Received By: chanaman

2011 DRAFTING REQUEST

Bill

Wanted: A	As time perm	its	Companion to LRB:					
For: Adm	ninistration-B	udget			By/Representing: Frederick			
May Con		Duk sallastir	o hanasin		Drafter: chanaman			
Subject:	Employ	Pub - collectiv	e vargam		Addl. Drafters:	Addl. Drafters: rchampag		
					Extra Copies:	MES, PG		
Submit vi	ia email: YES							
Requester	r's email:							
Carbon co	opy (CC:) to:							
Pre Topi	c:							
DOA:	.Frederick, BA	AB0021b -						
Topic:								
Modificat	tions to Peace.	MERA, and SI	ELRA, repea	al UWELRA				
Instructi	ons:				., ., .			
See attacl	ned							
Drafting	History:							
Vers.	<u>Drafted</u>	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required	
/?	chanaman 01/31/2011	wjackson 02/01/2011					S&L	
/P1	chanaman 02/03/2011 chanaman 02/04/2011	wjackson 02/04/2011	rschluet 02/02/201 phenry 02/03/201	1	lparisi 02/03/2011		S&L	
/P2	chanaman	wjackson	jfrantze		sbasford		S&L	

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Vers.	<u>Drafted</u>	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required
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/P5	chanaman 02/08/2011	wjackson 02/08/2011	rschluet 02/08/201	1	lparisi 02/08/2011		S&L
/P6	chanaman 02/08/2011	wjackson 02/08/2011		1	lparisi 02/08/2011		S&L
/P7	chanaman 02/09/2011	wjackson 02/09/2011	1 2	1	sbasford 02/09/2011		S&L
/P8	chanaman 02/09/2011	wjackson 02/09/2011	3	1	lparisi 02/09/2011		S&L
/P9	chanaman 02/10/2011	wjackson 02/10/2011	jfrantze 02/09/201	1	mbarman 02/10/2011		S&L
/P10			jfrantze 02/10/201	1	mbarman 02/10/2011		

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Received By: chanaman

2011 DRAFTING REQUEST

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Wanted: A	As time permi	its	Companion to LRB:					
For: Adm	inistration-B	udget			By/Representing:	Frederick		
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Subject:	ьтрюу	Pub - collectiv	e bargain		Addl. Drafters:	rchampag		
					Extra Copies:	MES, PG		
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DOA:	Frederick, BA	AB0021b -						
Topic:								
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Vers.	Drafted	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required	
/?	chanaman 01/31/2011	wjackson 02/01/2011					S&L	
/P1	chanaman 02/03/2011 chanaman 02/04/2011	wjackson 02/04/2011	rschluet 02/02/2011 phenry 02/03/2011		lparisi 02/03/2011		S&L	
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/P4	chanaman 02/08/2011	wjackson 02/08/2011	jfrantze 02/07/201	1	sbasford 02/07/2011		S&L
/P5	chanaman 02/08/2011	wjackson 02/08/2011	rschluet 02/08/201	1	lparisi 02/08/2011		S&L
/P6	chanaman 02/08/2011	wjackson 02/08/2011	mduchek 02/08/201	1	lparisi 02/08/2011		S&L
/P7	chanaman 02/09/2011	wjackson 02/09/2011	phenry 02/09/201	1	sbasford 02/09/2011		S&L
/P8	chanaman 02/09/2011	wjackson 02/09/2011	jfrantze 02/09/201	1	lparisi 02/09/2011		S&L
/P9	chanaman 02/10/2011	lrb_editor	jfrantze 02/09/201	1	mbarman 02/10/2011		
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Received	: 01/28/2011				Received By: chanaman				
Wanted:	As time permi	its			Companion to LRB:				
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May Con		7 . 11. 41			Drafter: chanama	n			
Subject:	Employ	Pub - collectiv	ve bargain		Addl. Drafters:	rchampag			
					Extra Copies:	MES, PG			
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Carbon c	opy (CC:) to:								
Pre Topi	c:								
DOA:	.Frederick, BA	AB0021b -							
Topic:									
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Instruct	ions:								
See attac	hed								
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Vers.	<u>Drafted</u>	Reviewed	Typed	Proofed	Submitted	<u>Jacketed</u>	Required		
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wjackson

chanaman

jfrantze

sbasford

S&L

Vers.	<u>Drafted</u>	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required
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/P4	chanaman 02/08/2011	wjackson 02/08/2011	3	1	sbasford 02/07/2011		S&L
/P5	chanaman 02/08/2011	wjackson 02/08/2011		1	lparisi 02/08/2011		S&L
/P6	chanaman 02/08/2011	wjackson 02/08/2011		1	lparisi 02/08/2011		S&L
/P7	chanaman 02/09/2011	wjackson 02/09/2011	1 -	1	sbasford 02/09/2011		S&L
/P8	chanaman 02/09/2011	wjackson 02/09/2011	•	1	lparisi 02/09/2011		S&L
/P9			jfrantze 02/09/201	.1	mbarman 02/10/2011		

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Received By: chanaman

2011 DRAFTING REQUEST

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Wanted: A	As time permi	its		Companion to LRB:							
For: Adm	inistration-B	udget			By/Representing: Frederick						
May Cont		Duk sellestin	. h		Drafter: chanaman						
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					Extra Copies:	MES, PG					
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Requester	's email:										
Carbon co	opy (CC:) to:										
Pre Topic											
DOA:	Frederick, BA	.B0021b -									
Topic:											
Modificat	ions to Peace,	MERA, and SE	ELRA, repeal	UWELRA							
Instruction	ons:										
See attach	ed										
Drafting	History:										
Vers.	<u>Drafted</u>	Reviewed	Typed	Proofed	Submitted	<u>Jacketed</u>	Required				
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/P1	chanaman 02/03/2011 chanaman 02/04/2011	wjackson 02/04/2011	rschluet 02/02/2011 phenry 02/03/2011		lparisi 02/03/2011		S&L				
/P2	chanaman	wjackson	jfrantze		sbasford		S&L				

<u>Vers.</u>	<u>Drafted</u>	Reviewed	<u>Typed</u>	<u>Proofed</u>	Submitted	<u>Jacketed</u>	Required
	02/05/2011	02/06/2011	02/04/201	1	02/04/2011		,
/P3	chanaman 02/07/2011	wjackson 02/07/2011	phenry 02/07/201	1	lparisi 02/07/2011		S&L
/P4	chanaman 02/08/2011	wjackson 02/0 8 /2011	jfrantze 02/07/201	1	sbasford 02/07/2011		S&L
/P5	chanaman 02/08/2011	wjackson 02/08/2011	rschluet 02/08/201	1	lparisi 02/08/2011		S&L
/P6	chanaman 02/08/2011	wjackson 02/08/2011	mduchek 02/08/201	1	lparisi 02/08/2011		S&L
/P7	chanaman 02/09/2011	wjackson 02/09/2011	phenry 02/09/201	1	sbasford 02/09/2011		S&L
/P8	chanaman 02/09/2011	lrb_editor	jfrantze 02/09/201		lparisi 02/09/2011		
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Wanted: A	s time permi	its	Companion to LRB:					
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May Cont		Dub collective	o hougoin		Drafter: chanaman			
Subject:	Employ	Pub - collectiv	е рагдаіп		Addl. Drafters:	rchampag		
					Extra Copies:	MES, PG		
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DOA:	Frederick, BA	B0021b -						
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Vers.	Drafted	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required	
/?	chanaman 01/31/2011	wjackson 02/01/2011					S&L	
/P1	chanaman 02/03/2011 chanaman 02/04/2011	wjackson 02/04/2011	rschluet 02/02/2011 phenry 02/03/2011		lparisi 02/03/2011		S&L	
/P2	chanaman	wjackson	jfrantze		sbasford		S&L	

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Vers.	<u>Drafted</u>	Reviewed	Typed	Proofed	Submitted	<u>Jacketed</u>	Required
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/P5	chanaman 02/08/2011	wjackson 02/08/2011	rschluet 02/08/201	1	lparisi 02/08/2011		S&L
/P6	chanaman 02/08/2011	wjackson 02/08/2011	mduchek 02/08/201	1	lparisi 02/08/2011		S&L
/P7	chanaman 02/09/2011	wjackson 02/09/2011	phenry 02/09/201	1	sbasford 02/09/2011		S&L
/P8			jfrantze 02/09/201	1	lparisi 02/09/2011		

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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 Addl. Drafters: rchampag Extra Copies: MES, PG 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 **Drafting History:** Vers. **Drafted** Reviewed <u>Typed</u> Proofed Submitted Jacketed Required /? chanaman wjackson S&L 01/31/2011 02/01/2011

/P1

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chanaman

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02/04/2011

chanaman

02/03/2011

wjackson

wjackson

02/04/2011

rschluet

phenry

02/02/2011

lparisi

02/03/2011

LRB-1211 02/09/2011 11:59:27 AM Page 2

Vers.	Drafted	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required
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/P7	chanaman 02/09/2011	wjackson 02/09/2011	phenry 02/09/201 lrb_lps	1	sbasford 02/09/2011		
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Receive	ed: 01/28/2011		Received By: chanaman						
Wanted	l: As time perm	its			Companion to LRB: By/Representing: Frederick				
For: Ad	lministration-B	Sudget							
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Subject	:: Employ	Pub - collecti	ve bargain		Addl. Drafters:	rchampa	g		
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Vers.	<u>Drafted</u>	Reviewed	Typed	Proofed	Submitted	<u>Jacketed</u>	Required		
/?	chanaman 01/31/2011	wjackson 02/01/2011					S&L		
/P1	chanaman 02/03/2011 chanaman 02/04/2011	wjackson 02/04/2011	rschluet 02/02/2011 phenry 02/03/2011		lparisi 02/03/2011		S&L		
/P2	chanaman	wjackson	jfrantze		sbasford		S&L		

Vers.	<u>Drafted</u>	Reviewed	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	Required
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/P4	chanaman 02/08/2011	wjackson 02/08/2011	5	1	sbasford 02/07/2011		S&L
/P5	chanaman 02/08/2011	wjackson 02/08/2011		1	lparisi 02/08/2011		S&L
/P6	chanaman 02/08/2011	wjackson 02/08/2011		1	lparisi 02/08/2011		S&L
/P7			phenry 02/09/201	1	sbasford 02/09/2011		

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2011 DRAFTING REQUEST

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Receive	d: 01/28/2011				Received By: cha	ınaman			
Wanted:	: As time perm	its			Companion to LF	RB:			
For: Ad	ministration-B	Budget			By/Representing: Frederick				
May Co		n 1 11 4	, .		Drafter: chanaman				
Subject:	Employ	Pub - collecti	ve bargain		Addl. Drafters: rchampag		g		
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Topic:									
Modific	eations to Peace	, MERA, and S	ELRA, repea	l UWELRA					
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Vers.	<u>Drafted</u>	Reviewed	Typed	Proofed	Submitted	Jacketed	Required		
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/P2	chanaman	wjackson	jfrantze ,		sbasford		S&L		

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/P6	chanaman 02/08/2011	lrb_editor	mduchek 02/08/201	1	lparisi 02/08/2011		
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Received:	01/28/2011		Received By: chanaman					
Wanted: A	As time permi	its			Companion to LRB:			
For: Adm	inistration-B	udget			By/Representing: Frederick			
May Cont Subject:		Dub collectiv	a haugain		Drafter: chanaman			
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LRB-1211 02/08/2011 04:51:12 PM Page 2

Vers.	Drafted	Reviewed	Typed	Proofed	<u>Submitted</u>	<u>Jacketed</u>	Required
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/P4	chanaman 02/08/2011	wjackson 02/08/2011	jfrantze 02/07/201	1	sbasford 02/07/2011		S&L
/P5	chanaman 02/08/2011	wjackson 02/08/2011	rschluet 02/08/201	1	lparisi 02/08/2011		S&L
/P6			mduchek 02/08/201	1	lparisi 02/08/2011		

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Bill

Received:	01/28/2011		Received By: chanaman							
Wanted: A	s time permi	ts *			Companion to LRB:					
For: Adm	inistration-B	udget			By/Representing: Frederick					
May Cont Subject:		Pub - collective	a hawaain		Drafter: chanaman					
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					Extra Copies:	MES, PG				
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Topic:						7447 <u>8478</u>				
Modificat	ions to Peace,	MERA, and SE	LRA, repeal	UWELRA						
Instruction	ons:									
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/P1	chanaman 02/03/2011 chanaman 02/04/2011	wjackson 02/04/2011	rschluet 02/02/2011 phenry 02/03/2011		lparisi 02/03/2011		S&L			
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/P4	chanaman 02/08/2011	wjackson 02/08/2011	jfrantze 02/07/201	1	sbasford 02/07/2011		S&L
/P5	chanaman 02/08/2011	lrb_editor	rschluet 02/08/201		lparisi 02/08/2011		
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Wanted: A	As time permi	its			Companion to LF	RB:			
For: Adm	inistration-B	udget			By/Representing: Frederick				
May Cont		D 11	, .		Drafter: chanama	an			
Subject:	Employ	Pub - collectiv	ve bargain		Addl. Drafters:	rchampag			
					Extra Copies:	MES, PG			
Submit vi	a email: YES								
Requester	r's email:					÷			
Carbon co	opy (CC:) to:								
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DOA:	Frederick, BA	AB0021b -							
Topic:				·	, , , , , , , , , , , , , , , , , , , ,				
Modificat	tions to Peace,	, MERA, and S	ELRA, repe	al UWELRA					
Instructi	ons:						N. C.		
See attach	ned								
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Vers.	Drafted	Reviewed	<u>Typed</u>	Proofed	Submitted	<u>Jacketed</u>	Required		
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wjackson

chanaman

jfrantze

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<u>Vers.</u>	<u>Drafted</u>	Reviewed	<u>Typed</u>	<u>Proofed</u>	Submitted	<u>Jacketed</u>	Required
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/P5			rschluet 02/08/201	1	lparisi 02/08/2011		

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Received By: chanaman

2011 DRAFTING REQUEST

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For: Administration-Budget

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Subject:

Employ Pub - collective bargain

Received By: chanaman

Companion to LRB:

By/Representing: Frederick

Drafter: chanaman

Addl. Drafters:

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Topic:

Modifications to Peace, MERA, and SELRA, repeal UWELRA

Instructions:

See attached

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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.
 - o 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
 - o 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.