

Qualified Economic Offer

- QEO—Part of Wis. Stat. 111.70
- An employer offers at least a 3.8% total package and maintains the previous level of fringe benefits.
- Prevents the Association from arbitrating over the contract.
- Once deadlock is determined and the QEO is deemed to be valid, the employer may implement the QEO.

How Does It Work

- The QEO requires that all fringe benefits must be maintained and paid at the same level as in the previous contract. (Ex. Insurance, schedule structure)
- If there is money remaining after maintaining fringe benefits, it goes toward paying step increases.
- If there is money left over after step increases, the cells of the schedule are adjusted upward.

- It is possible that employees would not received a full step increase and it is possible that the schedule would actually be less than a prior year. It is almost completely dependent on insurance and WRS increases.

What would the QEO look like?

	06-07	07-08	08-09
BA Base	\$31,720	\$32,130	\$32,239
Increase		\$ 410	\$ 109
MA+30	\$66,217	\$67,072	\$67,300
Max			
Increase		\$ 855	\$ 228