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To: Members of the Senate Education Committee  
From: Edward J. Muzik, representing TAUWP, WEAC, and WFT  
Date: October 27, 1999  
Re: SB 132 Collective Bargaining for UW Faculty and Academic Staff

TAUWP, WEAC, and WFT urge you to support SB 132 for the following reasons:

SB 132 does not MANDATE collective bargaining for UW faculty and academic staff. It merely extends to them the same right to choose that almost all other state employees have. The election process in SB 132 guarantees a full debate on the issues before any decision is made to establish any one of the eight bargaining units.. First, it takes the collection of cards requesting an election from 30% of the unit members of each university. Second, it involves a two-step election supervised by the Wisconsin Employment Relations Committee. Third, there will be extensive debates on the campuses on the merits of collective bargaining and a secret election will follow in which the informed opinion of faculty and academic staff will determine the outcome.

SB 132 assures a more rational procedure in establishing conditions of employment, salaries, and settlement of grievances. The current practice on grievances is weighted against the aggrieved. The faculty and academic voices on conditions of employment and on salaries are often ignored and, as a result, improper policies and recommendations are adopted.

SB 132 is good public policy because it extends a basic civil right, now possessed by most state employees, including many UW employees, to faculty and academic staff.

SB 132 protects students from any erosion of their hard-won rights. It protects the missions of the various institutions. It has the same procedures on conflict settlement that other state employees have.

SB 132 will actually improve administration if the experience around the country holds true for Wisconsin. Administrators tell us, almost without exception, that collective bargaining simplifies their job because the contract is a legal document, understood by all, and easy to administer.

SB 132 will restore the UW System to a more caring, more collegial, and more compassionate institution -- all crucial elements which have tended to be emasculated in the last decade.

Thank you.