Leave

UW FACULTY AND ACADEMIC STAFF  
SICK LEAVE ACCOUNTING SYSTEMS

September, 1995

- o All institutions require monthly reports from the faculty or academic staff member regardless of whether sick leave is used or not.
- o All institutions require reports to be signed by the faculty or academic staff member and counter-signed by the director or supervisor.
- o All institutions use a standardized form which complies with Unclassified Personnel Guideline #10. All institutions have certified that they meet the reporting requirements of Unclassified Personnel Guideline #10.
- o All institutions have certified their compliance with the administrative procedures in Unclassified Personnel Guideline #10 for use of sick leave on a standard comparable to a scheduled 40-hour work week.

At each institution, records are maintained by entering monthly reports from faculty and academic staff into the central data bases developed and maintained by UW Processing Center. Each institution has developed its own policies and procedures within the latitude allowed by the Department of Administration criteria for granting waivers and UW System policies and procedures. Waivers have been granted for all the faculty and academic staff employed at institutions.

SICK LEAVE USE  
U. W. SYSTEM FACULTY & TEACHING ACADEMIC STAFF  
Fiscal 1995

Institution	<u>Number of Employees</u>	<u>Total S.L. Days Earned</u>	<u>Total S.L. Days Used</u>	<u>% Used To Earned</u>	<u>Avg. S.L. Days Used</u>
Centers	384.1	4,609.2	527.7	11.4%	1.4
Eau Claire	398.4	4,780.3	289.0	6.0%	0.7
Extension	375.7	4,508.6	1,262.5	28.0%	3.4
Green Bay	177.1	2,125.6	216.8	10.2%	1.2
La Crosse	329.4	3,951.8	296.7	7.5%	0.9
Madison	3,026.2	36,313.8	3,329.8	9.2%	1.1
Milwaukee	932.0	11,183.8	686.4	6.1%	0.7
Oshkosh	346.2	4,154.3	373.7	9.0%	1.1
Parkside	179.0	2,148.3	121.0	5.6%	0.7
Platteville	186.6	2,239.7	281.1	12.6%	1.5
River Falls	218.5	2,622.1	353.6	13.5%	1.6
Stevens Point	322.8	3,873.6	295.8	7.6%	0.9
Stout	271.6	3,258.5	603.0	18.5%	2.2
Superior	88.2	1,058.7	134.8	12.7%	1.5
Whitewater	<u>350.2</u>	<u>4,202.1</u>	<u>702.0</u>	<u>16.7%</u>	<u>2.0</u>
Totals	7,586.0	91,030.4	9,473.9	10.4%	1.2

SICK LEAVE USE  
U. W. SYSTEM NON-TEACHING ACADEMIC STAFF  
Fiscal 1995

Institution	<u>Number of Employees</u>	<u>Total S.L. Days Earned</u>	<u>Total S.L. Days Used</u>	<u>% Used To Earned</u>	<u>Avg. S.L. Days Used</u>
Centers	204.4	2,452.4	708.2	28.9%	3.5
Eau Claire	121.9	1,462.1	553.5	37.9%	4.5
Extension	421.2	5,054.9	1,740.6	34.4%	4.1
Green Bay	173.1	2,077.8	635.8	30.6%	3.7
La Crosse	120.7	1,447.8	422.9	29.2%	3.5
Madison	4,810.3	57,724.2	19,103.2	33.1%	4.0
Milwaukee	684.5	8,213.6	2,822.0	34.4%	4.1
Oshkosh	170.2	2,042.2	844.9	41.4%	5.0
Parkside	132.4	1,588.1	725.8	45.7%	5.5
Platteville	76.7	920.2	423.2	46.0%	5.5
River Falls	90.4	1,084.0	336.3	31.0%	3.7
Stevens Point	136.5	1,637.7	399.1	24.4%	2.9
Stout	109.7	1,317.1	595.0	45.2%	5.4
Superior	65.1	781.1	302.5	38.7%	4.6
Whitewater	123.5	1,481.8	544.6	36.8%	4.4
System Admin.	<u>71.0</u>	<u>852.3</u>	<u>328.3</u>	<u>38.5%</u>	<u>4.6</u>
Totals	7,511.6	90,137.3	30,485.9	33.8%	4.1

JAMES BYRD  
President  
UW-Stout, Psychology  
Menomonie, WI 54751  
Telephone 715-232-2650  
E-Mail: byrdj@uwstout.edu  
Fax 608-277-7708

EDWARD J. MUZIK  
TAUWP/WFT Representative  
1334 Applegate Road  
Madison, WI 53713-3184  
Telephone 608-277-5757  
Toll free 800-362-7390  
Fax 608-277-7708

#### Executive Committee

*Vice President*  
RICHARD WALKER  
UW-Superior

*Secretary*  
DIANE BYWATERS  
UW-Stevens Point

*Treasurer*  
WILLIAM L. CAMPBELL  
UW-Platteville

*Past President*  
GLORIA TOIVOLA  
UW-Superior

TOM FITZ  
UW Centers

ORVILLE BIERMAN  
UW-Eau Claire

ROBERT WINGATE  
UW-LaCrosse

RICHARD CUMMINGS  
UW-Milwaukee

PETER REMENDER  
UW-Oshkosh

BENJAMIN HARRIS  
UW-Parkside

BERNIE HARRIS  
UW-Platteville

HELEN VAN PROOYEN  
UW-Stevens Point

MARY FLYNN  
UW-Stout

MIKE SCHNEIDERWENT  
UW-Superior

SUSAN PARKS  
UW-Whitewater

#### Standing Committee Chairpersons

*Academic Freedom and Tenure*  
RICHARD SCHAUER  
UW-Whitewater

*Academic Staff*  
MARIANNE FRYE  
UW-Superior

*Educational Policies*  
ALLEN CURTIS  
UW-Eau Claire

*Governance*  
ROGER WALL  
UW Centers

*Legislation*  
JAMES SIMMONS  
UW-Oshkosh

*Salary and Fringe Benefits*  
RAY SPOTO  
UW-Platteville

*Women and Minorities*  
JANET POLANSKY  
UW-Stout

## SUPPLEMENTARY HEALTH INSURANCE

### What is being proposed:

That the Secretary of DER be given the authority to recommend that the health insurance supplement now being offered to represented state employees be made available to faculty and academic staff, at a near-term future meeting of JCOER.

### Where we see a potential problem:

We understand that the Secretary of DER may not be satisfied with the sick leave reporting system of the UW System institutions.

### Why that is not a problem:

The UW System satisfied the Secretary of DOA within the last two or three years that the reporting system was acceptable. The Legislature called for a strict reporting system. The UW responded.

### What we want JCOER to do:

Make the health insurance supplement available to faculty and academic staff at the earliest opportunity. Assuredly, if there is any delay, however short, someone will retire and lose the benefit. It may be one of your constituents. If the availability looks like it will be delayed for several weeks or more, we will be recommending that no faculty or academic staff retire until the benefits are made available. Regrettably, that action would be necessary to protect the interests of our members.

Thank you.

