State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: May 20, 2015 **Locator No.:** OSER-0390-CLR/PP	Subject: Information for Processing FY 2014-2015 Base Wage Adjustments for Employees in the Building Trades Crafts Bargaining Unit (Unit 04)

This information is provided to assist appointing authorities in determining 2014-2015 fiscal year base wage adjustments for employees in the building trades crafts bargaining unit (bargaining unit 04). The wage increases are granted in accordance with the collective bargaining agreement between the State of Wisconsin and the Wisconsin State Building Trades Negotiating Committee (Trades).

SECTION I. GENERAL WAGE ADJUSTMENT (GWA)

A. Effective Date. The GWA is effective May 17, 2015.

B. Amount.

Each employee in pay status (employment types 01, 02, and 06) shall receive a GWA equal to 1.0% of the employee's base pay rate, in accordance with the new Building Trades Rate Booklet effective May 17, 2015, posted on the OSER website.

SECTION II. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE AGREEMENT

A. Granting Date. The lump sum payments provided under C., below, will be provided as soon after the effective date of the collective bargaining agreement as administratively feasible.

B. Eligibility.

1. **Eligible.** The following employees will be eligible to receive a lump sum payment for the delay in implementation of the 2014-2015 Agreement:

   a. Employees who were at all times in the bargaining unit between June 29, 2014 and May 17, 2015.
   b. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 29, 2014 and before May 17, 2015.
   c. Employees hired into the bargaining unit between June 29, 2014 and May 17, 2015.
   d. Employees in the bargaining unit who are on or returned from a leave of absence between June 29, 2014 and May 17, 2015. Employees who went on a leave of absence from a position in the bargaining unit on or after June 29, 2014, 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 the Agreement.

2. **Ineligible.**

Any employee who is on a leave of absence on May 17, 2015, and who fails to return from such leave during the term of the Agreement.

C. **Amount.** Eligible employees will receive a lump sum payment equal to the sum of the following:

1. The hourly amount received as a base pay increase under Section I, above, multiplied by the number of hours in pay status in a Trades bargaining unit position from June 29, 2014, through May 16, 2015.

2. The lump sum wage payment shall also reflect an increase in the premium rate portion of overtime wages earned during the period stated in 1., above.

D. **Determining the "Hours in Pay Status."**

1. "Hours in pay status" include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated in C., above.

2. Hours excluded from hours in pay status:
   a. Hours as an LTE employee **(employment types 9, 10, and 23)**;
   b. Hours as a project employee **(employment type 5);**
   c. Work hours for which holiday or compensatory time-off credits were earned but not used;
   d. Any leave without pay hours.

3. For purposes of calculating employee benefits, any lump sum wage payment received under this section for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period from June 29, 2014 through May 16, 2015.

SECTION III. REFERRAL OF QUESTIONS

Employee questions regarding the provisions contained in this bulletin should be referred to the agency Human Resources or Payroll Office.

Agency questions regarding the ***pay provisions*** contained in this bulletin should be referred to John Wiesman of the Bureau of Compensation at: Phone: (608) 266-1418 or E-mail: john.wiesman@wisconsin.gov.

Questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll:	**Nancy Krueger at (608) 264-9571**
UW-Processing Center:	**Payroll and Financial Services (608) 262-3558**

Kathy Kopp

Kathy Kopp, Administrator
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