

FISCAL ESTIMATE
DOA-2048 N(R10/94)

- ORIGINAL
- CORRECTED
- UPDATED
- SUPPLEMENTAL

LRB or Bill No./Adm. Rule No. **SB 132**
LRB0900/1

Amendment No. If Applicable

Subject
Collective Bargaining for University of Wisconsin Faculty and Academic Staff

Fiscal Effect

State: No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum certain appropriation

- Increase Existing Appropriation
- Decrease Existing Appropriation
- Create New Appropriation
- Increase Existing Revenues
- Decrease Existing Revenues

Increase Costs - May be possible to Absorb Within Agency's Budget Yes No

Decrease Costs

Local: No local government costs

- 1. Increase Costs
- Permissive Mandatory
- 2. Decrease Costs
- Permissive Mandatory

- 3. Increase Revenues
- Permissive Mandatory
- 4. Decrease Revenues
- Permissive Mandatory

- 5. Types of Local Governmental Units Affected:
- Towns Villages Cities
- Counties Others
- School Districts WTCS Districts

Fund Sources Affected

- GPR FED PRO PRS SEG SEG-S

Affected Ch. 20 Appropriations

20.512 (1) (a)

Assumptions Used in Arriving at Fiscal Estimate

LRB 0900/1 authorizes University of Wisconsin faculty and academic staff to organize for the purpose of collective bargaining. The Department of Employment Relations will have the responsibility to represent the state as employer in negotiations for collective bargaining agreements. A maximum of eight bargaining units could be formed. It is not possible to predict how many units will be formed, but this fiscal estimate assumes four units will be established.

Collective bargaining requires extensive data gathering and analysis, which will be particularly difficult for faculty and academic staff because of the vast array of disciplines and occupational specialties included in these positions. It is not possible for the Department to absorb the additional workload from the creation of new bargaining units. Therefore, the following positions and funding will be required in the Department to perform the duties required by this bill:

1.0 FTE Labor Relations Specialist-Senior to function as the primary negotiator for the state for the units, perform supervisory and contract training, conduct grievance investigations and represent the state in grievance arbitrations.

1.0 FTE Executive Human Resources Specialist-Advanced to conduct compensation surveys and design wage offers during negotiations.

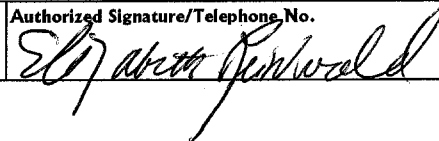
1.0 FTE Program Assistant 3 to provide clerical assistance for dealing with the four new units.

(continued)

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.)
Department of Employment Relations
Elizabeth Reinwald/266-5316

Authorized Signature/Telephone No.



Date

3/31/99

Summary of Costs**Annual Cost**

Salary and fringe benefits for 3.0 FTE positions

\$ 157,600

Supplies and Services

\$ 3,600

Room Rental/Meals/Lodging (Annualized)

\$ 13,500

(Costs must be incurred once every two years for room rental for negotiations and meals and lodging for departmental staff during negotiations. Lodging is required when negotiations occur outside of Madison.)

Data Processing Charges

\$ 2,000

Printing of contracts (Annualized)

\$ 2,000

Total, ongoing annual costs**\$ 178,700**One-time costs for purchase of computer equipment
and other equipment and supplies

\$ 10,440

FISCAL ESTIMATE WORKSHEET

Detailed Estimate of Annual Fiscal Effect
DOA-2047 (R10/94)

ORIGINAL UPDATED
 CORRECTED SUPPLEMENTAL

1999 Session

LRB or Bill No./Adm. Rule No.	Amendment No.
LRB 0900/1 SB 132	

Subject
Collective Bargaining for University of Wisconsin Faculty and Academic Staff

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):

\$ 10,440

II. Annualized Costs:	Annualized Fiscal Impact on State Funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	\$ 157,600	
(FTE Position Changes)	(3.0 FTE)	(- FTE)
State Operations - Other Costs	\$ 21,100	
Local Assistance		
Aids to Individuals and Organizations		
TOTAL State Costs by Category	\$178,700	
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$178,700	
FED		
PRO/PRS		
SEG/SEG-S		
III. State Revenues	Increased Rev.	Decreased Rev.
GPR Taxes		
GPR Earned		
FED		
PRO/PRS		
SEG/SEG-S		
TOTAL State Revenues		

NET ANNUALIZED FISCAL IMPACT
STATE

LOCAL

NET CHANGE IN COSTS

\$178,700

NET CHANGE IN REVENUES

Agency/Prepared by: (Name & Phone No.)
Department of Employment Relations
Elizabeth Reinwald/266-5316

Authorized Signature/Telephone No.

Date
3/31/99