



**MEETING OF THE EXECUTIVE COMMITTEE OF THE
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM**

October 13, 2023
4:00 p.m.

via Zoom Videoconference

1. Calling of the Roll
2. Declaration of Conflicts
3. Approval of 2023-24 UW System Collective Bargaining Agreement with the Building and Construction Trades Council of South Central Wisconsin
4. Approval of 2023-24 UW-Madison Collective Bargaining Agreement with the Building and Construction Trades Council of South Central Wisconsin

Adjourn

Zoom videoconference information and meeting materials can be accessed at <https://www.wisconsin.edu/regents/meetingmaterials>. If you need accommodation to attend, please contact Megan Wasley, Executive Director, Office of the Board of Regents at (608) 262-2324 or board@uwsa.edu.

**UW SYSTEM COLLECTIVE BARGAINING AGREEMENT WITH THE
BUILDING AND CONSTRUCTION TRADES COUNCIL OF
SOUTH-CENTRAL WISCONSIN**

REQUESTED ACTION

Adoption of Resolution 3., approving the collective bargaining agreement between the UW System and the Building and Construction Trades Council of South-Central Wisconsin (BTC).

Resolution 3. That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the collective bargaining agreement between the UW System and the Building and Construction Trades Council of South-Central Wisconsin (BTC).

SUMMARY

UW System and the Building and Construction Trades Council of South-Central Wisconsin (BTC) negotiated for a 4.0% increase in base wages, effective July 2, 2023, which is the first pay date of the 2024 fiscal year. The contract ends on June 30, 2024. The total annualized cost for the base wage increase is \$418,088 including salary and fringe costs. The proposed based wage increase and timing thereof contained in this proposed contract are consistent with those in the contracts between BTC and the Department of Administration and UW-Madison.

BTC members are not eligible for pay plan increases applicable to non-union employees. The proposed 4.0% increase is in line with the pay plan proposal that was contained in the current biennial budget for non-union employees.

Presenter

- Daniel Chanen, Associate Vice President and Chief Human Resource Officer, UW System

BACKGROUND

Under the State Employment Labor Relations Act (SELRA), there has long been one set of approximately 20 state employee bargaining units. SELRA, as amended, specified that effective July 1, 2015, three sets of state employee bargaining units were created: one for non-UW state employees, one for UW System employees (excluding UW-Madison employees), and one for UW-Madison employees. The Board of Regents is responsible for certain employer functions with respect to the non-Madison UW System bargaining unit, including tentative approval of collective bargaining agreements.¹ The UW-Madison chancellor is responsible for employer functions with respect to the UW-Madison collective bargaining unit.²

Following the passage of Act 10, bargaining with the trades union is limited to the subject of base wages only. The maximum increase that can be bargained is based on the consumer price index each fiscal year, as determined by the Wisconsin Employment Relations Commission. CPI for the 2022-2023 bargaining year is 8.0%.

Related Policies

- Regent Policy Document 13-1, "General Contract Signature Authority, Approval, and Reporting"

ATTACHMENT

- A) UW System Collective Bargaining Agreement with the Building and Construction Trades Council of South Central Wisconsin

¹ "Any tentative agreement reached between the Board of Regents of the University of Wisconsin System, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1r) shall, after official ratification by the labor organization, be submitted by the Board of Regents of the University of Wisconsin System to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(2).

² "Any tentative agreement reached between the University of Wisconsin-Madison, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1t) shall, after official ratification by the labor organization, be submitted by the University of Wisconsin-Madison to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(3).

AGREEMENT

between the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

and the

WISCONSIN STATE BUILDING

TRADES NEGOTIATING COMMITTEE

and its

APPROPRIATE AFFILIATED BUILDING

TRADES COUNCILS

July 1, 2023 - June 30, 2024

TABLE OF CONTENTS

AGREEMENT	3
PURPOSE OF AGREEMENT	4
ARTICLE I – Scope of the Agreement	5
ARTICLE II – Wages	6
SIGNATURE PAGES	7-8

AGREEMENT

This Agreement made and entered into effective July 1, 2023, in Madison, Wisconsin, pursuant to the provisions of the State Employment Relations Act, ss. 111.80-111.94, Wis. Stats., by and between the Board of Regents of the University of Wisconsin System (“the Employer”) and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, (“the Union”) (collectively “the parties”).

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties that this Agreement constitutes an implementation of the provisions of ss. 111.80-111.94, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the Employer.

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

ARTICLE I

Scope of the Agreement

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

ARTICLE II

Wages

Section 1 General Wage Adjustment (GWA)

2/1/1 Effective July 2, 2023, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of four percent (4.0%).

Section 2 Lump Sum Wage Payment for the Delay in Negotiating and Implementing the GWA

2/2/1 If there is a delay in implementing the GWA identified in section 2/1/1, employees in pay status on the effective date of the GWA will receive a lump sum wage payment in an amount equal to the value of the GWA received under 2/1/1 above, multiplied by the number of the employee's hours in pay status from July 2, 2023 to the first pay period in which wage adjustments required under section 2/1/1 above are reflected in the Employees' regular paychecks. The lump sum payment will be provided as soon as is administratively feasible. Employees that retire or die after July 2, 2023 will also be eligible for the wage adjustment and lump sum payment.

2/2/2 Except as provided for in Section 2/2/1, employees terminated prior to the implementation of the GWA not entitled to receive lump sum payments.

2/2/3 Employees who went on a leave of absence from a position in the bargaining unit on or before July 2, 2023, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of this Agreement.

2/2/4 Bargaining unit employees who transfer from one permanent university staff position to another permanent university staff position, and who keep the same title, are entitled to the lump sum wage payment based on their hours worked in both positions. Employees who transfer from project or temporary positions into permanent university staff bargaining unit positions, however, are entitled to lump sum payments based only on the number of hours in pay status in their permanent positions.

2/2/5 For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing July 2, 2023, to the first pay period in which wage adjustments are reflected in the Employees' regular paycheck.

-Signature Pages Follow-

By signing below, the parties indicate their acceptance to the terms contained in this Agreement.

**On behalf of the Board of Regents
of the University of Wisconsin System**

Signature

Print Name

Date

**On behalf of the Wisconsin
State Building Trades
Negotiating Committee**

Signature

Print Name

Date

**UW-MADISON COLLECTIVE BARGAINING AGREEMENT WITH THE
BUILDING AND CONSTRUCTION TRADES COUNCIL OF
SOUTH-CENTRAL WISCONSIN**

REQUESTED ACTION

Adoption of Resolution 4., approving the collective bargaining agreement between UW-Madison and the Building and Construction Trades Council of South-Central Wisconsin (BTC).

Resolution 4. That, upon the recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Board of Regents approves the collective bargaining agreement between UW-Madison and the Building and Construction Trades Council of South-Central Wisconsin (BTC).

SUMMARY

UW-Madison and the Building and Construction Trades Council of South-Central Wisconsin (BTC) negotiated for a 4.0% increase in base wages, effective July 2, 2023, which is the first pay date of the 2024 fiscal year. The contract ends on June 30, 2024. The total annualized cost for the base wage increase is \$1,045,824 including salary and fringe costs. The proposed based wage increase and timing thereof contained in this proposed contract are consistent with those in the contracts between BTC and the Department of Administration and UW System.

BTC members are not eligible for pay plan increases applicable to non-union employees. The proposed 4.0% increase is in line with the pay plan proposal that was contained in the current biennial budget for non-union employees.

Presenter

- Patrick Sheehan, Chief Human Resources Officer, UW-Madison

BACKGROUND

Under the State Employment Labor Relations Act (SELRA), there has long been one set of approximately 20 state employee bargaining units. SELRA, as amended, specified that effective July 1, 2015, three sets of state employee bargaining units were created: one for non-UW state employees, one for UW System employees (excluding UW-Madison employees), and one for UW-Madison employees. The Board of Regents is responsible for certain employer functions with respect to the non-Madison UW System bargaining unit, including tentative approval of collective bargaining agreements.¹ The UW-Madison chancellor is responsible for employer functions with respect to the UW-Madison collective bargaining unit.²

Following the passage of Act 10, bargaining with the trades union is limited to the subject of base wages only. The maximum increase that can be bargained is based on the consumer price index each fiscal year, as determined by the Wisconsin Employment Relations Commission. CPI for the 2022-2023 bargaining year is 8.0%.

Related Policies

- Regent Policy Document 13-1, "General Contract Signature Authority, Approval, and Reporting"

ATTACHMENT

- A) UW-Madison Collective Bargaining Agreement with the Building and Construction Trades Council of South Central Wisconsin

¹ "Any tentative agreement reached between the Board of Regents of the University of Wisconsin System, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1r) shall, after official ratification by the labor organization, be submitted by the Board of Regents of the University of Wisconsin System to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(2).

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AGREEMENT

between the

UNIVERSITY OF WISCONSIN-MADISON

and the

WISCONSIN STATE BUILDING TRADES NEGOTIATING COMMITTEE

AND ITS

APPROPRIATE AFFILIATED BUILDING

TRADES COUNCILS

July 1, 2023 – June 30, 2024



AGREEMENT NOTE

This Agreement made and entered into effective July 1, 2023, at Madison, Wisconsin, pursuant to the provisions of ss. 111.81-111.94, Wis. Stats., by and between the University of Wisconsin–Madison (“the Employer”) represented by the Office of Human Resources, and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, (“the Union”) (collectively “the parties”).

PURPOSE OF AGREEMENT

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

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

ARTICLE I

Scope of Agreement

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

ARTICLE II

Wages

Section 1 General Wage Adjustment (GWA)

2/1/1 Effective July 2, 2023, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of 4.00%.

Section 2 Lump Sum Wage Payment

2/2/1 If implementation of the Agreement is delayed until after July 2, 2023, employees in pay status on the date of implementation will receive the increase with a lump sum payment for the increase for all hours in pay status in the bargaining unit back to July 2, 2023. Employees that retire or die after July 2, 2023 will also be eligible for the wage adjustment and lump sum payment.

Employees in the bargaining unit that return from an unpaid leave of absence will also receive the wage adjustment and lump sum payment for hours in pay status back to July 2, 2023.