

FISCAL ESTIMATE DOA-2048 N(R10/98)	<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	1999 Session LRB or Bill No./Adm. Rule No. LRB-0900/1 SB 132 Amendment No. if Applicable
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Subject
 Collective Bargaining - Higher Education (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 sufficient appropriation.

<input checked="" type="checkbox"/> Increase Existing Appropriation <input type="checkbox"/> Decrease Existing Appropriation <input type="checkbox"/> Create New Appropriation	<input checked="" type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Revenues	<input checked="" type="checkbox"/> Increase Costs - May be possible to Absorb Within Agency's Budget <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Decrease Costs
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Local: No local government costs

1. Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	5. Types of Local Governmental Units Affected: <input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others _____ <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts
2. Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	4. <input type="checkbox"/> Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	

Fund Sources Affected <input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input checked="" type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S	Affected Ch. 20 Appropriations
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Assumptions Used in Arriving at Fiscal Estimate

LRB-0900/1 would extensively enlarge Subchapter V of Chapter 111, Stats. by extending the provisions of Subchapter V to the faculty and academic staff of the University of Wisconsin System.

The bill would require the Commission to process the following types of cases involving such employees:

General: The initial impact of the bill will involve the processing of election cases, and in that regard, the Commission will be called upon to determine who is to be included in the statutory bargaining units and to conduct elections to determine bargaining representatives and to combine units. As collective bargaining units are established and bargaining representatives selected, there will be an increase in the Commission's workload. Since the employees and representatives of the employer will be exposed for the first time to matters relating to organizational activity, election proceedings as well as collective bargaining, the Commission anticipates a significant increase in its election and complaint caseload. As collective bargaining relationships are established, the Commission sees continuing involvement in mediation and grievance arbitration cases.

(continued on page 2)

Long-Range Fiscal Implications

Agency/Prepared by: (Name & Phone No.) Employment Relations Commission Peter G Davis 266-2993	Authorized Signatory/Telephone No. 	Date 4-6-99
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LRB-0900/1

FISCAL ESTIMATE - LRB-0900/1

Page 2

Election Cases: Such cases would involve the conduct of formal hearings to determine inclusions and exclusions from the bargaining units and the conduct of elections to determine bargaining representatives, and also to combine units and the issuance of formal orders in said cases. There may be instances where objections to the conduct of election may be filed which will require additional hearings and orders. Issues may also arise with respect to additions and deletions of positions to bargaining units which would require hearings and Commission decisions.

Referendum Cases: The activity with regard to referendum cases would consist primarily of the conduct of the required votes.

Unfair Labor Practice Cases: Such cases would involve the conduct of formal hearings, normally conducted by staff members, and issuance of decisions.

Declaratory Ruling Cases: The Commission will be required to resolve disputes regarding the parties' rights under the statute including disputes regarding the duty to bargain.

Mediation Cases: At the request of the collective bargaining representative and the employer, the Commission or its staff members would provide mediation services to resolve disputes arising in collective bargaining. It is anticipated that unique and difficult issues will arise in bargaining requiring extensive mediation efforts.

Arbitration Cases: The parties could agree that the Commission or members of its staff act as arbitrators to issue final and binding awards involving the interpretation or application of the terms of an existing collective bargaining agreement. Where the parties do not desire the arbitration to be conducted by the Commission or any of the staff members, the Commission may be requested to submit a list of ad hoc arbitrators from which the parties could select a single arbitrator.

Estimate of Impact on WERC: It is the Commission's estimate that these proposed changes in Subchapter V of Chapter 111 would result in an increase in the Commission's case and workloads so as to require the following increases in its staff and related expenses:

1. Two professional Attorney 13-Confidential positions to function as hearing examiners, mediators and/or grievance arbitrators.
2. One Legal Secretary 1 to handle the docketing of cases, typing of decisions, record keeping and related correspondence.

It is the Commission's estimate that it would receive \$1,000 in case filing fee revenue per year.

LRB 0900/1 would not increase local government costs.

FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect DOA-2047 (R10/94)	<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	LRB or Bill No./Adm. Rule No. LRB-0900/1 SB:132	Amendment No.
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Subject: Collective Bargaining - Higher Education (Faculty and Academic Staff)

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

\$14,000

II. Annualized Costs:	Annualized Fiscal impact on State funds from:	
A. State Costs by Category	Increased Costs	Decreased Costs
State Operations - Salaries and Fringes	\$ 120,281	\$ -
(FTE Position Changes)	(3 FTE)	(- FTE)
State Operations - Other Costs		-
Local Assistance		-
Aids to Individuals or Organizations		-
TOTAL State Costs by Category	\$ 120,281	\$ -
B. State Costs by Source of Funds	Increased Costs	Decreased Costs
GPR	\$ 120,281	\$ -
FED		-
PRO/PRS		-
SEG/SEG-S		-
III. State Revenues -	Increased Rev.	Decreased Rev.
Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)		
GPR Taxes	\$	\$ -
GPR Earned		-
FED		-
PRO/PRS	1,000	-
SEG/SEG-S		-
TOTAL State Revenues	\$ 1,000	\$ -

NET ANNUALIZED FISCAL IMPACT

	STATE	LOCAL
NET CHANGE IN COSTS	\$ 120,281	\$ _____
NET CHANGE IN REVENUES	\$ 1,000	\$ _____

Agency/Prepared by: (Name & Phone No.) Employment Relations Commission Peter G. Davis 266-2993	Authorized Signature/Telephone No. 	Date 4-6-99
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