

A pay scale study in La Crosse may sound like a simple enough thing to achieve. But what if that study finds that La Crosse city employees are underpaid? Or overpaid? Will the city want unions to take pay cuts? Will the union workers get an automatic pay raise if they're not getting paid enough?

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Rich Smith heads the largest city employees union. He's not feeling optimistic about the outcome of a pay classification study that's currently out for bids by the city. Smith says he's worried about how that study could impact wage negotiations for his members.