



*Representing UW-Madison Faculty.  
Strengthening Wisconsin.*

## **PROFS Statement on JCOER Action on the University of Wisconsin Compensation Plan**

Two days ago, the Republican-controlled Joint Committee on Employment Relations (JCOER) declined to approve pay raises for over 40,000 University of Wisconsin employees, including 24,000 employees on the UW-Madison campus. JCOER refused to take action on the pay plan at the same time the committee approved pay increases for other state employees. And it refused to take action after the Republican-dominated Legislature approved funding for pay increases for state and university employees in its 2023-25 biennial budget, a budget signed into law by Governor Evers.

PROFS is deeply disappointed by this partisan move on the part of JCOER, but not entirely surprised. After all, Assembly Speaker Robin Vos (R-Burlington) – one of two GOP co-chairs of JCOER – said that the UW wouldn't get "a nickel" unless it dismantled its DEI programs. Why he's so allergic to diversity is a good question – does he truly believe that it's wrong to make all members of a community or institution welcome, or is his position purely partisan? – but it's pretty clear that he's punishing the UW, and UW-Madison in particular, through his position on the pay plan.

And, at the Tuesday JCOER meeting, Speaker Vos shifted his attention to UW position authority. He is finding new reasons to oppose a modest pay increase that doesn't even come close to keeping up with inflation.

PROFS is pleased Senator Howard Marklein (R-Spring Green) spoke in favor of UW pay raises at the JCOER meeting. We hope that Speaker Vos, and his fellow committee co-chair, Senator Chris Kapenga (R-Delafied), will heed Senator Marklein's call and reconvene the committee soon to take up the UW pay plan. Thank you, Senator Marklein.

UW-Madison faculty, academic staff, and university staff – all of its employees – have well earned an increase in their compensation. They've labored through Covid-19 and big spikes in student enrollment in the past two years and have suffered the costs of near-double-digit inflation that resulted from the pandemic. They are the people who serve food, clean buildings, staff laboratories, care for animals, teach students, and engage in the research that makes the UW-Madison stand out among the best public universities in the country.

And it's not like the state doesn't have the money to pay for the increases. The funding for the pay increases is in the budget. And a report earlier this week found that the state of Wisconsin ended the fiscal year with a surplus of over \$7.1 billion.

PROFS urges the Joint Committee on Employment Relations to take up and pass the compensation increases for UW employees. What's fair is fair.

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