

DRAFT CHAPTER ERC 100

CALCULATION OF MAXIMUM BASE WAGE INCREASE FOR GENERAL STATE EMPLOYEES

ERC 100.01 Scope. This chapter implements ss. 111.91 (3) and (3q), Stats. by defining how to calculate the maximum dollar amount subject to collectively bargained increases in a general state employee bargaining unit's base wages.

ERC 100.02 Definitions. As used in this chapter, the following definitions shall apply:

- (1) "Authorized positions" are those positions in the bargaining unit.
- (2) "Consumer price index change" is percentage increase provided by the Wisconsin Department of Revenue to the Commission for the specific term of a contract.
- (3) "General state employee" is an employee of the state who is not a public safety employee.

ERC 100.03 Calculation of Maximum Increase in Total Base Wages for Initial Agreement.

To calculate the maximum dollar amount subject to collective bargaining over base wages for the first collective bargaining agreement entered into on or after June 29, 2011, do all of the following:

- (1) Identify all of the authorized positions that existed 180 days prior to the stated expiration date of the most recent collective bargaining agreement. If this is the initial bargaining agreement for this bargaining unit, identify the authorized positions that existed 180 days prior to the last day before the first day of the agreement.
- (2) For the one year prior to the commencement of the first collective bargaining agreement entered into on or after June 29, 2011, calculate the annual wages or salary (excluding overtime and pay for extra duties) to be received by the individuals holding the authorized positions identified in ERC 100.03(1).
- (3) Add the wages or salary referenced in ERC 100.03(2) for all individuals holding the authorized positions identified in ERC 100.03(1).
- (4) Multiply the total wage or salary amount calculated in ERC 100.03(3) by the consumer price index change applicable to the collective bargaining agreement. The resulting dollar amount is the maximum amount subject to collective bargaining for the first bargaining agreement entered into on or after June 29, 2011.

ERC 100.04 Calculation of Maximum Increase in Total Base Wages for Successor

Agreements. To calculate the maximum dollar amount subject to collective bargaining over base wages for successor collective bargaining agreements to the first collective bargaining agreement entered into on or after June 29, 2011, do the following:

- (1) Identify all of the authorized positions that existed 180 days prior to the stated expiration date of the most recent collective bargaining agreement.
- (2) For the one year prior to the commencement of the new collective bargaining agreement, calculate the base wages to be received by the individuals holding the authorized positions identified in ERC 100.04(1). Base wages includes only total bases wages and excludes any other form of compensation, which includes, but is not limited to, overtime, premium pay, merit pay, performance pay, supplemental compensation, pay schedules, and automatic pay progressions.
- (3) Add the base wages referenced in ERC 100.04(2) for all individuals holding the authorized positions identified in ERC 100.04(1).
- (4) Multiply the total base wage calculated in ERC 100.04(3) by the consumer price index change applicable to the collective bargaining agreement. The resulting dollar amount is the maximum amount subject to collective bargaining for successor agreements.