

### Fiscal Estimate - 2005 Session

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>05-0233/1</b>	<b>Introduction Number</b> <b>SB-452</b>
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**Description**  
 Collective bargaining process for University of Wisconsin System faculty and academic staff and making appropriations

**Fiscal Effect**

**State:**

<input type="checkbox"/> No State Fiscal Effect	<input type="checkbox"/> Indeterminate	<input checked="" type="checkbox"/> Increase Existing Revenues	<input checked="" type="checkbox"/> Increase Existing Revenues	<input checked="" type="checkbox"/> Increase Costs - May be possible to absorb within agency's budget
<input checked="" type="checkbox"/> Increase Existing Appropriations	<input type="checkbox"/> Decrease Existing Appropriations	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Decrease Existing Revenues	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<input type="checkbox"/> Create New Appropriations				<input type="checkbox"/> Decrease Costs

**Local:**

<input type="checkbox"/> No Local Government Costs	<input type="checkbox"/> Indeterminate	<b>5. Types of Local Government Units Affected</b>		
1. <input type="checkbox"/> Increase Costs	3. <input type="checkbox"/> Increase Revenue	<input type="checkbox"/> Towns	<input type="checkbox"/> Village	<input type="checkbox"/> Cities
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Counties	<input type="checkbox"/> Others	
2. <input type="checkbox"/> Decrease Costs	4. <input type="checkbox"/> Decrease Revenue	<input type="checkbox"/> School Districts	<input type="checkbox"/> WTCS Districts	
<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	<input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory			

<b>Fund Sources Affected</b>	<b>Affected Ch. 20 Appropriations</b>
<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"/> SEGS	

<b>Agency/Prepared By</b> ERC/ Georgann Kramer (608) 266-9287	<b>Authorized Signature</b> Peter Davis (608) 266-2993	<b>Date</b> 12/15/2005
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## Fiscal Estimate Narratives

ERC 12/15/2005

LRB Number	05-0233/1	Introduction Number	SB-452	Estimate Type	Original
<b>Description</b> Collective bargaining process for University of Wisconsin System faculty and academic staff and making appropriations					

### Assumptions Used in Arriving at Fiscal Estimate

SB 452 would create Subchapter VI of Chapter 111, Stats. by extending collective bargaining rights 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 organization 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 required 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 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 position to function as hearing examiner, mediation and/or grievance arbitrator.
2. One Legal Support Staff to handle the docketing of cases, typing of decisions, recordkeeping and related

correspondence.

It is the Commission's estimate that it would receive \$2,000 in case filing fee revenue per year.

### **Long-Range Fiscal Implications**

## Fiscal Estimate Worksheet - 2005 Session

Detailed Estimate of Annual Fiscal Effect

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<b>LRB Number</b> 05-0233/1		<b>Introduction Number</b> SB-452	
<b>Description</b> Collective bargaining process for University of Wisconsin System faculty and academic staff and making appropriations			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations - Salaries and Fringes		\$126,248	
(FTE Position Changes)		(2.0 FTE)	
State Operations - Other Costs		18,000	
Local Assistance			
Aids to Individuals or Organizations			
<b>TOTAL State Costs by Category</b>		<b>\$144,248</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
GPR		144,248	
FED			
PRO/PRS			
SEG/SEG-S			
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)</b>			
		Increased Rev	Decreased Rev
GPR Taxes		\$	\$
GPR Earned			
FED			
PRO/PRS (134)		2,000	
SEG/SEG-S			
<b>TOTAL State Revenues</b>		<b>\$2,000</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
		State	Local
NET CHANGE IN COSTS		\$144,248	\$
NET CHANGE IN REVENUE		\$2,000	\$
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
ERC/ Georgann Kramer (608) 266-9287		Peter Davis (608) 266-2993	12/15/2005