

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, 2025 – June 30, 2026

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AGREEMENT

This Agreement made and entered into effective July 1, 2025, 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 June 29, 2025, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of two point ninety-five percent (2.95%).

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 in the bargaining unit 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 in the bargaining unit from June 29, 2025 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 June 29, 2025, 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 are 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 June 29, 2025, 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 in the bargaining unit, 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 June 29, 2025, 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