

## **Resolution Requesting Pay Plan for UW-Madison for 2017-2019 Biennial Budget**

- 1) Whereas, academic staff, the largest employee group, play a crucial part in UW-Madison's mission in research, teaching and outreach;
- 2) Whereas, in 2011 Act 10 reduced take-home pay by 8.2% for an academic staff member at the median salary due to increased insurance and retirement payments. In addition, health insurance co-pays, deductibles and coinsurance have greatly increased since 2011;
- 3) Whereas, there have been eight fiscal years with no pay plan since the creation of UW System in 1974, and six of those years have occurred in or after 2009;
- 4) Whereas, there have been five fiscal years with a 1% pay plan since the creation of UW System, and three of those years were in or after 2009;
- 5) Whereas, no pay plan has exceeded 1% since 2009;
- 6) Whereas, when taking inflation and CPI into account, the purchasing power of employee income is at its lowest point since the creation of UW System;
- 7) Whereas, in the current biennium, inflation is projected to be 2.63% over the two years with a pay plan of 0%;
- 8) Whereas, 52.7% of respondents to the 2016 Academic Staff Worklife Survey indicated they were very or somewhat dissatisfied with their salary; and
- 9) Whereas, 46.5% of respondents to the 2016 Academic Staff Worklife Survey indicated they were very or somewhat likely to leave UW-Madison within the next three years;
- 10) Therefore be it resolved that the UW-Madison Academic Staff Assembly calls upon UW-Madison Chancellor Rebecca Blank in the spirit of reinvesting in the university to request a 2.0% pay plan in the first year of the biennium and a 2.5% pay plan for the second year of the biennium from the State Legislature's Joint Committee on Employment Relations.