



September 3, 2024

Co-Chairpersons and Members of the
Joint Committee on Employment Relations
State Capitol
Madison, WI 53702

Dear Senator Kapenga, Representative Vos, and Committee Members:

In accordance with the Administrative Procedures of the Joint Committee on Employment Relations, I request that the Committee hold a meeting and public hearing to consider the 2024-25 tentative collective bargaining agreement between UW-Madison and the Wisconsin State Building Trades Union. I submit this request pursuant to section 111.92(1)(a)3 of the Wisconsin Statutes, which reads as follows:

Any tentative agreement reached between the University of Wisconsin-Madison, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1t) shall, after official ratification by the labor organization, be submitted by the University of Wisconsin-Madison to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval.

That excerpt makes reference to "collective bargaining units specified in s. 111.825 (1t)," and the CBA contemplated by this correspondence fits in that category. See Wis. Stat. § 111.825(1t)(c) (reference to occupational group consisting of "Building trades crafts").

A representative from UW-Madison will attend the hearing to respond to questions regarding the tentative agreement.

Thank you for your consideration of this request.

Sincerely,

Jennifer L. Mnookin
Chancellor

Enclosure: 2024-25 CBA (UW-Madison Building Trades Union)

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Margit Kelley, Principal Attorney, Wisconsin Legislative Council
Julie Learned, Committee Clerk, Joint Committee on Employment Relations
Rachel Janke, Program Supervisor, Legislative Fiscal Bureau
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AGREEMENT

between the

UNIVERSITY OF WISCONSIN-MADISON

and the

WISCONSIN STATE BUILDING TRADES NEGOTIATING COMMITTEE

AND ITS

APPROPRIATE AFFILIATED BUILDING

TRADES COUNCILS

July 1, 2024 – June 30, 2025



AGREEMENT NOTE

This Agreement made and entered into effective July 1, 2024, at Madison, Wisconsin, pursuant to the provisions of ss. 111.81-111.94, Wis. Stats., by and between the University of Wisconsin–Madison (“the Employer”) represented by the Office of Human Resources, and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, (“the Union”) (collectively “the parties”).

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties that this Agreement constitutes an implementation of the provisions of ss. 111.81-111.94, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the Employer.

The parties acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the unlimited right and opportunity of the parties to make any and all demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

ARTICLE I

Scope of Agreement

1/1/1 This Agreement relates only to university staff employees of the University of Wisconsin–Madison in the appropriate collective bargaining units as defined by the Wisconsin Employment Relations Commission certifications Cases V and VI; Nos. 15579 and 15580; SE-40 and SE-41; Decision Nos. 10991- B and 10992-B, dated January 4, 1973.

ARTICLE II

Wages

Section 1 General Wage Adjustment (GWA)

2/1/1 Effective June 30, 2024, the first date of the July A payroll, the first payroll of FY25, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of 4.12%.

Section 2 Lump Sum Wage Payment

2/2/1 If implementation of the Agreement is delayed until after June 30, 2024, employees in pay status on the date of implementation will receive the increase with a lump sum payment for the increase for all hours in pay status in the bargaining unit back to June 30, 2024. Employees that retire or die after June 30, 2024, will also be eligible for the wage adjustment and lump sum payment. Employees in the bargaining unit that return from an unpaid leave of absence will also receive the wage adjustment and lump sum payment for hours in pay status back to June 30, 2024.



**Fiscal Impact of FY25 Tentative Collective Bargaining Agreement
UW–Madison and Wisconsin State Building Trades Union**

This memorandum outlines the estimated fiscal impact of the tentative agreement (TA) that UW–Madison and the Wisconsin State Building Trades Union have reached on the 2024-25 collective bargaining agreement (CBA). The CBA covers the time period from July 1, 2024, through June 30, 2025, and the TA proposes a 4.12% increase in wages effective June 30, 2024, the first pay date of the 2025 fiscal year.

The following chart outlines the anticipated cost increases across all funding sources. Please note the estimated increase factors in the 4.12% pay plan effective June 30, 2024:

Fiscal Impact of TA on All Funding Sources (235.04 FTE)			
	Increase in Wages	Increase in Fringe Costs ¹	Total Increase
Annualized	\$934,816	\$144,897	\$1,079,713

Approximately 54.1% of the amounts listed above would come from general purpose revenue (GPR).

Pursuant to relevant provisions of the Wisconsin Statutes,² UW–Madison is submitting the TA to the Joint Committee on Employment Relations (JCOER). Approval of the TA and, consequently, any fiscal impact outlined in this memorandum are dependent on JCOER’s approval.

¹ The variable fringe rate is 15.5%.

² See Wis. Stat. § 111.92(1)(a)3 (“Any tentative agreement reached between the University of Wisconsin-Madison, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1t) shall, after official ratification by the labor organization, be submitted by the University of Wisconsin-Madison to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval.”); Wis. Stat. § 111.825(1t)(c) (“Except as provided in sub. (2), collective bargaining units for employees employed by the University of Wisconsin System and assigned to the University of Wisconsin-Madison are structured with one collective bargaining unit for each of the following occupational groups: . . . Building trades crafts.”).