

SECTION 134

1 **SECTION 134.** 111.70 (4) (c) (title) of the statutes is amended to read:

2 111.70 (4) (c) (title) *Methods for peaceful settlement of disputes; law enforcement*
3 *and fire fighting personnel public safety employees.*

4 **SECTION 135.** 111.70 (4) (c) 1. of the statutes is amended to read:

5 111.70 (4) (c) 1. 'Mediation.' The commission may function as a mediator in
6 labor disputes involving a collective bargaining unit containing a public safety
7 employee. Such mediation may be carried on by a person designated to act by the
8 commission upon request of one or both of the parties or upon initiation of the
9 commission. The function of the mediator ^{↓ is} shall be to encourage voluntary settlement
10 by the parties but no mediator ^{↓ has} shall have the power of compulsion.

11 **SECTION 136.** 111.70 (4) (c) 2. of the statutes is amended to read:

12 111.70 (4) (c) 2. 'Arbitration.' a. Parties to a dispute pertaining to the meaning
13 or application of the terms of a written collective bargaining agreement involving a
14 collective bargaining unit containing a public safety employee may agree in writing
15 to have the commission or any other appropriate agency serve as arbitrator or may
16 designate any other competent, impartial and disinterested person to so serve.

17 b. A collective bargaining agreement involving a collective bargaining unit
18 containing a public safety employee may, notwithstanding s. 62.13 (5), contain
19 dispute resolution procedures, including arbitration, that address the suspension,
20 reduction in rank, suspension and reduction in rank, or removal of such personnel.
21 If the procedures include arbitration, the arbitration hearing shall be public and the
22 decision of the arbitrator shall be issued within 180 days of the conclusion of the
23 hearing.

24 **SECTION 137.** 111.70 (4) (c) 3. of the statutes is amended to read:

1 111.70 (4) (c) 3. 'Fact-finding.' ~~If Unless s. 111.77 applies, if a dispute involving~~
2 a collective bargaining unit containing a public safety employee has not been settled
3 after a reasonable period of negotiation and after the settlement procedures, if any,
4 established by the parties have been exhausted, and the parties are deadlocked with
5 respect to any dispute between them arising in the collective bargaining process,
6 either party, or the parties jointly, may petition the commission, in writing, to initiate
7 fact-finding, ~~as provided hereafter~~, and to make recommendations to resolve the
8 deadlock., as follows:

9 a. Upon receipt of ~~a~~ the petition to initiate fact-finding, the commission shall
10 make an investigation with or without a formal hearing, to determine whether a
11 deadlock in fact exists. After its investigation the commission shall certify the
12 results thereof. If the commission decides that fact-finding should be initiated, it
13 shall appoint a qualified, disinterested person or 3-member panel, when jointly
14 requested by the parties, to function as a fact finder.

15 b. The fact finder appointed under subd. 3. a. may establish dates and place of
16 hearings which shall be where feasible, and shall conduct the hearings pursuant to
17 rules established by the commission. Upon request, the commission shall issue
18 subpoenas for hearings conducted by the fact finder. The fact finder may administer
19 oaths. Upon completion of the hearing, the fact finder shall make written findings
20 of fact and recommendations for solution of the dispute and shall cause the same to
21 be served on the parties and the commission. Cost of fact-finding proceedings shall
22 be divided equally between the parties. At the time the fact finder submits a
23 statement of his or her costs to the parties, the fact finder shall submit a copy thereof
24 of the statement to the commission at its Madison office.

1 c. Nothing herein shall be construed as prohibiting in this subdivision prohibits
2 any fact finder appointed under subd. 3. a. from endeavoring to mediate the dispute,
3 in which the fact finder is involved, at any time prior to the issuance of the fact
4 finder's recommendations.

5 d. Within 30 days of the receipt of the fact finder's recommendations under
6 subd. 3. b., or within the time period mutually agreed upon by the parties, each party
7 shall ~~advise~~ give notice to the other party, in writing as to its acceptance or rejection,
8 in whole or in part, of the fact finder's recommendations and, ~~at the same time,~~
9 transmit a copy of ~~such~~ the notice to the commission at its Madison office.

10 **SECTION 138.** 111.70 (4) (c) 4. of the statutes is repealed.

11 **SECTION 139.** 111.70 (4) (cm) (title), 1., 2., 3. and 4. of the statutes are amended
12 to read:

13 111.70 (4) (cm) (title) *Methods for peaceful settlement of disputes; other*
14 *personnel general municipal employees.* 1. 'Notice of commencement of contract
15 negotiations.' For the purpose of advising the commission of the commencement of
16 contract negotiations involving a collective bargaining unit containing general
17 municipal employees, whenever either party requests the other to reopen
18 negotiations under a binding collective bargaining agreement, or the parties
19 otherwise commence negotiations if no such agreement exists, the party requesting
20 negotiations shall immediately notify the commission in writing. Upon failure of the
21 requesting party to provide such notice, the other party may so notify the
22 commission. The notice shall specify the expiration date of the existing collective
23 bargaining agreement, if any, and shall set forth any additional information the
24 commission may require on a form provided by the commission.

1 2. 'Presentation of initial proposals; open meetings.' The meetings between
2 parties to a collective bargaining agreement or proposed collective bargaining
3 agreement under this subchapter ~~which~~ that involve a collective bargaining unit
4 containing a general municipal employee and that are held for the purpose of
5 presenting initial bargaining proposals, along with supporting rationale, shall be
6 open to the public. Each party shall submit its initial bargaining proposals to the
7 other party in writing. Failure to comply with this subdivision is not cause to
8 invalidate a collective bargaining agreement under this subchapter.

9 3. 'Mediation.' The commission or its designee shall function as mediator in
10 labor disputes involving general municipal employees upon request of one or both of
11 the parties, or upon initiation of the commission. The function of the mediator shall
12 be to encourage voluntary settlement by the parties. No mediator has the power of
13 compulsion.

14 4. 'Grievance arbitration.' Parties to a dispute pertaining to the meaning or
15 application of the terms of a written collective bargaining agreement involving a
16 collective bargaining unit containing a general municipal employee may agree in
17 writing to have the commission or any other appropriate agency serve as arbitrator
18 or may designate any other competent, impartial and disinterested person to so
19 serve.

20 **SECTION 140.** 111.70 (4) (cm) 5., 6., 7., 7g., 7r. and 8. of the statutes are repealed.

21 **SECTION 141.** 111.70 (4) (cm) 8m. of the statutes is amended to read:

22 111.70 (4) (cm) 8m. 'Term of agreement; reopening of negotiations.' Except for
23 the initial collective bargaining agreement between the parties and except as the
24 parties otherwise agree, every collective bargaining agreement covering general
25 municipal employees ~~subject to this paragraph~~ shall be for a term of 2 years, but in

SECTION 141

1 ~~no case may a collective bargaining agreement for any collective bargaining unit~~
2 ~~consisting of municipal employees subject to this paragraph other than school~~
3 ~~district employees be for a term exceeding 3 years nor may a collective bargaining~~
4 ~~agreement for any collective bargaining unit consisting of school district employees~~
5 ~~subject to this paragraph be for a term exceeding 4 years one year and may not be~~
6 ~~extended. No arbitration award may contain a provision for reopening of~~
7 ~~negotiations during the term of a collective bargaining agreement, covering general~~
8 ~~municipal employees may be reopened for negotiations unless both parties agree to~~
9 ~~such a provision reopen the collective bargaining agreement. The requirement for~~
10 agreement by both parties does not apply to a provision for reopening of negotiations
11 with respect to any portion of an agreement that is declared invalid by a court or
12 administrative agency or rendered invalid by the enactment of a law or promulgation
13 of a federal regulation.

14 **SECTION 142.** 111.70 (4) (cm) 9. of the statutes is repealed.

15 **SECTION 143.** 111.70 (4) (d) 2. a. of the statutes is amended to read:

16 111.70 (4) (d) 2. a. The commission shall determine the appropriate collective
17 bargaining unit for the purpose of collective bargaining and shall whenever possible,
18 ~~unless otherwise required under this subchapter,~~ avoid fragmentation by
19 maintaining as few collective bargaining units as practicable in keeping with the size
20 of the total municipal workforce. ~~In making such a determination, the The~~
21 commission may decide whether, in a particular case, the municipal employees in the
22 same or several departments, divisions, institutions, crafts, professions, or other
23 occupational groupings constitute a collective bargaining unit. Before making its
24 determination, the commission may provide an opportunity for the municipal
25 employees concerned to determine, by secret ballot, whether they desire to be

1 established as a separate collective bargaining unit. The commission ~~shall~~ may not
2 decide, however, that any group of municipal employees constitutes an appropriate
3 collective bargaining unit if the group includes both professional employees and
4 nonprofessional employees, unless a majority of the professional employees vote for
5 inclusion in the unit. The commission may not decide that any group of municipal
6 employees constitutes an appropriate collective bargaining unit if the group includes
7 both school district employees and general municipal employees who are not school
8 district employees. The commission may not decide that any group of municipal
9 employees constitutes an appropriate collective bargaining unit if the group includes
10 both public safety employees and general municipal employees. The commission
11 ~~shall~~ may not decide that any group of municipal employees constitutes an
12 appropriate collective bargaining unit if the group includes both craft employees and
13 noncraft employees unless a majority of the craft employees vote for inclusion in the
14 unit. The commission shall place the professional employees who are assigned to
15 perform any services at a charter school, as defined in s. 115.001 (1), in a separate
16 collective bargaining unit from a unit that includes any other professional employees
17 whenever at least 30% of those professional employees request an election to be held
18 to determine that issue and a majority of the professional employees at the charter
19 school who cast votes in the election decide to be represented in a separate collective
20 bargaining unit. Upon the expiration of any collective bargaining agreement in
21 force, the commission shall combine into a single collective bargaining unit 2 or more
22 collective bargaining units consisting of school district employees if a majority of the
23 employees voting in each collective bargaining unit vote to combine. ~~Any vote taken~~
24 ~~under this subsection shall be by secret ballot.~~

25 **SECTION 144.** 111.70 (4) (d) 3. of the statutes is amended to read:

SECTION 144

1 111.70 (4) (d) 3. a. Whenever, in a particular case, a question arises concerning
2 representation or appropriate unit, calling for a vote, the commission shall certify the
3 results in writing to the municipal employer and the labor organization involved and
4 to any other interested parties.

5 c. Any ballot used in a representation proceeding under this subdivision shall
6 include the names of all persons having an interest in representing or the results.
7 The ballot should be so designed as to permit a vote against representation by any
8 candidate named on the ballot. The findings of the commission, on which a
9 certification is based, shall be conclusive unless reviewed as provided by s. 111.07 (8).

10 **SECTION 145.** 111.70 (4) (d) 3. b. of the statutes is created to read:

11 111.70 (4) (d) 3. b. Annually, the commission shall conduct an election to certify
12 the representative of the collective bargaining unit that contains a general municipal
13 employee. The election shall occur no later than December 1 for a collective
14 bargaining unit containing school district employees and no later than May 1 for a
15 collective bargaining unit containing general municipal employees who are not
16 school district employees. The commission shall certify any representative that
17 receives at least 51 percent of the votes of all of the general municipal employees in
18 the collective bargaining unit. If no representative receives at least 51 percent of the
19 votes of all of the general municipal employees in the collective bargaining unit, the
20 commission shall decertify the current representative and terminate the ^{collective bargaining} ~~contract~~ ^{agreement}
21 and the general municipal employees shall be nonrepresented. Notwithstanding
22 sub. (2), if a ^{collective bargaining agreement} ~~contract~~ is terminated under this subd. 3. b., the affected general
23 municipal employees may not be included in a substantially similar collective
24 bargaining unit for 12 months from the date the ~~contract~~ is terminated. The
25 commission shall assess and collect a certification fee for each election conducted

1 under this subd. 3. b. Fees collected under this subd. 3. b. shall be credited to the
2 appropriation account under s. 20.425 (1) (i).

3 **SECTION 146.** 111.70 (4) (L) of the statutes is amended to read:

4 111.70 (4) (L) *Strikes prohibited.* ~~Except as authorized under par. (cm) 5. and~~
5 ~~6. c., nothing~~ Nothing contained in this subchapter constitutes a grant of the right
6 to strike by any municipal employee or labor organization, and such strikes are
7 hereby expressly prohibited. ~~Paragraph (cm) does not authorize any strike after an~~
8 ~~injunction has been issued against such strike under sub. (7m).~~

9 **SECTION 147.** 111.70 (4) (m) of the statutes is repealed.

10 **SECTION 148.** 111.70 (4) (mb) of the statutes is created to read:

11 111.70 (4) (mb) *Prohibited subjects of bargaining; general municipal employees.*

12 The municipal employer is prohibited from bargaining collectively with a collective
13 bargaining unit containing a general municipal employee with respect to any of the
14 following:

15 1. Any factor or condition of employment except wages, which is limited for
16 general municipal employees to include only base wages and to exclude overtime or
17 supplemental compensation, pay schedules, and automatic pay progressions.

18 2. Except as provided in s. 66.0506 or 118.245, whichever is applicable, any
19 proposal that does any of the following:

20 a. If the consumer price index change is positive, provides for a wage
21 expenditure per employee in the ~~contract~~ ^{proposed collective bargaining agreement} that, after adjustment for pay schedules,
22 exceeds the wage expenditure per employee in the previous ~~contract~~ ^{collective bargaining agreement} by a greater
23 percentage than the consumer price index change.

24 b. If the consumer price index change is negative, provides for a wage
25 expenditure per employee in the ~~contract~~ ^{collective bargaining agreement} that, after adjustment for pay schedules,

SECTION 148

collective bargaining agreement

1 exceeds the wages expenditure in the previous ~~contract~~ decreased by a percentage
2 of that expenditure that is equal to the negative consumer price index change.

3 **SECTION 149.** 111.70 (4) (mc) (intro.) of the statutes is amended to read:

4 111.70 (4) (mc) *Prohibited subjects of bargaining; public safety employees.*

5 (intro.) The municipal employer is prohibited from bargaining collectively with a
6 collective bargaining unit containing a public safety employee with respect to any of
7 the following:

8 **SECTION 150.** 111.70 (4) (mc) 4. of the statutes is repealed.

9 **SECTION 151.** 111.70 (4) (n) and (o) of the statutes are repealed.

10 **SECTION 152.** 111.70 (6) (title) of the statutes is renumbered 111.70 (1b) (title).

11 **SECTION 153.** 111.70 (6) of the statutes is renumbered 111.70 (1b) (a).

12 **SECTION 154.** 111.70 (7) of the statutes is repealed.

13 **SECTION 155.** 111.70 (7m) (b) of the statutes is repealed.

14 **SECTION 156.** 111.70 (7m) (c) 1. a. of the statutes is amended to read:

15 111.70 (7m) (c) 1. a. Any labor organization which violates sub. (4) (L) ~~shall be~~
16 ~~penalized by the suspension of~~ may not collect any dues check-off under a collective
17 bargaining agreement and or under a fair-share agreement between the from any
18 municipal employer and such labor organization employee covered by either
19 agreement for a period of one year. At the end of the period of suspension, any such
20 agreement shall be reinstated unless the labor organization is no longer authorized
21 to represent the municipal employees covered by ~~such dues check-off~~ the collective
22 bargaining agreement or fair-share agreement or the agreement is no longer in
23 effect.

24 **SECTION 157.** 111.70 (7m) (c) 3. of the statutes is repealed.

25 **SECTION 158.** 111.70 (7m) (e) and (f) of the statutes are repealed.

1 **SECTION 159.** 111.70 (8) (a) of the statutes is amended to read:

2 111.70 (8) (a) This section, except ~~subs. (1) (nm), sub. (4) (cm) and (7m)~~, applies
3 to law enforcement supervisors employed by a 1st class city. This section, except
4 ~~subs. (1) (nm), sub. (4) (cm) and (jm) and (7m)~~, applies to law enforcement supervisors
5 employed by a county having a population of 500,000 or more. For purposes of such
6 application, the ~~term~~ terms "municipal employee" ~~includes and~~ "public safety
7 employee" ~~include~~ such a supervisor.

8 **SECTION 160.** 111.71 (2) of the statutes is amended to read:

9 111.71 (2) The commission shall assess and collect a filing fee for filing a
10 complaint alleging that a prohibited practice has been committed under s. 111.70 (3).
11 The commission shall assess and collect a filing fee for filing a request that the
12 commission act as an arbitrator to resolve a dispute involving the interpretation or
13 application of a collective bargaining agreement under s. 111.70 (4) (c) 2. or (cm) 4.
14 The commission shall assess and collect a filing fee for filing a request that the
15 commission initiate fact-finding under s. 111.70 (4) (c) 3. The commission shall
16 assess and collect a filing fee for filing a request that the commission act as a
17 mediator under s. 111.70 (4) (c) 1. or (cm) 3. The commission shall assess and collect
18 a filing fee for filing a request that the commission initiate compulsory, final and
19 binding arbitration under s. 111.70 (4) ~~(cm) 6. or (jm)~~ or 111.77 (3). For the
20 performance of commission actions under ss. 111.70 (4) (c) 1., 2. and 3., (cm) 3., and
21 4. and 6.² and (jm) and 111.77 (3), the commission shall require that the parties to the
22 dispute equally share in the payment of the fee and, for the performance of
23 commission actions involving a complaint alleging that a prohibited practice has
24 been committed under s. 111.70 (3), the commission shall require that the party filing
25 the complaint pay the entire fee. If any party has paid a filing fee requesting the

SECTION 160

1 commission to act as a mediator for a labor dispute and the parties do not enter into
2 a voluntary settlement of the dispute, the commission may not subsequently assess
3 or collect a filing fee to initiate fact-finding or arbitration to resolve the same labor
4 dispute. If any request for the performance of commission actions concerns issues
5 arising as a result of more than one unrelated event or occurrence, each such
6 separate event or occurrence shall be treated as a separate request. The commission
7 shall promulgate rules establishing a schedule of filing fees to be paid under this
8 subsection. Fees required to be paid under this subsection shall be paid at the time
9 of filing the complaint or the request for fact-finding, mediation or arbitration. A
10 complaint or request for fact-finding, mediation or arbitration is not filed until the
11 date such fee or fees are paid, except that the failure of the respondent party to pay
12 the filing fee for having the commission initiate compulsory, final and binding
13 arbitration under s. 111.70 (4) ~~(em) 6. or (jm)~~ or 111.77 (3) ~~shall~~ may not prohibit the
14 commission from initiating such arbitration. The commission may initiate collection
15 proceedings against the respondent party for the payment of the filing fee. Fees
16 collected under this subsection shall be credited to the appropriation account under
17 s. 20.425 (1) (i).

18 **SECTION 161.** 111.71 (4) of the statutes is repealed.

19 **SECTION 162.** 111.71 (5) of the statutes is repealed.

20 **SECTION 163.** 111.77 (intro.) of the statutes is amended to read:

21 **111.77 Settlement of disputes in collective bargaining units composed**
22 **of law enforcement personnel and fire fighters.** (intro.) In fire departments
23 and city and county law enforcement agencies municipal Municipal employers and
24 employees public safety employees, as provided in sub. (8), have the duty to bargain

1 collectively in good faith including the duty to refrain from strikes or lockouts and
2 to comply with the ~~procedures set forth below~~ following:

3 **SECTION 164.** 111.77 (8) (a) of the statutes is amended to read:

4 111.77 (8) (a) This section applies to ~~law enforcement~~ public safety employees
5 who are supervisors employed by a county having a population of 500,000 or more.
6 For purposes of such application, the term “municipal employee” includes such a
7 supervisor.

8 **SECTION 165.** 111.81 (1) of the statutes is amended to read:

9 111.81 (1) “Collective bargaining” means the performance of the mutual
10 obligation of the state as an employer, by its officers and agents, and the
11 representatives of its employees, to meet and confer at reasonable times, in good
12 faith, with respect to the subjects of bargaining provided in s. 111.91 (1), with respect
13 to public safety employees, and to the subjects of bargaining provided in s. 111.91 (3),
14 with respect to general employees, with the intention of reaching an agreement, or
15 to resolve questions arising under such an agreement. The duty to bargain, however,
16 does not compel either party to agree to a proposal or require the making of a
17 concession. Collective bargaining includes the reduction of any agreement reached
18 to a written and signed document.

19 **SECTION 166.** 111.81 (3h) of the statutes is repealed.

20 **SECTION 167.** 111.81 (3n) of the statutes is created to read:

21 111.81 (3n) “Consumer price index change” means the average annual
22 percentage change in the consumer price index for all urban consumers, U.S. city
23 average, as determined by the federal department of labor, for the 12 months
24 immediately preceding the current date.

25 **SECTION 168.** 111.81 (7) (g) of the statutes is repealed.

SECTION 169

1 **SECTION 169.** 111.81 (7) (gm), (h) and (i) of the statutes are created to read:

2 111.81 (7) (gm) Research assistants of the University of Wisconsin-Madison
3 and University of Wisconsin-Extension.

4 (h) Research assistants of the University of Wisconsin-Milwaukee.

5 (i) Research assistants of the Universities of Wisconsin-Eau Claire, Green Bay,
6 La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout,
7 Superior, and Whitewater.

8 **SECTION 170.** 111.81 (9g) of the statutes is created to read:

9 111.81 (9g) "General employee" means an employee who is not a public safety
10 employee.

11 **SECTION 171.** 111.81 (9k) of the statutes is repealed.

12 **SECTION 172.** 111.81 (12m) of the statutes is renumbered 111.81 (12m) (intro.)
13 and amended to read:

14 111.81 (12m) (intro.) "Maintenance of membership agreement" means an
15 agreement between the employer and a labor organization representing employees
16 or supervisors specified in s. 111.825 (5) which requires ~~that all~~ one of the employees
17 ~~or supervisors~~ following:

18 (a) The public safety employees whose dues are being deducted from earnings
19 under s. 20.921 (1) or 111.84 (1) (f) at the time the agreement takes effect shall
20 continue to have dues deducted for the duration of the agreement, and ~~that~~ dues shall
21 be deducted from the earnings of all public safety employees who are hired on or after
22 the effective date of the agreement.

23 (b) The general employees or supervisors who are required to pay dues at the
24 time the agreement takes effect shall continue to be required to pay dues for the
25 duration of the agreement, and all general employees or supervisors who are hired

continued

1 on or after the effective date of the agreement shall be required to pay dues for the
2 duration of the agreement.

3 SECTION 173. 111.81 (15r) of the statutes is created to read:

4 111.81 (15r) "Public safety employee" means any individual under s. 40.02 (48)

5 (am) 8. or 110.07 (2).

6 SECTION 174. 111.815 (1) of the statutes is amended to read:

7. of 7
8 111.815 (1) In the furtherance of this subchapter, the state shall be considered
9 as a single employer and employment relations policies and practices throughout the
10 state service shall be as consistent as practicable. The office shall negotiate and
11 administer collective bargaining agreements ~~except that the department of health~~
12 ~~services, subject to the approval of the federal centers for medicare and medicaid~~
13 ~~services to use collective bargaining as the method of setting rates for~~
14 ~~reimbursement of home care providers, shall negotiate and administer collective~~
15 ~~bargaining agreements entered into with the collective bargaining unit specified in~~
16 ~~s. 111.825 (2g). To coordinate the employer position in the negotiation of agreements,~~
17 ~~the office, or the department of health services with regard to collective bargaining~~
18 ~~agreements entered into with the collective bargaining unit specified in s. 111.825~~
19 ~~(2g), shall maintain close liaison with the legislature relative to the negotiation of~~
20 to the collective bargaining ^{unit} ~~units~~ specified in s. 111.825 (1m), (2) (f), and (2g), the
21 office is responsible for the employer functions of the executive branch under this
22 subchapter, and shall coordinate its collective bargaining activities with operating
23 state agencies on matters of agency concern. The legislative branch shall act upon
24 those portions of tentative agreements negotiated by the office that require
25 legislative action. ~~With respect to the collective bargaining units specified in s.~~

SECTION 174

1 ~~111.825 (1m), the University of Wisconsin Hospitals and Clinics Board is responsible~~
2 ~~for the employer functions under this subchapter.~~ With respect to the collective
3 bargaining unit specified in s. 111.825 (2) (f), the governing board of the charter
4 school established by contract under s. 118.40 (2r) (cm) is responsible for the
5 employer functions under this subchapter. ~~With respect to the collective bargaining~~
6 ~~unit specified in s. 111.825 (2g), the department of health services is responsible for~~
7 ~~the employer functions of the executive branch under this subchapter.~~

8 **SECTION 175.** 111.815 (2) of the statutes is amended to read:

9 111.815 (2) In the furtherance of the policy under s. 111.80 (4), the director of
10 the office shall, together with the appointing authorities or their representatives,
11 represent the state in its responsibility as an employer under this subchapter except
12 with respect to negotiations in the collective bargaining ^{↓ unit} units specified in s. 111.825
13 (1m), (2) (f), ~~and (2g)~~. The director of the office shall establish and maintain,
14 wherever practicable, consistent employment relations policies and practices
15 throughout the state service.

16 **SECTION 176.** 111.82 of the statutes is amended to read:

17 **111.82 Rights of employees.** Employees shall have the right of
18 self-organization and the right to form, join, or assist labor organizations, to bargain
19 collectively through representatives of their own choosing under this subchapter,
20 and to engage in lawful, concerted activities for the purpose of collective bargaining
21 or other mutual aid or protection. Employees shall also have the right to refrain from
22 any or all of such activities. A general employee has the right to refrain from paying
23 dues while remaining a member of a collective bargaining unit except that general
24 employees may be required to pay dues if they are subject to a fair-share agreement.

25 **SECTION 177.** 111.825 (1) (intro.) of the statutes is amended to read:

1 111.825 (1) (intro.) It is the legislative intent that in order to foster meaningful
2 collective bargaining, units must be structured in such a way as to avoid excessive
3 fragmentation whenever possible. In accordance with this policy, collective
4 bargaining units for employees in the classified service of the state, ~~except employees~~
5 ~~in the collective bargaining units specified in sub. (1m)~~, are structured on a statewide
6 basis with one collective bargaining unit for each of the following occupational
7 groups:

8 **SECTION 178.** 111.825 (1) (g) of the statutes is created to read:

9 111.825 (1) (g) Public safety employees.

10 **SECTION 179.** 111.825 (1m) of the statutes is repealed.

11 **SECTION 180.** 111.825 (2g) of the statutes is repealed.

12 **SECTION 181.** 111.825 (3) of the statutes is amended to read:

13 111.825 (3) The commission shall assign employees to the appropriate
14 collective bargaining units set forth in subs. (1), ~~(1m)~~, and (2), ~~and (2g)~~.

15 **SECTION 182.** 111.825 (4) of the statutes is amended to read:

16 111.825 (4) Any labor organization may petition for recognition as the exclusive
17 representative of a collective bargaining unit specified in sub. (1), ~~(1m)~~, or (2), ~~or (2g)~~
18 in accordance with the election procedures set forth in s. 111.83, provided the petition
19 is accompanied by a 30% showing of interest in the form of signed authorization
20 cards. Each additional labor organization seeking to appear on the ballot shall file
21 petitions within 60 days of the date of filing of the original petition and prove,
22 through signed authorization cards, that at least 10% of the employees in the
23 collective bargaining unit want it to be their representative.

24 **SECTION 183.** 111.825 (4m) of the statutes is repealed.

25 **SECTION 184.** 111.825 (5) of the statutes is amended to read:

SECTION 184

1 111.825 (5) Although supervisors are not considered employees for purposes
2 of this subchapter, the commission may consider a petition for a statewide collective
3 bargaining unit of professional supervisors or a statewide unit of nonprofessional
4 supervisors in the classified service, but the representative of supervisors may not
5 be affiliated with any labor organization representing employees. For purposes of
6 this subsection, affiliation does not include membership in a national, state, county
7 or municipal federation of national or international labor organizations. The
8 certified representative of supervisors who are not public safety employees may not
9 bargain collectively with respect to any matter other than wages and fringe benefits
10 as provided in s. 111.91 (3), and the certified representative of supervisors who are
11 public safety employees may not bargain collectively with respect to any matter other
12 than wages and fringe benefits as provided in s. 111.91 (1).

13 **SECTION 185.** 111.825 (6) of the statutes is renumbered 111.825 (6) (a).

14 **SECTION 186.** 111.825 (6) (b) of the statutes is created to read:

15 111.825 (6) (b) The commission may assign only a public safety employee to the
16 collective bargaining unit under sub. (1) (g).

17 **SECTION 187.** 111.83 (1) of the statutes is amended to read:

18 111.83 (1) Except as provided in subs. sub. (5) and (5m), a representative
19 chosen for the purposes of collective bargaining by a majority of the employees voting
20 in a collective bargaining unit shall be the exclusive representative of all of the
21 employees in such unit for the purposes of collective bargaining. Any individual
22 employee, or any minority group of employees in any collective bargaining unit, may
23 present grievances to the employer in person, or through representatives of their own
24 choosing, and the employer shall confer with said employee or group of employees in
25 relation thereto if the majority representative has been afforded the opportunity to

1 be present at the conference. Any adjustment resulting from such a conference may
2 not be inconsistent with the conditions of employment established by the majority
3 representative and the employer.

4 **SECTION 188.** 111.83 (3) of the statutes is renumbered 111.83 (3) (a).

5 **SECTION 189.** 111.83 (3) (b) of the statutes is created to read:

6 111.83 (3) (b) Annually, no later than December 1, the commission shall
7 conduct an election to certify the representative of a collective bargaining unit that
8 contains a general employee. There shall be included on the ballot the names of all
9 labor organizations having an interest in representing the general employees
10 participating in the election. The commission may exclude from the ballot one who,
11 at the time of the election, stands deprived of his or her rights under this subchapter
12 by reason of a prior adjudication of his or her having engaged in an unfair labor
13 practice. The commission shall certify any representative that receives at least 51
14 percent of the votes of all of the general employees in the collective bargaining unit.

15 If no representative receives at least 51 percent of the votes of all of the general
16 employees in the collective bargaining unit, the commission shall decertify the
17 current representative and terminate the ~~contract~~ ^{collective bargaining agreement} and the general employees shall
18 be nonrepresented. Notwithstanding s. 111.82, if a ~~contract~~ is terminated under this
19 paragraph, the affected general employees may not be included in a substantially
20 similar collective bargaining unit for 12 months from the date the ~~contract~~ is
21 terminated. The commission's certification of the results of any election is conclusive
22 unless reviewed as provided by s. 111.07 (8). The commission shall assess and collect
23 a certification fee for each election conducted under this paragraph. Fees collected
24 under this paragraph shall be credited to the appropriation account under s. 20.425
25 (1) (i).

1 **SECTION 190.** 111.83 (4) of the statutes is amended to read:

2 111.83 (4) Whenever an election has been conducted under sub. (3) (a) in which
3 the name of more than one proposed representative appears on the ballot and results
4 in no conclusion, the commission may, if requested by any party to the proceeding
5 within 30 days from the date of the certification of the results of the election, conduct
6 a runoff election. In that runoff election, the commission shall drop from the ballot
7 the name of the representative who received the least number of votes at the original
8 election. The commission shall drop from the ballot the privilege of voting against
9 any representative if the least number of votes cast at the first election was against
10 representation by any named representative.

11 **SECTION 191.** 111.83 (5m) of the statutes is repealed.

12 **SECTION 192.** 111.83 (7) of the statutes is repealed.

13 **SECTION 193.** 111.84 (1) (b) of the statutes is amended to read:

14 111.84 (1) (b) Except as otherwise provided in this paragraph, to initiate,
15 create, dominate or interfere with the formation or administration of any labor or
16 employee organization or contribute financial support to it. Except as provided in
17 ss. 40.02 (22) (e) and 40.23 (1) (f) 4., no change in any law affecting the Wisconsin
18 retirement system under ch. 40 and no action by the employer that is authorized by
19 such a law constitutes a violation of this paragraph unless an applicable collective
20 bargaining agreement covering a collective bargaining unit under s. 111.825 (1) (g)
21 specifically prohibits the change or action. No such change or action affects the
22 continuing duty to bargain collectively with a collective bargaining unit under s.
23 111.825 (1) (g) regarding the Wisconsin retirement system under ch. 40 to the extent
24 required by s. 111.91 (1). It is not an unfair labor practice for the employer to
25 reimburse an employee at his or her prevailing wage rate for the time spent during

1 the employee's regularly scheduled hours conferring with the employer's officers or
2 agents and for attendance at commission or court hearings necessary for the
3 administration of this subchapter. Professional supervisory or craft personnel may
4 maintain membership in professional or craft organizations; however, as members
5 of such organizations they shall be prohibited from those activities related to
6 collective bargaining in which the organizations may engage.

7 **SECTION 194.** 111.84 (1) (d) of the statutes is amended to read:

8 111.84 (1) (d) To refuse to bargain collectively on matters set forth in s. 111.91
9 (1) or (3), whichever is appropriate, with a representative of a majority of its
10 employees in an appropriate collective bargaining unit. Where the employer has a
11 good faith doubt as to whether a labor organization claiming the support of a majority
12 of its employees in appropriate collective bargaining unit does in fact have that
13 support, it may file with the commission a petition requesting an election as to that
14 claim. It is not deemed to have refused to bargain until an election has been held and
15 the results thereof certified to it by the commission. A violation of this paragraph
16 includes, but is not limited to, the refusal to execute a collective bargaining
17 agreement previously orally agreed upon.

18 **SECTION 195.** 111.84 (1) (f) of the statutes is renumbered 111.84 (1) (f) 1. and
19 amended to read:

20 111.84 (1) (f) 1. To deduct labor organization dues from ~~an employee's~~ the
21 earnings of a general employee.

22 2. To deduct labor organization dues from the earnings of a public safety
23 employee, unless the employer has been presented with an individual order therefor,
24 signed by the public safety employee personally, and terminable by at least the end
25 of any year of its life or earlier by the public safety employee giving at least 30 but

SECTION 195

1 not more than 120 days' written notice of such termination to the employer and to
2 the representative labor organization, except if there is a fair-share or maintenance
3 of membership agreement in effect. The employer shall give notice to the labor
4 organization of receipt of such notice of termination.

5 **SECTION 196.** 111.84 (2) (c) of the statutes is amended to read:

6 111.84 (2) (c) To refuse to bargain collectively on matters set forth in s. 111.91
7 (1) or (3), whichever is appropriate, with the duly authorized officer or agent of the
8 employer which is the recognized or certified exclusive collective bargaining
9 representative of employees specified in s. 111.81 (7) (a) in an appropriate collective
10 bargaining unit or with the certified exclusive collective bargaining representative
11 of employees specified in s. 111.81 (7) (b) to ~~(g)~~ (f) in an appropriate collective
12 bargaining unit. Such refusal to bargain shall include, but not be limited to, the
13 refusal to execute a collective bargaining agreement previously orally agreed upon.

14 **SECTION 197.** 111.84 (3) of the statutes is amended to read:

15 111.84 (3) It is an unfair labor practice for any person to do or cause to be done
16 on behalf of or in the interest of employers or employees, or in connection with or to
17 influence the outcome of any controversy as to employment relations, any act
18 prohibited by ~~subs. sub.~~ sub. (1) ~~and or~~ (2).

19 **SECTION 198.** 111.85 (1) (c) of the statutes is renumbered 111.85 (1) (c) 1. and
20 amended to read:

21 111.85 (1) (c) 1. If general employees authorize a fair-share or maintenance of
22 membership agreement ~~is authorized~~ in a referendum, the employer shall enter into
23 such an agreement with the labor organization named on the ballot in the
24 referendum. Unless the parties agree to an earlier date, the agreement shall take

1 effect 60 days after certification by the commission that the referendum vote
2 authorized the agreement.

3 2. If public safety employees authorize a fair-share or maintenance of
4 membership agreement in a referendum, the employer shall enter into the
5 agreement with the labor organization named on the ballot in the referendum. Each
6 fair-share or maintenance of membership agreement covering public safety
7 employees shall contain a provision requiring the employer to deduct the amount of
8 dues as certified by the labor organization from the earnings of the ~~employees or~~
9 ~~supervisors~~ public safety employees affected by the agreement and to pay the
10 amount so deducted to the labor organization. Unless the parties agree to an earlier
11 date, the agreement shall take effect 60 days after certification by the commission
12 that the referendum vote authorized the agreement. The employer shall be held
13 harmless against any claims, demands, suits and other forms of liability made by
14 ~~employees or supervisors~~ public safety employees or local labor organizations which
15 may arise for actions taken by the employer in compliance with this section. All such
16 lawful claims, demands, suits and other forms of liability are the responsibility of the
17 labor organization entering into the agreement.

18 **SECTION 199.** 111.85 (1) (d) of the statutes is amended to read:

19 111.85 (1) (d) Under each fair-share or maintenance of membership
20 agreement, ~~an~~ covering general employees or supervisors, a general employee or
21 supervisor who has religious convictions against dues payments to a labor
22 organization based on teachings or tenets of a church or religious body of which he
23 or she is a member shall, on request to the labor organization, pay his or her dues
24 to a charity mutually agreed upon by the general employee or supervisor and the
25 labor organization. Under each fair-share or maintenance of membership

SECTION 199

1 agreement covering public safety employees, a public safety employee who has
2 religious convictions against dues payments to a labor organization based on
3 teachings or tenets of a church or religious body of which he or she is a member shall,
4 on request to the labor organization, have his or her dues paid to a charity mutually
5 agreed upon by the ~~employee or supervisor~~ public safety employee and the labor
6 organization. Any dispute concerning this paragraph may be submitted to the
7 commission for adjudication.

8 **SECTION 200.** 111.85 (5) of the statutes is repealed.

9 **SECTION 201.** 111.90 (2) of the statutes is amended to read:

10 111.90 (2) ~~Subject to s. 111.91 (1) (am), manage~~ Manage the employees of a state
11 agency; hire, promote, transfer, assign or retain employees in positions within the
12 agency; and in that regard establish reasonable work rules.

13 **SECTION 202.** 111.905 of the statutes is repealed.

14 **SECTION 203.** 111.91 (1) (a) of the statutes is amended to read:

15 111.91 (1) (a) Except as provided in pars. (b) to (e), with regard to a collective
16 bargaining unit under s. 111.825 (1) (g), ^{plan comma} matters subject to collective bargaining to
17 the point of impasse are wage rates, consistent with sub. (2), the assignment and
18 reassignment of classifications to pay ranges, determination of an incumbent's pay
19 status resulting from position reallocation or reclassification, and pay adjustments
20 upon temporary assignment of classified public safety employees to duties of a higher
21 classification or downward reallocations of a classified public safety employee's
22 position; fringe benefits consistent with sub. (2); hours and conditions of
23 employment.

24 **SECTION 204.** 111.91 (1) (am) of the statutes is repealed.

25 **SECTION 205.** 111.91 (1) (b) of the statutes is amended to read:

1 111.91 (1) (b) The employer ~~shall not be~~ is not required to bargain with a
2 collective bargaining unit under s. 111.825 (1) (g) on management rights under s.
3 111.90, except that procedures for the adjustment or settlement of grievances or
4 disputes arising out of any type of disciplinary action referred to in s. 111.90 (3) shall
5 be a subject of bargaining.

6 **SECTION 206.** 111.91 (1) (c) of the statutes is amended to read:

7 111.91 (1) (c) The employer is prohibited from bargaining with a collective
8 bargaining unit under s. 111.825 (1) (g) on matters contained in sub. (2).

9 **SECTION 207.** 111.91 (1) (cg) of the statutes is repealed.

10 **SECTION 208.** 111.91 (1) (cm) of the statutes is amended to read:

11 111.91 (1) (cm) Except as provided in sub. (2) (g) and (h) and ss. 40.02 (22) (e)
12 and 40.23 (1) (f) 4., all laws governing the Wisconsin retirement system under ch. 40
13 and all actions of the employer that are authorized under any such law which apply
14 to nonrepresented individuals employed by the state shall apply to similarly situated
15 public safety employees, unless otherwise specifically provided in a collective
16 bargaining agreement that applies to ~~those~~ the public safety employees.

17 **SECTION 209.** 111.91 (1) (d) of the statutes is amended to read:

18 111.91 (1) (d) ~~Demands~~ In the case of a collective bargaining unit under s.
19 111.825 (1) (g), demands relating to retirement and group insurance shall be
20 submitted to the employer at least one year prior to commencement of negotiations.

21 **SECTION 210.** 111.91 (1) (e) of the statutes is repealed.

22 **SECTION 211.** 111.91 (2) (intro.) of the statutes is amended to read:

23 111.91 (2) (intro.) The employer is prohibited from bargaining ~~on~~ with a
24 collective bargaining unit under s. 111.825 (1) (g) with respect to all of the following:

25 **SECTION 212.** 111.91 (2) (gu) of the statutes is amended to read:

1 111.91 (2) (gu) The right of ~~an~~ a public safety employee, who is an employee,
2 as defined in s. 103.88 (1) (d), and who is a fire fighter, emergency medical technician,
3 first responder, or ambulance driver for a volunteer fire department or fire company,
4 a public agency, as defined in s. 256.15 (1) (n), or a nonprofit corporation, as defined
5 in s. 256.01 (12), to respond to an emergency as provided under s. 103.88 (2).

6 **SECTION 213.** 111.91 (2c) of the statutes is repealed.

7 **SECTION 214.** 111.91 (3) of the statutes is created to read:

8 111.91 (3) The employer is prohibited from bargaining with a collective
9 bargaining unit containing a general employee with respect to any of the following:

10 (a) Any factor or condition of employment except wages, which is limited for
11 general employees to include only base wages and to exclude overtime or
12 supplemental compensation, pay schedules, and automatic pay progressions.

13 (b) Unless the electors in a statewide referendum approve a wage increase that
14 exceeds the wage expenditure described in this paragraph, any proposal that does
15 any of the following:

16 1. If the consumer price index change is positive, provides for a wage
17 expenditure per employee in the ~~contract~~ that, after adjustment for pay schedules,
18 exceeds the wage expenditure per employee in the previous ~~contract~~ by a greater
19 percentage than the consumer price index change. *proposed collective bargaining agreement*

20 2. If the consumer price index change is negative, provides for a wage
21 expenditure per employee in the ~~contract~~ that, after adjustment for pay schedules,
22 exceeds the wages expenditure in the previous ~~contract~~ decreased by a percentage
23 of that expenditure that is equal to the negative consumer price index change. *collective bargaining agreement*

24 **SECTION 215.** 111.91 (3q) of the statutes is created to read:

1 111.91 (3q) For purposes of determining compliance with sub. (3), the
2 commission shall provide, upon request, to the employer or to any representative of
3 a collective bargaining unit containing a general employee, the consumer price index
4 change during any 12-month period. The commission may get the information from
5 the department of revenue.

6 **SECTION 216.** 111.92 (1) (a) of the statutes is amended to read:

7 111.92 (1) (a) Any tentative agreement reached between the office, ~~or, as~~
8 ~~provided in s. 111.815 (1), the department of health services, acting for the state, and~~
9 any labor organization representing a collective bargaining unit specified in s.
10 111.825 (1), or (2) (a) to (e), ~~or (2g)~~ shall, after official ratification by the labor
11 organization, be submitted by the office ~~or department of health services~~ to the joint
12 committee on employment relations, which shall hold a public hearing before
13 determining its approval or disapproval. If the committee approves the tentative
14 agreement, it shall introduce in a bill or companion bills, to be put on the calendar
15 or referred to the appropriate scheduling committee of each house, that portion of the
16 tentative agreement which requires legislative action for implementation, such as
17 salary and wage adjustments, changes in fringe benefits, and any proposed
18 amendments, deletions or additions to existing law. Such bill or companion bills are
19 not subject to ss. 13.093 (1), 13.50 (6) (a) and (b) and 16.47 (2). The committee may,
20 however, submit suitable portions of the tentative agreement to appropriate
21 legislative committees for advisory recommendations on the proposed terms. The
22 committee shall accompany the introduction of such proposed legislation with a
23 message that informs the legislature of the committee's concurrence with the
24 matters under consideration and which recommends the passage of such legislation
25 without change. If the joint committee on employment relations does not approve

SECTION 216

1 the tentative agreement, it shall be returned to the parties for renegotiation. If the
2 legislature does not adopt without change that portion of the tentative agreement
3 introduced by the joint committee on employment relations, the tentative agreement
4 shall be returned to the parties for renegotiation.

5 **SECTION 217.** 111.92 (1) (b) of the statutes is repealed.

6 **SECTION 218.** 111.92 (2m) of the statutes is repealed.

7 **SECTION 219.** 111.92 (3) of the statutes is renumbered 111.92 (3) (a) and
8 amended to read:

9 111.92 (3) (a) Agreements covering a collective bargaining unit specified under
10 s. 111.825 (1) (g) shall coincide with the fiscal year or biennium.

11 **SECTION 220.** 111.92 (3) (b) of the statutes is created to read:

12 111.92 (3) (b) No agreements covering a collective bargaining unit containing
13 a general employee may be for a period that exceeds one year, and each agreement
14 must coincide with the fiscal year. Agreements ^{covering a collective bargaining unit} may not be extended. ^{containing}
^{a general}

15 **SECTION 221.** 111.92 (6) of the statutes is created to read:

16 111.92 (6) Each collective bargaining agreement covering general employees
17 must contain a provision allowing the contract to be terminated under s. 111.83 (3)
18 (b).

19 **SECTION 222.** 111.93 (2) of the statutes is renumbered 111.93 (2) (a) and
20 amended to read:

21 111.93 (2) (a) All civil service and other applicable statutes concerning wages,
22 fringe benefits, hours and conditions of employment apply to employees specified in
23 ~~s. 111.81 (7) (a) who are not included in collective bargaining units for which a~~
24 ~~representative is recognized or certified and to employees specified in s. 111.81 (7)~~

1 ~~(b) to (f)~~ public safety employees who are not included in a collective bargaining unit
2 for which a representative is recognized or certified.

3 **SECTION 223.** 111.93 (2) (b) of the statutes is created to read:

4 111.93 (2) (b) 1. All civil service and other applicable statutes concerning wages
5 apply to general employees who are not included in a collective bargaining units for
6 which a representative is recognized or certified.

7 2. All civil service and other applicable statutes concerning fringe benefits,
8 hours, and conditions of employment apply to general employees without regard to
9 their inclusion in a collective bargaining unit.

10 **SECTION 224.** 111.93 (3) of the statutes is renumbered 111.93 (3) (intro.) and
11 amended to read:

12 111.93 (3) (intro.) Except as provided in ss. 7.33 (4), 40.05, 40.80 (3), 111.91 (1)
13 (cm), 230.35 (2d) and (3) (e) 6., and 230.88 (2) (b), if all of the following apply:

14 (a) If a collective bargaining agreement exists between the employer and a
15 labor organization representing employees in a collective bargaining unit under s.
16 111.825 (1) (g), the provisions of that agreement shall supersede the provisions of
17 civil service and other applicable statutes, as well as rules and policies of the board
18 of regents of the University of Wisconsin System, related to wages, fringe benefits,
19 hours, and conditions of employment whether or not the matters contained in those
20 statutes, rules, and policies are set forth in the collective bargaining agreement.

21 **SECTION 225.** 111.93 (3) (b) of the statutes is created to read:

22 111.93 (3) (b) If a collective bargaining agreement exists between the employer
23 and a labor organization representing general employees in a collective bargaining
24 unit, the provisions of that agreement shall supersede the provisions of civil service
25 and other applicable statutes, as well as rules and policies of the board of regents of

1 the University of Wisconsin System, related to wages, whether or not the matters
2 contained in those statutes, rules, and policies are set forth in the collective
3 bargaining agreement.

4 **SECTION 226.** Subchapter VI of chapter 111 [precedes 111.95] of the statutes is
5 repealed.

6 **SECTION 227.** 118.22 (4) of the statutes is repealed.

7 **SECTION 228.** 118.223 of the statutes is created to read:

8 **118.223 Collective bargaining.** Except as provided under subch. IV of ch.
9 111, no school board may collectively bargain with its employees.

10 **SECTION 229.** 118.23 (5) of the statutes is repealed.

11 **SECTION 230.** 118.245 of the statutes is created to read:

12 **118.245 Referendum; increase in employee wages.** (1) If a school board
13 wishes to increase the wages of its employees in an amount that exceeds the limit
14 under s. 111.70 (4) (mb) 2., the school board shall adopt a resolution to that effect.
15 The resolution shall specify the amount by which the proposed wage increase will
16 exceed the limit under s. 111.70 (4) (mb) 2. The resolution may not take effect unless
17 it is approved in a referendum called for that purpose. The referendum shall occur
18 in April for collective bargaining agreements that begin in July of that year. The
19 results of a referendum apply to the wages only in the next collective bargaining
20 agreement.

21 (2) The question submitted in the referendum shall be substantially as follows:
22 "Shall the employees in the [school district] receive a percentage wage increase
23 that is [x] percent higher than the percent of the consumer price index increase?"

24 **SECTION 231.** 118.40 (2r) (b) 3. a. of the statutes is amended to read:

1 118.40 **(2r)** (b) 3. a. Delegate to the governing board of the charter school the
2 board of regents' authority to establish and adjust all compensation ~~and fringe~~
3 ~~benefits~~ of instructional staff, subject to the terms of any collective bargaining
4 agreement under subch. V of ch. 111 that covers the instructional staff. In the
5 absence of a collective bargaining agreement, the governing board may establish and
6 adjust all compensation ~~and fringe benefits~~ of the instructional staff only with the
7 approval of the chancellor of the University of Wisconsin-Parkside.

8 **SECTION 232.** 118.42 (3) (a) 4. of the statutes is amended to read:

9 118.42 **(3)** (a) 4. Implement changes in administrative and personnel
10 structures ~~that are consistent with applicable collective bargaining agreements.~~

11 **SECTION 233.** 118.42 (5) of the statutes is amended to read:

12 118.42 **(5)** Nothing in this section alters or otherwise affects the rights or
13 remedies afforded school districts and school district employees under federal or
14 state law ~~or under the terms of any applicable collective bargaining agreement.~~

15 **SECTION 234.** 119.04 (1) of the statutes is amended to read:

16 119.04 **(1)** Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),
17 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,
18 115.345, 115.361, 115.365 (3), 115.38 (2), 115.445, 115.45, 118.001 to 118.04, 118.045,
19 118.06, 118.07, 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4),
20 118.15, 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223,
21 118.225, 118.24 (1), (2) (c) to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291,
22 118.30 to 118.43, 118.46, 118.51, 118.52, 118.55, 120.12 (4m), (5), and (15) to (27),
23 120.125, 120.13 (1), (2) (b) to (g), (3), (14), (17) to (19), (26), (34), (35), (37), (37m), and
24 (38), 120.14, 120.21 (3), and 120.25 are applicable to a 1st class city school district
25 and board.

SECTION 235

1 **SECTION 235.** 120.12 (4m) of the statutes is created to read:

2 120.12 **(4m)** CALCULATION OF WAGE INCREASE FOR COLLECTIVE BARGAINING. If
3 collectively bargaining with employees of the school district, determine the
4 maximum wage expenditure that is subject to collective bargaining under s. 111.70
5 (4) (mb) 2., calculating the consumer price index change using the method the
6 department of revenue uses under s. 73.03 (68).

7 **SECTION 236.** 120.12 (15) of the statutes is amended to read:

8 120.12 **(15)** SCHOOL HOURS. Establish rules scheduling the hours of a normal
9 school day. The school board may differentiate between the various elementary and
10 high school grades in scheduling the school day. The equivalent of 180 such days, as
11 defined in s. 115.01 (10), shall be held during the school term. ~~This subsection shall~~
12 ~~not be construed to eliminate a school district's duty to bargain with the employee's~~
13 ~~collective bargaining representative over any calendaring proposal which is~~
14 ~~primarily related to wages, hours and conditions of employment.~~

15 **SECTION 237.** 120.18 (1) (gm) of the statutes is amended to read:

16 120.18 **(1)** (gm) Payroll and related benefit costs for all school district
17 employees in the previous school year. ~~Costs~~ Payroll costs for represented employees
18 shall be based upon the costs of wages of any collective bargaining agreements
19 covering such employees for the previous school year. If, as of the time specified by
20 the department for filing the report, the school district has not entered into a
21 collective bargaining agreement for any portion of the previous school year with the
22 recognized or certified representative of any of its employees ~~and the school district~~
23 ~~and the representative have been required to submit final offers under s. 111.70 (4)~~
24 ~~(em) 6., increased costs limited to the lower of the school district's offer or the~~
25 ~~representative's offer shall be~~ of wages reflected in the report shall be equal to the

1 maximum wage expenditure that is subject to collective bargaining under s. 111.70
2 (4) (mb) 2. for the employees. The school district shall amend the annual report to
3 reflect any change in such costs as a result of any ~~award or settlement under s. 111.70~~
4 ~~(4) (em) 6.~~ collective bargaining agreement entered into between the date of filing the
5 report and October 1. Any such amendment shall be concurred in by the certified
6 public accountant licensed or certified under ch. 442 certifying the school district
7 audit.

8 **SECTION 238.** 146.59 (3) (a) of the statutes is amended to read:

9 146.59 (3) (a) Any contractual services agreement under sub. (2) may include
10 a provision that authorizes the authority to perform specified duties for the board
11 with respect to employees of the board. This authorization may include duties
12 related to supervising employees, taking disciplinary action, or recommending new
13 hires or layoffs, or with respect to collective bargaining, claims, or complaints, ~~or~~
14 ~~benefits~~ and records administration.

15 **SECTION 239.** 230.01 (3) of the statutes is amended to read:

16 230.01 (3) Nothing in this chapter shall be construed to either infringe upon
17 or supersede the rights guaranteed state employees under subch. V ~~or~~ VI of ch. 111.

18 **SECTION 240.** 230.03 (3) of the statutes, as affected by 2011 Wisconsin Act
19 (January 2011 Special Session Senate Bill 6), is amended to read:

20 230.03 (3) "Agency" means any board, commission, committee, council, or
21 department in state government or a unit thereof created by the constitution or
22 statutes if such board, commission, committee, council, department, unit, or the
23 head thereof, is authorized to appoint subordinate staff by the constitution or
24 statute, except a legislative or judicial board, commission, committee, council,
25 department, or unit thereof or an authority created under subch. II of ch. 114 or

SECTION 240

1 subch. III of ch. 149 or under ch. ~~52~~, 231, 232, 233, 234, 235, 237, [↓]238, or 279.
2 “Agency” does not mean any local unit of government or body within one or more local
3 units of government that is created by law or by action of one or more local units of
4 government.

5 **SECTION 241.** 230.046 (10) (a) of the statutes is amended to read:

6 230.046 (10) (a) Conduct off-the-job employee development and training
7 programs relating to functions under this chapter or subch. V ~~or VI~~ of ch. 111.

8 **SECTION 242.** 230.12 (3) (e) 1. of the statutes is amended to read:

9 230.12 (3) (e) 1. The director, after receiving recommendations from the board
10 of regents, shall submit to the joint committee on employment relations a proposal
11 for adjusting compensation and employee benefits for employees under ss. 20.923
12 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included in a collective bargaining
13 unit under subch. V ~~or VI~~ of ch. 111 for which a representative is certified. The
14 proposal shall include the salary ranges and adjustments to the salary ranges for the
15 university senior executive salary groups 1 and 2 established under s. 20.923 (4g).
16 The proposal shall be based upon the competitive ability of the board of regents to
17 recruit and retain qualified faculty and academic staff, data collected as to rates of
18 pay for comparable work in other public services, universities and commercial and
19 industrial establishments, recommendations of the board of regents and any special
20 studies carried on as to the need for any changes in compensation and employee
21 benefits to cover each year of the biennium. The proposal shall also take proper
22 account of prevailing pay rates, costs and standards of living and the state’s
23 employment policies. The proposal for such pay adjustments may contain
24 recommendations for across-the-board pay adjustments, merit or other
25 adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf)

1 shall apply to the process for approval of all pay adjustments for such employees
2 under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d). The proposal as approved
3 by the joint committee on employment relations and the governor shall be based
4 upon a percentage of the budgeted salary base for such employees under ss. 20.923
5 (4g), (5) and (6) (m) and 230.08 (2) (d). The amount included in the proposal for merit
6 and adjustments other than across-the-board pay adjustments is available for
7 discretionary use by the board of regents.

8 **SECTION 243.** 230.34 (1) (ar) of the statutes is amended to read:

9 230.34 (1) (ar) Paragraphs (a) and (am) apply to all employees with permanent
10 status in class in the classified service and all employees who have served with the
11 state as an assistant district attorney for a continuous period of 12 months or more,
12 ~~except that for employees specified in s. 111.81 (7) (a) in a collective bargaining unit~~
13 ~~for which a representative is recognized or certified, or for employees specified in s.~~
14 ~~111.81 (7) (b) or (c) in a collective bargaining unit for which a representative is~~
15 ~~certified, if a collective bargaining agreement is in effect covering employees in the~~
16 ~~collective bargaining unit, the determination of just cause and all aspects of the~~
17 ~~appeal procedure shall be governed by the provisions of the collective bargaining~~
18 ~~agreement.~~

19 **SECTION 244.** 230.35 (1s) of the statutes is amended to read:

20 230.35 (1s) Annual leave of absence with pay for instructional staff employed
21 by the board of regents of the University of Wisconsin System who provide services
22 for a charter school established by contract under s. 118.40 (2r) (cm) shall be
23 determined by the governing board of the charter school established by contract
24 under s. 118.40 (2r) (cm), as approved by the chancellor of the University of

SECTION 244

1 Wisconsin-Parkside and subject to the terms of any collective bargaining agreement
2 under subch. V of ch. 111 covering the instructional staff.

3 **SECTION 245.** 230.35 (2d) (e) of the statutes is amended to read:

4 230.35 (2d) (e) For employees who are included in a collective bargaining unit
5 for which a representative is recognized or certified under subch. V or VI of ch. 111,
6 this subsection shall apply unless otherwise provided in a collective bargaining
7 agreement.

8 **SECTION 246.** 230.35 (3) (e) 6. of the statutes is amended to read:

9 230.35 (3) (e) 6. For employees who are included in a collective bargaining unit
10 for which a representative is recognized or certified under subch. V or VI of ch. 111,
11 this paragraph shall apply unless otherwise provided in a collective bargaining
12 agreement.

13 **SECTION 247.** 230.88 (2) (b) of the statutes is amended to read:

14 230.88 (2) (b) No collective bargaining agreement supersedes the rights of an
15 employee under this subchapter. However, nothing in this subchapter affects any
16 right of an employee to pursue a grievance procedure under a collective bargaining
17 agreement under subch. V or VI of ch. 111, and if the division of equal rights
18 determines that a grievance arising under such a collective bargaining agreement
19 involves the same parties and matters as a complaint under s. 230.85, it shall order
20 the arbitrator's final award on the merits conclusive as to the rights of the parties
21 to the complaint, on those matters determined in the arbitration which were at issue
22 and upon which the determination necessarily depended.

23 **SECTION 248.** 233.02 (1) (h) of the statutes is repealed.

24 **SECTION 249.** 233.02 (8) of the statutes is amended to read:

1 233.02 (8) The members of the board of directors shall annually elect a
2 chairperson and may elect other officers as they consider appropriate. Eight ~~voting~~
3 members of the board of directors constitute a quorum for the purpose of conducting
4 the business and exercising the powers of the authority, notwithstanding the
5 existence of any vacancy. The members of the board of directors specified under sub.
6 (1) (c) and (g) may not be the chairperson of the board of directors for purposes of 1995
7 Wisconsin Act 27, section 9159 (2). The board of directors may take action upon a vote
8 of a majority of the members present, unless the bylaws of the authority require a
9 larger number.

10 **SECTION 250.** 233.03 (7) of the statutes is amended to read:

11 233.03 (7) Subject to s. 233.10 and ch. 40 and 1995 Wisconsin Act 27, section
12 9159 (4) ~~and the duty to engage in collective bargaining with employees in a collective~~
13 ~~bargaining unit for which a representative is recognized or certified under subch. I~~
14 ~~of ch. 111, employ any agent, employee or special advisor that the authority finds~~
15 necessary and fix his or her compensation and provide any employee benefits,
16 including an employee pension plan.

17 **SECTION 251.** 233.04 (2) of the statutes is amended to read:

18 233.04 (2) Subject to subs. (4) ~~to (4r)~~ and (4m) and s. 233.10, develop and
19 implement a personnel structure and other employment policies for employees of the
20 authority.

21 **SECTION 252.** 233.04 (4r) of the statutes is repealed.

22 **SECTION 253.** 233.10 (1) of the statutes is amended to read:

23 233.10 (1) Subject to s. 233.04 (4) ~~to (4r)~~ and (4m) and 1995 Wisconsin Act 27,
24 section 9159 (2) and (4), the authority shall employ such employees as it may require

1 and shall determine the qualifications and duties of its employees. Appointments
2 to and promotions in the authority shall be made according to merit and fitness.

3 **SECTION 254.** 233.10 (2) (intro.) of the statutes is amended to read:

4 233.10 (2) (intro.) Subject to subs. (3), ~~(3m)~~, (3r) and (3t) and ch. 40 ~~and the duty~~
5 ~~to engage in collective bargaining with employees in a collective bargaining unit for~~
6 ~~which a representative is recognized or certified under subch. I of ch. 111, the~~
7 authority shall establish any of the following:

8 **SECTION 255.** 233.10 (3) (a) (intro.) of the statutes is amended to read:

9 233.10 (3) (a) (intro.) In this subsection and ~~subs. (3m)~~ and sub. (4), "carry-over
10 employee" means an employee of the authority who satisfies all of the following:

11 **SECTION 256.** 233.10 (3) (b) of the statutes is repealed.

12 **SECTION 257.** 233.10 (3) (c) (intro.) of the statutes is amended to read:

13 233.10 (3) (c) (intro.) If an employee of the authority is a carry-over employee
14 ~~and is an employee to whom par. (b) does not apply~~, the authority shall, when setting
15 the terms of the carry-over employee's employment during the period beginning on
16 June 29, 1996, and ending on June 30, 1997, do all of the following:

17 **SECTION 258.** 233.10 (3) (d) of the statutes is amended to read:

18 233.10 (3) (d) If an employee of the authority is not a carry-over employee ~~and~~
19 ~~is an employee to whom par. (b) does not apply~~, the authority shall, from June 29,
20 1996, to June 30, 1997, provide that employee the same rights, benefits and
21 compensation provided to a carry-over employee under par. (c) who holds a position
22 at the authority with similar duties.

23 **SECTION 259.** 233.10 (3m) of the statutes is repealed.

24 **SECTION 260.** 281.75 (4) (b) 3. of the statutes, as affected by 2011 Wisconsin Act
25 (January 2011 Special Session Senate Bill 6), is amended to read:

1 281.75 (4) (b) 3. An authority created under subch. II of ch. 114 or ch. 52, 231,
2 233, 234, 237, or 238.

3 **SECTION 261.** 285.59 (1) (b) of the statutes, as affected by 2011 Wisconsin Act
4 (January 2011 Special Session Senate Bill 6), is amended to read:

5 285.59 (1) (b) "State agency" means any office, department, agency, institution
6 of higher education, association, society or other body in state government created
7 or authorized to be created by the constitution or any law which is entitled to expend
8 moneys appropriated by law, including the legislature and the courts, the Wisconsin
9 Housing and Economic Development Authority, the Bradley Center Sports and
10 Entertainment Corporation, the University of Wisconsin Hospitals and Clinics
11 Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace
12 Authority, ~~the Wisconsin Quality Home Care Authority~~, the Wisconsin Economic
13 Development Corporation, and the Wisconsin Health and Educational Facilities
14 Authority.

15 **SECTION 262.** 704.31 (3) of the statutes is amended to read:

16 704.31 (3) This section does not apply to a lease to which a local professional
17 baseball park district created under subch. III of ch. 229, ~~the Wisconsin Quality~~
18 ~~Home Care Authority~~, or the Fox River Navigational System Authority is a party.

19 **SECTION 263.** 851.71 (4) of the statutes is amended to read:

20 851.71 (4) In counties having a population of 500,000 or more, the appointment
21 under subs. (1) and (2) shall be made as provided in those subsections but the judges
22 shall not remove the register in probate and deputy registers, except through charges
23 for dismissal made and sustained under s. 63.10 ~~or an applicable collective~~
24 ~~bargaining agreement.~~

25 **SECTION 264.** 978.12 (1) (c) of the statutes is amended to read:

1 978.12 (1) (c) *Assistant district attorneys.* Assistant district attorneys shall be
2 employed outside the classified service. For purposes of salary administration, the
3 director of the office of state employment relations shall establish one or more
4 classifications for assistant district attorneys in accordance with the classification
5 or classifications allocated to assistant attorneys general. Except as provided in s.
6 111.93 (3) (b), the salaries of assistant district attorneys shall be established and
7 adjusted in accordance with the state compensation plan for assistant attorneys
8 general whose positions are allocated to the classification or classifications
9 established by the director of the office of state employment relations.

10 **SECTION 9101. Nonstatutory provisions; Administration.**

11 (1) EVALUATION OF STAFFING NEEDS AT THE WISCONSIN EMPLOYMENT RELATIONS
12 COMMISSION. The department of administration shall evaluate the staffing
13 requirements of the Wisconsin employment relations commission and shall submit
14 the report of the evaluation to the joint committee on finance under section 13.10 of
15 the statutes.

16 **SECTION 9132. Nonstatutory provisions; Local Government.**

17 (1) UNION REPRESENTATIVE CERTIFICATION VOTE.

18 (a) In this subsection:

19 1. "General municipal employee" has the meaning given in section 111.70 (1)
20 (fm) of the statutes, as created by this act.

21 2. "School district employee" has the meaning given in section 111.70 (1) (ne)
22 of the statutes.

23 (b) Each collective bargaining unit under subchapter IV of chapter 111 of the
24 statutes, as affected by this act, containing general municipal employees shall vote
25 to certify or decertify their representatives as provided in section 111.70 (4) (d) 3. b.

1 of the statutes, as created by this act. Notwithstanding the date provided under
2 section 111.70 (4) (d) 3. b. of the statutes, as created by this act, for collective
3 bargaining units containing school district employees, the vote shall be held in the
4 May that follows the termination of the collective bargaining agreement covering the
5 collective bargaining unit, and for collective bargaining units containing general
6 municipal employees who are not school district employees, the vote shall be held in
7 the December that follows the termination of the collective bargaining agreement
8 covering the collective bargaining unit.

9 **SECTION 9155. Nonstatutory provisions; Other.**

10 (1) UNION REPRESENTATIVE CERTIFICATION VOTE.

11 (a) In this subsection, "general employee" has the meaning given in section
12 111.81 (9g) of the statutes, as created by this act.

13 (b) Each collective bargaining unit under subchapter V of chapter 111 of the
14 statutes, as affected by this act, containing general employees shall vote to certify or
15 decertify their representatives as provided in section 111.83 (3) (b) of the statutes,
16 as created by this act. Notwithstanding the date provided under section 111.83 (3)
17 (b) of the statutes, as created by this act, the vote shall be held in April 2011.

18 (2) WISCONSIN QUALITY HOME CARE AUTHORITY ASSETS, LIABILITIES, PERSONAL
19 PROPERTY, AND CONTRACTS.

20 (a) On the effective date of this paragraph, the assets and liabilities of the
21 Wisconsin Quality Home Care Authority shall become the assets and liabilities of the
22 department of health services.

23 (b) On the effective date of this paragraph, all tangible personal property,
24 including records, of the Wisconsin Quality Home Care Authority is transferred to
25 the department of health services.

1 (c) All contracts entered into by the Wisconsin Quality Home Care Authority
2 in effect on the effective date of this paragraph remain in effect and are transferred
3 to the department of health services. The department of health services shall carry
4 out any obligations under such a contract until the contract is modified or rescinded
5 by the department of health services to the extent allowed under the contract.

6 **SECTION 9332. Initial applicability; Local Government.**

7 (1) COLLECTIVE BARGAINING; MUNICIPAL EMPLOYEES. The treatment of sections
8 20.425 (1) (i), 46.2895 (8) (a) 1., 49.825 (3) (b) 4., 49.826 (3) (b) 4., 66.0506, 66.0508,
9 109.03 (1) (b), 111.70 (1) (a), (b), (cm), (f), (fm), (j), (mm), (n), and (nm), (2), (3) (a) 4.,
10 6., and 7. and (b) 6., (3m), (3p), (4) (intro.), (am), (c) (title), 1., 2., 3., and 4., (cm) (title),
11 1., 2., 3., 4., 5., 6., 7., 7g., 7r., 8., 8m., and 9., (d) 2. a., (L), (m), (mb), (mc) (intro.) and
12 4., (n), and (o), (6), (7), (7m) (b), (c) 1. a. and 3., (e), and (f), and (8) (a), 111.71 (2), (4),
13 and (5), 111.77 (intro.) and (8) (a), 118.22 (4), 118.223, 118.23 (5), 118.245, 118.42 (3)
14 (a) 4. and (5), 119.04 (1), 120.12 (4m) and (15), 120.18 (1) (gm), and 851.71 (4) of the
15 statutes, the amendment of section 111.70 (4) (d) 3. of the statutes, and the creation
16 of section 111.70 (4) (d) 3. b. of the statutes first apply to employees who are covered
17 by a collective bargaining agreement under subchapter IV of chapter III of the
18 statutes that contains provisions inconsistent with those sections on the day on
19 which the agreement expires or is terminated, extended, modified, or renewed,
20 whichever occurs first.

21 **SECTION 9355. Initial applicability; Other.**

22 (1) COLLECTIVE BARGAINING; STATE EMPLOYEES, UNIVERSITY OF WISCONSIN
23 EMPLOYEES, AND EMPLOYEES OF AUTHORITIES.

24 (a) The treatment of sections 20.921 (1) (a) 2. and (b), 73.03 (68), 111.81 (1), (3h),
25 (3n), (7) (g), (gm), (h), and (i), (9g), (9k), (12m), and (15r), 111.815 (1) and (2), 111.82,

1 111.825 (1) (intro.) and (g), (1m), (2g), (3), (4), (4m), and (5), 111.83 (1), (4), (5m), and
2 (7), 111.84 (1) (b), (d), and (f), (2) (c), and (3), 111.85 (1) (c) and (d) and (5), 111.90 (2),
3 111.905, 111.91 (1) (a), (am), (b), (c), (cg), (cm), (d), and (e), (2) (intro.) and (gu), (2c),
4 (3), and (3q), 111.92 (1) (a) and (b), (2m), and (6), 118.40 (2r) (b) 3. a., 146.59 (3) (a),
5 230.34 (1) (ar), 230.35 (1s), and 978.12 (1) (c) of the statutes, the renumbering of
6 sections 111.825 (6) and 111.83 (3) of the statutes, the renumbering and amendment
7 of sections 111.92 (3) and 111.93 (2) and (3) of the statutes, and the creation of sections
8 111.825 (6) (b), 111.83 (3) (b), 111.92 (3) (b), and 111.93 (2) (b) and (3) (b) of the statutes
9 first apply to employees who are covered by a collective bargaining agreement under
10 subchapter V of chapter III of the statutes that contains provisions inconsistent with
11 those sections on the day on which the agreement expires or is terminated, extended,
12 modified, or renewed, whichever occurs first.

13 (b) The treatment of sections 7.33 (4), 13.111 (2), 15.07 (1) (a) 6., 15.96 (1) (h)
14 and (2), 16.50 (3) (e), 16.705 (3) (c), 19.82 (1), 19.85 (3), 19.86, 20.425 (1) (a) and (i),
15 20.545 (1) (k) and (km), 20.865 (1) (ci), (cm), (ic), (im), (si), and (sm), 20.917 (3) (b),
16 20.921 (1) (a) 2. and (b), 20.923 (6) (intro.), 20.928 (1), 36.09 (1) (j), 36.25 (13g) (c) 1.
17 and 2., 40.02 (25) (b) 8., 40.05 (4) (ar), (b), and (bw), (4g) (a) 4., (5) (intro.) and (b) 4.,
18 and (6) (a), 40.62 (2), 40.95 (1) (a) 2., 111.02 (1), (2), (3), (6) (am), (7) (a) (intro.), 1., 2.,
19 3., and 4. and (b) 1., (7m), (9m), and (10m), 111.05 (2), (3g), (5), (6), and (7), 111.06 (1)
20 (c) 1., (d), (i), and (m) and (2) (i), 111.075, 111.115 (title), (1) (intro.), (a), and (b), and
21 (2), 111.17 (intro.), (1) and (2), 230.01 (3), 230.046 (10) (a), 230.12 (3) (e) 1., 230.35 (2d)
22 (e) and (3) (e) 6., 230.88 (2) (b), and 233.02 (1) (h) and (8), 233.03 (7), 233.04 (2) and
23 (4r), 233.10 (1), (2) (intro.), (3) (a) (intro.), (b), (c) (intro.), and (d), and (3m) and
24 subchapter VI of chapter 111 of the statutes first applies to employees who are
25 covered by a collective bargaining agreement under subchapter I or VI of chapter III

1 of the statutes that contains provisions inconsistent with those sections on the day
2 on which the agreement expires or is terminated, extended, modified, or renewed,
3 whichever occurs first.

4 (END)

2011-2012 DRAFTING INSERT
FROM THE
LEGISLATIVE REFERENCE BUREAU

LRB-1211/p5ins2
CMH:.....

25

1 Insert 40-~~U~~

2 SECTION ~~#~~ 111.70 (1b) (c) of the statutes is created to read:

3 111.70 (1b) (c) This subchapter shall be construed as an enactment of statewide
4 concern for the purpose of providing a uniform operation of the collective bargaining
5 laws.