



Don't let California become like Wisconsin

Wisconsin Act 10 was passed in 2011, making most public sector jobs Right-to-Work and adding other restrictions on unions, bargaining rights, taxes and budgets. Since then:

- **No more union representation or union contracts.** The American Federation of State, County and Municipal Employees union went from 70,000 members down to 7,000. Most public sector workers lost union representation and their union contracts.¹
- **8.5% pay cut in first year.** State workers took an 8.5% cut to total compensation in the first year, due to employee-paid health insurance premium and pension increases. For some workers it was even higher — an 11.3% cut.²
- **Virtual wage freeze for State workers.** Most State workers have had a virtual wage freeze, with only 2% in across-the-boards from 2010 to today — while pension and health care keep going up.
- **No more steps or across-the-boards.** City workers in Milwaukee suffered years of wage freezes. Then they officially lost their step system and across-the-board increases under City policy in 2016, which started a new merit pay system based on performance evaluations, with no union grievance procedure.³
- **Health care inflation shifted on to workers via higher deductibles, co-pays and premiums.** At the City of Milwaukee, health care cost increases are shifted on to workers with growing deductibles and co-insurance. Other workers face rising monthly premiums.⁴
- **Loss of overtime and grievance procedure.** No more union contracts means loss of valuable contract language, such as overtime language and union grievance procedures.

¹ Safety employees were excluded from Wisconsin Act 10.

² Memo to Representative Brett Hulsey from Art Zimmerman, Fiscal Analyst, "Retirement and Health Insurance Contribution Increases for State Employees, 2011," September 12, 2011. The increase in employee health care and retirement contributions as a percent of annual earnings ranged from 11.3% for workers earning \$25,000 per year to 8.5% for workers earning \$50,000 per year to 6.7% for workers earning \$125,000 per year.

³ City of Milwaukee, Department of Employee Relations memo 12/7/2015.

⁴ "Budget Brief: 2015 Proposed City of Milwaukee Budget," Public Policy Forum, October 2014.