



**QUESTIONS & ANSWERS REGARDING THE 2009-2011 BUDGET REPAIR BILL**

The information included in this document applies to all state employees,  
both classified and unclassified, including faculty and academic staff

*Note: The following information assumes passage of the Budget Repair Bill*

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**A. GENERAL / COLLECTIVE BARGAINING**

**A.1. What will be the effective date of the Budget Repair Bill?**

**Updated  
3/9/11**

The Budget Repair Bill will become effective **on the day following the date of publication of the Act**. The health insurance premium and retirement contribution provisions will be effective March 27, 2011.

**A.2. Which state employees are exempt from the changes to the collective bargaining law?**

The only classifications in state civil service that are exempt from the changes to the collective bargaining law are State Patrol Troopers and State Patrol Inspectors.

**A.3. What happens to the former collective bargaining agreements once the contract extensions terminate?**

**Updated  
3/9/11**

With the exception of dues deductions, employee health insurance premium deductions, and employee contributions to the Wisconsin Retirement System (WRS), all other provisions of the master Agreements, as well as provisions of local agreements, and other memoranda of understanding and negotiating notes, will remain in place until June 30, 2011, or until a new Compensation Plan is approved by the Joint Committee on Employment Relations, whichever is later. Thereafter, all provisions for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees, applicable statutes, or administrative code.

**A.3a. What happens to the former collective bargaining agreements if the Budget Repair Bill does not pass prior to the termination of the contract extensions on March 13?**

**New  
3/9/11**

If the Budget Repair Bill has not passed by March 13, the dynamic status quo doctrine applies, which requires the State to continue wage and benefit provisions currently included in the contract.



**A. GENERAL/COLLECTIVE BARGAINING (cont'd)**

**A.4. Will represented employees have any rights after the expiration date?**

Yes, there are certain rights all public employees have because they are covered by civil service rules. Many of the rights outlined in the former collective bargaining agreements also exist under the civil service system:

- Right to a harassment/discrimination free workplace
- Right to due process (prior to being disciplined)
- Grievance/appeal rights
- Ability to compete for positions (transfer, demote, promote)
- Protection from discrimination in the hiring process because of political or religious opinions or affiliations or because of age, sex, disability, race, color, sexual orientation, national origin or ancestry
- After passing a probationary period, attainment of a permanent status similar to tenure
- Protection during times of workforce reductions by a clear set of seniority based rules and procedures for both layoff and recall.

**A.5. Will Local Agreements in effect with local unions expire with the Master contract?**

Yes.

**A.6. Will represented employees have a grievance procedure?**

Represented employees will utilize the grievance procedure for nonrepresented employees. This procedure is outlined in Chapter 430 of the Wisconsin Human Resources Handbook.

**A.7. I currently pay union dues. Will I be required to continue to pay union dues under a Fair Share or Maintenance of Membership Agreement?**

No, the Bill allows employees to opt out of paying dues yet still remain a covered employee in their respective bargaining unit. The Bill also prohibits the collection of union dues through payroll deduction. Instead, employees may continue to pay dues but will need to send payments directly to the union.

**A.8. Will Correctional Officers and other classifications retain protective status once the contract extensions are cancelled?**

New  
3/9/11

Protective status is granted to certain classifications under Wisconsin State Statute Chapter 40, not through collective bargaining agreements. Therefore, cancellation of contract extensions will have no impact on an employee's protective status.

**A.9. If I don't give the required 14-day notice of resignation, will that affect my eligibility for the SHICC benefit?**

New  
3/9/11

Pursuant to Wis. Admin. Code ER 21.02(1), the employee and appointing authority may agree upon an alternate resignation date which allows agencies flexibility in the length of the notice provided. In situations where a retiring employee does not provide the entire 14-day notice, there is no affect on the employee's eligibility for SHICC. The only consequence under the Admin. Code of a less than 14-day notice of resignation is that the employee might not be allowed to extend the retirement date by using sabbatical, which would instead be paid out in one lump sum payment.



**A. GENERAL/COLLECTIVE BARGAINING (cont'd)**

**A.10. What benefit studies are required to be conducted by ETF?**

New  
3/9/11

*These studies were removed from WI Act 10 prior to its passage by the legislature and have not as yet been included in a subsequent bill. [4/21/11]*

The Budget Repair Bill includes a number of studies related to modifications to the Wisconsin Retirement System (WRS). These studies, due June 30, **2012**, will be conducted by the Department of Employee Trust Funds, Department of Administration, and Office of State Employment Relations, and include the following:

1. Establishing a defined contribution plan as an option for participating employees;
2. Establishing a vesting period of one, five, or ten years for employer contributions and for eligibility for retirement benefits;
3. Modifying the supplemental health insurance premium credit program under Chapter 40 of the statutes; and
4. Permitting employees to not make employee required contributions to WRS and limiting retirement benefits for employees who do not make employee required contributions to a money purchase annuity.

**B. COMPENSATION**

**B.1. Will wage and benefit provisions continue after the contract extensions are cancelled?**

Wage and benefit provisions will continue for the remainder of the current biennium, however, health insurance premium and retirement contribution amounts will increase. Thereafter, compensation provisions for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees.

**B.2. Will add-ons and other supplemental pay (e.g., differentials) included under former collective bargaining agreements continue after the contract extensions are cancelled?**

Add-ons will continue for at least the remainder of the current biennium. Thereafter, compensation provisions for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees.

**B.3. Will semi-automatic progression adjustments continue to be granted after contract extensions are cancelled?**

Semi-automatic progression adjustments will continue to be granted for at least the remainder of the current biennium. Thereafter, compensation provisions for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees.

**B.4. Do these changes eventually open the door for Discretionary Compensation Adjustments (DCAs) for represented employees? Will all positions become broadbanded?**

Compensation for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees. Provisions to be included in the 2011-2013 Plan have not yet been developed.



## B. COMPENSATION (cont'd)

### B.5. When will the 2011-2013 Compensation Plan covering represented employees be available?

Not known at this time.

### B.6. How will wages be determined and negotiated using the Consumer Price Index (CPI) as a ceiling? Does that mean just pay increases or are other items included such as vacation and sick leave?

The CPI will be determined by the Wisconsin Department of Revenue. This applies only to base pay rates. Other benefits, such as vacation and sick leave, will be governed by the Compensation Plan covering represented employees, applicable statutes, or administrative code.

### B.7. Will there be any changes made before June 30, 2011, to the 2009-2011 Compensation Plan covering nonrepresented employees?

New  
3/9/11

No, the Compensation Plan covering nonrepresented employees will remain unchanged until a successor Compensation Plan is developed and approved by the Joint Committee on Employment Relations. However, once the Budget Repair Bill is passed, nonrepresented employees will pay the new health insurance premium rates and increased contributions to the Wisconsin Retirement System.

### B.8. What is the process for Compensation Plan development?

New  
3/9/11

The Compensation Plan is developed by the Office of State Employment Relations pursuant to s. 230.12, Wis. Stats. Once developed, the Plan is submitted to the Joint Committee on Employment Relations (JCOER) for action. At the time the Plan is submitted to JCOER, it also becomes available to the public. The JCOER schedules a public hearing on the Plan and then votes to either approve or deny the Plan. If approved, the Plan becomes effective the first pay period closest to July 1, unless JCOER approves it after that date, and then it becomes effective the first pay period following approval. Individual provisions may have specified alternate effective dates, and travel-related provisions are effective the first day of the month following approval, unless otherwise specified. If JCOER denies the Plan, it goes back to OSER for modifications.

## C. RETIREMENT

### C.1. Will my contribution to the Wisconsin Retirement System (WRS) change?

Updated  
3/9/11

Yes, under the Budget Repair Bill, all state employees covered by the WRS, with the exception of State Patrol Troopers and State Patrol Inspectors, will be required to pay more. Currently *executive* status employees pay nothing, *general* status employees pay 0.2% of earnings, and *protective* status employees pay 0.8% of earnings. Under the Bill, *executive* status employees and *general* status employees will pay one-half of the WRS contribution rate for their status type, while *protective* status employees will pay the same percentage as general employees. For 2011, this means *executive* status employees will pay 6.65% of earnings, and *general* status employees and *protective* status employees will pay 5.8% of earnings. These percentages may change each year based on WRS contribution rates calculated for *executive* and *general* status. See also question 7) in the Employee Trust Funds document regarding "Questions About Collective Bargaining" at [http://etf.wi.gov/news/Budget\\_Repair\\_Bill\\_Whats\\_New.pdf](http://etf.wi.gov/news/Budget_Repair_Bill_Whats_New.pdf).



**C. RETIREMENT (cont'd)**

**C.2. When will the new retirement contribution amounts be taken from paychecks?**

The provisions requiring increased retirement contributions would become effective March 27 and deductions will begin as soon thereafter as is administratively feasible.

**C.3. Will the new retirement contribution amounts be taken from paychecks pre-tax or post-tax?**

Retirement contribution amounts are taken post-tax. Under federal tax law (Section 414(h)(2) of the Internal Revenue Code), *employer contributions* to public retirement funds are not subject to FICA and federal income taxation, therefore, they are considered pre-tax. *Employee contributions*, on the other hand, are generally taxed normally and, therefore, are considered post-tax.

**C.4. My WRS contribution is based on my WRS-covered earnings. What are my WRS-covered earnings? How is this affected by the furlough?**

Your earnings covered by the WRS are defined in Wis. Stat. § 40.02(22)(a). In general, your WRS-covered earnings include your total salary or wages, as well as any pay allowances that are received in lieu of money. Your WRS-covered earnings are calculated prior to any deductions taken for taxes, insurance premiums, retirement contributions or any other salary deductions.

State agencies are required to report your salary, retirement contributions, and creditable service as if the furlough did not occur. This means that your WRS contribution amount will be based on your earnings as if the furlough did not occur.

***Sample calculation:***

**Hourly Rate:** \$20.00/hour x 80 hours worked in pay period = \$1600 (WRS-covered earnings)

**Proposed WRS Contribution:** .058 x \$1600 = \$92.80 contribution for the pay period

If you have a furlough reduction during the pay period, your contribution rate will still be \$92.80 because the calculation will be based on what you would have earned in absence of the furlough.

**C.5. Will the additional health insurance premium and pension contribution amounts affect the three highest earnings years for retirement purposes (i.e., will CY 2011 earnings be less than CY 2010 earnings)?**

No, earnings years are based on gross earnings.

**C.6. May employees opt out of contributing to the WRS?**

No, current law prohibits participating employees from opting out of the WRS.

**C.7. Is it true that the retirement formula for some categories is changing with the Budget Repair Bill?**

The only category of employees changing under the Budget Repair Bill is the “executive” category. This category generally includes the Governor, members of the legislature and unclassified executives. This group currently has a formula factor of 2%; under the Budget Repair Bill the factor will be reduced to 1.6%, consistent with general category employees. There are currently no known or planned changes to the formula factor for protective or general category employees.



**C. RETIREMENT (cont'd)**

**C.8. How are LTEs who are currently covered by the Wisconsin Retirement System (WRS) affected by the Budget Repair Bill?**

The original bill prohibited LTEs from participating in the WRS and receiving health insurance coverage under the State Group Health Insurance plan. This provision was removed from the bill via an amendment on February 16, 2011, by the Joint Finance Committee. Assuming no further changes by the legislature, it is now anticipated that LTEs will remain eligible for the WRS and health insurance coverage.

**C.9. Will the proposal to secure half of the actuarially-required payroll contribution for Wisconsin Retirement System (WRS) purposes from each covered employee go into effect for all nonrepresented employees regardless of passage of the Budget Repair Bill?**

New  
3/9/11

No. Passage of the Bill is required to implement the WRS changes for nonrepresented employees. Under current law, and in the absence of a passed Budget Repair Bill, this change could only be accomplished by submission of Compensation Plan amendments to the Joint Committee on Employment Relations (JCOER). Additionally, the Budget Repair Bill proposals relative to currently represented employees would have to pass to implement parallel WRS changes for those represented employees.

**D. HEALTH INSURANCE**

**D.1. Will my monthly health insurance premium contribution rates change?**

Updated  
3/9/11

Yes. The proposed employee-paid monthly health insurance premiums for full-time employees covered by the Wisconsin Retirement System (WRS), excluding State Patrol Troopers and State Patrol Inspectors, are listed below. Rates for Teaching Assistants will continue at 50% of the applicable rates, below; and Trades will continue to pay 100% of the total premium. Part-time employees in less than 50% FTE positions will pay 50% of the total premium, part-time employees in 50% to less than 75% FTE positions will continue to pay the rates they were paying prior to the effective date of the Bill, and part-time employees in 75% or greater FTE positions will pay the applicable rate listed below. Please note that OSER will be working with DOA on a technical amendment to the Biennial Budget Bill that will once again require employees in 50% to less than 75% FTE positions to pay the same rates as full-time employees.

**Proposed State Employee Monthly Contribution Rates - 2011**

	<u>Current Law - Represented</u>		<u>Current Law - Non-represented</u>		<u>Bill</u>		<u>Net Change to Current Law - Represented</u>		<u>Net Change to Current Law - Non-represented</u>	
	Single	Family	Single	Family	Single	Family	Single	Family	Single	Family
<i>Tier 1</i>	\$31	\$78	\$36	\$89	\$84	\$208	\$53	\$130	\$48	\$119
<i>Tier 2</i>	\$69	\$173	\$79	\$198	\$122	\$307	\$53	\$134	\$43	\$109
<i>Tier 3</i>	\$164	\$412	\$188	\$471	\$226	\$567	\$62	\$155	\$38	\$96



**D. HEALTH INSURANCE (cont'd)**

**D.2. When will the increased health insurance premiums be taken from paychecks?**

It is anticipated that the new deductions will be taken beginning with paychecks dated April 21, 2011.

**D.3. Will the new health insurance premium deduction amounts be taken from paychecks pre-tax or post-tax?**

Updated  
3/9/11

Health insurance premium deductions are taken pre-tax automatically, unless you elect to have them deducted on a post tax basis. Your health insurance premium will continue to be deducted on the same basis as it is now.

**D.4. Will the increase in health insurance premiums be taken out equally in each check or once per month?**

Health insurance premium deductions will continue to be taken from the “A” paycheck.

**D.5. Will cancellation of the contract extensions eliminate a represented employee’s eligibility for Supplemental Health Insurance Conversion Credits (SHICC) upon retirement?**

Updated  
3/9/11

Represented employees’ eligibility for SHICC will continue for at least the remainder of the 2009-2011 biennium under the OSER Director’s discretion to continue certain provisions of the former collective bargaining agreements. Thereafter, eligibility for SHICC will be governed by the Compensation Plan covering represented employees.

**D.5a. Does the Budget Repair Bill change the Supplemental Health Insurance Conversion Credit (SHICC) program in any way?**

New  
3/9/11

*The studies referenced below were removed from WI Act 10 prior to its passage by the legislature and have not as yet been included in a subsequent bill. [4/21/11]*

There are no provisions in the Budget Repair Bill that would affect benefits under the SHICC program. There is one reference to the program in the Bill under Section 9115. The program is referenced as part of a study to evaluate a number of issues, including this program, to be conducted by ETF, DOA, and OSER. The study due date is June 30, 2012. This is a study and in no way impacts this benefit. In the event the study recommended any modifications to this program, there would be ample notice since the recommendations coming from the study would be public prior to any action. Further, if the Budget Repair Bill has not passed by March 13, the dynamic status quo doctrine applies, which requires the State to continue wage and benefit provisions currently included in the contract. This means that SHICC would also continue during the hiatus period.

**D.6. How are LTEs who are currently covered by the Wisconsin Retirement System affected by the Budget Repair Bill?**

The original bill prohibited LTEs from participating in the WRS and receiving health insurance coverage under the State Group Health Insurance plan. This provision was removed from the bill via an amendment on February 16, 2011, by the Joint Finance Committee. Assuming no further changes by the legislature, it is now anticipated that LTEs will remain eligible for the WRS and health insurance coverage.



**D. HEALTH INSURANCE (cont'd)**

**D.7. My spouse/partner works for a non-state employer and I am eligible for coverage under his/her health plan. May I cancel my health insurance and go under my spouse's/partner's coverage?**

**Updated  
3/9/11**

Yes. If your health insurance premiums are taken on a pre-tax basis, federal tax regulations restrict mid-year changes to your coverage. However, a significant premium cost change is a circumstance that permits a mid-year coverage change. If the proposed employee premium cost increases for health insurance coverage are enacted, the increase would be deemed to be significant. You must submit your cancellation notice within 30 days after the cost increase is effective.

**Important Considerations if You Cancel Your Health Insurance:**

- You may only re-enroll in the State of Wisconsin Group Health Insurance program without any restrictions within 30 days of losing eligibility or employer contribution for other group health insurance coverage.
- You may enroll at any time under the Standard Plan but you and any insured family members over age 19 will be subject to a 180-day waiting period for pre-existing conditions.
- If you plan to become covered under your spouse's or partner's health insurance plan, confirm with the plan that you may enroll if you cancel your health insurance coverage. The plan may not allow you an enrollment opportunity due to a voluntary cancellation of coverage but may allow your spouse or partner and dependents to enroll without restriction.
- You must have coverage in force through the State of Wisconsin Group Health Insurance program at the time of retirement, layoff, or death to be able to use sick leave credits to pay for health insurance.



## D. HEALTH INSURANCE (cont'd)

**D.8. Updated 3/9/11 I do not know if I can afford health insurance due to the increased contribution rates. May I cancel my coverage or change from family to single coverage?**

Yes. If your health insurance premiums are taken on a pre-tax basis, federal tax regulations restrict mid-year changes to your coverage. However, a significant premium cost change is a circumstance that permits a mid-year coverage change. If the proposed employee premium cost increases for health insurance coverage are enacted, the increase would be deemed to be significant. Your election to change from family to single coverage must be submitted within 30 days after the cost increase is effective.

You may also change to single coverage at the following times:

- During the annual *It's Your Choice* period in October (coverage effective January 1 of the following calendar year)
- At the end of the month your final dependent loses eligibility
- If your family coverage consists of you and only one non-tax dependent (such as a non-tax dependent domestic partner or adult child), you may change to single coverage at any time.
- If an employee changes from family to single coverage, all dependents that lost coverage will be eligible to continue coverage through COBRA provisions.

**D.9. Updated 3/9/11 I have family coverage for my health insurance and cover a non-tax dependent (or multiple non-tax dependents). May I remove my non-tax dependent(s) from my coverage so I no longer have to pay imputed taxes?**

If you will maintain family coverage because you have other eligible dependents, you may only drop your non-tax dependent(s) at the following times:

- Within 30 days of your dependent enrolling in other health insurance coverage.
- Your dependent loses eligibility; for example, turns 27 years old.
- During the annual *It's Your Choice* enrollment period and your dependent's coverage will terminate the following January 1.

If your non-tax dependent(s) is your only dependent covered under your family policy, you can switch to single coverage at any time because the value of the health insurance coverage attributable to the non-tax dependent(s) is taxed as imputed income and IRC Section 125 rules governing pre-tax elections do not apply. The single coverage will be effective on the first of the month on or following your Employer's receipt of your election to change to single coverage.



**D. HEALTH INSURANCE (cont'd)**

**D.10.**  
**New**  
**3/9/11**

**Is the proposal to secure increased employee monthly contributions for health insurance premiums going into effect for all nonrepresented employees regardless of passage of the Budget Repair Bill?**

No. Passage of the Bill is required to implement the health insurance premium contribution increases for nonrepresented employees. Under current law, and in the absence of a passed Budget Repair Bill, this increase could only be accomplished by submission of Compensation Plan amendments to the Joint Committee on Employment Relations (JCOER). Additionally, the Budget Repair Bill proposals relative to currently represented employees would have to pass to implement parallel health insurance premium contribution changes for those represented employees.



## E. OTHER INSURANCES

### E.1. **Since my take home pay will be decreasing due to increased health and WRS contributions, may I cancel or change my other benefits to offset the cost?**

Updated  
3/9/11

Your ability to cancel other benefits mid-year depends on the contract provisions of the specific plan as outlined below, AND on whether the premiums have been taken on a pre-tax basis. There is no employer contribution for these benefits; you pay the full premium. Therefore, these premiums will not be affected by the Budget Repair Bill.

- State Group Life Insurance (SGL): If you cancel coverage under SGL, you can only enroll again through medical evidence of insurability, and acceptance is not guaranteed.
- Wisconsin Deferred Compensation (WDC) Plan: You may stop or change contributions to the WDC plan at any time. Contact WDC at 1-877-457-9327 or go online at <http://www.wdc457.org> to stop/change your WDC deduction.
- Epic Benefits+ (with or without the Vision extension) or Epic Dental Wisconsin: If you have had your premiums deducted on a pre-tax basis, you must continue the coverage for the entire year unless you experience a valid change in status event that allows you to change or cancel coverage. If your premiums have been paid on a post-tax basis, you can change plans or file a cancellation with your employer mid-year.
- Anthem Dental Blue: If you have had your premiums deducted on a pre-tax basis, you must continue the coverage for the entire year unless you experience a valid change in status event that allows you to change or cancel coverage. If your premiums have been paid on a post-tax basis, you can change plans or file a cancellation with your employer mid-year.
- VSP Vision: enrollees must remain in the plan for the full calendar year, under the terms of the contract. If you file a cancellation notice with your employer, cancellation would be effective January 1 of the following year unless you experience a valid change in status event that allows you to change or cancel coverage.
- Hartford (formerly CNA) Accidental Death and Dismemberment (AD&D): you can cancel coverage at any time by contacting your payroll office—premiums are always taken post-tax.

**Note:** If you choose to cancel an optional insurance plan, you may not re-enroll until an enrollment opportunity is offered by the Plan. Not all benefit plans offer enrollment opportunities annually. New waiting periods may apply.

In the case of a permanent lay-off: You may be eligible for COBRA continuation of VSP, Epic, and Anthem DentalBlue. However, Accidental Death and Dismemberment Insurance (AD&D) has no option for continuation once employment is terminated.

For information about valid change in status events, see pages 24-27 of the ERA benefits booklet at [http://etf.wi.gov/publications/era\\_2011\\_booklet.pdf](http://etf.wi.gov/publications/era_2011_booklet.pdf).



## **E. OTHER INSURANCES (cont'd)**

### **E.2. May I make changes to my Employer Reimbursement Account (ERA) elections?**

**New  
3/9/11**

Contributions to your ERA Medical or Dependent Care accounts may only be changed mid-year if there is a change in status event (e.g., marriage, death of spouse, termination or commencement of employment, etc.). If you experience a change in status, you must submit a "Change in Status Form" directly to Fringe Benefits Management Company (FBMC) within 30 days of the change. Link to this form at: [http://etf.wi.gov/publications/era\\_status\\_chg.pdf](http://etf.wi.gov/publications/era_status_chg.pdf).

## **F. LEAVE / FURLOUGH**

### **F.1. Will furlough days continue once contract extensions are cancelled?**

**Updated  
3/9/11**

Employees are required to fulfill their remaining furlough obligation for the 2009-2011 biennium (a total of 16 days over the biennium) by no later than June 18, 2011. Except as may be required under F.2. or F.3., below, there will be no additional furlough days (more than the 16 required days) this biennium and there will be no furlough days required for the 2011-2013 biennium.

An employee who submits a notice of resignation/retirement should have the furlough obligation prorated based on their last day of work and then schedule those hours prior to the last day worked.

### **F.2. Employees represented by the State Engineering Association (SEA) took nine-day temporary layoffs each fiscal year to cover their furlough obligation. Do these employees have to take additional furlough days?**

SEA-represented employees are required to take any remaining nine-day temporary layoffs, if these days have not yet been taken. The temporary layoffs must be completed by no later than June 18, 2011. Further, neither the Budget Repair Bill nor the Biennial Budget Bill require employees to take additional furlough days.

### **F.3. Will my current sabbatical bank be eliminated or my ability to earn sabbatical leave in the future be affected?**

**Updated  
3/9/11**

Sabbatical provisions for represented employees will continue for the remainder of the 2009-2011 biennium under the OSER Director's discretion to continue selected provisions of the former collective bargaining agreements. Thereafter, all provisions for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees, applicable statutes, or administrative code. Also, there will be no changes to sabbatical provisions for nonrepresented employees.

If the Budget Repair Bill has not passed by March 13, the dynamic status quo doctrine applies, which requires the State to continue wage and benefit provisions currently included in the contract. This means that sabbatical provisions would also continue during the hiatus period. Further, there are no provisions in the Budget Repair Bill that would affect employees' ability to use or bank sabbatical leave.



**F. LEAVE / FURLOUGH (cont'd)**

**F.4. Will cancellation of the contract extensions eliminate the professional development time included under some of the former contracts?**

Eligibility for professional development time will continue for at least the remainder of the 2009-2011 biennium under the OSER Director's discretion to continue certain provisions of the former collective bargaining agreements. Thereafter, all provisions for represented employees, other than base pay rates which continue to be negotiable, will be governed by the Compensation Plan covering represented employees.

**G. ADDITIONAL INFORMATION**

**G.1. Where can I find additional information about the Budget Repair Bill?**

Updated  
3/9/11

The text of the bill is available at: <http://legis.wisconsin.gov/>

- Legislative Fiscal Bureau Summary of the Bill:  
<http://thewheelerreport.com/releases/February11/0214/0214lfb.pdf> and summary of bill amendment: <http://thewheelerreport.com/releases/February11/0216/0216lfbamendment.pdf>
- The Wheeler Report has the most up-to-date information on the status of the bill:  
<http://thewheelerreport.com/>.
- ETF's *What's New?* section of their website: <http://www.etf.wi.gov/> for information concerning WRS or health insurance related provisions and [http://etf.wi.gov/news/Budget\\_Repair\\_Bill\\_Whats\\_New.pdf](http://etf.wi.gov/news/Budget_Repair_Bill_Whats_New.pdf) for FAQs related to the Budget Repair Bill.

**G.2. Where can I find additional information about the Wisconsin Civil Service?**

The Office of State Employment Relations offers a reference center you can visit at:  
<http://oser.state.wi.us/section.asp?linkid=29>