

To: All Employees; School District of Whitefish Bay
From: Mark S. Kapocius, Director of Human Resources
Shawn M. Yde, Director of Business Services
Re: Implementation of Act 10 Provisions
Date: June 16, 2011



The following memo is intended to inform employees of the changes that will take place on July 1st as a result of the Wisconsin Supreme Court ruling on June 14th that Wisconsin Act 10 (“Budget Repair Bill”) was lawfully enacted.

I. Wisconsin Retirement System

Effective July 1, 2011, all eligible employees must contribute one-half of the actuarial liability towards their own pension with the Wisconsin Retirement System (WRS). This is referred to as the “employee” share of the pension contribution. This deduction will be taken from employee’s paychecks similar to deductions for health and dental insurance.

The deductions for the employee share of the WRS contribution will be 5.8% of the employee’s base wages. The Department of Employee Trust Funds (ETF) modifies this percentage on an annual basis. The effective date of any subsequent changes is January 1st.

Historically, the District has paid both the employee and the employer share of the pension contribution. Please note that the District will continue to be responsible for the other half of the WRS contribution (“employer” share of the pension contribution).

II. Group Health Insurance

Last March, employees were given an opportunity to participate in a survey about our group health insurance coverage. As a result of that survey, as well as the feedback we received, the District will be making slight changes to the group health insurance plan. The changes will take be effective July 1st.

The District will remain with the WEA Trust as the insurance carrier with the co-pays, deductibles and drug card plan as set forth in the April 29th memo.* New drug cards, and information about the plan, will be sent to you shortly. The employee share of the premium, currently at 8%, will not change for the 2011-12 school year.

III. Collective Bargaining

Represented employees have historically had a collective bargaining agreement (CBA) with the District. The CBA covered various terms and conditions of employment. Act 10 prohibits the bargaining of terms and conditions of employment. Bargaining is still permitted on base wages, however, up to the Consumer Price Index (CPI). The District will continue to bargain with labor organizations within the parameters of the law.

IV. Employee Handbooks

Since terms and conditions of employment can no longer be bargained, CBAs will cease to exist. Instead, employee handbooks will be developed for employee groups that have had CBAs. The handbooks will be similar to the handbooks that exist for other employee groups, such as the administrators, support staff and confidential employees.

* Custodial and maintenance employees are under contract for the 2011-12 school year and will not be affected by this change.