

4. Resolution Opposition to Bonus Pay

Whereas, state agency and UW's bonus pay systems are arbitrary with no link to merit or objective performance and are believed to be distributed in a discriminatory manner with respect to employee age and agency, and

Whereas, most state and UW employees do not receive bonuses in a given year (for example in FY18 about 4,570 lump sum DMCs and 672 base-building DERA bonuses were distributed among over 30,600 FTEs in state agencies), and

Whereas, bonus pay encourages state employees to silence their independent voices and to prioritize submissively pleasing supervisors over serving Wisconsin residents fairly and

Whereas, advocating reform rather than abolition of this bonus system could compromise our integrity and waste our time trying to fix an unfixable system at the cost of losing focus on the bigger picture of striving for a fair pay system overall, and

Whereas, it is useful to criticize and critique the bonus pay system as a way of educating and advocating for fair pay, therefore be it

Resolved, WPEC opposes the state and UW's bonus pay systems.

Submitted by Barb Smith