



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.

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

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

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

71.07 **(8b)** (a) 7. “Qualified development” means a qualified low-income housing project under section 42 (g) of the Internal Revenue Code that is financed with tax-exempt bonds, ~~pursuant to section 42 (i) (2) described in section 42 (h) (4)~~ (A) of the Internal Revenue Code, allocated the credit under section 42 of the Internal Revenue Code, and located in this state; except that the authority may waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal Revenue Code, the requirements of tax-exempt bond financing and federal credit allocation to the 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 2.** 71.28 (8b) (a) 7. of the statutes is amended to read:

71.28 **(8b)** (a) 7. “Qualified development” means a qualified low-income housing project under section 42 (g) of the Internal Revenue Code that is financed with tax-exempt bonds, ~~pursuant to section 42 (i) (2) described in section 42 (h) (4) (A) of the Internal Revenue Code, allocated the credit under section 42 of the Internal Revenue Code,~~ and located in this state; ~~except that the authority may waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal Revenue Code, the requirements of tax-exempt bond financing and federal credit allocation to the 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 3.** 71.47 (8b) (a) 7. of the statutes is amended to read:

71.47 **(8b)** (a) 7. “Qualified development” means a qualified low-income housing project under section 42 (g) of the Internal Revenue Code that is financed with tax-exempt bonds, ~~pursuant to section 42 (i) (2) described in section 42 (h) (4) (A) of the Internal Revenue Code, allocated the credit under section 42 of the Internal Revenue Code,~~ and located in this state; ~~except that the authority may waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal Revenue Code, the requirements of tax-exempt bond financing and federal credit allocation to the 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 4.** 76.639 (1) (g) of the statutes is amended to read:

76.639 (1) (g) “Qualified development” means a qualified low-income housing project under section 42 (g) of the Internal Revenue Code that is financed with tax-exempt bonds, ~~pursuant to section 42 (i) (2)~~ described in section 42 (h) (4) (A) of the Internal Revenue Code, allocated the credit under section 42 of the Internal Revenue Code, and located in this state; except that the authority may waive, in the qualified allocation plan under section 42 (m) (1) (B) of the Internal Revenue Code, the requirements of tax-exempt bond financing and federal credit allocation to the 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 5.** 234.45 (1) (e) of the statutes is amended to read:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

decide, however, that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both professional employees and nonprofessional employees, unless a majority of the professional employees vote for inclusion in the unit. The commission may not decide that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both school district employees and general municipal employees who are not school district employees. The commission may not ~~decide that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both public safety employees and general municipal employees, if the group includes both transit employees and general municipal employees, or if the group includes both transit employees and public safety employees~~ place public safety employees in a collective bargaining unit with employees who are not public safety employees or place transit employees in a collective bargaining unit with employees who are not transit employees. The commission may place frontline workers in a collective bargaining unit with municipal employees who are not frontline workers if the commission determines it is appropriate; if the commission places in a collective bargaining unit frontline workers and municipal employees who are not frontline workers, the collective bargaining unit is treated as if all employees in the collective bargaining unit are frontline workers. The commission may not decide that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both craft employees and noncraft employees unless a majority of the craft employees vote for inclusion in the unit. The commission shall place the professional employees who are assigned to perform

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

111.81 (8) “Employer” means the state of Wisconsin and includes an authority.

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

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

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

111.81 (9) “Fair-share agreement” means an agreement between the employer and a labor organization representing public safety employees or a frontline worker under which all of the public safety employees in the collective bargaining unit or all 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 process and contract administration measured by the amount of dues uniformly required of all members.

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

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

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

111.81 (9g) “General employee” means an employee who is not a public safety employee or a frontline worker.

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

111.825 (1r) (am) Faculty.

(ar) Academic staff.

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

111.825 (1t) (am) Faculty.

(ar) Academic staff.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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:

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

**4.** 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:

<b>2025-26</b>	<b>2026-27</b>
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**20.445 Workforce Development, Department of****(1) WORKFORCE DEVELOPMENT**

(bw) Workforce innovation grants	GPR	C	140,000,000	-0-
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**SECTION 103.** 20.445 (1) (bw) of the statutes is created to read:

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

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

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

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

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

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

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

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

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

(1) WORKFORCE INNOVATION GRANTS; POSITION AUTHORIZATION. 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 \$163,800 to increase the authorized FTE positions for the department by 2.0 GPR positions to implement the workforce innovation grant program under s. 106.29. 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 \$211,600 to provide funding for the positions authorized under this subsection.”.

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

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

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

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

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

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

<b>2025-26</b>	<b>2026-27</b>
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**(3) AFFILIATED GRANT PROGRAMS****(a) Broadband expansion grants;**

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

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

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

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

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

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

<b>2025-26</b>	<b>2026-27</b>
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**20.437 Children and families, department of****(2) ECONOMIC SUPPORT****(c) Child care quality improvement**

program	GPR	A	221,049,600	220,991,100
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**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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(a) Television and other commercials.

(b) Internet and email advertisements.

(c) Print advertisements and bill inserts.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**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:

				<b>2025-26</b>	<b>2026-27</b>
<b>20.445 Workforce Development, Department of</b>					
(1)	WORKFORCE DEVELOPMENT				
(em)	Youth-to-registered apprenticeship				
	grant program	GPR	C	250,000	250,000
(er)	On-the-job learning grant program				
		GPR	C	2,250,000	1,500,000

**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

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

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

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

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

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

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

- (a) "Apprentice" has the meaning given in s. 106.001 (1).
- (b) "Apprenticeship program" has the meaning given in s. 106.001 (4).

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

1. New and small employers for costs associated with apprenticeship



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

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

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

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

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

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

(1) REGISTERED APPRENTICESHIP PROGRAM; POSITION AUTHORIZATION. 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 \$60,800 to increase the authorized FTE positions for the department of workforce development by 1.0 GPR position to support the infrastructure of the registered apprenticeship program under subch. I of ch. 106. 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 \$80,900 for the position authorized under this subsection.

(2) REGISTERED APPRENTICESHIP PROGRAM; 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) (a), the dollar amount for fiscal year 2025-26 is increased by \$21,100 and the dollar amount for fiscal year 2026-27 is increased by

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

(3) REGISTERED APPRENTICESHIP PROGRAM IN ARTIFICIAL INTELLIGENCE; POSITION AUTHORIZATION. 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 \$238,900 to increase the authorized FTE positions for the department of workforce development by 5.5 GPR positions to expand the registered apprenticeship program in the field of artificial intelligence under subch. I of ch. 106. 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 \$318,500 for the positions authorized under this subsection.

(4) REGISTERED APPRENTICESHIP IN ARTIFICIAL INTELLIGENCE SUPPORT; 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) (a), the dollar amount for fiscal year 2025-26 is increased by \$165,500 and the dollar amount for fiscal year 2026-27 is increased by \$130,000 for supplies and services to support the registered apprenticeship program in the field of artificial intelligence under subch. I of ch. 106.”.

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

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

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

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

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

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

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

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

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

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

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

(1) WISCONSIN FAST FORWARD ALLOCATIONS.

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

(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

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

(2) MIGRANT SEASONAL FARM WORKER PROGRAM; 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) (a), the dollar amount for fiscal year 2025-26 is increased by \$779,500 and the dollar amount for fiscal year 2026-27 is increased by \$33,100 for supplies and services for an online platform to be used by the migrant seasonal farm worker program under ss. 103.90 to 103.97 to process applications and certifications for migrant labor camp and housing operators.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

In this section:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

state or local government created or authorized to be created by the constitution or any law, including the legislature and the courts.

(f) “Family member” means any of the following:

1. A spouse or domestic partner of an employee.
2. A parent, child, sibling, brother-in-law, sister-in-law, grandparent, or grandchild of an employee or of an employee’s spouse or domestic partner.
3. Any other individual who is related by blood, marriage, or adoption to an employee or to an employee’s spouse or domestic partner and whose close association with the employee, spouse, or domestic partner makes the individual the equivalent of an individual listed under subd. 2.

(g) “Grandchild” means the child of a child.

(h) “Grandparent” means the parent of a parent.

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

(a) (1).

(j) “Parent” means a biological parent, foster parent, adoptive parent, stepparent, or legal guardian of an employee or of an employee’s spouse or domestic partner.

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

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

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

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

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

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

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

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

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

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

2. A break that is requested by the employee.

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

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

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

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

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

- a. The number of hours the employee is required to work or be on call for work.
- b. The days or times when the employee is required to work or be on call for work.
- c. The location where the employee is required to work.
- d. The amount of notification the employee receives regarding changes to the employee's work schedule.
- e. Minimizing fluctuations in the number of hours the employee is scheduled to work on a daily, weekly, or monthly basis.

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

- a. A serious health condition, as defined under s. 103.10 (1) (g), of the employee.
- b. The employee's responsibilities as a significant provider of ongoing care, including responsibility for securing ongoing care, of the employee's child, family member with a serious health condition, as defined under s. 103.10 (1) (g), or parent who is 65 years of age or older.
- c. The employee's responsibilities as a significant provider of education, including responsibility for securing education, of the employee's child.
- d. The employee's enrollment in an educational or training program or program of study that leads to a recognized postsecondary credential.

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

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

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

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

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

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

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

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

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

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

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

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

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



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

a. The service employee consents to the change.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(1) PREDICTABLE WORK SCHEDULES FOR RETAIL, FOOD SERVICE, AND CLEANING 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,

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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**

**20.445    Workforce Development, Department of**

(1)    WORKFORCE DEVELOPMENT

(rr)    Worker’s compensation operations

fund; special assessment insurer

reimbursements	SEG	A	5,000,000	5,000,000
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**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

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

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

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

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

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

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

(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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

2. Three thousand dollars.

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

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

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

2. Four thousand dollars.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- (a) Articles of incorporation under s. 180.0202 or 181.0202.
- (b) Articles of organization under s. 183.0201.
- (c) A statement of qualification under s. 178.0901.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(1) EMPLOYMENT DISCRIMINATION; CONSIDERATION OF CONVICTION RECORD.

The treatment of s. 111.335 (3) (ag) first applies to an application for employment submitted to an employer on the effective date of this subsection.

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

(1) EMPLOYMENT DISCRIMINATION; CONSIDERATION OF CONVICTION RECORD.

The treatment of s. 111.335 (3) (ag) and SECTION 9350 (1) of this act take effect on the first day of the 6th month beginning after publication.”.

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

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

(1) MINIMUM WAGE STUDY COMMITTEE.

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

1. Five members appointed by the governor.
2. One member appointed by the speaker of the assembly.
3. One member appointed by the minority leader of the assembly.

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

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

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

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

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

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

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

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

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

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

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

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

106.50 (1m) (h) “Discriminate” means to segregate, separate, exclude, or treat

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

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

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

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

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

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

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

230.35 (1) (a) 1m. One hundred twenty hours each year for a full year of service during the next 3 years of service;

**SECTION 226.** 230.35 (1) (c) of the statutes is amended to read:

230.35 (1) (c) When the rate of annual leave changes during the 2nd, 5th,

10th, 15th, 20th or 25th calendar year, the annual leave for that year shall be prorated.

**SECTION 227.** 230.35 (1m) (bt) 1. of the statutes is amended to read:

230.35 **(1m)** (bt) 1. 120 hours each year for a full year of service during the first ~~5~~ 2 years of service;

**SECTION 228.** 230.35 (1m) (bt) 1m. of the statutes is created to read:

230.35 **(1m)** (bt) 1m. 136 hours each year for a full year of service during the next 3 years of service;

**SECTION 9301. Initial applicability; Administration.**

(1) ANNUAL LEAVE HOURS; STATE EMPLOYEES. The treatment of s. 230.35 (1) (a) 1. and 1m. and (c) and (1m) (bt) 1. and 1m. first applies to a state employee's anniversary of service that occurs on the effective date of this subsection.”.

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

“**SECTION 229.** 230.046 (3) (f) of the statutes is created to read:

230.046 **(3)** (f) Provide an apprenticeship program as described under subch. I of ch. 106. If an appointing authority provides an apprenticeship program under this paragraph, the appointing authority shall do all of the following:

1. Create a defined training plan for employees who participate in the apprenticeship program, to include on-the-job and off-the-job training, that is designed for the employees to gain the skills necessary for the trade, craft, or business and for completion of the apprenticeship.

2. During working hours and without loss of pay, provide to employees who

participate in the apprenticeship program off-the-job, specialized training courses that are necessary for completion of the apprenticeship program.

**SECTION 230.** 230.046 (5) (b) of the statutes is amended to read:

230.046 (5) (b) ~~Training~~ Except as provided in par. (bm), training costs estimated to exceed \$500, excluding the compensation of participants, have been included in the budget and approved by the legislature or the joint committee on finance, and such costs will be encumbered for training purposes on the records of the agency;

**SECTION 231.** 230.046 (5) (bm) of the statutes is created to read:

230.046 (5) (bm) Training costs for an apprenticeship program provided under sub. (3) (f) estimated to exceed \$1,000, excluding the compensation of participants, have been included in the budget and approved by the legislature or the joint committee on finance, and such costs will be encumbered for training purposes on the records of the agency;

**SECTION 232.** 230.12 (1) (f) of the statutes is amended to read:

230.12 (1) (f) *Trainee pay rates.* ~~When~~ Except with respect to apprentices as provided in par. (fm), when applicable, the compensation plan may provide for rates of pay below the minimum of the pay range to reflect the appropriate beginning pay for persons appointed to positions who do not possess the qualifications necessary to perform the work at the classification level for which they are being trained. Pay increases up to the minimum of the pay range shall be provided to compensate for the attainment of additional qualifications during the trainee period.

**SECTION 233.** 230.12 (1) (fm) of the statutes is created to read:

230.12 (1) (fm) *Apprentice pay rates.* The compensation plan may provide for



rates of pay to reflect the appropriate beginning pay for persons appointed to apprenticeship programs under s. 230.046 (3) (f) during the apprenticeship. Pay increases shall be provided to compensate for the attainment of additional qualifications during the apprenticeship.

**SECTION 234.** 230.28 (6) of the statutes is created to read:

230.28 (6) An employee appointed to a position in an apprenticeship program under s. 230.046 (3) (f) shall be on a probationary period for the duration of the apprenticeship and may be separated during that period without the right of appeal, at the discretion of the appointing authority. Upon completion of the apprenticeship, the employee shall gain permanent status.

**SECTION 235.** 230.35 (4) (d) 5. of the statutes is created to read:

230.35 (4) (d) 5. Employees serving in an apprenticeship program under s. 230.046 (3) (f) shall earn paid personal holidays as set forth in this paragraph for probationary employees, subject to the limitations in this paragraph for probationary employees.”.

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

**“SECTION 9248. Fiscal changes; Veterans Affairs.**

(1) VETERANS HOUSING AND RECOVERY PROGRAM. In the schedule under 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 2025-26 is increased by \$900,000 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.. In the schedule under 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

Entertainment Corporation shall include the following provision in every contract executed by them: “In connection with the performance of work under this contract, the contractor agrees 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, gender expression, as defined in s. 111.32 (7j), gender identity, as defined in s. 111.32 (7k), or national origin. This provision shall include, ~~but not be limited to, the following:~~ employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Except with respect to sexual orientation, gender expression, and gender identity, the contractor further agrees to take affirmative action to ensure equal employment opportunities. The contractor agrees to post in conspicuous places, available for employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination-~~clause~~”. clause.”

**SECTION 238.** 36.09 (1) (e) of the statutes is amended to read:

36.09 (1) (e) Subject to par. (em), the board shall appoint a president of the system; a chancellor for each institution; a dean for each college campus; the state geologist; the director of the laboratory of hygiene; the director of the psychiatric institute; the state cartographer; and the requisite number of officers, other than the vice presidents, associate vice presidents, and assistant vice presidents of the system; faculty; academic staff; and other employees and fix the salaries, subject to the limitations under par. (j) and s. 230.12 (3) (e), the duties and the term of office

for each. The board shall fix the salaries, subject to the limitations under par. (j) and s. 230.12 (3) (e), and the duties for each chancellor, vice president, associate vice president, and assistant vice president of the system. No sectarian or partisan tests or any tests based upon race, religion, national origin, ~~or sex,~~ sexual orientation, as defined in s. 111.32 (13m), gender expression, as defined in s. 111.32 (7j), or gender identity, as defined in s. 111.32 (7k), shall ever be allowed or exercised in the appointment of the employees of the system.

**SECTION 239.** 47.02 (3m) (f) of the statutes is amended to read:

47.02 **(3m)** (f) Assure that eligibility for vocational rehabilitation services under this chapter is determined without regard to the sex, race, age, creed, color, or national origin, sexual orientation, as defined in s. 111.32 (13m), gender expression, as defined in s. 111.32 (7j), or gender identity, as defined in s. 111.32 (7k), of the individual applying for services, that no class of individuals is found ineligible solely on the basis of type of disability, and that no age limitations for eligibility exist ~~which~~ that, by themselves, would result in ineligibility for vocational rehabilitation services.

**SECTION 240.** 111.32 (7j) of the statutes is created to read:

111.32 **(7j)** “Gender expression” means an individual’s actual or perceived gender-related appearance, behavior, or expression, regardless of whether these traits are stereotypically associated with the individual’s assigned sex at birth.

**SECTION 241.** 111.32 (7k) of the statutes is created to read:

111.32 **(7k)** “Gender identity” means an individual’s internal understanding of the individual’s gender, or the individual’s perceived gender identity.

**SECTION 242.** 111.36 (title) of the statutes is amended to read:

**111.36 (title) Sex, sexual orientation, gender expression, gender identity; exceptions and special cases.**

**SECTION 243.** 111.36 (1) (br) of the statutes is amended to read:

111.36 (1) (br) Engaging in harassment that consists of unwelcome verbal or physical conduct directed at another individual because of that individual's gender, gender expression, or gender identity, other than the conduct described in par. (b), and that has the purpose or effect of creating an intimidating, hostile, or offensive work environment or has the purpose or effect of substantially interfering with that individual's work performance. Under this paragraph, substantial interference with an employee's work performance or creation of an intimidating, hostile, or offensive work environment is established when the conduct is such that a reasonable person under the same circumstances as the employee would consider the conduct sufficiently severe or pervasive to interfere substantially with the person's work performance or to create an intimidating, hostile, or offensive work environment.

**SECTION 244.** 111.36 (1) (c) of the statutes is amended to read:

111.36 (1) (c) Discriminating against any ~~woman~~ individual on the basis of pregnancy, childbirth, ~~maternity~~ parental leave, or related medical conditions by engaging in any of the actions prohibited under s. 111.322, including, but not limited to, actions concerning fringe benefit programs covering illnesses and disability.

**SECTION 245.** 111.36 (1) (d) 1. of the statutes is amended to read:

111.36 (1) (d) 1. ~~For any employer, labor organization, licensing agency or employment agency or other person to refuse~~ Refusing to hire, employ, admit or license, ~~or to bar or terminate~~ any individual; barring or terminating from employment, membership, or licensure any individual; ~~or to discriminate~~ discriminating against ~~an~~ any individual in promotion, in compensation, or in the terms, conditions, or privileges of employment because of the individual's sexual orientation; ~~or, gender expression, or gender identity.~~

**SECTION 246.** 111.36 (1) (d) 2. of the statutes is amended to read:

111.36 (1) (d) 2. ~~For any employer, labor organization, licensing agency or employment agency or other person to discharge~~ Discharging or otherwise ~~discriminate~~ discriminating against any person because ~~he or she~~ the person has opposed any discriminatory practices under this paragraph or because ~~he or she~~ the person has made a complaint, testified or assisted in any proceeding under this paragraph.

**SECTION 247.** 111.36 (4) of the statutes is created to read:

111.36 (4) Notwithstanding s. 111.322, it is not employment discrimination for an employer to require an employee to adhere to reasonable workplace appearance, grooming, and dress standards not precluded by other provisions of state or federal law, provided that an employer shall allow an employee to appear or dress consistently with the employee's gender identity or gender expression.

**SECTION 248.** 111.39 (4) (d) of the statutes is amended to read:

111.39 (4) (d) The department shall serve a certified copy of the findings and order on the respondent, the order to have the same force as other orders of the

department and be enforced as provided in s. 103.005. The department shall also serve a certified copy of the findings and order on the complainant, together with a notice advising the complainant about the right to seek, and the time for seeking, review by the commission under sub. (5); about the right to bring, and the time for bringing, an action for judicial review under s. 111.395; and about the right to bring, and the time for bringing, an action under s. 111.397 (1) (a). Any person aggrieved by noncompliance with the order may have the order enforced specifically by suit in equity. If the examiner finds that the respondent has not engaged in discrimination, unfair honesty testing, or unfair genetic testing as alleged in the complaint, the department shall serve a certified copy of the examiner's findings on the complainant, together with an order dismissing the complaint.

**SECTION 249.** 111.39 (5) (b) of the statutes is amended to read:

111.39 (5) (b) ~~If no petition is filed~~ the respondent or complainant does not file a petition under par. (a) within 21 days from the date that a copy of the findings and order of the examiner is mailed to the last known address of the respondent served on that party, the findings and order shall be considered final for purposes of enforcement under sub. (4) (d). If a timely petition is filed, the commission, on review, may either affirm, reverse, or modify the findings or order in whole or in part, or set aside the findings and order and remand to the department for further proceedings. Such actions shall be based on a review of the evidence submitted. If the commission is satisfied that a respondent or complainant has been prejudiced because of exceptional delay in the receipt of a copy of any findings and order ~~it, the~~

commission may extend the time another 21 days for filing the petition with the department.

**SECTION 250.** 111.39 (5) (d) of the statutes is created to read:

111.39 (5) (d) The commission shall serve a certified copy of the commission's decision on the respondent. The commission shall also serve a certified copy of the commission's decision on the complainant, together with a notice advising the complainant about the right to bring, and the time for bringing, an action for judicial review under s. 111.395 and about the right to bring, and the time for bringing, an action under s. 111.397 (1) (a).

**SECTION 251.** 111.397 of the statutes is created to read:

**111.397 Civil action.** (1) (a) Except as provided in this paragraph, the department or an individual alleged or found to have been discriminated against or subjected to unfair honesty testing or unfair genetic testing may bring an action in circuit court requesting the relief described in sub. (2) (a) against an employer, labor organization, or employment agency that is alleged or found to have engaged in that discrimination, unfair honesty testing, or unfair genetic testing. The department or an individual alleged or found to have been discriminated against or subjected to unfair honesty testing or unfair genetic testing may not bring an action under this paragraph against a local governmental unit, as defined in s. 19.42 (7u), or against an employer, labor organization, or employment agency that employs fewer than 15 individuals for each working day in each of 20 or more calendar weeks in the current or preceding year.

(b) If a petition for judicial review of the findings and order of the commission



concerning the same violation as the violation giving rise to the action under par. (a) is filed, the circuit court shall consolidate the proceeding for judicial review and the action under par. (a).

(c) An individual alleged or found to have been discriminated against or subjected to unfair honesty testing or unfair genetic testing is not required to file a complaint under s. 111.39 or seek review under s. 111.395 in order for the department or the individual to bring an action under par. (a).

(d) An action under par. (a) shall be commenced within 300 days after the alleged discrimination, unfair honesty testing, or unfair genetic testing occurred.

(2) (a) Subject to pars. (b) and (c), in an action under sub. (1) (a), if the circuit court finds that discrimination, unfair honesty testing, or unfair genetic testing has occurred, or if such a finding has been made by an examiner or the commission and not been further appealed, the circuit court may order any relief that an examiner would be empowered to order under s. 111.39 (4) (c) after a hearing on a complaint filed under s. 111.39. In addition, the circuit court shall order the defendant to pay to the individual discriminated against or subjected to unfair honesty testing or unfair genetic testing any other compensatory damages, and punitive damages under s. 895.043 that the circuit court or jury finds appropriate, plus reasonable costs and attorney fees incurred in the action. If any relief was ordered under s. 111.39 or 111.395, the circuit court shall specify whether the relief ordered under this paragraph is in addition to or replaces the relief ordered under s. 111.39 or 111.395. The sum of the amount of compensatory damages for future economic losses and for pain and suffering, emotional distress, mental anguish, loss of

enjoyment of life, and other noneconomic losses and the amount of punitive damages that a circuit court may order may not exceed the following:

1. In the case of a defendant that employs 100 or fewer employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$50,000.

2. In the case of a defendant that employs more than 100 but fewer than 201 employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$100,000.

3. In the case of a defendant that employs more than 200 but fewer than 501 employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$200,000.

4. In the case of a defendant that employs more than 500 employees for each working day in each of 20 or more calendar weeks in the current or preceding year, \$300,000.

(b) If the circuit court orders a payment under par. (a) because of a violation of s. 111.321, 111.37, or 111.372 by an individual employed by an employer, the employer of that individual is liable for the payment.

(c) 1. In this paragraph, “consumer price index” means the average of the consumer price index for all urban consumers, U.S. city average, as determined by the bureau of labor statistics of the federal department of labor.

2. Except as provided in this subdivision, beginning on July 1, 2024, and on each July 1 after that, the department shall adjust the amounts specified in par. (a) 1., 2., 3., and 4. by calculating the percentage difference between the consumer price

index for the 12-month period ending on December 31 of the preceding year and the consumer price index for the 12-month period ending on December 31 of the year before the preceding year and adjusting those amounts by that percentage difference. The department shall publish the adjusted amounts calculated under this subdivision in the Wisconsin Administrative Register, and the adjusted amounts shall apply to actions commenced under sub. (1) (a) beginning on July 1 of the year of publication. This subdivision does not apply if the consumer price index for the 12-month period ending on December 31 of the preceding year did not increase over the consumer price index for the 12-month period ending on December 31 of the year before the preceding year.

**SECTION 252.** 111.81 (12) (b) of the statutes is amended to read:

111.81 (12) (b) Which discriminates with regard to the terms or conditions of membership because of race, color, creed, sex, age, sexual orientation, gender expression, as defined in s. 111.32 (7j), gender identity, as defined in s. 111.32 (7k), or national origin.

**SECTION 253.** 118.20 (1) of the statutes is amended to read:

118.20 (1) No discrimination because of sex, except where sex is a bona fide occupational qualification as defined in s. 111.36 (2), 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), race, ~~nationality~~ national origin, or political or religious affiliation may be practiced in the employment of teachers or administrative personnel in public schools or in their assignment or reassignment. No questions of any nature or form relative to sex, except where sex is a bona fide occupational

qualification as defined in s. 111.36 (2), 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), race, ~~nationality~~ national origin, or political or religious affiliation may be asked applicants for teaching or administrative positions in the public schools either by public school officials or employees or by teachers agencies or placement bureaus.

**SECTION 254.** 321.37 of the statutes is amended to read:

**321.37 No discrimination.** No person, otherwise qualified, may be denied membership in the national guard or state defense force because of sex, color, race, creed, ~~or~~ sexual orientation, gender expression, as defined in s. 111.32 (7j), or gender identity, as defined in s. 111.32 (7k), and no member of the national guard or state defense force may be segregated within the national guard or state defense force on the basis of sex, color, race, creed, ~~or~~ sexual orientation, gender expression, as defined in s. 111.32 (7j), or gender identity, as defined in s. 111.32 (7k). Nothing in this section prohibits separate facilities for persons of different sexes with regard to dormitory accommodations, toilets, showers, saunas, and dressing rooms, except that no person may be denied equal access to facilities most consistent with the person's gender identity.

**SECTION 255.** 814.04 (intro.) of the statutes is amended to read:

**814.04 Items of costs.** (intro.) Except as provided in ss. 93.20, 100.195 (5m) (b), 100.30 (5m), 106.50 (6) (i) and (6m) (a), 111.397 (2) (a), 115.80 (9), 767.553 (4) (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:

	<b>2025-26</b>	<b>2026-27</b>
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**20.445 Workforce development, department of**

(1) WORKFORCE DEVELOPMENT

(cm) Wisconsin worker advancement

program	GPR	C	15,000,000	5,000,000
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**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:

**106.145 Wisconsin worker advancement program.** The department shall, from the appropriation under s. 20.445 (1) (cm), establish and administer a Wisconsin worker advancement program to make grants to local organizations, including local workforce development boards established under 29 USC 3122 and community-based organizations, for the organizations to provide employment and workforce services, including unrestricted support services, career services, and training programs to address workforce barriers.

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

(1) WISCONSIN WORKER ADVANCEMENT PROGRAM. 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 \$105,800 to increase the authorized FTE positions for the department of workforce development by 1.0 GPR position for the purpose of the worker advancement program under s. 106.145.”.

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

“**SECTION 260.** 230.35 (4) (a) 3m. of the statutes is created to read:

230.35 (4) (a) 3m. June 19.

**SECTION 261.** 230.35 (4) (a) 5m. of the statutes is created to read:

230.35 (4) (a) 5m. November 11.

**SECTION 262.** 230.35 (4) (a) 10. of the statutes is amended to read:

230.35 (4) (a) 10. The day following if January 1, June 19, July 4, November 11, or December 25 falls on Sunday.

**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,



and other administrative functions associated with an expansion of collective bargaining provisions for state government employees."

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

**"SECTION 265.** 49.175 (1) (Lm) of the statutes is amended to read:

49.175 (1) (Lm) *Jobs for America's Graduates.* For grants to the Jobs for America's Graduates-Wisconsin to fund programs that improve social, academic, and employment skills of youth who are eligible to receive temporary assistance for needy families under 42 USC 601 et seq., in each fiscal year, ~~\$1,000,000~~ \$2,000,000.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) JOBS FOR AMERICA'S GRADUATES. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by \$1,000,000 for amounts allocated under s. 49.175 (1) (Lm) for grants to the Jobs for America's Graduates-Wisconsin. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by \$1,000,000 for amounts allocated under s. 49.175 (1) (Lm) for grants to the Jobs for America's Graduates-Wisconsin."

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

**"SECTION 266.** 49.175 (1) (s) of the statutes is amended to read:

49.175 (1) (s) *Kinship care and long-term kinship care assistance.* For kinship care and long-term kinship care payments under s. 48.57 (3m) (am) and (3n) (am), for assessments to determine eligibility for those payments, and for agreements under s. 48.57 (3t) with the governing bodies of Indian tribes for the administration

of the kinship care and long-term kinship care programs within the boundaries of the reservations of those tribes, \$28,727,100 in fiscal year 2021-22 and \$31,441,800 in fiscal year 2022-23. In fiscal year ~~2023-24~~ 2025-26, for such payments, ~~\$31,719,200~~ \$45,686,700. In fiscal year ~~2024-25~~ 2026-27, for such payments, ~~\$35,661,000~~ \$53,125,600.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) KINSHIP CARE AND LONG-TERM KINSHIP CARE ASSISTANCE. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by \$10,025,700 to support kinship care and long-term kinship care under s. 49.175 (1) (s). In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by \$17,464,600 to support kinship care and long-term kinship care under s. 49.175 (1) (s).”.

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

“**SECTION 267.** 16.3063 of the statutes is created to read:

**16.3063 Affordable housing and workforce development grants. (1)**

DEFINITION. In this section, “local governmental unit” means a city, village, town, county, or school district.

(2) GRANTS. From the appropriation under s. 20.505 (7) (fo), the department shall establish a competitive grant program to award grants to local governmental units and businesses, whether operated for profit or not for profit, for the purpose of funding the start-up of programs that focus on the development of the skilled 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:

**“SECTION 271.** 49.175 (1) (b) of the statutes is amended to read:

49.175 (1) (b) *Wisconsin Works agency contracts; job access loans.* For contracts with Wisconsin Works agencies under s. 49.143 and for job access loans under s. 49.147 (6), ~~\$54,009,700~~ \$58,892,400 in fiscal year ~~2021-22~~ 2025-26 and ~~\$57,071,200~~ \$59,071,200 in ~~each~~ fiscal year ~~thereafter~~ 2026-27.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) WISCONSIN WORKS AGENCY CONTRACTS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by \$1,821,200 to support Wisconsin Works agency contracts under s. 49.175 (1) (b). In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by \$2,000,000 to support Wisconsin Works agency contracts under s. 49.175 (1) (b).”.

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

**“SECTION 272.** 49.175 (1) (a) of the statutes is amended to read:

49.175 (1) (a) *Wisconsin Works benefits.* For Wisconsin Works benefits, \$37,000,000 in fiscal year 2021-22 and \$34,000,000 in fiscal year 2022-23. In fiscal year ~~2023-24~~ 2025-26, for such benefits, ~~\$28,000,000~~ \$26,806,500. In fiscal year ~~2024-25~~ 2026-27, for such benefits, ~~\$29,000,000~~ \$26,987,700.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) WISCONSIN WORKS BENEFITS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is decreased by \$2,193,500 to reflect estimates of base year caseloads and benefit payments under Wisconsin Works. In

the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is decreased by \$2,012,300 to reflect estimates of base year caseloads and benefit payments under Wisconsin Works.”.

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

“**SECTION 273.** 49.175 (1) (r) of the statutes is amended to read:

49.175 (1) (r) *Children of recipients of supplemental security income.* For payments made under s. 49.775 for the support of the dependent children of recipients of supplemental security income, ~~\$18,564,700~~ \$19,262,100 in each fiscal year ~~2021-22~~ and ~~\$18,145,000~~ in fiscal year ~~2022-23~~. In fiscal year ~~2023-24~~, for such payments, ~~\$9,699,900~~. In fiscal year ~~2024-25~~, for such payments, ~~\$10,990,400~~.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) CARETAKER SUPPLEMENT. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by \$8,271,700 to reflect an estimate of program costs and to increase funding for the caretaker supplement program. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by \$8,271,700 to reflect an estimate of program costs and to increase funding for the caretaker supplement program.”.

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

“**SECTION 274.** 49.175 (1) (q) of the statutes is amended to read:

49.175 (1) (q) *Child care state administration and licensing activities.* For

state administration of child care programs under s. 49.155 and for child care licensing activities, ~~\$42,117,800~~ \$50,284,200 in fiscal year ~~2021-22~~ 2025-26 and ~~\$41,803,100~~ \$51,023,800 in fiscal year ~~2022-23~~. ~~In fiscal year 2023-24, for such programs and activities, \$45,796,000. In fiscal year 2024-25, for such programs and activities, \$45,570,300~~ 2026-27.

**SECTION 9206. Fiscal changes; Children and Families.**

(1) CHILD CARE; STATE ADMINISTRATION AND LICENSING. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2025-26 is increased by \$4,713,900 to support state child care administration and licensing. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (2) (md), the dollar amount for fiscal year 2026-27 is increased by \$5,453,500 to support state child care administration and licensing.”.

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

“**SECTION 275.** 16.3069 of the statutes is created to read:

**16.3069 Whole-home upgrade grants.** (1) From the appropriation under s. 20.505 (7) (fr), the department shall award one or more grants to Walnut Way Conservation Corp. for the purpose of funding home improvements in low-income households in a 1st class city that have one or more of the following goals:

- (a) Reducing carbon emissions.
- (b) Reducing energy burdens.
- (c) Creating cost savings.
- (d) Creating healthier living environments.

(2) The department may establish eligibility requirements and other program guidelines for the grant program under this subsection.

(3) A recipient of a grant under this subsection may use the moneys awarded for the recipient's administrative costs, in addition to the purpose described under sub. (1).

**SECTION 276.** 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						
(fr) Whole-home upgrade grants	GPR	C	7,200,,000			-0-

**SECTION 277.** 20.505 (7) (fr) of the statutes is created to read:

20.505 (7) (fr) *Whole-home upgrade grants.* As a continuing appropriation, the amounts in the schedule for grants under s. 16.3069.”.

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

“**SECTION 278.** 66.0104 of the statutes is repealed.

**SECTION 279.** 66.0602 (2m) (c) of the statutes is created to read:

66.0602 (2m) (c) Rental inspection fees charged by a political subdivision are not subject to a deduction from the political subdivision's levy.

**SECTION 280.** 66.1010 of the statutes is repealed.

**SECTION 281.** 704.05 (2) of the statutes is amended to read:

704.05 (2) POSSESSION OF TENANT AND ACCESS BY LANDLORD. Until the expiration date specified in the lease, or the termination of a periodic tenancy or

tenancy at will, and so long as the tenant is not in default, the tenant has the right to exclusive possession of the premises, except as hereafter provided. The landlord may upon advance notice and at reasonable times inspect the premises, allow a city, village, town, or county inspector access for an inspection, make repairs, and show the premises to prospective tenants or purchasers; and if the tenant is absent from the premises and the landlord reasonably believes that entry is necessary to preserve or protect the premises, the landlord may enter without notice and with such force as appears necessary.

**SECTION 282.** 704.07 (2) (bm) 1. of the statutes is repealed.

**SECTION 283.** 704.07 (2) (bm) 3. of the statutes is amended to read:

704.07 (2) (bm) 3. The violation presents a ~~significant~~ threat to the prospective tenant's health or safety.

**SECTION 284.** 704.07 (5) of the statutes is repealed.”.

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

“**SECTION 285.** 49.155 (1m) (intro.) of the statutes is amended to read:

49.155 (1m) ELIGIBILITY. (intro.) Except as provided in sub. (3g) and subject to sub. (1s), the department shall determine, contract with a county department or agency to determine, or contract with a county department or agency to share determination of the eligibility of individuals residing in a particular geographic region or who are members of a particular Indian tribal unit for child care subsidies under this section. Under this section, and subject to sub. (2), an individual may receive a subsidy for child care for a child who has not attained the age of 13 or, if



the child is disabled, who has not attained the age of 19, if the individual meets all of the following conditions:

**SECTION 286.** 49.155 (1s) of the statutes is created to read:

49.155 (1s) PRESUMPTIVE ELIGIBILITY. (a) The department may find an individual presumptively eligible for a child care subsidy while the department determines the individual's actual eligibility under sub. (1m) if all the following conditions are met:

1. The individual submits to the department a report establishing that the individual meets the conditions under sub. (1m).

2. The department is able to plausibly assume that the individual meets the conditions under sub. (1m) based on the report under subd. 1.

(b) Upon finding an individual presumptively eligible for child care subsidies under this subsection, the department shall immediately begin issuing benefits to the individual under sub. (3m).

(c) An individual may be presumptively eligible for child care subsidies under this subsection for no more than 3 months.

(d) If the department determines that an individual found presumptively eligible for child care subsidies under this subsection is actually ineligible for child care subsidies under sub. (1m), the department shall immediately discontinue issuing benefits to the individual under sub. (3m).".

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

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

(1) BUREAU OF WORKFORCE INFORMATION AND TECHNICAL SUPPORT. 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 \$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:

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

(1) EQUAL RIGHTS OPERATIONS. 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 \$64,600 to increase the authorized FTE positions for the department of workforce development by 1.0 GPR position to support the operations of the department’s equal rights division. 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 for the position authorized under this subsection.”.

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

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

(1) SUPPLIES AND SERVICES FUNDING; GENERAL PURPOSE REVENUES. 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 \$258,900 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) (a), the dollar amount for fiscal year 2026-27 is increased by \$258,900 to support cost increases related to supplies and services.

(2) SUPPLIES AND SERVICES FUNDING; PROGRAM REVENUES. In 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 2025-26 is increased by \$4,600 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) (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

department, for assistance to the department of justice in investigating and prosecuting fraudulent activity related to worker's compensation, and for transfer to the uninsured employers fund under s. 102.81 (1) (c), ~~and for transfer to the appropriation accounts under par. (rp) and s. 20.427 (1) (ra).~~ All moneys received under ss. 102.28 (2) (b) and 102.75 (1) shall be credited to this appropriation account. From this appropriation, an amount not to exceed \$5,000 may be expended each fiscal year for payment of expenses for travel and research by the council on worker's compensation; and an amount not to exceed \$500,000 may be transferred in each fiscal year to the uninsured employers fund under s. 102.81 (1) (c), ~~the amount in the schedule under par. (rp) shall be transferred to the appropriation account under par. (rp), and the amount in the schedule under s. 20.427 (1) (ra) shall be transferred to the appropriation account under s. 20.427 (1) (ra).~~

**SECTION 288.** 20.445 (1) (rp) of the statutes is repealed.

**SECTION 289.** 102.81 (2) of the statutes is amended to read:

102.81 (2) The department may retain an insurance carrier or insurance service organization to process, investigate and pay claims under this section and may obtain excess or stop-loss reinsurance with an insurance carrier authorized to do business in this state in an amount that the secretary determines is necessary for the sound operation of the uninsured employers fund. In cases involving disputed claims, the department may retain an attorney to represent the interests of the uninsured employers fund and to make appearances on behalf of the uninsured employers fund in proceedings under ss. 102.16 to 102.29. Section 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.

**SECTION 293.** 234.66 (1) (g) (intro.) and 1. of the statutes are consolidated, renumbered 234.66 (1) (g) and amended to read:

234.66 (1) (g) “Residential housing” means new single-family or multifamily housing for rent or sale that ~~satisfies all of the following: 1. Is~~ is subject to taxation under ch. 70 or is not subject to taxation under ch. 70 because it is designated as reservation lands, as defined in s. 165.92 (1) (a), or trust lands, as defined in s. 165.92 (1) (d).

**SECTION 294.** 234.66 (1) (g) 2. of the statutes is repealed.

**SECTION 295.** 234.66 (1) (g) 3. of the statutes is repealed.

**SECTION 296.** 234.66 (4) (a) 5. of the statutes is amended to read:

234.66 (4) (a) 5. The eligible governmental unit has reduced the cost of residential housing in connection with the eligible project by voluntarily revising zoning ordinances, subdivision regulations, or other land development regulations to increase development density, expedite approvals, reduce impact, water connection, and inspection fees, or reduce parking, building, or other development costs with respect to the development of residential housing supported by the project. For purposes of this subdivision, the governmental unit in cooperation with the developer shall submit to the authority a cost reduction analysis in a form prescribed by the authority and signed by the developer and the head of the governmental unit’s governing body that shows the cost reduction measures, including time saving measures, undertaken by the governmental unit on or after January 1, ~~2023~~ 2015, that have reduced the cost of residential housing in connection with the eligible project. The signed analysis shall clearly show for each

time saving or cost reduction measure the estimated time or dollar amount saved by the developer and the estimated percentage reduction in housing costs.

**SECTION 297.** 234.66 (4) (a) 7. of the statutes is repealed.

**SECTION 298.** 234.66 (4) (c) 2. of the statutes is amended to read:

234.66 (4) (c) 2. No loan awarded under this subsection may exceed ~~20~~ 33 percent of the total cost of development, including land purchase, of the residential housing supported by the eligible project.

**SECTION 299.** 234.66 (4) (cm) of the statutes is created to read:

234.66 (4) (cm) The developer may use up to 25 percent of loan moneys for private infrastructure that is not and will not be owned, maintained, or provided to or by a governmental unit and is not in a rural area and transferred to public use but that otherwise meets the definition of housing infrastructure under sub. (1) (e).

**SECTION 300.** 234.66 (5) (c) of the statutes is amended to read:

234.66 (5) (c) No loan awarded under this subsection may exceed ~~10~~ 25 percent of the amount of the total cost of development of the residential housing supported by the eligible project.

**SECTION 301.** 234.661 (1) (b) of the statutes is amended to read:

234.661 (1) (b) “Eligible ~~political subdivision~~ governmental unit” means the ~~city, village, town, or county~~ governmental unit having jurisdiction over an eligible project, as determined by the authority.

**SECTION 302.** 234.66 (1) (cm) of the statutes is created to read:

234.66 (1) (cm) “Governmental unit” means a city, village, town, county, or federally recognized American Indian tribe or band in this state.



**SECTION 303.** 234.661 (1) (e) of the statutes is renumbered 234.661 (1) (e) (intro.) and amended to read:

234.661 (1) (e) (intro.) “Rental housing” means single-family or multifamily housing offered or intended to be offered for rent ~~that~~ to which any of the following applies:

1. The housing is subject to taxation under ch. 70.

**SECTION 304.** 234.66 (1) (e) 2. of the statutes is created to read:

234.66 (1) (e) 2. The housing is not subject to taxation under ch. 70 because it is designated as reservation lands, as defined in s. 165.92 (1) (a), or as trust lands, as defined in s. 165.92 (1) (d).

**SECTION 305.** 234.661 (1) (c) 5. of the statutes is repealed.

**SECTION 306.** 234.661 (1) (c) 6. of the statutes is repealed.

**SECTION 307.** 234.661 (3) (b) (intro.) of the statutes is amended to read:

234.661 (3) (b) (intro.) From the main street housing rehabilitation revolving loan fund, the authority may award loans to owners of rental housing to cover housing rehabilitation costs for an eligible project. Any owner of rental housing, other than a ~~city, village, town, or county~~ governmental unit, may apply to the authority for a loan in accordance with the application process established by the authority under par. (c), but the authority may not award the loan unless the owner of the rental housing and eligible ~~political subdivision~~ governmental unit demonstrate to the satisfaction of the authority in one or more forms prescribed by the authority that all of the following apply:

**SECTION 308.** 234.661 (3) (b) 3. of the statutes is amended to read:

234.661 (3) (b) 3. The eligible ~~political subdivision~~ governmental unit has

reduced the cost of rental housing in connection with the eligible project by voluntarily revising zoning ordinances, subdivision regulations, or other land development regulations to increase development density, expedite approvals, reduce impact fees, or reduce parking, building, or other development costs with respect to the eligible project. For purposes of this subdivision, the ~~political subdivision~~ governmental unit in cooperation with the owner shall submit to the authority a cost reduction analysis in a form prescribed by the authority and signed by the owner and the head of the ~~political subdivision's~~ governmental unit's governing body that shows the cost reduction measures, including time saving measures, undertaken by the ~~political subdivision~~ governmental unit on or after January 1, ~~2023~~ 2015, that have reduced the cost of rental housing in connection with the eligible project. The signed analysis shall clearly show for each time saving or cost reduction measure the estimated time or dollar amount saved by the owner and the estimated percentage reduction in rental housing costs.

**SECTION 309.** 234.661 (3) (b) 4. of the statutes is amended to read:

234.661 (3) (b) 4. The eligible ~~political subdivision~~ governmental unit is in compliance with the requirements under ss. 66.1001, 66.10013, and 66.10014, to the extent those requirements apply to the ~~political subdivision~~ governmental unit.

**SECTION 310.** 234.661 (3) (b) 5. of the statutes is repealed.

**SECTION 311.** 234.661 (3) (c) of the statutes is amended to read:

234.661 (3) (c) The authority shall establish a semiannual application process for the award of loans under this subsection. If in any application cycle there are insufficient moneys available in the main street housing rehabilitation revolving loan fund to fund all applications that meet the requirements under par. (b) and are

otherwise acceptable to the authority, the authority shall prioritize funding loans for eligible projects in eligible ~~political subdivisions~~ governmental unit that have reduced the cost of rental housing as described in par. (b) 3. but with respect to the ~~political subdivision~~ governmental unit as a whole.

**SECTION 312.** 234.661 (3) (d) of the statutes is amended to read:

234.661 (3) (d) No loan awarded under this subsection may exceed ~~\$20,000~~ \$50,000 per dwelling unit or ~~25~~ 33 percent of the total housing rehabilitation project costs, whichever is less, and the authority may establish an interest rate for any loan awarded under this subsection at or below the market interest rate or may charge no interest.

**SECTION 313.** 234.661 (5) (b) 4. of the statutes is amended to read:

234.661 (5) (b) 4. An identification of the eligible ~~political subdivision~~ governmental unit with respect to which the loan was awarded.

**SECTION 314.** 234.662 (1) (c) of the statutes is renumbered 234.662 (1) (c) (intro.) and amended to read:

234.662 (1) (c) (intro.) “Developer” means a person ~~other than a city, village, town, or county,~~ that converts a vacant commercial building to residential use: and that is any of the following:

**SECTION 315.** 234.662 (1) (c) 1. of the statutes is created to read:

234.662 (1) (c) 1. A person other than a city, village, town, or county.

**SECTION 316.** 234.662 (1) (c) 2. of the statutes is created to read:

234.662 (1) (c) 2. A tribal housing authority created by a tribal council.

**SECTION 317.** 234.662 (1) (d) of the statutes is amended to read:

234.662 (1) (d) “Eligible ~~political subdivision~~ governmental unit” means the

~~city, village, town, or county~~ governmental unit having jurisdiction over an eligible project, as determined by the authority.

**SECTION 318.** 234.662 (1) (e) 3. of the statutes is repealed.

**SECTION 319.** 234.662 (1) (e) 4. of the statutes is repealed.

**SECTION 320.** 234.662 (1) (em) of the statutes is created to read:

234.662 (1) (em) “Governmental unit” means a city, village, town, county, or federally recognized American Indian tribe or band in this state.

**SECTION 321.** 234.662 (1) (f) of the statutes is renumbered 234.662 (1) (f) (intro.) and amended to read:

234.662 (1) (f) (intro.) “Residential housing” means single-family or multifamily housing for rent or sale ~~that~~ to which any of the following applies:

1. The housing is subject to taxation under ch. 70.

**SECTION 322.** 234.662 (1) (f) 2. of the statutes is created to read:

234.662 (1) (f) 2. The housing is not subject to taxation under ch. 70 because it is designated as reservation lands, as defined in s. 165.92 (1) (a), or trust lands, as defined in s. 165.92 (1) (d).

**SECTION 323.** 234.662 (1) (g) of the statutes is amended to read:

234.662 (1) (g) “Residential housing development” means residential housing that consists of ~~16~~ 6 or more dwelling units.

**SECTION 324.** 234.662 (3) (b) (intro.) of the statutes is amended to read:

234.662 (3) (b) (intro.) From the commercial-to-housing conversion revolving loan fund, the authority may award loans to developers to cover construction costs for an eligible project, including demolition. Any developer may apply to the authority for a loan in accordance with the application process established by the

authority under par. (c), but the authority may not award the loan unless the developer and the eligible ~~political-subdivision~~ governmental unit demonstrate to the satisfaction of the authority in one or more forms prescribed by the authority that all of the following apply:

**SECTION 325.** 234.662 (3) (b) 3. of the statutes is amended to read:

234.662 (3) (b) 3. The eligible ~~political-subdivision~~ governmental unit has reduced the cost of residential housing in connection with the eligible project by voluntarily revising zoning ordinances, subdivision regulations, or other land development regulations to increase development density, expedite approvals, reduce impact, water connection, and inspection fees, or reduce parking, building, or other development costs with respect to the development of residential housing supported by the project. For purposes of this subdivision, the ~~political-subdivision~~ governmental unit in cooperation with the developer shall submit to the authority a cost reduction analysis in a form prescribed by the authority and signed by the developer and the head of the ~~political-subdivision's~~ governmental unit's governing body that shows the cost reduction measures, including time saving measures, undertaken by the ~~political-subdivision~~ governmental unit on or after January 1, ~~2023~~ 2015, that have reduced the cost of residential housing in connection with the eligible project. The signed analysis shall clearly show for each time saving or cost reduction measure the estimated time or dollar amount saved by the developer and the estimated percentage reduction in housing costs.

**SECTION 326.** 234.662 (3) (b) 4. of the statutes is amended to read:

234.662 (3) (b) 4. The eligible ~~political-subdivision~~ governmental unit is in

compliance with the requirements under ss. 66.1001, 66.10013, and 66.10014, to the extent those requirements apply to the ~~political subdivision~~ governmental unit.

**SECTION 327.** 234.662 (3) (b) 5. of the statutes is repealed.

**SECTION 328.** 234.662 (3) (d) 2. of the statutes is amended to read:

234.662 (3) (d) 2. No loan awarded under this subsection may exceed ~~\$1,000,000 per eligible project or 20~~ 33 percent of the total project costs, including any land purchase, ~~whichever is less.~~

**SECTION 329.** 234.662 (3) (c) of the statutes is amended to read:

234.662 (3) (c) The authority shall establish a semiannual application process for the award of loans under this subsection. If in any application cycle there are insufficient moneys available in the commercial-to-housing conversion revolving loan fund to fund all applications that meet the requirements under par. (b) and are otherwise acceptable to the authority, the authority shall prioritize funding loans for eligible projects in eligible ~~political subdivisions~~ governmental units that have reduced the cost of residential housing as described in par. (b) 3. but with respect to the ~~political subdivision~~ governmental unit as a whole.

**SECTION 330.** 234.662 (5) (b) 4. of the statutes is amended to read:

234.662 (5) (b) 4. An identification of the eligible ~~political subdivision~~ governmental unit with respect to which the loan was awarded.”.

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

“**SECTION 331.** 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. 49.155 (1g) and 49.257, ~~\$16,683,700~~

~~\$48,185,300 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 9206. Fiscal changes; Children and Families.**

(1) QUALITY CARE FOR QUALITY KIDS; CHILD CARE FOUNDATIONAL TRAINING. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2025-26 is increased by \$2,166,600 to subsidize workforce training for child care providers. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2026-27 is increased by \$2,166,600 to subsidize workforce training for child care providers.”.

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

“**SECTION 332.** 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. 49.155 (1g) and 49.257, ~~\$16,683,700~~ \$46,518,700 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 9206. Fiscal changes; Children and Families.**

(1) QUALITY CARE FOR QUALITY KIDS; CHILD CARE FOUNDATIONAL TRAINING. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2025-26 is increased by \$500,000 to increase funding for tribal training and technical assistance. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (md), the dollar amount for

fiscal year 2026-27 is increased by \$500,000 to increase funding for tribal training and technical assistance.”.

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

**“SECTION 9251. Fiscal changes; Other.**

(1) BOARD ON AGING AND LONG-TERM CARE; OMBUDSMAN AND ADMINISTRATIVE STAFF.

(a) In the schedule under s. 20.005 (3) for the appropriation to the board on aging and long-term care under s. 20.432 (1) (a), the dollar amount for fiscal year 2025-26 is increased by \$181,900 to increase the authorized FTE positions for the board on aging and long-term care by 3.15 GPR positions to assist with the ombudsman program to reduce caseloads and to perform administrative functions. In the schedule under s. 20.005 (3) for the appropriation to the board on aging and long-term care under s. 20.432 (1) (a), the dollar amount for fiscal year 2026-27 is increased by \$229,700 for the positions authorized under this subsection.

(b) In the schedule under s. 20.005 (3) for the appropriation to the board on aging and long-term care under s. 20.432 (1) (k), the dollar amount for fiscal year 2025-26 is increased by \$107,200 to increase the authorized FTE positions for the board on aging and long-term care by 1.85 PR positions to assist with the ombudsman program to reduce caseloads and to perform administrative functions. In the schedule under s. 20.005 (3) for the appropriation to the board on aging and long-term care under s. 20.432 (1) (k), the dollar amount for fiscal year 2026-27 is increased by \$135,400 for the positions authorized under this subsection.

(c) One of the FTE positions authorized under this subsection shall be 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) HUMAN RESOURCES ADMINISTRATION; GENERAL PROGRAMS OPERATIONS APPROPRIATION.

(a) 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 2025-26 is increased by \$223,000 to increase the number of authorized FTE positions in the department of administration by 3.0 PR-S positions for the purpose of addressing workload issues associated with an increase in human resources transactions. 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 \$297,600 for the positions authorized under this paragraph.

(b) 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 2025-26 is increased by \$27,000 for supplies and services involved in human resources transactions. 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 \$36,600 for supplies and services involved in human resources transactions.

(c) 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 2025-26 is increased by \$159,000 for the purpose of one-time financing associated with human resources.

(2) HUMAN RESOURCES ADMINISTRATION; LEGAL SERVICES AND RELOCATION ASSISTANCE APPROPRIATION.

(a) In the schedule under s. 20.005 (3) for the appropriation to the department

of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2025-26 is increased by \$79,600 to increase the authorized FTE positions by 1.0 PR-S position in the department of administration for the purpose of addressing workload issues associated with an increase in human resources transactions. In the schedule under s. 20.005 (3) for the appropriation to the department of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2026-27 is increased by \$106,100 for the position authorized under this paragraph.

(b) In the schedule under s. 20.005 (3) for the appropriation to the department of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2025-26 is increased by \$9,000 for supplies and services involved in human resources transactions. In the schedule under s. 20.005 (3) for the appropriation to the department of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2026-27 is increased by \$12,000 for supplies and services involved in human resources transactions.

(c) In the schedule under s. 20.005 (3) for the appropriation to the department of administration under s. 20.505 (1) (kr), the dollar amount for fiscal year 2025-26 is increased by \$3,000 for the purpose of one-time financing associated with human resources.

(3) HUMAN RESOURCES ADMINISTRATION; USES OF NEW POSITIONS AND ONE-TIME FUNDING.

(a) Three positions authorized under subs. (1) (a) and (2) (a) shall be allocated to the division of personnel management within the department of administration as follows: 2.0 FTE executive human resources-specialist-senior positions assigned 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:

	<b>2025-26</b>	<b>2026-27</b>
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**20.445 Workforce Development, Department of**

(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

the administering agency for the purpose of eligibility for another state program, including a work experience program under s. 49.162, or 49.36, ~~or 108.133~~, performed at the request of the department of corrections, or performed by other drug testing providers as approved by the department to determine whether to refer an able-bodied adult to treatment if all of the following apply:

**SECTION 337.** 102.43 (9) (e) of the statutes is amended to read:

102.43 **(9)** (e) The employee's employment with the employer has been suspended or terminated due to misconduct, as defined in s. 108.04 (5), ~~or substantial fault, as defined in s. 108.04 (5g) (a)~~, by the employee connected with the employee's work.

**SECTION 338.** 108.02 (26m) of the statutes is repealed.

**SECTION 339.** 108.022 of the statutes is created to read:

**108.022 Electronic payments and filings; good cause.** For purposes of requirements to use electronic filing, payment, or interchange methods specified under ss. 108.14 (2e), 108.17 (2b) and (7) (a), 108.185, and 108.205 (2), good cause for not using such method includes all of the following, as determined by the department:

- (1) Having limited or no Internet access.
- (2) Having digital literacy limitations.
- (3) Having communication barriers, such as having a vision or other disability that prevents the ease of using the electronic method or having limited or no English proficiency.
- (4) The presence of other circumstances that make use of the electronic method unusually difficult for the person, as determined by the department.

**SECTION 340.** 108.04 (2) (a) (intro.) of the statutes is amended to read:

108.04 (2) (a) (intro.) Except as provided in ~~pars. par. (b) to (bd)~~, sub. (16) (am) and (b), and s. 108.062 (10) and (10m) and as otherwise expressly provided, a claimant is eligible for benefits as to any given week only if all of the following apply:

**SECTION 341.** 108.04 (2) (a) 3. of the statutes is repealed and recreated to read:

108.04 (2) (a) 3. The claimant conducts a reasonable search for suitable work during that week and provides verification of that search to the department. The search for suitable work must include at least 4 actions per week that constitute a reasonable search as prescribed by rule of the department. In addition, the department may, by rule, require a claimant to take more than 4 reasonable work search actions in any week. The department shall require a uniform number of reasonable work search actions for similar types of claimants. This subdivision does not apply to a claimant if the department determines that the claimant is currently laid off from employment with an employer but there is a reasonable expectation of reemployment of the individual by that employer. In determining whether the claimant has a reasonable expectation of reemployment by an employer, the department shall request the employer to verify the claimant's employment status and shall consider all of the following:

- a. The history of layoffs and reemployments by the employer.
- b. Any information that the employer furnished to the claimant or the department concerning the claimant's anticipated reemployment date.

c. Whether the claimant has recall rights with the employer under the terms of any applicable collective bargaining agreement.

**SECTION 342.** 108.04 (2) (b) of the statutes is repealed and recreated to read:

108.04 (2) (b) 1. The department may, by rule, establish waivers from the registration for work requirement under par. (a) 2. and the work search requirement under par. (a) 3.

2. a. The department may promulgate rules under subd. 1. as emergency rules, using the procedure under s. 227.24, if the secretary of workforce development determines that the waiver is needed only on a temporary basis or that permanent rules are not warranted. Notwithstanding s. 227.24 (1) (a) and (3), the department is not required to provide evidence that promulgating a rule under this subd. 2. a. as an emergency rule is necessary for the preservation of the public peace, health, safety, or welfare and is not required to provide a finding of emergency for a rule promulgated under this subd. 2. a. Except as provided under subd. 2. b., a rule promulgated under this subd. 2. a. remains in effect only for 150 days.

b. Notwithstanding s. 227.24 (2), the secretary of workforce development may extend the effective period of an emergency rule promulgated under subd. 2. a. for a period specified by the secretary not to exceed 60 days. Any number of extensions may be granted under this subd. 2. b. Whenever the secretary extends an emergency rule under this subd. 2. b., it shall file a statement of its action with the legislative reference bureau. The statement shall identify the specific emergency rule to which it relates.

**SECTION 343.** 108.04 (2) (bb) of the statutes is repealed.

**SECTION 344.** 108.04 (2) (bd) of the statutes is repealed.

**SECTION 345.** 108.04 (2) (bm) of the statutes is amended to read:

108.04 (2) (bm) A claimant is ineligible to receive benefits for any week for which there is a determination that the claimant failed to comply with the registration for work and work search requirements under par. (a) 2. or 3. or failed to provide verification to the department that the claimant complied with those requirements, unless the department has waived those requirements under par. (b), ~~(bb), or (bd)~~ or s. 108.062 (10m). If the department has paid benefits to a claimant for any such week, the department may recover the overpayment under s. 108.22.

**SECTION 346.** 108.04 (2) (h) of the statutes is amended to read:

108.04 (2) (h) A claimant shall, when the claimant first files a claim for benefits under this chapter and during each subsequent week the claimant files for benefits under this chapter, inform the department whether he or she is receiving social security disability insurance payments, as defined in ~~sub. (12) (f) 2m s.~~ 108.05 (7m) (b). If the claimant is receiving social security disability insurance payments, the claimant shall, in the manner prescribed by the department, report to the department the amount of the social security disability insurance payments.

**SECTION 347.** 108.04 (3) of the statutes is repealed.

**SECTION 348.** 108.04 (5) (intro.) of the statutes is renumbered 108.04 (5) (cm) and amended to read:

108.04 (5) (cm) An employee whose work is terminated by an employing unit for misconduct by the employee connected with the employee's work is ineligible to



receive benefits until 7 weeks have elapsed since the end of the week in which the discharge occurs and the employee earns wages after the week in which the discharge occurs equal to at least 14 times the employee's weekly benefit rate under s. 108.05 (1) in employment or other work covered by the unemployment insurance law of any state or the federal government. For purposes of requalification, the employee's weekly benefit rate shall be the rate that would have been paid had the discharge not occurred. The wages paid to an employee by an employer which terminates employment of the employee for misconduct connected with the employee's employment shall be excluded from the employee's base period wages under s. 108.06 (1) for purposes of benefit entitlement. This ~~subsection~~ paragraph does not preclude an employee who has employment with an employer other than the employer which terminated the employee for misconduct from establishing a benefit year using the base period wages excluded under this ~~subsection~~ paragraph if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). The department shall charge to the fund's balancing account any benefits otherwise chargeable to the account of an employer that is subject to the contribution requirements under ss. 108.17 and 108.18 from which base period wages are excluded under this ~~subsection~~ paragraph.

(am) For purposes of this subsection, "misconduct" means one or more actions or conduct evincing such willful or wanton disregard of an employer's interests as is found in deliberate violations or disregard of standards of behavior which an employer has a right to expect of his or her employees, or in carelessness or negligence of such degree or recurrence as to manifest culpability, wrongful intent, or evil design of equal severity to such disregard, or to show an intentional and

substantial disregard of an employer's interests, or of an employee's duties and obligations to his or her employer.

(bm) In addition to the conduct described in par. (am), "misconduct" includes all of the following:

**SECTION 349.** 108.04 (5) (a) to (g) of the statutes are renumbered 108.04 (5) (bm) 1. to 7., and 108.04 (5) (bm) 5. and 7., as renumbered, are amended to read:

108.04 (5) (bm) 5. Absenteeism by an employee on more than 2 occasions within the 120-day period before the date of the employee's termination, unless otherwise specified by his or her employer in an employment manual of which the employee has acknowledged receipt with his or her signature, ~~or excessive tardiness by an employee in violation of a policy of the employer that has been communicated to the employee,~~ if the employee does not provide to his or her employer both notice and one or more valid reasons for the absenteeism ~~or tardiness.~~ For purposes of this subdivision, an employee's notice and reason for an occasion of absenteeism or tardiness shall be analyzed under the standard specified in par. (am).

7. Unless directed by the employer, a willful and deliberate violation of a written and uniformly applied standard or regulation of the federal government or a state or Indian tribal government by an employee of an employer that is licensed or certified by a governmental agency, which standard or regulation has been communicated by the employer to the employee and which violation would cause the employer to be sanctioned or to have its license or certification suspended by the agency.

**SECTION 350.** 108.04 (5g) of the statutes is repealed.

**SECTION 351.** 108.04 (7) (e) of the statutes is amended to read:

108.04 (7) (e) Paragraph (a) does not apply if the department determines that the employee accepted work that the employee could have failed to accept under sub. (8) and terminated the work on the same grounds and within the first ~~30-calendar days~~ 10 weeks after starting the work, or that the employee accepted work that the employee could have refused under sub. (9) and terminated the work within the first ~~30-calendar days~~ 10 weeks after starting the work. For purposes of this paragraph, an employee has the same grounds for voluntarily terminating work if the employee could have failed to accept the work under sub. (8) (d) to (em) when it was offered, regardless of the reason articulated by the employee for the termination.

**SECTION 352.** 108.04 (7) (t) 1. of the statutes is repealed.

**SECTION 353.** 108.04 (7) (t) 2. of the statutes is amended to read:

108.04 (7) (t) 2. The employee's spouse was required by ~~the U.S. armed forces~~ his or her employing unit to relocate to a place to which it is impractical for the employee to commute.

**SECTION 354.** 108.04 (8) (a) of the statutes is amended to read:

108.04 (8) (a) ~~Except as provided in par. (b), if~~ If an employee fails, without good cause, to accept suitable work when offered, the employee is ineligible to receive benefits until the employee earns wages after the week in which the failure occurs equal to at least 6 times the employee's weekly benefit rate under s. 108.05 (1) in employment or other work covered by the unemployment insurance law of any state or the federal government. For purposes of requalification, the employee's weekly benefit rate shall be that rate which would have been paid had the failure

not occurred. This paragraph does not preclude an employee from establishing a benefit year during a period in which the employee is ineligible to receive benefits under this paragraph if the employee qualifies to establish a benefit year under s. 108.06 (2) (a). ~~Except as provided in par. (b), the~~ The department shall charge to the fund's balancing account any benefits otherwise chargeable to the account of an employer that is subject to the contribution requirements under ss. 108.17 and 108.18 whenever an employee of that employer fails, without good cause, to accept suitable work offered by that employer.

**SECTION 355.** 108.04 (8) (b) of the statutes is repealed.

**SECTION 356.** 108.04 (8) (d) (intro.) of the statutes is amended to read:

108.04 (8) (d) (intro.) With respect to the first ~~6~~ 10 weeks after the employee became unemployed, "suitable work," for purposes of par. (a), means work to which all of the following apply:

**SECTION 357.** 108.04 (8) (dm) of the statutes is amended to read:

108.04 (8) (dm) With respect to the ~~7th~~ 11th week after the employee became unemployed and any week thereafter, "suitable work," for purposes of par. (a), means any work that the employee is capable of performing, regardless of whether the employee has any relevant experience or training, that pays wages that are above the lowest quartile of wages for similar work in the labor market area in which the work is located, as determined by the department.

**SECTION 358.** 108.04 (11) (bm) of the statutes is amended to read:

108.04 (11) (bm) The department shall apply any ineligibility under par. (be) against benefits and weeks of eligibility for which the claimant would otherwise be

eligible after the week of concealment and within 6 years after the date of an initial determination issued under s. 108.09 finding that a concealment occurred. ~~The claimant shall not receive waiting period credit under sub. (3) for the period of ineligibility applied under par. (be).~~ If no benefit rate applies to the week for which the claim is made, the department shall use the claimant's benefit rate for the claimant's next benefit year beginning after the week of concealment to determine the amount of the benefit reduction.

**SECTION 359.** 108.04 (12) (f) 1m. and 2m. of the statutes are renumbered 108.05 (7m) (a) and (b) and amended to read:

108.05 **(7m)** (a) The intent of the legislature in enacting this ~~paragraph~~ subsection is to prevent the payment of duplicative government benefits for the replacement of lost earnings or income, regardless of an individual's ability to work.

(b) In this ~~paragraph~~ subsection, "social security disability insurance payment" means a payment of social security disability insurance benefits under 42 USC ch. 7 subch. II.

**SECTION 360.** 108.04 (12) (f) 3. of the statutes is repealed.

**SECTION 361.** 108.04 (12) (f) 4. of the statutes is renumbered 108.05 (7m) (e).

**SECTION 362.** 108.05 (1) (cm) of the statutes is created to read:

108.05 **(1)** (cm) For purposes of par. (r), the department shall set the maximum weekly benefit amount as follows:

1. For benefits paid for a week of total unemployment that commences on or 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), the employee shall be paid the remaining amount of benefits payable to the employee under s. 108.06 (1).

(s) The department shall publish on its Internet site a weekly benefit rate schedule of quarterly wages and the corresponding weekly benefit rates as calculated in accordance with this ~~paragraph~~ subsection.

**SECTION 364.** 108.05 (2) of the statutes is created to read:

108.05 (2) INDEXING. (a) For benefits paid or payable for a week that commences on or after January 3, 2027, the department shall set the maximum weekly benefit amount under sub. (1) (cm) 3. and the wage limitation under sub. (3) (dm) 2. c. by doing the following:

1. Except as provided in subd. 2., calculating the percentage difference between the consumer price index for the 12-month period ending on July 31 of the prior year and the consumer price index for the 12-month period ending on July 31 of the year before the prior year, adjusting the prior year's amount or limitation by that percentage difference, and rounding that result to the nearest whole dollar.

2. If the consumer price index for the 12-month period ending on July 31 of the prior year has not increased over the consumer price index for the 12-month period ending on July 31 of the year before the prior year, setting the amount or limitation at the same amount or limitation that was in effect in the previous year.

(b) An adjustment under this subsection of the maximum weekly benefit amount under sub. (1) (cm) 3. and the wage limitation under sub. (3) (dm) 2. c. shall take effect on the 1st Sunday in January of each calendar year.

**SECTION 365.** 108.05 (3) (dm) of the statutes is renumbered 108.05 (3) (dm) 1. and amended to read:

108.05 (3) (dm) 1. Except when otherwise authorized in an approved work-share program under s. 108.062, a claimant is ineligible to receive any benefits for a week if the claimant receives or will receive from one or more employers wages earned for work performed in that week, amounts treated as wages under s. 108.04 (1) (bm) for that week, sick pay, holiday pay, vacation pay, termination pay, bonus pay, back pay, or payments treated as wages under s. 108.04 (12) (e), or any combination thereof, totalling more than ~~\$500~~ the amount specified in subd. 2.

**SECTION 366.** 108.05 (3) (dm) 2. of the statutes is created to read:

108.05 (3) (dm) 2. The department shall set the wage limitation under subd. 1. as follows:

- a. For a week of unemployment that commences before January 4, 2026, \$500.
- b. For a week of unemployment that commences on or after January 4, 2026, but before January 3, 2027, \$672.
- c. For a week of unemployment that commences on or after January 3, 2027, the department shall set the wage limitation as provided under sub. (2).

**SECTION 367.** 108.05 (7m) (title), (c) and (d) of the statutes are created to read:

108.05 (7m) (title) SOCIAL SECURITY DISABILITY INSURANCE PAYMENTS.

(c) If a monthly social security disability insurance payment is issued to a claimant, the department shall reduce benefits otherwise payable to the claimant for a given week in accordance with par. (d). This subsection does not apply to a



lump sum social security disability insurance payment in the nature of a retroactive payment or back pay.

(d) The department shall allocate a monthly social security disability insurance payment by allocating to each week the fraction of the payment attributable to that week.

**SECTION 368.** 108.05 (9) of the statutes is amended to read:

108.05 **(9)** ROUNDING OF BENEFIT AMOUNTS. Notwithstanding sub. (1), benefits payable for a week of unemployment as a result of applying sub. (1m), (3) ~~or (7), or (7m)~~ or s. 108.04 (11) or (12), 108.06 (1), 108.13 (4) or (5) or 108.135 shall be rounded down to the next lowest dollar.

**SECTION 369.** 108.05 (10) (intro.) of the statutes is amended to read:

108.05 **(10)** DEDUCTIONS FROM BENEFIT PAYMENTS. (intro.) After calculating the benefit payment due to be paid for a week under subs. (1) to ~~(7)~~ (7m), the department shall make deductions from that payment to the extent that the payment is sufficient to make the following payments in the following order:

**SECTION 370.** 108.133 of the statutes is repealed.

**SECTION 371.** 108.14 (2e) of the statutes is amended to read:

108.14 **(2e)** The department ~~may~~ shall provide a secure means of electronic interchange between itself and employing units, claimants, and other persons that, ~~upon request to and with prior approval by the department, may~~ shall be used for departmental transmission or receipt of any document specified by the department that is related to the administration of this chapter and related federal programs in lieu of any other means of submission or receipt specified in this chapter. The

secure means of electronic interchange shall be used by employing units, claimants, and other persons unless the person demonstrates good cause, as specified in s. 108.022, for being unable to use the secure means of electronic interchange. Subject to s. 137.25 (2) and any rules promulgated thereunder, the department may permit the use of electronic records and electronic signatures for any document specified by the department that is related to the administration of this chapter. If a due date is established by statute for the receipt of any document that is submitted electronically to the department under this subsection, then that submission is timely only if the document is submitted by midnight of the statutory due date.

**SECTION 372.** 108.14 (8n) (e) of the statutes is amended to read:

108.14 **(8n)** (e) The department shall charge this state's share of any benefits paid under this subsection to the account of each employer by which the employee claiming benefits was employed in the applicable base period, in proportion to the total amount of wages he or she earned from each employer in the base period, except that if s. 108.04 (1) (f), (5), (5g), (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or (8) (a) ~~to~~ and (c); or 108.07 (3), (3r), or (5) (am) 2., ~~or 108.133 (3) (f)~~ would have applied to employment by such an employer who is subject to the contribution requirements of ss. 108.17 and 108.18, the department shall charge the share of benefits based on employment with that employer to the fund's balancing account, or, if s. 108.04 (1) (f), (5), or (5g) or 108.07 (3) would have applied to an employer that is not subject to the contribution requirements of ss. 108.17 and 108.18, the department shall charge the share of benefits based on that employment in accordance with s. 108.07 (5) (am) 1. and 2. The department shall also charge the

fund's balancing account with any other state's share of such benefits pending reimbursement by that state.

**SECTION 373.** 108.14 (8n) (e) of the statutes, as affected by 2025 Wisconsin Act .... (this act), is amended to read:

108.14 **(8n)** (e) The department shall charge this state's share of any benefits paid under this subsection to the account of each employer by which the employee claiming benefits was employed in the applicable base period, in proportion to the total amount of wages he or she earned from each employer in the base period, except that if s. 108.04 (1) (f), (5), ~~(5g)~~, (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or (8) (a) and (c) or 108.07 (3), (3r), or (5) (am) 2. would have applied to employment by such an employer who is subject to the contribution requirements of ss. 108.17 and 108.18, the department shall charge the share of benefits based on employment with that employer to the fund's balancing account, or, if s. 108.04 (1) (f), or (5), ~~or~~ ~~(5g)~~ or 108.07 (3) would have applied to an employer that is not subject to the contribution requirements of ss. 108.17 and 108.18, the department shall charge the share of benefits based on that employment in accordance with s. 108.07 (5) (am) 1. and 2. The department shall also charge the fund's balancing account with any other state's share of such benefits pending reimbursement by that state.

**SECTION 374.** 108.141 (7) (a) of the statutes is amended to read:

108.141 **(7)** (a) The department shall charge the state's share of each week of extended benefits to each employer's account in proportion to the employer's share of the total wages of the employee receiving the benefits in the employee's base period, except that if the employer is subject to the contribution requirements of ss. 108.17 and 108.18 the department shall charge the share of extended benefits to

which s. 108.04 (1) (f), (5), (5g), (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or (8) (a) ~~to and (c); or~~ 108.07 (3), (3r), or (5) (am) 2., ~~or 108.133 (3) (f)~~ applies to the fund's balancing account.

**SECTION 375.** 108.141 (7) (a) of the statutes, as affected by 2025 Wisconsin Act .... (this act), is amended to read:

108.141 **(7)** (a) The department shall charge the state's share of each week of extended benefits to each employer's account in proportion to the employer's share of the total wages of the employee receiving the benefits in the employee's base period, except that if the employer is subject to the contribution requirements of ss. 108.17 and 108.18 the department shall charge the share of extended benefits to which s. 108.04 (1) (f), (5), ~~(5g)~~, (7) (a), (c), (cg), (e), (L), (q), (s), or (t), (7m), or (8) (a) and (c) or 108.07 (3), (3r), or (5) (am) 2. applies to the fund's balancing account.

**SECTION 376.** 108.16 (6m) (a) of the statutes is amended to read:

108.16 **(6m)** (a) The benefits thus chargeable under sub. (7) (a) or (b) or s. 108.04 (1) (f), (5), (5g), (7) (u), (7m), (8) (a) ~~to and (c), (13) (c) or (d) or (16) (e),~~ 108.07 (3), (3r), (5) (am) 2. and (bm) 3. a., (5m), and (6), ~~108.133 (3) (f),~~ 108.14 (8n) (e), 108.141, 108.15, 108.151, or 108.152.

**SECTION 377.** 108.16 (6m) (a) of the statutes, as affected by 2025 Wisconsin Act .... (this act), is amended to read:

108.16 **(6m)** (a) The benefits thus chargeable under sub. (7) (a) or (b) or s. 108.04 (1) (f), (5), ~~(5g)~~, (7) (u), (7m), (8) (a) and (c), (13) (c) or (d) or (16) (e), 108.07 (3), (3r), (5) (am) 2. and (bm) 3. a., (5m), and (6), 108.14 (8n) (e), 108.141, 108.15, 108.151, or 108.152.

**SECTION 378.** 108.17 (2) of the statutes is amended to read:

108.17 (2) (a) Except as provided in par. (b) and subject to sub. (2b) and s. 108.185, every employer that is subject to a contribution requirement shall file quarterly reports of contributions required under this chapter with the department, and pay contributions to the department, in such manner as the department prescribes. Each contribution report and payment is due at the close of the month next following the end of the applicable calendar quarter, except as authorized in sub. (2c) or as the department may assign a later due date pursuant to sub. (1m) or general department rules.

(b) The department may electronically provide a means whereby an employer that files its employment and wage reports electronically may determine the amount of contributions due for payment by the employer under s. 108.18 for each quarter. If an employer that is subject to a contribution requirement files its employment and wage reports under s. 108.205 (1) electronically, in the manner prescribed by the department ~~for purposes of this paragraph~~ under s. 108.205 (2), the department may require the employer to determine electronically the amount of contributions due for payment by the employer under s. 108.18 for each quarter. In such case, the employer is excused from filing contribution reports under par. (a). The employer shall pay the amount due for each quarter by the due date specified in par. (a).

**SECTION 379.** 108.17 (2b) of the statutes is amended to read:

108.17 (2b) The department shall prescribe a form and methodology for filing contribution reports under sub. (2) electronically. Each employer ~~of 25 or more employees, as determined under s. 108.22 (1) (ac), that does not use an~~ and

~~employer agent to file its contribution reports under this section shall file its contribution reports electronically in the manner and form prescribed by the department. Each employer that becomes subject to an electronic reporting requirement under this subsection shall file its initial report under this subsection for the quarter during which the employer becomes subject to the reporting requirement. Once an employer becomes subject to a reporting requirement under this subsection, it shall continue to file its reports under this subsection unless that requirement is waived by the department~~ unless the employer demonstrates good cause, as specified in s. 108.022, for being unable to file contribution reports electronically.

**SECTION 380.** 108.17 (2g) of the statutes is repealed.

**SECTION 381.** 108.17 (7) of the statutes is repealed.

**SECTION 382.** 108.185 of the statutes is created to read:

**108.185 Payment of contributions and reimbursements; good cause.**

Each employer, employer agent, person liable under s. 108.22 (9), and private agency liable under s. 108.22 (10) shall pay all contributions, reimbursements, interest, penalties, assessments, and other amounts due under this chapter by means of electronic funds transfer or another electronic method as approved by the department unless the employer, employer agent, person, or private agency demonstrates good cause, as specified in s. 108.022, for being unable to pay such amounts electronically.

**SECTION 383.** 108.19 (1s) (a) 5. of the statutes is repealed.

**SECTION 384.** 108.205 (1m) of the statutes is repealed.

**SECTION 385.** 108.205 (2) of the statutes is amended to read:

108.205 (2) Each employer ~~of 25 or more employees, as determined under s. 108.22 (1) (ac), that does not use an employer agent to file its reports under this section~~ and employer agent shall file the quarterly report under sub. (1) electronically in the manner and form prescribed by the department. ~~An employer that becomes subject to an electronic reporting requirement under this subsection shall file its initial report under this subsection for the quarter during which the employer becomes subject to the reporting requirement. Once an employer becomes subject to the reporting requirement under this subsection, the employer shall continue to file its quarterly reports under this subsection unless that requirement is waived by the department~~ unless the employer demonstrates good cause, as specified in s. 108.022, for being unable to file reports electronically.

**SECTION 386.** 108.22 (1) (ac) of the statutes is amended to read:

108.22 (1) (ac) In addition to any fee assessed under par. (a), the department may assess an employer or employer agent that is subject to the reporting requirement under s. 108.205 (2) and that fails to file its report in the manner and form prescribed under that subsection a penalty of \$20 for each employee whose information is not reported in the that manner and form ~~prescribed under s. 108.205 (1m) (b) or (2).~~

**SECTION 387.** 108.22 (1) (ad) 1. of the statutes is amended to read:

108.22 (1) (ad) 1. An employer agent that is subject to the reporting requirements under s. 108.17 ~~(2g)~~ (2b) and that fails to file a contribution report in accordance with s. 108.17 ~~(2g)~~ (2b) may be assessed a penalty by the department in

the amount of \$25 for each employer whose report is not filed electronically in the manner and form prescribed by the department.

**SECTION 388.** 108.22 (1) (af) of the statutes is amended to read:

108.22 (1) (af) In addition to the fee assessed under par. (a), the department may assess ~~an employer or employer agent~~ a person that is ~~subject to a requirement required~~ to make ~~contributions~~ a payment to the department by means of an electronic ~~funds transfer~~ method under s. ~~108.17 (7)~~ 108.185 and that ~~pays contributions~~ makes the payment by any method inconsistent with s. ~~108.17 (7)~~ 108.185 a penalty of the greater of \$50 or an amount equal to one-half of ~~one~~ 1 percent of the total ~~contributions amount~~ paid by the ~~employer or employer agent person~~ for the quarter in which the violation occurs.

**SECTION 389.** 227.01 (13) (n) of the statutes is amended to read:

227.01 (13) (n) Fixes or approves rates, prices or charges, including a maximum weekly benefit amount or wage limitation under s. 108.05 (2), unless a statute specifically requires them to be fixed or approved by rule.

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

(1) UNEMPLOYMENT INSURANCE; ELECTRONIC COMMUNICATIONS. The department of workforce development shall submit to the legislative reference bureau for publication in the Wisconsin administrative register a notice indicating the date upon which the department is able to implement the treatment of s. 108.14 (2e).

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

(1) UNEMPLOYMENT INSURANCE; SSDI PAYMENTS. The treatment of ss. 108.04 (2) (h) and (12) (f) 1m., 2m., 3., and 4. and 108.05 (7m) (title), (c), and (d), (9), and



(10) (intro.) first applies to determinations issued under s. 108.09 on the effective date of this subsection.

(2) UNEMPLOYMENT INSURANCE; DELETION OF WAITING PERIOD. The treatment of ss. 108.02 (26m) and 108.04 (3) and (11) (bm) first applies to benefit years beginning on the effective date of this subsection.

(3) UNEMPLOYMENT INSURANCE; SUBSTANTIAL FAULT. The treatment of ss. 108.04 (5g) and 108.16 (6m) (a) (by SECTION 377) first applies with respect to determinations issued under s. 108.09 on the effective date of this subsection.

(4) UNEMPLOYMENT INSURANCE; WORK SEARCH AND REGISTRATION WAIVERS. The treatment of s. 108.04 (2) (a) (intro.) and 3., (b), (bb), (bd), and (bm) first applies to initial claims for benefits filed on the effective date of this subsection.

(5) UNEMPLOYMENT INSURANCE; QUILTS DUE TO RELOCATIONS. The treatment of s. 108.04 (7) (t) 1. and 2. first applies to determinations issued under s. 108.09 on the effective date of this subsection.

(6) UNEMPLOYMENT INSURANCE; QUILTS FOR CERTAIN WORK. The treatment of s. 108.04 (7) (e) first applies to determinations issued under s. 108.09 on the effective date of this subsection.

(7) UNEMPLOYMENT INSURANCE; SUITABLE WORK. The treatment of s. 108.04 (8) (d) (intro.) and (dm) first applies to determinations issued under s. 108.09 on the effective date of this subsection.

(8) UNEMPLOYMENT INSURANCE; DRUG TESTING. The treatment of ss. 108.04 (8) (b) and 108.133 (4) (a) first applies to initial claims for benefits filed on the effective date of this subsection.

(9) UNEMPLOYMENT INSURANCE; MISCONDUCT. The treatment of s. 108.04 (5) (intro.) and (a) to (g) first applies with respect to determinations issued under s. 108.09 on the effective date of this subsection.

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

(1) UNEMPLOYMENT INSURANCE; SSDI PAYMENTS. The treatment of ss. 108.04 (2) (h) and (12) (f) 1m., 2m., 3., and 4. and 108.05 (7m) (title), (c), and (d), (9), and (10) (intro.) and SECTION 9350 (1) of this act take effect on the first Sunday of the 7th month beginning after publication.

(2) UNEMPLOYMENT INSURANCE; DELETION OF WAITING PERIOD. The treatment of ss. 108.02 (26m) and 108.04 (3) and (11) (bm) and SECTION 9350 (2) of this act take effect on the Sunday after publication.

(3) UNEMPLOYMENT INSURANCE AND WORKER'S COMPENSATION; SUBSTANTIAL FAULT. The treatment of ss. 102.43 (9) (e), 108.04 (5g), 108.14 (8n) (e) (by SECTION 373), 108.141 (7) (a) (by SECTION 375), and 108.16 (6m) (a) (by SECTION 377) and SECTION 9350 (3) of this act take effect on January 4, 2026.

(4) UNEMPLOYMENT INSURANCE; WORK SEARCH AND REGISTRATION WAIVERS. The treatment of s. 108.04 (2) (a) (intro.) and 3., (b), (bb), (bd), and (bm) and SECTION 9350 (4) of this act take effect on the Sunday after publication.

(5) UNEMPLOYMENT INSURANCE; QUILTS DUE TO RELOCATIONS. The treatment of s. 108.04 (7) (t) 1. and 2. and SECTION 9350 (5) of this act take effect on the first Sunday of the 2nd month beginning after publication.

(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

dollar amount for fiscal year 2025-26 is decreased by \$55,300 to decrease authorized FTE positions by 0.35 position. 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 dollar amount for fiscal year 2026-27 is decreased by \$55,300 to decrease authorized FTE positions by 0.35 position.

(2) FEDERAL 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) (n), the dollar amount for fiscal year 2025-26 is increased by \$13,900 to increase authorized FTE positions by 0.10 position. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (n), the dollar amount for fiscal year 2026-27 is increased by \$13,900 to increase authorized FTE positions by 0.10 position.

(3) MILWAUKEE CHILD WELFARE SERVICES; 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) (cw), the dollar amount for fiscal year 2025-26 is increased by \$55,300 to increase authorized FTE positions by 0.35 position. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (cw), the dollar amount for fiscal year 2026-27 is increased by \$55,300 to increase authorized FTE positions by 0.35 position.

(4) FEDERAL AID FOR FOSTER CARE AND ADOPTIONS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (pd), the dollar amount for fiscal year 2025-26 is increased by \$252,600 to increase authorized FTE positions by 1.35 positions. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s.

20.437 (1) (pd), the dollar amount for fiscal year 2026-27 is increased by \$252,600 to increase authorized FTE positions by 1.35 positions.

(5) CHILD WELFARE OPERATIONS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (o), the dollar amount for fiscal year 2025-26 is decreased by \$151,100 to decrease authorized FTE positions by 1.0 position. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (o), the dollar amount for fiscal year 2026-27 is decreased by \$151,100 to decrease authorized FTE positions by 1.0 position.

(6) MILWAUKEE CHILD WELFARE OPERATIONS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (mw), the dollar amount for fiscal year 2025-26 is increased by \$69,800 to increase authorized FTE positions by 0.35 position. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (mw), the dollar amount for fiscal year 2026-27 is increased by \$69,800 to increase authorized FTE positions by 0.35 position.

(7) SOCIAL SERVICES BLOCK GRANT OPERATIONS. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (mc), the dollar amount for fiscal year 2025-26 is decreased by \$43,800 to decrease authorized FTE positions by 0.10 position. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (mc), the dollar amount for fiscal year 2026-27 is decreased by \$43,800 to decrease authorized FTE positions by 0.10 position.

(8) CHILD CARE BLOCK GRANT OPERATIONS. In the schedule under s. 20.005 (3)

for the appropriation to the department of children and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2025-26 is decreased by \$213,500 to decrease authorized FTE positions by 0.70 position. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (md), the dollar amount for fiscal year 2026-27 is decreased by \$213,500 to decrease authorized FTE positions by 0.70 position.

(9) ADMINISTRATIVE AND SUPPORT SERVICES. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (m), the dollar amount for fiscal year 2025-26 is increased by \$57,600 to administrative and support services. In the schedule under s. 20.005 (3) for the appropriation to the department of children and families under s. 20.437 (1) (m), the dollar amount for fiscal year 2026-27 is increased by \$57,600 to administrative and support services.”.

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

“**SECTION 390.** 19.36 (12) of the statutes is created to read:

19.36 (12) INFORMATION RELATING TO CERTAIN EMPLOYEES. Unless access is specifically authorized or required by statute, an authority may not provide access to a record prepared or provided by an employer performing work on a project to which s. 66.0903, 103.49, or 103.50 applies, or on which the employer is otherwise required to pay prevailing wages, if that record contains the name or other personally identifiable information relating to an employee of that employer, unless the employee authorizes the authority to provide access to that information. In this subsection, “personally identifiable information” does not include an employee’s

work classification, hours of work, or wage or benefit payments received for work on such a project.

**SECTION 391.** 66.0129 (5) of the statutes is amended to read:

66.0129 (5) BIDS FOR CONSTRUCTION. The nonprofit corporation shall let all contracts exceeding \$1,000 for the construction, maintenance or repair of hospital facilities to the lowest responsible bidder after advertising for bids by the publication of a class 2 notice under ch. 985. ~~Section~~ Sections 66.0901 ~~applies and~~ 66.0903 apply to bids and contracts under this subsection.

**SECTION 392.** 66.0903 (1) (a), (am), (b), (cm), (dr), (em), (hm) and (im) of the statutes are created to read:

66.0903 (1) (a) “Area” means the county in which a proposed project of public works that is subject to this section is located or, if the department determines that there is insufficient wage data in that county, “area” means those counties that are contiguous to that county or, if the department determines that there is insufficient wage data in those counties, “area” means those counties that are contiguous to those counties or, if the department determines that there is insufficient wage data in those counties, “area” means the entire state or, if the department is requested to review a determination under sub. (3) (br), “area” means the city, village, or town in which a proposed project of public works that is subject to this section is located.

(am) “Bona fide economic benefit” has the meaning given in s. 103.49 (1) (am).

(b) “Department” means the department of workforce development.

(cm) “Insufficient wage data” has the meaning given in s. 103.49 (1) (bg).

(dr) “Minor service or maintenance work” means a project of public works that

is limited to minor crack filling, chip or slurry sealing, or other minor pavement patching, not including overlays, that has a projected life span of no longer than 5 years or that is performed for a town and is not funded under s. 86.31, regardless of projected life span; the depositing of gravel on an existing gravel road applied solely to maintain the road; road shoulder maintenance; cleaning of drainage or sewer ditches or structures; or any other limited, minor work on public facilities or equipment that is routinely performed to prevent breakdown or deterioration.

(em) “Multiple-trade project of public works” has the meaning given in s. 103.49 (1) (br).

(hm) “Single-trade project of public works” has the meaning given in s. 103.49 (1) (em).

(im) “Supply and installation contract” has the meaning given in s. 103.49 (1) (fm).

**SECTION 393.** 66.0903 (1) (c) of the statutes is amended to read:

66.0903 (1) (c) “Hourly basic rate of pay” has the meaning given in s. ~~16.856~~  
103.49 (1) (b), ~~2015 stats.~~

**SECTION 394.** 66.0903 (1) (f) of the statutes is amended to read:

66.0903 (1) (f) “Prevailing hours of labor” has the meaning given in s. ~~16.856~~  
103.49 (1) (e), ~~2015 stats.~~ (c).

**SECTION 395.** 66.0903 (1) (g) of the statutes is repealed and recreated to read:

66.0903 (1) (g) “Prevailing wage rate” has the meaning given in s. 103.49 (1) (d).

**SECTION 396.** 66.0903 (1) (j) of the statutes is amended to read:



66.0903 (1) (j) “Truck driver” ~~includes an owner operator of a truck~~ has the meaning given in s. 103.49 (1) (g).

**SECTION 397.** 66.0903 (1m) (b) of the statutes is amended to read:

66.0903 (1m) (b) The legislature finds that the enactment of ordinances or other enactments by local governmental units requiring laborers, workers, mechanics, and truck drivers employed on projects of public works or on publicly funded private construction projects to be paid the prevailing wage rate and to be paid at least 1.5 times their hourly basic rate of pay for hours worked in excess of the prevailing hours of labor would be logically inconsistent with, would defeat the purpose of, and would go against the ~~repeals~~ spirit of this section and the repeal of s. 66.0904, 2009 stats., ~~and s. 66.0903 (2) to (12), 2013 stats.~~ Therefore, this section shall be construed as an enactment of statewide concern for the ~~purposes of facilitating broader participation with respect to bidding on projects of public works, ensuring that wages accurately reflect market conditions, providing local governments with the flexibility to reduce costs on capital projects, and reducing spending at all levels of government in this state~~ purpose of providing uniform prevailing wage rate and prevailing hours of labor requirements throughout the state.

**SECTION 398.** 66.0903 (2) to (12) of the statutes are created to read:

66.0903 (2) APPLICABILITY. Subject to sub. (5), this section applies to any project of public works erected, constructed, repaired, remodeled, or demolished for a local governmental unit, including all of the following:

(a) A highway, street, bridge, building, or other infrastructure project.

(b) A project erected, constructed, repaired, remodeled, or demolished by one local governmental unit for another local governmental unit under a contract under s. 66.0301 (2), 83.03, 83.035, or 86.31 (2) (b) or under any other statute specifically authorizing cooperation between local governmental units.

(c) A project in which the completed facility is leased, purchased, lease purchased, or otherwise acquired by, or dedicated to, a local governmental unit in lieu of the local governmental unit contracting for the erection, construction, repair, remodeling, or demolition of the facility.

(d) A road, street, bridge, sanitary sewer, or water main project in which the completed road, street, bridge, sanitary sewer, or water main is acquired by, or dedicated to, a local governmental unit, including under s. 236.13 (2), for ownership or maintenance by the local governmental unit.

**(3) PREVAILING WAGE RATES AND HOURS OF LABOR.** (am) A local governmental unit, before making a contract by direct negotiation or soliciting bids on a contract for the erection, construction, remodeling, repairing, or demolition of any project of public works, shall apply to the department to determine the prevailing wage rate for each trade or occupation required in the work contemplated. The department shall conduct investigations and hold public hearings as necessary to define the trades or occupations that are commonly employed on projects of public works that are subject to this section and to inform itself of the prevailing wage rates in all areas of the state for those trades or occupations, in order to determine the prevailing wage rate for each trade or occupation. The department shall issue its

determination within 30 days after receiving the request and shall file the determination with the requesting local governmental unit.

(ar) The department shall, by January 1 of each year, compile the prevailing wage rates for each trade or occupation in each area. The compilation shall, in addition to the current prevailing wage rates, include future prevailing wage rates when those prevailing wage rates can be determined for any trade or occupation in any area and shall specify the effective date of those future prevailing wage rates. If a project of public works extends into more than one area, the department shall determine only one standard of prevailing wage rates for the entire project.

(av) In determining prevailing wage rates under par. (am) or (ar), the department may not use data from projects that are subject to this section, s. 103.49 or 103.50, or 40 USC 3142 unless the department determines that there is insufficient wage data in the area to determine those prevailing wage rates, in which case the department may use data from projects that are subject to this section, s. 103.49 or 103.50, or 40 USC 3142. In determining prevailing wage rates under par. (am) or (ar), the department may not use data from any construction work that is performed by a local governmental unit or a state agency.

(bm) Any person may request a recalculation of any portion of an initial determination within 30 days after the initial determination date if the person submits evidence with the request showing that the prevailing wage rate for any given trade or occupation included in the initial determination does not represent the prevailing wage rate for that trade or occupation in the area. The evidence shall include wage rate information reflecting work performed by individuals working in

the contested trade or occupation in the area during the current survey period. The department shall affirm or modify the initial determination within 15 days after the date on which the department receives the request for recalculation.

(br) In addition to the recalculation under par. (bm), the local governmental unit that requested the determination under this subsection may request a review of any portion of a determination within 30 days after the date of issuance of the determination if the local governmental unit submits evidence with the request showing that the prevailing wage rate for any given trade or occupation included in the determination does not represent the prevailing wage rate for that trade or occupation in the city, village, or town in which the proposed project of public works is located. That evidence shall include wage rate information for the contested trade or occupation on at least 3 similar projects located in the city, village, or town where the proposed project of public works is located and on which some work has been performed during the current survey period and which were considered by the department in issuing its most recent compilation under par. (ar). The department shall affirm or modify the determination within 15 days after the date on which the department receives the request for review.

(dm) A local governmental unit that is subject to this section shall include a reference to the prevailing wage rates determined by the department and to the prevailing hours of labor in the notice published for the purpose of securing bids for the project of public works. Except as otherwise provided in this paragraph, if any contract or subcontract for a project of public works is entered into, the prevailing wage rates determined by the department and the prevailing hours of labor shall be

physically incorporated into and made a part of the contract or subcontract. For a minor subcontract, as determined by the department, the department shall prescribe by rule the method of notifying the minor subcontractor of the prevailing wage rates and prevailing hours of labor applicable to the minor subcontract. The prevailing wage rates and prevailing hours of labor applicable to a contract or subcontract may not be changed during the time that the contract or subcontract is in force.

(e) No contractor, subcontractor, or contractor's or subcontractor's agent that is subject to this section may do any of the following:

1. Pay an individual performing the work described in sub. (4) less than the prevailing wage rate in the same or most similar trade or occupation determined under this subsection.

2. Allow an individual performing the work described in sub. (4) to work a greater number of hours per day or per week than the prevailing hours of labor, unless the contractor, subcontractor, or contractor's or subcontractor's agent pays the individual for all hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times the individual's hourly basic rate of pay.

**(4) COVERED EMPLOYEES.** (a) Subject to par. (b), any person subject to this section shall pay all of the following employees the prevailing wage rate determined under sub. (3) and may not allow such employees to work a greater number of hours per day or per week than the prevailing hours of labor, unless the person pays the employee for all hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times the employee's hourly basic rate of pay:

1. All laborers, workers, mechanics, and truck drivers employed on the site of a project of public works that is subject to this section.

2. All laborers, workers, mechanics, and truck drivers employed in the manufacturing or furnishing of materials, articles, supplies, or equipment on the site of a project of public works that is subject to this section or from a facility dedicated exclusively, or nearly so, to a project of public works that is subject to this section by a contractor, subcontractor, agent, or other person performing any work on the site of the project.

(b) A laborer, worker, mechanic, or truck driver who is employed to process, manufacture, pick up, or deliver materials or products from a commercial establishment that has a fixed place of business from which the establishment supplies processed or manufactured materials or products or from a facility that is not dedicated exclusively, or nearly so, to a project of public works that is subject to this section is not entitled to receive the prevailing wage rate determined under sub. (3) or to receive at least 1.5 times his or her hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor unless any of the following applies:

1. The laborer, worker, mechanic, or truck driver is employed to go to the source of mineral aggregate such as sand, gravel, or stone and deliver that mineral aggregate to the site of a project of public works that is subject to this section by depositing the material directly in final place, from the transporting vehicle or through spreaders from the transporting vehicle.

2. The laborer, worker, mechanic, or truck driver is employed to go to the site of a project of public works that is subject to this section, pick up excavated material

or spoil from the site of the project, and transport that excavated material or spoil away from the site of the project.

(c) A person subject to this section shall pay a truck driver who is an owner-operator of a truck separately for his or her work and for the use of his or her truck.

(5) NONAPPLICABILITY. This section does not apply to any of the following:

(a) A single-trade project of public works for which the estimated project cost of completion is less than \$48,000, a multiple-trade project of public works for which the estimated project cost of completion is less than \$100,000, or, in the case of a multiple-trade project of public works erected, constructed, repaired, remodeled, or demolished by a private contractor for a city or village having a population of less than 2,500 or for a town, a multiple-trade project of public works for which the estimated project cost of completion is less than \$234,000.

(b) Work performed on a project of public works for which the local governmental unit contracting for the project is not required to compensate any contractor, subcontractor, contractor's or subcontractor's agent, or individual for performing the work.

(c) Minor service or maintenance work, warranty work, or work under a supply and installation contract.

(f) A project of public works involving the erection, construction, repair, remodeling, or demolition of a residential property containing 2 dwelling units or less.

(g) A road, street, bridge, sanitary sewer, or water main project that is a part of a development in which not less than 90 percent of the lots contain or will contain

2 dwelling units or less, as determined by the local governmental unit at the time of approval of the development, and that, on completion, is acquired by, or dedicated to, a local governmental unit, including under s. 236.13 (2), for ownership or maintenance by the local governmental unit.

(8) POSTING. A local governmental unit that has contracted for a project of public works shall post the prevailing wage rates determined by the department, the prevailing hours of labor, and the provisions of subs. (10) (a) and (11) (a) in at least one conspicuous place on the site of the project that is easily accessible by employees working on the project, or, if there is no common site on the project, at the place normally used by the local governmental unit to post public notices.

(9) COMPLIANCE. (a) When the department finds that a local governmental unit has not requested a determination under sub. (3) (am) or that a local governmental unit, contractor, or subcontractor has not physically incorporated a determination into a contract or subcontract as required under this section or has not notified a minor subcontractor of a determination in the manner prescribed by the department by rule promulgated under sub. (3) (dm), the department shall notify the local governmental unit, contractor, or subcontractor of the noncompliance and shall file the determination with the local governmental unit, contractor, or subcontractor within 30 days after the notice.

(b) Upon completion of a project of public works and before receiving final payment for his or her work on the project, each agent or subcontractor shall furnish the contractor with an affidavit stating that the agent or subcontractor has



complied fully with the requirements of this section. A contractor may not authorize final payment until the affidavit is filed in proper form and order.

(c) Upon completion of a project of public works and before receiving final payment for his or her work on the project, each contractor shall file with the local governmental unit authorizing the work an affidavit stating that the contractor has complied fully with the requirements of this section and that the contractor has received an affidavit under par. (b) from each of the contractor's agents and subcontractors. A local governmental unit may not authorize a final payment until the affidavit is filed in proper form and order. If a local governmental unit authorizes a final payment before an affidavit is filed in proper form and order or if the department determines, based on the greater weight of the credible evidence, that any person performing the work specified in sub. (4) has been or may have been paid less than the prevailing wage rate or less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor and requests that the local governmental unit withhold all or part of the final payment, but the local governmental unit fails to do so, the local governmental unit is liable for all back wages payable up to the amount of the final payment.

**(10) RECORDS; INSPECTION; ENFORCEMENT.** (a) Each contractor, subcontractor, or contractor's or subcontractor's agent that performs work on a project of public works that is subject to this section shall keep full and accurate records clearly indicating the name and trade or occupation of every individual performing the work described in sub. (4) and an accurate record of the number of

hours worked by each of those individuals and the actual wages paid for the hours worked.

(b) The department or the contracting local governmental unit may demand and examine, and every contractor, subcontractor, and contractor's or subcontractor's agent shall keep, and furnish upon request by the department or local governmental unit, copies of payrolls and other records and information relating to the wages paid to individuals performing the work described in sub. (4) for work to which this section applies. The department may inspect records in the manner provided in ch. 103. Every contractor, subcontractor, or agent performing work on a project of public works that is subject to this section is subject to the requirements of ch. 103 relating to the examination of records.

(c) If requested by any person, the department shall inspect the payroll records of any contractor, subcontractor, or agent performing work on a project of public works that is subject to this section as provided in this paragraph to ensure compliance with this section. On receipt of such a request, the department shall request that the contractor, subcontractor, or agent submit to the department a certified record of the information specified in par. (a), other than personally identifiable information relating to an employee of the contractor, subcontractor, or agent, for no longer than a 4-week period. The department may request that a contractor, subcontractor, or agent submit those records no more than once per calendar quarter for each project of public works on which the contractor, subcontractor, or agent is performing work. The department may not charge a requester a fee for obtaining that information. Certified records submitted to the

department under this paragraph are open for public inspection and copying under s. 19.35 (1).

(d) Section 103.005 (5) (f), (11), (12), and (13) applies to this section, except that s. 103.005 (12) (a) does not apply to a person who fails to provide any information to the department to assist the department in determining prevailing wage rates under sub. (3) (am) or (ar). Section 111.322 (2m) applies to discharge and other discriminatory acts arising in connection with any proceeding under this section, including proceedings under sub. (11) (a).

**(11) LIABILITY AND PENALTIES.** (a) 1. A contractor, subcontractor, or contractor's or subcontractor's agent who fails to pay the prevailing wage rate determined by the department under sub. (3) or who pays less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor is liable to any affected employee in the amount of his or her unpaid wages or his or her unpaid overtime compensation and in an additional amount as liquidated damages as provided under subd. 2. or 3., whichever is applicable.

2. If the department determines upon inspection under sub. (10) (b) or (c) that a contractor, subcontractor, or contractor's or subcontractor's agent has failed to pay the prevailing wage rate determined by the department under sub. (3) or has paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor, the department shall order the contractor to pay to any affected employee the amount of his or her unpaid wages or his or her unpaid overtime compensation and an additional amount equal to 100 percent of the

amount of those unpaid wages or that unpaid overtime compensation as liquidated damages within a period specified by the department in the order.

3. In addition to or in lieu of recovering the liability specified in subd. 1. as provided in subd. 2., any employee for and on behalf of that employee and other employees similarly situated may commence an action to recover that liability in any court of competent jurisdiction. If the court finds that a contractor, subcontractor, or contractor's or subcontractor's agent has failed to pay the prevailing wage rate determined by the department under sub. (3) or has paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor, the court shall order the contractor, subcontractor, or agent to pay to any affected employee the amount of his or her unpaid wages or his or her unpaid overtime compensation and an additional amount equal to 100 percent of the amount of those unpaid wages or that unpaid overtime compensation as liquidated damages.

5. No employee may be a party plaintiff to an action under subd. 3. unless the employee consents in writing to become a party and the consent is filed in the court in which the action is brought. Notwithstanding s. 814.04 (1), the court shall, in addition to any judgment awarded to the plaintiff, allow reasonable attorney fees and costs to be paid by the defendant.

(b) 1. Except as provided in subds. 2., 4., and 6., any contractor, subcontractor, or contractor's or subcontractor's agent who violates this section may be fined not more than \$200 or imprisoned for not more than 6 months or both. Each day that any violation continues is a separate offense.

2. Whoever induces any individual who seeks to be or is employed on any project of public works that is subject to this section to give up, waive, or return any part of the wages to which the individual is entitled under the contract governing the project, or who reduces the hourly basic rate of pay normally paid to an individual for work on a project that is not subject to this section during a week in which the individual works both on a project of public works that is subject to this section and on a project that is not subject to this section, by threat not to employ, by threat of dismissal from employment, or by any other means is guilty of an offense under s. 946.15 (1).

3. Any individual employed on a project of public works that is subject to this section who knowingly allows a contractor, subcontractor, or contractor's or subcontractor's agent to pay him or her less than the prevailing wage rate set forth in the contract governing the project, who gives up, waives, or returns any part of the compensation to which he or she is entitled under the contract, or who gives up, waives, or returns any part of the compensation to which he or she is normally entitled for work on a project that is not subject to this section during a week in which the individual works both on a project of public works that is subject to this section and on a project that is not subject to this section, is guilty of an offense under s. 946.15 (2).

4. Whoever induces any individual who seeks to be or is employed on any project of public works that is subject to this section to allow any part of the wages to which the individual is entitled under the contract governing the project to be deducted from the individual's pay is guilty of an offense under s. 946.15 (3), unless

the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

5. Any individual who is employed on a project of public works that is subject to this section who knowingly allows any part of the wages to which he or she is entitled under the contract governing the project to be deducted from his or her pay is guilty of an offense under s. 946.15 (4), unless the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

6. Subdivision 1. does not apply to any person who fails to provide any information to the department to assist the department in determining prevailing wage rates under sub. (3) (am) or (ar).

**(12) DEBARMENT.** (a) Except as provided under pars. (b) and (c), the department shall notify any local governmental unit applying for a determination under sub. (3) of the names of all persons that the department has found to have failed to pay the prevailing wage rate determined under sub. (3) or has found to have paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor at any time in the preceding 3 years. The department shall include with each name the address of the person and shall specify when the person failed to pay the prevailing wage rate and when the person paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor. A local governmental unit may not award any contract to the person unless otherwise recommended by the department or unless

3 years have elapsed from the date the department issued its findings or the date of final determination by a court of competent jurisdiction, whichever is later.

(b) The department may not include in a notification under par. (a) the name of any person on the basis of having subcontracted a contract for a project of public works to a person that the department has found to have failed to pay the prevailing wage rate determined under sub. (3) or has found to have paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor.

(c) This subsection does not apply to any contractor, subcontractor, or agent who in good faith commits a minor violation of this section, as determined on a case-by-case basis through administrative hearings with all rights to due process afforded to all parties or who has not exhausted or waived all appeals.

(d) Any person submitting a bid or negotiating a contract on a project of public works that is subject to this section shall, on the date the person submits the bid or negotiates the contract, identify any construction business in which the person, or a shareholder, officer, or partner of the person, if the person is a business, owns, or has owned at least a 25 percent interest on the date the person submits the bid or negotiates the contract or at any other time within 3 years preceding the date the person submits the bid or negotiates the contract, if the business has been found to have failed to pay the prevailing wage rate determined under sub. (3) or to have paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor.

(e) The department shall promulgate rules to administer this subsection.

**SECTION 399.** 84.41 (3) of the statutes is created to read:

84.41 (3) EMPLOYMENT REGULATIONS. Employment regulations set forth in s. 103.50 pertaining to wages and hours shall apply to all projects constructed under s. 84.40 in the same manner as such laws apply to projects on other state highways. Where applicable, the federal wages and hours law known as the Davis-Bacon act shall apply.

**SECTION 400.** 103.005 (12) (a) of the statutes is amended to read:

103.005 (12) (a) If any employer, employee, owner, or other person violates chs. 103 to 106, or fails or refuses to perform any duty required under chs. 103 to 106, within the time prescribed by the department, for which no penalty has been specifically provided, or fails, neglects or refuses to obey any lawful order given or made by the department or any judgment or decree made by any court in connection with chs. 103 to 106, for each such violation, failure or refusal, the employer, employee, owner or other person shall forfeit not less than \$10 nor more than \$100 for each offense. This paragraph does not apply to any person that fails to provide any information to the department to assist the department in determining prevailing wage rates or prevailing hours of labor under s. 103.49 (3) (a) or (am) or 103.50 (3) or (4).

**SECTION 401.** 103.49 of the statutes is created to read:

**103.49 Wage rate on state work.** (1) DEFINITIONS. In this section:

(a) “Area” means the county in which a proposed project of public works that is subject to this section is located or, if the department determines that there is insufficient wage data in that county, “area” means those counties that are



contiguous to that county or, if the department determines that there is insufficient wage data in those counties, “area” means those counties that are contiguous to those counties or, if the department determines that there is insufficient wage data in those counties, “area” means the entire state or, if the department is requested to review a determination under sub. (3) (c), “area” means the city, village, or town in which a proposed project of public works that is subject to this section is located.

(am) “Bona fide economic benefit” means an economic benefit for which an employer makes irrevocable contributions to a trust or fund created under 29 USC 186 (c) or to any other bona fide plan, trust, program, or fund no less often than quarterly or, if an employer makes annual contributions to such a bona fide plan, trust, program, or fund, for which the employer irrevocably escrows moneys at least quarterly based on the employer’s expected annual contribution.

(b) “Hourly basic rate of pay” means the hourly wage paid to any employee, excluding any contributions or payments for health insurance benefits, vacation benefits, pension benefits, and any other bona fide economic benefits, whether paid directly or indirectly.

(bg) “Insufficient wage data” means less than 500 hours of work performed in a particular trade or occupation on projects that are similar to a proposed project of public works that is subject to this section.

(bj) “Minor service or maintenance work” means a project of public works that is limited to minor crack filling, chip or slurry sealing, or other minor pavement patching, not including overlays, that has a projected life span of no longer than 5 years; cleaning of drainage or sewer ditches or structures; or any other limited,

minor work on public facilities or equipment that is routinely performed to prevent breakdown or deterioration.

(br) “Multiple-trade project of public works” means a project of public works in which no single trade accounts for 85 percent or more of the total labor cost of the project.

(c) “Prevailing hours of labor” for any trade or occupation in any area means 10 hours per day and 40 hours per week and may not include any hours worked on a Saturday or Sunday or on any of the following holidays:

1. January 1.
2. The last Monday in May.
3. July 4.
4. The first Monday in September.
5. The 4th Thursday in November.
6. December 25.
7. The day before if January 1, July 4, or December 25 falls on a Saturday.
8. The day following if January 1, July 4, or December 25 falls on a Sunday.

(d) 1. Except as provided in subd. 2., “prevailing wage rate” for any trade or occupation engaged in the erection, construction, remodeling, repairing, or demolition of any project of public works in any area means the hourly basic rate of pay, plus the hourly contribution for health insurance benefits, vacation benefits, pension benefits, and any other bona fide economic benefit, paid directly or indirectly for a majority of the hours worked in the trade or occupation on projects in the area.

2. If there is no rate at which a majority of the hours worked in the trade or occupation on projects in the area is paid, “prevailing wage rate” for any trade or occupation engaged in the erection, construction, remodeling, repairing, or demolition of any project of public works in any area means the average hourly basic rate of pay, weighted by the number of hours worked, plus the average hourly contribution, weighted by the number of hours worked, for health insurance benefits, vacation benefits, pension benefits, and any other bona fide economic benefit, paid directly or indirectly for all hours worked at the hourly basic rate of pay of the highest-paid 51 percent of hours worked in that trade or occupation on projects in that area.

(em) “Single-trade project of public works” means a project of public works in which a single trade accounts for 85 percent or more of the total labor cost of the project.

(f) “State agency” means any office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, including the legislature and the courts. “State agency” also includes the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, and the Wisconsin Aerospace Authority.

(fm) “Supply and installation contract” means a contract under which the material is installed by the supplier, the material is installed by means of simple fasteners or connectors such as screws or nuts and bolts, and no other work is

performed on the site of the project of public works, and the total labor cost to install the material does not exceed 20 percent of the total cost of the contract.

(g) "Truck driver" includes an owner-operator of a truck.

**(1m) APPLICABILITY.** Subject to sub. (3g), this section applies to any project of public works erected, constructed, repaired, remodeled, or demolished for the state or a state agency, including all of the following:

(a) A project erected, constructed, repaired, remodeled, or demolished by one state agency for another state agency under any contract or under any statute specifically authorizing cooperation between state agencies.

(b) A project in which the completed facility is leased, purchased, lease purchased, or otherwise acquired by, or dedicated to, the state in lieu of the state or a state agency contracting for the erection, construction, repair, remodeling, or demolition of the facility.

(c) A sanitary sewer or water main project in which the completed sanitary sewer or water main is acquired by, or dedicated to, the state for ownership or maintenance by the state.

**(2) PREVAILING WAGE RATES AND HOURS OF LABOR.** Any contract made for the erection, construction, remodeling, repairing, or demolition of any project of public works to which the state or any state agency is a party shall contain a stipulation that no individual performing the work described in sub. (2m) may be allowed to work a greater number of hours per day or per week than the prevailing hours of labor, except that any such individual may be allowed or required to work more than such prevailing hours of labor per day and per week if he or she is paid for all hours

worked in excess of the prevailing hours of labor at a rate of at least 1.5 times his or her hourly basic rate of pay; nor may he or she be paid less than the prevailing wage rate determined under sub. (3) in the same or most similar trade or occupation in the area in which the project of public works is situated. The notice published for the purpose of securing bids for the project must contain a reference to the prevailing wage rates determined under sub. (3) and the prevailing hours of labor. Except as otherwise provided in this subsection, if any contract or subcontract for a project of public works that is subject to this section is entered into, the prevailing wage rates determined under sub. (3) and the prevailing hours of labor shall be physically incorporated into and made a part of the contract or subcontract. For a minor subcontract, as determined by the department, the department shall prescribe by rule the method of notifying the minor subcontractor of the prevailing wage rates and prevailing hours of labor applicable to the minor subcontract. The prevailing wage rates and prevailing hours of labor applicable to a contract or subcontract may not be changed during the time that the contract or subcontract is in force.

**(2m)** COVERED EMPLOYEES. (a) Subject to par. (b), any person subject to this section shall pay all of the following employees the prevailing wage rate determined under sub. (3) and may not allow such employees to work a greater number of hours per day or per week than the prevailing hours of labor, unless the person pays for all hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times the employees' hourly basic rate of pay:

1. All laborers, workers, mechanics, and truck drivers employed on the site of a project of public works that is subject to this section.

2. All laborers, workers, mechanics, and truck drivers employed in the manufacturing or furnishing of materials, articles, supplies, or equipment on the site of a project of public works that is subject to this section or from a facility dedicated exclusively, or nearly so, to a project of public works that is subject to this section by a contractor, subcontractor, agent, or other person performing any work on the site of the project.

(b) A laborer, worker, mechanic, or truck driver who is employed to process, manufacture, pick up, or deliver materials or products from a commercial establishment that has a fixed place of business from which the establishment supplies processed or manufactured materials or products or from a facility that is not dedicated exclusively, or nearly so, to a project of public works that is subject to this section is not entitled to receive the prevailing wage rate determined under sub. (3) or to receive at least 1.5 times his or her hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor unless any of the following applies:

1. The laborer, worker, mechanic, or truck driver is employed to go to the source of mineral aggregate such as sand, gravel, or stone and deliver that mineral aggregate to the site of a project of public works that is subject to this section by depositing the material directly in final place, from the transporting vehicle or through spreaders from the transporting vehicle.

2. The laborer, worker, mechanic, or truck driver is employed to go to the site of a project that is subject to this section, pick up excavated material or spoil from

the site of the project of public works, and transport that excavated material or spoil away from the site of the project.

(c) A person that is subject to this section shall pay a truck driver who is an owner-operator of a truck separately for his or her work and for the use of his or her truck.

**(3) INVESTIGATION; DETERMINATION.** (a) Before a state agency issues a request for bids for any work to which this section applies, the state agency having the authority to prescribe the specifications shall apply to the department to determine the prevailing wage rate for each trade or occupation required in the work under contemplation in the area in which the work is to be done. The department shall conduct investigations and hold public hearings as necessary to define the trades or occupations that are commonly employed on projects that are subject to this section and to inform itself of the prevailing wage rates in all areas of the state for those trades or occupations, in order to determine the prevailing wage rate for each trade or occupation. The department shall issue its determination within 30 days after receiving the request and shall file the determination with the requesting state agency. A state agency that has contracted for a project of public works subject to this section shall post the prevailing wage rates determined by the department, the prevailing hours of labor, and the provisions of subs. (2) and (6m) in at least one conspicuous place on the site of the project that is easily accessible by employees working on the project.

(am) The department shall, by January 1 of each year, compile the prevailing wage rates for each trade or occupation in each area. The compilation shall, in

addition to the current prevailing wage rates, include future prevailing wage rates when those prevailing wage rates can be determined for any trade or occupation in any area and shall specify the effective date of those future prevailing wage rates. If a project of public works extends into more than one area, the department shall determine only one standard of prevailing wage rates for the entire project.

(ar) In determining prevailing wage rates under par. (a) or (am), the department may not use data from projects that are subject to this section, s. 66.0903, 103.50, or 229.8275, or 40 USC 3142 unless the department determines that there is insufficient wage data in the area to determine those prevailing wage rates, in which case the department may use data from projects that are subject to this section, s. 66.0903, 103.50, or 229.8275, or 40 USC 3142. In determining prevailing wage rates under par. (a) or (am), the department may not use data from any construction work performed by a state agency or a local governmental unit, as defined in s. 66.0903 (1) (d).

(b) Any person may request a recalculation of any portion of an initial determination within 30 days after the initial determination date if the person submits evidence with the request showing that the prevailing wage rate for any given trade or occupation included in the initial determination does not represent the prevailing wage rate for that trade or occupation in the area. The evidence shall include wage rate information reflecting work performed by individuals working in the contested trade or occupation in the area during the current survey period. The department shall affirm or modify the initial determination within 15 days after the date on which the department receives the request for recalculation.



(c) In addition to the recalculation under par. (b), the state agency that requested the determination under this subsection may request a review of any portion of a determination within 30 days after the date of issuance of the determination if the state agency submits evidence with the request showing that the prevailing wage rate for any given trade or occupation included in the determination does not represent the prevailing wage rate for that trade or occupation in the city, village, or town in which the proposed project of public works is located. That evidence shall include wage rate information for the contested trade or occupation on at least 3 similar projects located in the city, village, or town where the proposed project of public works is located on which some work has been performed during the current survey period and that were considered by the department in issuing its most recent compilation under par. (am). The department shall affirm or modify the determination within 15 days after the date on which the department receives the request for review.

**(3g) NONAPPLICABILITY.** This section does not apply to any of the following:

(a) A single-trade project of public works for which the estimated project cost of completion is less than \$48,000 or a multiple-trade project of public works for which the estimated project cost of completion is less than \$100,000.

(b) Work performed on a project of public works for which the state or the state agency contracting for the project is not required to compensate any contractor, subcontractor, contractor's or subcontractor's agent, or individual for performing the work.

(c) Minor service or maintenance work, warranty work, or work under a supply and installation contract.

(f) A public highway, street, or bridge project.

(g) A project of public works involving the erection, construction, repair, remodeling, or demolition of a residential property containing 2 dwelling units or less.

(h) A road, street, bridge, sanitary sewer, or water main project that is a part of a development in which not less than 90 percent of the lots contain or will contain 2 dwelling units or less, as determined by the local governmental unit at the time of approval of the development, and that, on completion, is acquired by, or dedicated to, the state for ownership or maintenance by the state.

**(4r)** COMPLIANCE. (a) When the department finds that a state agency has not requested a determination under sub. (3) (a) or that a state agency, contractor, or subcontractor has not physically incorporated a determination into a contract or subcontract as required under sub. (2) or has not notified a minor subcontractor of a determination in the manner prescribed by the department by rule promulgated under sub. (2), the department shall notify the state agency, contractor, or subcontractor of the noncompliance and shall file the determination with the state agency, contractor, or subcontractor within 30 days after the notice.

(b) Upon completion of a project of public works and before receiving final payment for his or her work on the project, each agent or subcontractor shall furnish the contractor with an affidavit stating that the agent or subcontractor has

complied fully with the requirements of this section. A contractor may not authorize final payment until the affidavit is filed in proper form and order.

(c) Upon completion of a project of public works and before receiving final payment for his or her work on the project, each contractor shall file with the state agency authorizing the work an affidavit stating that the contractor has complied fully with the requirements of this section and that the contractor has received an affidavit under par. (b) from each of the contractor's agents and subcontractors. A state agency may not authorize a final payment until the affidavit is filed in proper form and order. If a state agency authorizes a final payment before an affidavit is filed in proper form and order or if the department determines, based on the greater weight of the credible evidence, that any person performing the work specified in sub. (2m) has been or may have been paid less than the prevailing wage rate or less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor and requests that the state agency withhold all or part of the final payment, but the state agency fails to do so, the state agency is liable for all back wages payable up to the amount of the final payment.

**(5) RECORDS; INSPECTION; ENFORCEMENT.** (a) Each contractor, subcontractor, or contractor's or subcontractor's agent that performs work on a project of public works that is subject to this section shall keep full and accurate records clearly indicating the name and trade or occupation of every individual performing the work described in sub. (2m) and an accurate record of the number of hours worked by each of those individuals and the actual wages paid for the hours worked.

(b) The department shall enforce this section. The department may demand

and examine, and every contractor, subcontractor, and contractor's and subcontractor's agent shall keep, and furnish upon request by the department, copies of payrolls and other records and information relating to the wages paid to individuals performing the work described in sub. (2m) for work to which this section applies. The department may inspect records in the manner provided in this chapter. Every contractor, subcontractor, or agent performing work on a project of public works that is subject to this section is subject to the requirements of this chapter relating to the examination of records. Section 111.322 (2m) applies to discharge and other discriminatory acts arising in connection with any proceeding under this section.

(c) If requested by any person, the department shall inspect the payroll records of any contractor, subcontractor, or agent performing work on a project of public works that is subject to this section as provided in this paragraph to ensure compliance with this section. On receipt of such a request, the department shall request that the contractor, subcontractor, or agent submit to the department a certified record of the information specified in par. (a), other than personally identifiable information relating to an employee of the contractor, subcontractor, or agent, for no longer than a 4-week period. The department may request a contractor, subcontractor, or agent to submit those records no more than once per calendar quarter for each project of public works on which the contractor, subcontractor, or agent is performing work. The department may not charge a requester a fee for obtaining that information. Certified records submitted to the

department under this paragraph are open for public inspection and copying under s. 19.35 (1).

**(6m)** LIABILITY AND PENALTIES. (ag) 1. A contractor, subcontractor, or contractor's or subcontractor's agent who fails to pay the prevailing wage rate determined by the department under sub. (3) or who pays less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor is liable to any affected employee in the amount of his or her unpaid wages or his or her unpaid overtime compensation and in an additional amount as liquidated damages as provided in subd. 2. or 3., whichever is applicable.

2. If the department determines upon inspection under sub. (5) (b) or (c) that a contractor, subcontractor, or contractor's or subcontractor's agent has failed to pay the prevailing wage rate determined by the department under sub. (3) or has paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor, the department shall order the contractor to pay to any affected employee the amount of his or her unpaid wages or his or her unpaid overtime compensation and an additional amount equal to 100 percent of the amount of those unpaid wages or that unpaid overtime compensation as liquidated damages within a period specified by the department in the order.

3. In addition to or in lieu of recovering the liability specified in subd. 1. as provided in subd. 2., any employee for and on behalf of that employee and other employees similarly situated may commence an action to recover that liability in any court of competent jurisdiction. If the court finds that a contractor, subcontractor, or contractor's or subcontractor's agent has failed to pay the

prevailing wage rate determined by the department under sub. (3) or has paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor, the court shall order the contractor, subcontractor, or agent to pay to any affected employee the amount of his or her unpaid wages or his or her unpaid overtime compensation and an additional amount equal to 100 percent of the amount of those unpaid wages or that unpaid overtime compensation as liquidated damages.

5. No employee may be a party plaintiff to an action under subd. 3. unless the employee consents in writing to become a party and the consent is filed in the court in which the action is brought. Notwithstanding s. 814.04 (1), the court shall, in addition to any judgment awarded to the plaintiff, allow reasonable attorney fees and costs to be paid by the defendant.

(am) Except as provided in pars. (b), (d), and (f), any contractor, subcontractor, or contractor's or subcontractor's agent who violates this section may be fined not more than \$200 or imprisoned for not more than 6 months or both. Each day that a violation continues is a separate offense.

(b) Whoever induces an individual who seeks to be or is employed on any project of public works that is subject to this section to give up, waive, or return any part of the wages to which the individual is entitled under the contract governing the project, or who reduces the hourly basic rate of pay normally paid to an individual for work on a project that is not subject to this section during a week in which the individual works both on a project of public works that is subject to this section and on a project that is not subject to this section, by threat not to employ, by

threat of dismissal from employment, or by any other means is guilty of an offense under s. 946.15 (1).

(c) Any individual who is employed on a project of public works that is subject to this section who knowingly allows a contractor, subcontractor, or contractor's or subcontractor's agent to pay him or her less than the prevailing wage rate set forth in the contract governing the project, who gives up, waives, or returns any part of the compensation to which he or she is entitled under the contract, or who gives up, waives, or returns any part of the compensation to which he or she is normally entitled for work on a project that is not subject to this section during a week in which the individual works both on a project of public works that is subject to this section and on a project that is not subject to this section, is guilty of an offense under s. 946.15 (2).

(d) Whoever induces any individual who seeks to be or is employed on any project of public works that is subject to this section to allow any part of the wages to which the individual is entitled under the contract governing the project to be deducted from the individual's pay is guilty of an offense under s. 946.15 (3), unless the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

(e) Any individual who is employed on a project of public works that is subject to this section who knowingly allows any part of the wages to which he or she is entitled under the contract governing the project to be deducted from his or her pay is guilty of an offense under s. 946.15 (4), unless the deduction would be allowed

under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

(f) Paragraph (am) does not apply to any person who fails to provide any information to the department to assist the department in determining prevailing wage rates under sub. (3) (a) or (am).

(7) DEPARTMENT. (a) Except as provided under pars. (b) and (c), the department shall distribute to all state agencies a list of all persons that the department has found to have failed to pay the prevailing wage rate determined under sub. (3) or has found to have paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor at any time in the preceding 3 years. The department shall include with any name the address of the person and shall specify when the person failed to pay the prevailing wage rate and when the person paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor. A state agency may not award any contract to the person unless otherwise recommended by the department or unless 3 years have elapsed from the date the department issued its findings or date of final determination by a court of competent jurisdiction, whichever is later.

(b) The department may not include in a notification under par. (a) the name of any person on the basis of having subcontracted a contract for a project of public works to a person that the department has found to have failed to pay the prevailing wage rate determined under sub. (3) or has found to have paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor.



(c) This subsection does not apply to any contractor, subcontractor, or agent who in good faith commits a minor violation of this section, as determined on a case-by-case basis through administrative hearings with all rights to due process afforded to all parties or who has not exhausted or waived all appeals.

(d) Any person submitting a bid on a project of public works that is subject to this section shall, on the date the person submits the bid, identify any construction business in which the person, or a shareholder, officer, or partner of the person if the person is a business, owns or has owned at least a 25 percent interest on the date the person submits the bid or at any other time within 3 years preceding the date the person submits the bid, if the business has been found to have failed to pay the prevailing wage rate determined under sub. (3) or to have paid less than 1.5 times the hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor.

(e) The department shall promulgate rules to administer this subsection.

**SECTION 402.** 103.50 of the statutes is created to read:

**103.50 Highway contracts. (1) DEFINITIONS.** In this section:

(a) “Area” means the county in which a proposed project that is subject to this section is located or, if the department determines that there is insufficient wage data in that county, “area” means those counties that are contiguous to that county or, if the department determines that there is insufficient wage data in those counties, “area” means those counties that are contiguous to those counties or, if the department determines that there is insufficient wage data in those counties, “area” means the entire state.

(b) “Hourly basic rate of pay” has the meaning given in s. 103.49 (1) (b).

(bg) “Insufficient wage data” has the meaning given in s. 103.49 (1) (bg).

(c) “Prevailing hours of labor” has the meaning given in s. 103.49 (1) (c).

(d) 1. Except as provided in subd. 2., “prevailing wage rate” for any trade or occupation in any area means the hourly basic rate of pay, plus the hourly contribution for health insurance benefits, vacation benefits, pension benefits, and any other bona fide economic benefit, paid directly or indirectly, for a majority of the hours worked in the trade or occupation in the area.

2. If there is no rate at which a majority of the hours worked in the trade or occupation in the area is paid, “prevailing wage rate” means the average hourly basic rate of pay, weighted by the number of hours worked, plus the average hourly contribution, weighted by the number of hours worked, for health insurance benefits, vacation benefits, pension benefits, and any other bona fide economic benefit, paid directly or indirectly for all hours worked at the hourly basic rate of pay of the highest-paid 51 percent of hours worked in that trade or occupation in that area.

(e) “Truck driver” has the meaning given in s. 103.49 (1) (g).

**(2) PREVAILING WAGE RATES AND HOURS OF LABOR.** No contractor, subcontractor, agent, or other person performing any work on a project under a contract based on bids as provided in s. 84.06 (2) to which the state is a party for the construction or improvement of any highway may do any of the following:

(a) Pay an individual performing the work described in sub. (2m) less than the

prevailing wage rate in the area in which the work is to be done determined under sub. (3).

(b) Allow an individual performing the work described in sub. (2m) to work a greater number of hours per day or per week than the prevailing hours of labor, unless the contractor, subcontractor, or contractor's or subcontractor's agent pays the individual for all hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times the individual's hourly basic rate of pay.

**(2g) NONAPPLICABILITY.** This section does not apply to a single-trade project of public works, as defined in s. 103.49 (1) (em), for which the estimated project cost of completion is less than \$48,000 or a multiple-trade project of public works, as defined in s. 103.49 (1) (br), for which the estimated project cost of completion is less than \$100,000.

**(2m) COVERED EMPLOYEES.** (a) Subject to par. (b), any person subject to this section shall pay all of the following employees the prevailing wage rate determined under sub. (3) and may not allow such employees to work a greater number of hours per day or per week than the prevailing hours of labor, unless the person pays for all hours worked in excess of the prevailing hours of labor at a rate of at least 1.5 times the employees' hourly basic rate of pay:

1. All laborers, workers, mechanics, and truck drivers employed on the site of a project that is subject to this section.

2. All laborers, workers, mechanics, and truck drivers employed in the manufacturing or furnishing of materials, articles, supplies, or equipment on the site of a project that is subject to this section or from a facility dedicated exclusively,

or nearly so, to a project that is subject to this section by a contractor, subcontractor, agent, or other person performing any work on the site of the project.

(b) A laborer, worker, mechanic, or truck driver who is employed to process, manufacture, pick up, or deliver materials or products from a commercial establishment that has a fixed place of business from which the establishment supplies processed or manufactured materials or products or from a facility that is not dedicated exclusively, or nearly so, to a project that is subject to this section is not entitled to receive the prevailing wage rate determined under sub. (3) or to receive at least 1.5 times his or her hourly basic rate of pay for all hours worked in excess of the prevailing hours of labor unless any of the following applies:

1. The laborer, worker, mechanic, or truck driver is employed to go to the source of mineral aggregate such as sand, gravel, or stone and deliver that mineral aggregate to the site of a project that is subject to this section by depositing the material directly in final place, from the transporting vehicle or through spreaders from the transporting vehicle.

2. The laborer, worker, mechanic, or truck driver is employed to go to the site of a project that is subject to this section, pick up excavated material or spoil from the site of the project, and transport that excavated material or spoil away from the site of the project and return to the site of the project.

(c) A contractor, subcontractor, agent, or other person performing work on a project subject to this section shall pay a truck driver who is an owner-operator of a truck separately for his or her work and for the use of his or her truck.

**(3) INVESTIGATIONS; DETERMINATIONS.** The department shall conduct

investigations and hold public hearings necessary to define the trades or occupations that are commonly employed in the highway construction industry and to inform the department of the prevailing wage rates in all areas of the state for those trades or occupations, in order to ascertain and determine the prevailing wage rates accordingly.

**(4)** CERTIFICATION OF PREVAILING WAGE RATES. The department of workforce development shall, by May 1 of each year, certify to the department of transportation the prevailing wage rates in each area for all trades or occupations commonly employed in the highway construction industry. The certification shall, in addition to the current prevailing wage rates, include future prevailing wage rates when such prevailing wage rates can be determined for any such trade or occupation in any area and shall specify the effective date of those future prevailing wage rates. The certification shall also include wage rates for work performed on Sundays or the holidays specified in s. 103.49 (1) (c) and shift differentials based on the time of day or night when work is performed. If a construction project extends into more than one area, the department shall determine only one standard of prevailing wage rates for the entire project.

**(4m)** WAGE RATE DATA. In determining prevailing wage rates for projects that are subject to this section, the department shall use data from projects that are subject to this section, s. 66.0903 or 103.49, or 40 USC 3142. In determining prevailing wage rates for those projects, the department may not use data from any construction work that is performed by a state agency or a local governmental unit, as defined in s. 66.0903 (1) (d).

(5) APPEALS TO GOVERNOR. If the department of transportation considers any determination of the department of workforce development of the prevailing wage rates in an area to be incorrect, it may appeal to the governor, whose determination is final.

(6) CONTENTS OF CONTRACTS. The department of transportation shall include a reference to the prevailing wage rates determined under sub. (3) and the prevailing hours of labor in the notice published for the purpose of securing bids for a project. Except as otherwise provided in this subsection, if any contract or subcontract for a project that is subject to this section is entered into, the prevailing wage rates determined under sub. (3) and the prevailing hours of labor shall be physically incorporated into and made a part of the contract or subcontract. For a minor subcontract, as determined by the department of workforce development, that department shall prescribe by rule the method of notifying the minor subcontractor of the prevailing wage rates and prevailing hours of labor applicable to the minor subcontract. The prevailing wage rates and prevailing hours of labor applicable to a contract or subcontract may not be changed during the time that the contract or subcontract is in force. The department of transportation shall post the prevailing wage rates determined by the department, the prevailing hours of labor, and the provisions of subs. (2) and (7) in at least one conspicuous place that is easily accessible to the employees on the site of the project.

(7) PENALTIES. (a) Except as provided in pars. (b), (d), and (f), any contractor, subcontractor, or contractor's or subcontractor's agent who violates this section

may be fined not more than \$200 or imprisoned for not more than 6 months or both. Each day that a violation continues is a separate offense.

(b) Whoever induces any individual who seeks to be or is employed on any project that is subject to this section to give up, waive, or return any part of the wages to which the individual is entitled under the contract governing the project, or who reduces the hourly basic rate of pay normally paid to an individual for work on a project that is not subject to this section during a week in which the individual works both on a project that is subject to this section and on a project that is not subject to this section, by threat not to employ, by threat of dismissal from employment, or by any other means is guilty of an offense under s. 946.15 (1).

(c) Any individual employed on a project that is subject to this section who knowingly allows a contractor, subcontractor, or contractor's or subcontractor's agent to pay him or her less than the prevailing wage rate set forth in the contract governing the project, who gives up, waives, or returns any part of the compensation to which he or she is entitled under the contract, or who gives up, waives, or returns any part of the compensation to which he or she is normally entitled for work on a project that is not subject to this section during a week in which the individual works both on a project that is subject to this section and on a project that is not subject to this section, is guilty of an offense under s. 946.15 (2).

(d) Whoever induces any individual who seeks to be or is employed on any project that is subject to this section to allow any part of the wages to which the individual is entitled under the contract governing the project to be deducted from the individual's pay is guilty of an offense under s. 946.15 (3), unless the deduction

would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

(e) Any individual employed on a project that is subject to this section who knowingly allows any part of the wages to which he or she is entitled under the contract governing the project to be deducted from his or her pay is guilty of an offense under s. 946.15 (4), unless the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

(f) Paragraph (a) does not apply to any individual who fails to provide any information to the department to assist the department in determining prevailing wage rates under sub. (3) or (4).

**(8) ENFORCEMENT AND PROSECUTION.** The department of transportation shall require adherence to subs. (2), (2m), and (6). The department of transportation may demand and examine, and every contractor, subcontractor, and contractor's or subcontractor's agent shall keep and furnish upon request by the department of transportation, copies of payrolls and other records and information relating to compliance with this section. Upon request of the department of transportation or upon complaint of alleged violation, the district attorney of the county in which the work is located shall investigate as necessary and prosecute violations in a court of competent jurisdiction. Section 111.322 (2m) applies to discharge and other discriminatory acts arising in connection with any proceeding under this section.

**SECTION 403.** 103.503 (1) (a) of the statutes is amended to read:

103.503 (1) (a) "Accident" means an incident caused, contributed to, or otherwise involving an employee that resulted or could have resulted in death,



personal injury, or property damage and that occurred while the employee was performing the work described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49 (2m), ~~2015 stats.,~~ on a project of public works or while the employee was performing work on a public utility project.

**SECTION 404.** 103.503 (1) (e) of the statutes is amended to read:

103.503 (1) (e) “Employee” means a laborer, worker, mechanic, or truck driver who performs the work described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49 (2m), ~~2015 stats.,~~ on a project of public works or on a public utility project.

**SECTION 405.** 103.503 (1) (g) of the statutes is repealed and recreated to read:

103.503 (1) (g) “Project of public works” means a project of public works that is subject to s. 66.0903 or 103.49.

**SECTION 406.** 103.503 (2) of the statutes is amended to read:

103.503 (2) SUBSTANCE ABUSE PROHIBITED. No employee may use, possess, attempt to possess, distribute, deliver, or be under the influence of a drug, or use or be under the influence of alcohol, while performing the work described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49 (2m), ~~2015 stats.,~~ on a project of public works or while performing work on a public utility project. An employee is considered to be under the influence of alcohol for purposes of this subsection if he or she has an alcohol concentration that is equal to or greater than the amount specified in s. 885.235 (1g) (d).

**SECTION 407.** 103.503 (3) (a) 2. of the statutes is amended to read:

103.503 (3) (a) 2. A requirement that employees performing the work described in s. 66.0903 (4), ~~2013 stats., or s. 16.856~~ 103.49 (2m), ~~2015 stats.,~~ on a

project of public works or performing work on a public utility project submit to random, reasonable suspicion, and post-accident drug and alcohol testing and to drug and alcohol testing before commencing work on the project, except that testing of an employee before commencing work on a project is not required if the employee has been participating in a random testing program during the 90 days preceding the date on which the employee commenced work on the project.

**SECTION 408.** 104.001 (4) of the statutes is created to read:

104.001 (4) This section does not affect the requirement that employees employed on a public works project contracted for by a city, village, town, or county be paid at the prevailing wage rate, as defined in s. 66.0903 (1) (g), as required under s. 66.0903.

**SECTION 409.** 106.04 of the statutes is created to read:

**106.04 Employment of apprentices on state public works projects. (1)**

DEFINITION. In this section, “project” means a project of public works that is subject to s. 103.49 or 103.50 in which work is performed by employees employed in trades that are apprenticeable under this subchapter.

(2) WAIVER. If the department grants an exception or modification to any requirement in any contract for the performance of work on a project relating to the employment and training of apprentices, the department shall post that information on its Internet site, together with a detailed explanation for granting the exception or modification.

**SECTION 410.** 109.09 (1) of the statutes is amended to read:

109.09 (1) The department shall investigate and attempt equitably to adjust

controversies between employers and employees ~~as to~~ regarding alleged wage claims. The department may receive and investigate any wage claim that is filed with the department, or received by the department under s. 109.10 (4), no later than 2 years after the date the wages are due. The department may, after receiving a wage claim, investigate any wages due from the employer against whom the claim is filed to any employee during the period commencing 2 years before the date the claim is filed. The department shall enforce this chapter and ~~s. ss. 66.0903, 2013 stats., s. 103.49, 2013 stats., s. 229.8275, 2013 stats., and s. 16.856, 2015 stats., and ss. 103.02, 103.49, 103.82, and 104.12, and 229.8275.~~ In pursuance of this duty, the department may sue the employer on behalf of the employee to collect any wage claim or wage deficiency and ss. 109.03 (6) and 109.11 (2) and (3) shall apply to such actions. Except for actions under s. 109.10, the department may refer such an action to the district attorney of the county in which the violation occurs for prosecution and collection and the district attorney shall commence an action in the circuit court having appropriate jurisdiction. Any number of wage claims or wage deficiencies against the same employer may be joined in a single proceeding, but the court may order separate trials or hearings. In actions that are referred to a district attorney under this subsection, any taxable costs recovered by the district attorney shall be paid into the general fund of the county in which the violation occurs and used by that county to meet its financial responsibility under s. 978.13 (2) (b) for the operation of the office of the district attorney who prosecuted the action.

**SECTION 411.** 111.322 (2m) (c) of the statutes is created to read:

111.322 **(2m)** (c) The individual files a complaint or attempts to enforce a

right under s. 66.0903, 103.49, or 229.8275 or testifies or assists in any action or proceeding under s. 66.0903, 103.49, or 229.8275.

**SECTION 412.** 227.01 (13) (t) of the statutes is created to read:

227.01 (13) (t) Ascertains and determines prevailing wage rates under ss. 66.0903, 103.49, 103.50, and 229.8275, except that any action or inaction which ascertains and determines prevailing wage rates under ss. 66.0903, 103.49, 103.50, and 229.8275 is subject to judicial review under s. 227.40.

**SECTION 413.** 229.682 (2) of the statutes is created to read:

229.682 (2) PREVAILING WAGE. The construction of a baseball park facility that is financed in whole or in part by a district is subject to s. 66.0903.

**SECTION 414.** 229.8275 of the statutes is created to read:

**229.8275 Prevailing wage.** A district may not enter into a contract under s. 229.827 with a professional football team, as described in s. 229.823, or a related party that requires the team or related party to acquire and construct or renovate football stadium facilities that are part of any facilities that are leased by the district to the team or to a related party unless the professional football team or related party agrees to all of the following:

(1) Not to allow any employee working on the football stadium facilities who would be entitled to receive the prevailing wage rate under s. 66.0903 and who would not be required or allowed to work more than the prevailing hours of labor, if the football stadium facilities were a project of public works subject to s. 66.0903, to be paid less than the prevailing wage rate or to be required or allowed to work more than the prevailing hours of labor, except as allowed under s. 66.0903 (4) (a).

(2) To require any contractor, subcontractor, or agent of a contractor or subcontractor performing work on the football stadium facilities to keep and allow inspection of records in the same manner as a contractor, subcontractor, or agent of a contractor or subcontractor performing work on a project of public works that is subject to s. 66.0903 is required to keep and allow inspection of records under s. 66.0903 (10).

(3) To comply with s. 66.0903 in the same manner as a local governmental unit contracting for the erection, construction, remodeling, repairing, or demolition of a project of public works is required to comply with s. 66.0903 and to require any contractor, subcontractor, or agent of a contractor or subcontractor performing work on the football stadium facilities to comply with s. 66.0903 in the same manner as a contractor, subcontractor, or agent of a contractor or subcontractor performing work on a project of public works that is subject to s. 66.0903 is required to comply with s. 66.0903.

**SECTION 415.** 946.15 of the statutes is created to read:

**946.15 Public construction contracts at less than full rate.** (1) Any employer, or any agent or employee of an employer, who induces any individual who seeks to be or is employed pursuant to a public contract, as defined in s. 66.0901 (1) (c), or who seeks to be or is employed on a project on which a prevailing wage rate determination has been issued by the department of workforce development under s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) to give up, waive, or return any part of the compensation to which that individual is entitled under his or her contract of employment or under the prevailing wage rate determination issued by

the department, or who reduces the hourly basic rate of pay normally paid to an employee for work on a project on which a prevailing wage rate determination has not been issued under s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) during a week in which the employee works both on a project on which a prevailing wage rate determination has been issued and on a project on which a prevailing wage rate determination has not been issued, is guilty of a Class I felony.

(2) Any individual employed pursuant to a public contract, as defined in s. 66.0901 (1) (c), or employed on a project on which a prevailing wage rate determination has been issued by the department of workforce development under s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) who gives up, waives, or returns to the employer or agent of the employer any part of the compensation to which the employee is entitled under his or her contract of employment or under the prevailing wage determination issued by the department, or who gives up any part of the compensation to which he or she is normally entitled for work on a project on which a prevailing wage rate determination has not been issued under s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) during a week in which the individual works part-time on a project on which a prevailing wage rate determination has been issued and part-time on a project on which a prevailing wage rate determination has not been issued, is guilty of a Class C misdemeanor.

(3) Any employer or labor organization, or any agent or employee of an employer or labor organization, who induces any individual who seeks to be or is employed on a project on which a prevailing wage rate determination has been issued by the department of workforce development under s. 66.0903 (3), 103.49 (3),

103.50 (3), or 229.8275 (3) to allow any part of the wages to which that individual is entitled under the prevailing wage rate determination issued by the department or local governmental unit to be deducted from the individual's pay is guilty of a Class I felony, unless the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

(4) Any individual employed on a project on which a prevailing wage rate determination has been issued by the department of workforce development under s. 66.0903 (3), 103.49 (3), 103.50 (3), or 229.8275 (3) who allows any part of the wages to which that individual is entitled under the prevailing wage rate determination issued by the department or local governmental unit to be deducted from his or her pay is guilty of a Class C misdemeanor, unless the deduction would be allowed under 29 CFR 3.5 or 3.6 from an individual who is working on a project that is subject to 40 USC 3142.

**SECTION 416.** 978.05 (6) (a) of the statutes is amended to read:

978.05 (6) (a) Institute, commence, or appear in all civil actions or special proceedings under and perform the duties set forth for the district attorney under ch. 980 and ss. 17.14, 30.03 (2), 48.09 (5), 59.55 (1), 59.64 (1), 89.08, 103.50 (8), 103.92 (4), 109.09, 343.305 (9) (a), 806.05, 938.09, 938.18, 938.355 (6) (b) and (6g) (a), 946.86, 946.87, 961.55 (5), 971.14 and 973.075 to 973.077, perform any duties in connection with court proceedings in a court assigned to exercise jurisdiction under chs. 48 and 938 as the judge may request and perform all appropriate duties and appear if the district attorney is designated in specific statutes, including matters 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



FTE positions for the department by 5.0 GPR positions within the 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 2026-27 is increased by \$462,200 to provide funding for the positions authorized under this subsection.”.

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

**“SECTION 9202. Fiscal changes; Agriculture, Trade and Consumer Protection.**

(1) POSITION REALIGNMENT; GENERAL FUND. In the schedule under s. 20.005 (3) for the appropriation to the department of agriculture, trade and consumer protection under s. 20.115 (8) (a), the dollar amount for fiscal year 2025-26 is increased by \$30,300 and the dollar amount for fiscal year 2026-27 is increased by \$30,300 to realign funding sources of positions within the department.

(2) POSITION REALIGNMENT; FEDERAL FUNDING. In the schedule under s. 20.005 (3) for the appropriation to the department of agriculture, trade and consumer protection under s. 20.115 (8) (m), the dollar amount for fiscal year 2025-26 is decreased by \$204,300 and the dollar amount for fiscal year 2026-27 is decreased by \$204,300 to realign funding sources of positions within the department.

(3) POSITION REALIGNMENT; PROGRAM REVENUE. In the schedule under s. 20.005 (3) for the appropriation to the department of agriculture, trade and consumer protection under s. 20.115 (8) (g), the dollar amount for fiscal year 2025-26 is increased by \$174,000 and the dollar amount for fiscal year 2026-27 is

increased by \$174,000 to realign funding sources of positions within the department.”.

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

**“SECTION 9201. Fiscal changes; Administration.**

(1) OVERTIME AND NIGHT AND WEEKEND DIFFERENTIAL BASE BUDGETS.

(a) 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 2025-26 is increased by \$574,300 to establish budgets for overtime and standby pay and night and weekend differential pay for the division of enterprise technology in the department of administration. 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 \$574,300 for the same purpose.

(b) 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 2025-26 is increased by \$134,900 to establish budgets for overtime and standby pay and night and weekend differential pay for the division of personnel management in the department of administration. 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 \$134,900 for the same purpose.”.

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

**“SECTION 417.** 16.306 (2) (a) of the statutes is amended to read:

16.306 (2) (a) From the appropriation under s. 20.505 (7) (fm), the

department may award a grant to an eligible applicant for the purpose of providing housing and associated supportive services to homeless individuals and families to facilitate their movement to independent living if the conditions under par. (b) are satisfied. The department shall ensure that the funds for the grants are reasonably balanced among geographic areas of the state ~~that correspond to the geographic areas served by each continuum of care organization designated by the federal department of housing and urban development~~, consistent with the quality of applications submitted.

**SECTION 418.** 16.3077 of the statutes is created to read:

**16.3077 Housing quality standards grants.** From the appropriation under s. 20.505 (7) (bp), the department shall award grants to owners of rental housing units in this state for purposes of satisfying applicable housing quality standards.

**SECTION 419.** 16.3085 (2) (a) of the statutes is amended to read:

16.3085 (2) (a) From the appropriation under s. 20.505 (7) (kg), the department may award ~~up to 10~~ grants, of up to ~~\$50,000~~ \$75,000 each, annually to any shelter facility.

**SECTION 420.** 20.505 (7) (bp) of the statutes is created to read:

20.505 (7) (bp) *Housing quality standards grants.* The amounts in the schedule for housing quality standards grants under s. 16.3077.

**SECTION 421.** 49.175 (1) (f) of the statutes is amended to read:

49.175 (1) (f) *Homeless case management services grants.* For grants to shelter facilities under s. 16.3085, ~~\$500,000~~ \$1,000,000 in each fiscal year. All

moneys allocated under this paragraph shall be credited to the appropriation account under s. 20.505 (7) (kg).”.

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

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

**(1) MARKET WAGE ADJUSTMENTS.**

(a) *Market wage adjustments for state and UW System employees.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium general market wage and parity adjustments that are paid for with \$130,981,100 in general purpose revenue from the compensation reserves for fiscal year 2025-26 and \$241,483,600 in general purpose revenue from the compensation reserves for fiscal year 2026-27. The director shall propose for state and University of Wisconsin System employees a general wage adjustment of 5 percent on July 1, 2025 and a general wage adjustment of 4 percent on July 1, 2026.

(b) *Market wage and parity adjustments for targeted classifications.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium market wage and parity adjustments for targeted classifications that are funded with \$4,310,500 in general purpose revenue from the compensation reserves for each year of the fiscal biennium.

(c) *Pay progression structure for probation and parole agents.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-

27 fiscal biennium a pay progression structure for probation and parole agent pay progression that is funded with \$3,504,800 in general purpose revenue from the compensation reserves for fiscal year 2025-26, and \$4,374,800 in general purpose revenue from the compensation reserves for fiscal year 2026-27.

(d) *Paid family and medical leave programs.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$7,390,000 in general purpose revenue from the compensation reserves to pay for the paid family and medical leave programs for state employees and University of Wisconsin System executive branch employees.

(e) *Juneteenth and Veteran's Day paid state holidays.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$2,321,800 in general purpose revenue from the compensation reserves for fiscal year 2025-26, and \$4,643,600 in general purpose revenue from the compensation reserves for fiscal year 2026-27 to establish June 19 and November 11 as paid holidays for state and University of Wisconsin System executive branch employees.

(f) *Pay progression structure for targeted classifications.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium a pay progression structure for targeted classifications that is funded with \$2,367,500 in general purpose revenue from the compensation reserves for fiscal year 2025-26, and \$2,953,100 in general purpose revenue from the compensation reserves for fiscal year 2026-27.

(g) *Waupun Correctional Institution add-on retention pay.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$2,125,400 in general purpose revenue annually from the compensation reserves to support a \$5 add-on to retain correctional security employees at Waupun Correctional Institution.

(h) *State government apprenticeship program.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$1,875,500 in general purpose revenue from the compensation reserves for fiscal year 2025-26, and \$1,959,500 in general purpose revenue from the compensation reserves for fiscal year 2026-27 for a state government apprenticeship program.

(i) *Wage compression reduction.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$1,135,800 in general purpose revenue annually from the compensation reserves to support market wage adjustments for supervisory positions to reduce wage compression between eligible supervisors and the positions they supervise.

(j) *Correctional supervisor parity pay.* The administrator of the division of personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$839,900 in general purpose revenue annually from the compensation reserves to support parity pay for correctional security supervisors.

(k) *Vacation allowance structure.* The administrator of the division of

personnel management in the department of administration shall provide in the compensation plan under s. 230.12 for the 2025-27 fiscal biennium \$359,300 in general purpose revenue annually from the compensation reserves to support the modification of the vacation allowance structure for non-University of Wisconsin executive branch employees who have between 2 and 5 years of service to improve employee recruitment and retention.

(l) *Compensation plan amendment.* If, on the effective date of this paragraph, the compensation plan under s. 230.12 has been adopted for the 2025-27 fiscal biennium and the compensation plan does not include the market wage adjustments under par. (a) by no later than 30 days after the effective date of this paragraph, the administrator of the division of personnel management in the department of administration shall propose an amendment under s. 230.12 (3) (c) to include the market wage adjustments under par. (a) in the compensation plan for the 2025-27 fiscal biennium.”.

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

“**SECTION 422.** 109.11 (1) (c) of the statutes is amended to read:

109.11 (1) (c) If an employer does not agree to compromise and settle a wage claim under this subsection, the department may refer the wage claim to a district attorney under s. 109.09 (1) or to the department of justice under s. 109.10 (3) for commencement of an action in circuit court to collect the amount of wages due and unpaid plus increased wages as specified in sub. (2) ~~(b)~~ (a).

**SECTION 423.** 109.11 (2) (a) of the statutes is amended to read:

109.11 (2) (a) ~~In~~ Except as provided in par. (c), in a wage claim action ~~that is~~

~~commenced by an employee before the department has completed its investigation under s. 109.09 (1) and its attempts to compromise and settle the wage claim under sub. (1), a circuit court may shall order the employer to pay to the employee, in addition to the amount of wages due and unpaid and in addition to or in lieu of the criminal penalties specified in sub. (3), increased wages of not more than 50 100 percent of the amount of wages due and unpaid.~~

**SECTION 424.** 109.11 (2) (b) of the statutes is repealed.

**SECTION 425.** 109.11 (2) (c) of the statutes is created to read:

109.11 (2) (c) An employer may rebut the presumption of increased wages under par. (a) by demonstrating that they acted in good faith and had a reasonable belief that they were in compliance with the law.”.

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

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

(1) AGENCY TRIBAL LIAISON. 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 \$70,000 to increase the authorized FTE positions for the department by 1.0 GPR position for an agency tribal liaison. 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 \$89,500 to provide funding for the position authorized under this subsection.”.

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



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

(1) ADJUSTMENT FOR LIMITED-TERM EMPLOYEE COSTS. In the schedule under s. 20.005 (3) for the appropriation to the board of commissioners of public lands under s. 20.507 (1) (a), the dollar amount for fiscal year 2025-26 is adjusted to \$1,991,000. In the schedule under s. 20.005 (3) for the appropriation to the board of commissioners of public lands under s. 20.507 (1) (a), the dollar amount for fiscal year 2026-27 is adjusted to \$2,009,400.”.

**(END)**