Fiscal Estimate - 2001 Session

☒ Original   ☐ Updated   ☐ Corrected   ☐ Supplemental

LRB Number 01-2705/1	Introduction Number SB-145

Subject

Employment relations for members of the University of Wisconsin System faculty and academic staff

Fiscal Effect

State:
☐ No State Fiscal Effect
☐ Indeterminate

☒ Increase Existing Appropriations   ☐ Increase Existing Revenues   ☒ Increase Costs - May be possible to absorb within agency's budget
☐ Decrease Existing Appropriations   ☐ Decrease Existing Revenues   ☐ Yes   ☒ No
☐ Create New Appropriations   ☐ Decrease Costs

Local:
☐ No Local Government Costs
☐ Indeterminate

1. ☐ Increase Costs   3 ☐ Increase Revenue
   ☐ Permissive ☐ Mandatory   ☐ Permissive ☐ Mandatory
2. ☐ Decrease Costs   4. ☐ Decrease Revenue
   ☐ Permissive ☐ Mandatory   ☐ Permissive ☐ Mandatory

5. Types of Local Government Units Affected
☐ Towns   ☐ Village   ☐ Cities
☐ Counties   ☐ Others
☐ School Districts   ☐ WTCS Districts

Fund Sources Affected   **Affected Ch. 20 Appropriations**

☒ GPR   ☐ FED   ☒ PRO   ☐ PRS   ☐ SEG   ☐ SEGS

Agency/Prepared By	Authorized Signature	Date
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Assumptions Used in Arriving at Fiscal Estimate

SB 145 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.

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) One professional Attorney 13-Confidential position to function as hearing examiner, mediator and/or grievance arbitrator.

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

SB 145 would not increase local government costs.

Long-Range Fiscal Implications

Fiscal Estimate Worksheet - 2001 Session

Detailed Estimate of Annual Fiscal Effect

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

II. Annualized Costs:	Annualized Fiscal Impact on funds from:	
	Increased Costs	Decreased Costs
A. State Costs by Category		
State Operations - Salaries and Fringes	$50,900	
(FTE Position Changes)	(1.0 FTE)	
State Operations - Other Costs	8,000	
Local Assistance		
Aids to Individuals or Organizations		
TOTAL State Costs by Category	**$58,900**	$
B. State Costs by Source of Funds		
GPR	58,900	
FED		
PRO/PRS		
SEG/SEG-S		

III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)

	Increased Rev	Decreased Rev
GPR Taxes	$	$
GPR Earned		
FED		
PRO/PRS (134)	1,000	
SEG/SEG-S		
TOTAL State Revenues	**$1,000**	$

NET ANNUALIZED FISCAL IMPACT		
	State	Local
NET CHANGE IN COSTS	$58,900	$
NET CHANGE IN REVENUE	$1,000	$

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