

2011 DRAFTING REQUEST

Bill

Received: **01/28/2011**

Received By: **chanaman**

Wanted: **As time permits**

Companion to LRB:

For: **Administration-Budget**

By/Representing: **Frederick**

May Contact:

Drafter: **chanaman**

Subject: **Employ Pub - collective bargain**

Addl. Drafters: **rchampag**

Extra Copies: **MES, PG**

Submit via email: **YES**

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Carbon copy (CC:) to:

Pre Topic:

DOA:.....Frederick, BAB0021b -

Topic:

Modifications to Peace, MERA, and SELRA, repeal UWELRA

Instructions:

See attached

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<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
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/P5			rschluet 02/08/2011	_____	lparisi 02/08/2011		

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2011 DRAFTING REQUEST

Bill

Received: **01/28/2011**

Received By: **chanaman**

Wanted: **As time permits**

Companion to LRB:

For: **Administration-Budget**

By/Representing: **Frederick**

May Contact:

Drafter: **chanaman**

Subject: **Employ Pub - collective bargain**

Adl. Drafters: **rchampag**

Extra Copies: **MES, PG**

WLT

Submit via email: **YES**

Requester's email:

Carbon copy (CC:) to:

Pre Topic:

DOA:.....Frederick, BAB0021b -

Topic:

Modifications to Peace, MERA, and SELRA, repeal UWELRA

Instructions:

See attached

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PA NLJ 2/7

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			<i>gmd</i> <i>2/4</i>	<i>ph</i> <i>Rs</i>	<i>2/4</i>		

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
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/?	chanaman	/Pl WLJ/Pl	2/3 plh	2/3 AS/JF			

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Alternative Approach to Collective Bargaining

Include provisions in the Budget Adjustment Bill on February 11. Decision on including elimination of collective bargaining in the budget bill must be made by February 16th.

- Police, Fire and State Troopers - no changes to current law, including ability to bargain on health insurance and pension.
 - Carve out a new bargaining unit from WLEA for the State Troopers
- Remaining State and Local represented employees may only bargain on wages – "permitted subject of bargaining."
 - Wages defined as pay rate excluding overtime or supplemental compensation and pay schedule and semi-automatic pay progression
 - No arbitration at the local level
 - All other topics are prohibited subjects of bargaining
- The total lift in wages is capped at total base wages plus any semi-automatic movement or movement on pay grids for the entire group of represented employees plus CPI. The total lift would be calculated 180 days prior to beginning of a contract period. Department of Revenue would calculate CPI.
- If state or municipality wants to exceed CPI increase, they must have an approved referendum.
 - Referendum would occur in April for schools and state for contracts beginning the following July 1 and November for other political subdivisions for contracts beginning January 1.
- Prohibit any state or local employer union due collection.
- Allow any state or local employee to opt-out of paying union dues. Would still be a union member.
- Require an annual secret ballot vote by unions to retain certification to collectively bargain with state or local governments (administered by WERC). Only unions that receive at least 51% of votes from represented employees may retain certification. Annual vote must occur at least 3 months prior to expiration of the contract.
- Require state unions to conduct this vote following termination of their contract extensions this spring? 
- If a union is decertified, contract is terminated and those employees become non-represented.
- Going forward, contracts are limited to one year. No extension of existing contract can be negotiated when the contract expires. If no contract is in place, employee wages are frozen (no pay progression during expired period). 
- Non-represented employees are covered under a state or local compensation plan and are not subject to the wage plus CPI ceiling.
- Eliminate collective bargaining for UW Faculty/Academic Staff, UW Hospital and Clinics Authority, Quality Home Care Commission and family child care providers, but not local cultural arts center.
- Eliminate UWHC Board and transfer staff to UWHC Authority.

- Same changes to health insurance and pension contributions (will have to ensure that police and fire and troopers are excluded from those provisions).
- Same studies on health insurance and pension structural changes.
- Modify Group Insurance Board to temporarily suspend the restriction on changes to benefits and to require the Attorney General's representative to be an attorney.
- No changes to WERC.

Comebacks:

- 1) WLEA covers more than State Patrol Troopers
 - a. Shall we include State Patrol Inspectors?
- 2) What happens if there is negative CPI?
- 3) Limit contract to one-year?
- 4) Eliminate collective bargaining for UWHC Authority?
- 5) Current MOU's related to furloughs and "me too" clauses
- 6) Does the requirement to have a union vote upon expiration of the contract apply to local units?

Process:

- Send notification to terminate state contracts on the BAB introduction date (Feb 11)
- Introduce a replacement comp plan for non-rep and represented non-wage issues to coincide with passage of BAB.
- Implement health insurance and pension changes effective on the first pay period following enactment of the bill.