
Wisconsin Legislative Council

ACT MEMO



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2023 Wisconsin Act 34 [2023 Senate Bill 120]

Design of Health Care Coverage Plans for Public Safety Employees

Wisconsin law prohibits a municipal employer from bargaining collectively with a collective bargaining unit containing a public safety employee with respect to certain topics. As relevant here, a municipal employer may not collectively bargain with respect to “the design and selection of health care coverage plans by the municipal employer for public safety employees” or “the impact of . . . the design and selection of the health care coverage plans on the wages, hours, and conditions of employment of the public safety employee.”

2023 Wisconsin Act 34 specifies that for these purposes, “design” does not include the decision as to who is covered by a health care coverage plan selected by the municipal employer. The Act provides that the Legislature’s intent in explaining this meaning of design is “to clarify the intent of 2011 Wisconsin Acts 10 and 32 and that this act is to be considered a restatement of current law.”

Effective date: October 27, 2023

For a full history of the bill, visit the Legislature’s [bill history page](#).

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