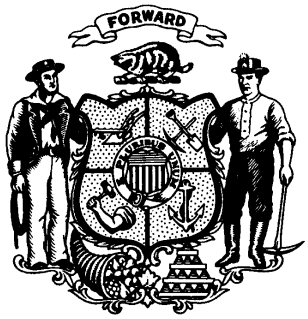
State of Wisconsin



Date of enactment: December 9, 2025
2025 Senate Bill 374 Date of publication*: December 10, 2025

2025 WISCONSIN ACT 77

AN ACT ***to amend*** 104.09; ***to create*** 103.023 and 104.01 (2) (b) 6. of the statutes; **relating to:** exemptions from minimum wage, overtime pay, and recordkeeping requirements for minor league baseball players.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION 1. 103.023 of the statutes is created to read:

103.023 Hours of labor and recordkeeping; minor league baseball players. (1) In promulgating rules under s. 103.02 classifying periods of time into periods to be paid for at regular rates and periods to be paid for at the rate of at least one and one-half times the regular rates, the department shall exempt from the application of those rules an individual who has entered into a contract to play baseball at the minor league level and who is compensated pursuant to the terms of a collective bargaining agreement that expressly provides for wages and working conditions.

(2) The department shall also exempt an individual described in sub. (1) from the application of rules promulgated under s. 103.02 or 104.09 that require employers to keep records of the hours of employment and wages of employees.

SECTION 2. 104.01 (2) (b) 6. of the statutes is created to read:

104.01 **(2)** (b) 6. Any individual who has entered into a contract to play baseball at the minor league level and who is compensated pursuant to the terms of a collective bargaining agreement that expressly provides for wages and working conditions.

SECTION 3. 104.09 of the statutes is amended to read:

104.09 Records. Each employer shall keep a record of the names and addresses of all student learners and employees, the hours of employment and wages of each, and such other records pertaining to ability as the department requires, except that an employer is not required to keep a record of the hours of employment of an individual who is exempt under ss. 103.023 and 104.01 (2) (b) 6. or of any other employee who is exempt under rules promulgated by the department from the requirement under s. 103.02 that an employee be paid overtime compensation, as defined in s. 103.025 (1) (c), and who is not compensated on an hourly rate basis.

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* Section 991.11, WISCONSIN STATUTES: Effective date of acts. "Every act and every portion of an act enacted by the legislature over the governor's partial veto which does not expressly prescribe the time when it takes effect shall take effect on the day after its date of publication."