

1           **SECTION 2410df.** 111.825 (1) (g) of the statutes is created to read:

2           111.825 (1) (g) Public safety employees.

3           **SECTION 2410dg.** 111.825 (1m) of the statutes is repealed.”.

4           **88.** Page 981, line 3: delete lines 3 to 5 and substitute:

5           “**SECTION 2410jb.** 111.825 (2g) of the statutes is repealed.

6           **SECTION 2410jd.** 111.825 (3) of the statutes is amended to read:

7           111.825 (3) The commission shall assign employees to the appropriate  
8 collective bargaining units set forth in subs. (1), ~~(1m)~~, and (2), ~~and (2g)~~.

9           **SECTION 2410je.** 111.825 (3) of the statutes, as affected by 2011 Wisconsin Act  
10 10 and 2011 Wisconsin Act .... (this act), is repealed and recreated to read:

11           111.825 (3) The commission shall assign employees to the appropriate  
12 collective bargaining units set forth in subs. (1), (1r), (1t), and (2).”.

13           **89.** Page 981, line 15: delete the material beginning with that line and ending  
14 with page 982, line 11, and substitute:

15           “**SECTION 2410m.** 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.

1           **SECTION 2410mb.** 111.825 (4) of the statutes, as affected by 2011 Wisconsin Act  
2 10, and 2011 Wisconsin Act .... (this act), is repealed and recreated to read:

3           111.825 (4) Any labor organization may petition for recognition as the exclusive  
4 representative of a collective bargaining unit specified in sub. (1), (1r), (1t), or (2) in  
5 accordance with the election procedures set forth in s. 111.83, provided the petition  
6 is accompanied by a 30% showing of interest in the form of signed authorization  
7 cards. Each additional labor organization seeking to appear on the ballot shall file  
8 petitions within 60 days of the date of filing of the original petition and prove,  
9 through signed authorization cards, that at least 10% of the employees in the  
10 collective bargaining unit want it to be their representative.

11           **SECTION 2410mo.** 111.825 (4m) of the statutes is repealed.

12           **SECTION 2410mp.** 111.825 (5) of the statutes is amended to read:

13           111.825 (5) Although supervisors are not considered employees for purposes  
14 of this subchapter, the commission may consider a petition for a statewide collective  
15 bargaining unit of professional supervisors or a statewide unit of nonprofessional  
16 supervisors in the classified service, but the representative of supervisors may not  
17 be affiliated with any labor organization representing employees. For purposes of  
18 this subsection, affiliation does not include membership in a national, state, county  
19 or municipal federation of national or international labor organizations. The  
20 certified representative of supervisors who are not public safety employees may not  
21 bargain collectively with respect to any matter other than wages and fringe benefits  
22 as provided in s. 111.91 (3), and the certified representative of supervisors who are  
23 public safety employees may not bargain collectively with respect to any matter other  
24 than wages and fringe benefits as provided in s. 111.91 (1).

25           **SECTION 2410n.** 111.825 (6) of the statutes is renumbered 111.825 (6) (a).

1           **SECTION 2410np.** 111.825 (6) (a) of the statutes, as affected by 2011 Wisconsin  
2 Act 10, and 2011 Wisconsin Act .... (this act), is repealed and recreated to read:

3           111.825 (6) (a) The commission shall assign only an employee of the  
4 department of administration, department of transportation, University of  
5 Wisconsin-Madison, or board of regents of the University of Wisconsin System who  
6 engages in the detection and prevention of crime, who enforces the laws and who is  
7 authorized to make arrests for violations of the laws; an employee of the department  
8 of administration, department of transportation, University of Wisconsin-Madison,  
9 or board of regents of the University of Wisconsin System who provides technical law  
10 enforcement support to such employees; and an employee of the department of  
11 transportation who engages in motor vehicle inspection or operator's license  
12 examination to a collective bargaining unit under sub. (1) (cm), (1r) (cm), or (1t) (cm),  
13 whichever is appropriate.

14           **SECTION 2410nt.** 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           **90.** Page 982, line 19: after that line insert:

18           **"SECTION 2410ob.** 111.83 (1) of the statutes is amended to read:

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

1 choosing, and the employer shall confer with said employee or group of employees in  
2 relation thereto if the majority representative has been afforded the opportunity to  
3 be present at the conference. Any adjustment resulting from such a conference may  
4 not be inconsistent with the conditions of employment established by the majority  
5 representative and the employer.

6 **SECTION 2410od.** 111.83 (3) of the statutes is renumbered 111.83 (3) (a).

7 **SECTION 2410oe.** 111.83 (3) (b) of the statutes is created to read:

8 111.83 (3) (b) Annually, no later than December 1, the commission shall  
9 conduct an election to certify the representative of a collective bargaining unit that  
10 contains a general employee. There shall be included on the ballot the names of all  
11 labor organizations having an interest in representing the general employees  
12 participating in the election. The commission may exclude from the ballot one who,  
13 at the time of the election, stands deprived of his or her rights under this subchapter  
14 by reason of a prior adjudication of his or her having engaged in an unfair labor  
15 practice. The commission shall certify any representative that receives at least 51  
16 percent of the votes of all of the general employees in the collective bargaining unit.  
17 If no representative receives at least 51 percent of the votes of all of the general  
18 employees in the collective bargaining unit, at the expiration of the collective  
19 bargaining agreement, the commission shall decertify the current representative  
20 and the general employees shall be nonrepresented. Notwithstanding s. 111.82, if  
21 a representative is decertified under this paragraph, the affected general employees  
22 may not be included in a substantially similar collective bargaining unit for 12  
23 months from the date of decertification. The commission's certification of the results  
24 of any election is conclusive unless reviewed as provided by s. 111.07 (8). The  
25 commission shall assess and collect a certification fee for each election conducted

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

3 **SECTION 2410of.** 111.83 (4) of the statutes is amended to read:

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

13 **91.** Page 983, line 20: after that line insert:

14 “**SECTION 2410rd.** 111.83 (5m) of the statutes is repealed.”.

15 **92.** Page 984, line 7: delete lines 7 to 15 and substitute:

16 “**SECTION 2410tb.** 111.84 (1) (b) of the statutes is amended to read:

17 111.84 (1) (b) Except as otherwise provided in this paragraph, to initiate,  
18 create, dominate or interfere with the formation or administration of any labor or  
19 employee organization or contribute financial support to it. Except as provided in  
20 ss. 40.02 (22) (e) and 40.23 (1) (f) 4., no change in any law affecting the Wisconsin  
21 retirement system under ch. 40 and no action by the employer that is authorized by  
22 such a law constitutes a violation of this paragraph unless an applicable collective  
23 bargaining agreement covering a collective bargaining unit under s. 111.825 (1) (g)  
24 specifically prohibits the change or action. No such change or action affects the

1 continuing duty to bargain collectively with a collective bargaining unit under s.  
2 111.825 (1) (g) regarding the Wisconsin retirement system under ch. 40 to the extent  
3 required by s. 111.91 (1). It is not an unfair labor practice for the employer to  
4 reimburse an employee at his or her prevailing wage rate for the time spent during  
5 the employee's regularly scheduled hours conferring with the employer's officers or  
6 agents and for attendance at commission or court hearings necessary for the  
7 administration of this subchapter. Professional supervisory or craft personnel may  
8 maintain membership in professional or craft organizations; however, as members  
9 of such organizations they shall be prohibited from those activities related to  
10 collective bargaining in which the organizations may engage.

11 **SECTION 2410tbm.** 111.84 (1) (d) of the statutes is amended to read:

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

22 **SECTION 2410tc.** 111.84 (1) (f) of the statutes is amended to read:

23 111.84 (1) (f) To deduct labor organization dues from ~~an employee's~~ the  
24 earnings of a public safety employee, unless the employer has been presented with  
25 an individual order therefor, signed by the public safety employee personally, and

1 terminable by at least the end of any year of its life or earlier by the public safety  
2 employee giving at least 30 but not more than 120 days' written notice of such  
3 termination to the employer and to the representative labor organization, except if  
4 there is a fair-share or maintenance of membership agreement in effect. The  
5 employer shall give notice to the labor organization of receipt of such notice of  
6 termination.

7 **SECTION 2410td.** 111.84 (2) (c) of the statutes is amended to read:

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

16 **SECTION 2410tdd.** 111.84 (2) (c) of the statutes, as affected by 2011 Wisconsin  
17 Act 10, and 2011 Wisconsin Act ... (this act), is repealed and recreated to read:

18 111.84 (2) (c) To refuse to bargain collectively on matters set forth in s. 111.91  
19 (1) or (3), whichever is appropriate, with the duly authorized officer or agent of the  
20 employer which is the recognized or certified exclusive collective bargaining  
21 representative of employees specified in s. 111.81 (7) (a) in an appropriate collective  
22 bargaining unit or with the certified exclusive collective bargaining representative  
23 of employees specified in s. 111.81 (7) (a) to (j) in an appropriate collective bargaining  
24 unit. Such refusal to bargain shall include, but not be limited to, the refusal to  
25 execute a collective bargaining agreement previously orally agreed upon.

1           **SECTION 2410te.** 111.84 (3) of the statutes is amended to read:

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

6           **SECTION 2410tf.** 111.845 of the statutes is created to read:

7           **111.845 Wage deduction prohibition.** The employer may not deduct labor  
8 organization dues from a general employee's earnings.

9           **SECTION 2410tg.** 111.85 (1), (2) and (4) of the statutes are amended to read:

10           111.85 (1) (a) No fair-share or maintenance of membership agreement  
11 covering public safety employees may become effective unless authorized by a  
12 referendum. The commission shall order a referendum whenever it receives a  
13 petition supported by proof that at least 30% of the public safety employees ~~or~~  
14 ~~supervisors specified in s. 111.825 (5)~~ in a collective bargaining unit desire that a  
15 fair-share or maintenance of membership agreement be entered into between the  
16 employer and a labor organization. A petition may specify that a referendum is  
17 requested on a maintenance of membership agreement only, in which case the ballot  
18 shall be limited to that question.

19           (b) For a fair-share agreement to be authorized, at least two-thirds of the  
20 eligible public safety employees ~~or supervisors~~ voting in a referendum shall vote in  
21 favor of the agreement. For a maintenance of membership agreement to be  
22 authorized, at least a majority of the eligible public safety employees ~~or supervisors~~  
23 voting in a referendum shall vote in favor of the agreement. In a referendum on a  
24 fair-share agreement, if less than two-thirds but more than one-half of the eligible



1 ~~public safety employees or supervisors~~ vote in favor of the agreement, a maintenance  
2 of membership agreement is authorized.

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

17 (d) Under each fair-share or maintenance of membership agreement, ~~an a~~  
18 ~~public safety employee or supervisor~~ who has religious convictions against dues  
19 payments to a labor organization based on teachings or tenets of a church or religious  
20 body of which he or she is a member shall, on request to the labor organization, have  
21 his or her dues paid to a charity mutually agreed upon by the ~~public safety employee~~  
22 ~~or supervisor~~ and the labor organization. Any dispute concerning this paragraph  
23 may be submitted to the commission for adjudication.

24 **(2)** (a) Once authorized, a fair-share or maintenance of membership  
25 agreement ~~covering public safety employees~~ shall continue in effect, subject to the

1 right of the employer or labor organization concerned to petition the commission to  
2 conduct a new referendum. Such petition must be supported by proof that at least  
3 30% of the public safety employees ~~or supervisors~~ in the collective bargaining unit  
4 desire that the fair-share or maintenance of membership agreement be  
5 discontinued. Upon so finding, the commission shall conduct a new referendum. If  
6 the continuance of the fair-share or maintenance of membership agreement is  
7 approved in the referendum by at least the percentage of eligible voting public safety  
8 employees ~~or supervisors~~ required for its initial authorization, it shall be continued  
9 in effect, subject to the right of the employer or labor organization to later initiate a  
10 further vote following the procedure prescribed in this subsection. If the  
11 continuation of the agreement is not supported in any referendum, it is deemed  
12 terminated at the termination of the collective bargaining agreement, or one year  
13 from the date of the certification of the result of the referendum, whichever is earlier.

14 (b) The commission shall declare any fair-share or maintenance of  
15 membership agreement suspended upon such conditions and for such time as the  
16 commission decides whenever it finds that the labor organization involved has  
17 refused on the basis of race, color, sexual orientation or creed to receive as a member  
18 any public safety employee ~~or supervisor~~ in the collective bargaining unit involved,  
19 and the agreement shall be made subject to the findings and orders of the  
20 commission. Any of the parties to the agreement, or any public safety employee ~~or~~  
21 ~~supervisor~~ covered thereby, may come before the commission, as provided in s.  
22 111.07, and petition the commission to make such a finding.

23 (4) The commission may, under rules adopted for that purpose, appoint as its  
24 agent an official of a state agency whose public safety employees are entitled to vote  
25 in a referendum to conduct a referendum provided for herein.”.

1           **93.** Page 985, line 1: delete lines 1 to 8 and substitute:

2           “**SECTION 2424eg.** 111.90 (2) of the statutes is amended to read:

3           111.90 (2) ~~Subject to s. 111.91 (1) (am), manage~~ Manage the employees of a state  
4 agency; hire, promote, transfer, assign or retain employees in positions within the  
5 agency; and in that regard establish reasonable work rules.

6           **SECTION 2424er.** 111.905 of the statutes is repealed.

7           **SECTION 2424fg.** 111.91 (1) (a) of the statutes is amended to read:

8           111.91 (1) (a) Except as provided in pars. (b) to ~~(e)~~ (d), with regard to a collective  
9 bargaining unit under s. 111.825 (1) (g), matters subject to collective bargaining to  
10 the point of impasse are wage rates, consistent with sub. (2), the assignment and  
11 reassignment of classifications to pay ranges, determination of an incumbent’s pay  
12 status resulting from position reallocation or reclassification, and pay adjustments  
13 upon temporary assignment of classified public safety employees to duties of a higher  
14 classification or downward reallocations of a classified public safety employee’s  
15 position; fringe benefits consistent with sub. (2); hours and conditions of  
16 employment.

17           **SECTION 2424fr.** 111.91 (1) (am) of the statutes is repealed.

18           **SECTION 2424gg.** 111.91 (1) (b) of the statutes is amended to read:

19           111.91 (1) (b) The employer ~~shall not be~~ is not required to bargain with a  
20 collective bargaining unit under s. 111.825 (1) (g) on management rights under s.  
21 111.90, except that procedures for the adjustment or settlement of grievances or  
22 disputes arising out of any type of disciplinary action referred to in s. 111.90 (3) shall  
23 be a subject of bargaining.

24           **SECTION 2424gr.** 111.91 (1) (c) of the statutes is amended to read:

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

3           **SECTION 2424hg.** 111.91 (1) (cg) of the statutes is repealed.

4           **SECTION 2424hr.** 111.91 (1) (cm) of the statutes is amended to read:

5           111.91 (1) (cm) Except as provided in sub. (2) ~~(g) and (h)~~ and ss. 40.02 (22) (e)  
6 and 40.23 (1) (f) 4., all laws governing the Wisconsin retirement system under ch. 40  
7 and all actions of the employer that are authorized under any such law which apply  
8 to nonrepresented individuals employed by the state shall apply to similarly situated  
9 public safety employees, unless otherwise specifically provided in a collective  
10 bargaining agreement that applies to ~~those~~ the public safety employees.

11           **SECTION 2424ig.** 111.91 (1) (d) of the statutes is amended to read:

12           111.91 (1) (d) ~~Demands~~ In the case of a collective bargaining unit under s.  
13 111.825 (1) (g), demands relating to retirement and group insurance shall be  
14 submitted to the employer at least one year prior to commencement of negotiations.

15           **SECTION 2424ir.** 111.91 (1) (e) of the statutes is repealed.

16           **SECTION 2424jg.** 111.91 (2) (intro.) of the statutes is amended to read:

17           111.91 (2) (intro.) The employer is prohibited from bargaining ~~on~~ with a  
18 collective bargaining unit under s. 111.825 (1) (g) with respect to all of the following:

19           **94.** Page 985, line 15: after that line insert:

20           “**SECTION 2424jr.** 111.91 (2) (gu) of the statutes is amended to read:

21           111.91 (2) (gu) The right of ~~an~~ a public safety employee, who is an employee,  
22 as defined in s. 103.88 (1) (d), and who is a fire fighter, emergency medical technician,  
23 first responder, or ambulance driver for a volunteer fire department or fire company,

1 a public agency, as defined in s. 256.15 (1) (n), or a nonprofit corporation, as defined  
2 in s. 256.01 (12), to respond to an emergency as provided under s. 103.88 (2).

3 **SECTION 2425g.** 111.91 (2c) of the statutes is repealed.

4 **SECTION 2425p.** 111.91 (3) of the statutes is created to read:

5 111.91 (3) The employer is prohibited from bargaining with a collective  
6 bargaining unit containing a general employee with respect to any of the following:

7 (a) Any factor or condition of employment except wages, which includes only  
8 total base wages and excludes any other compensation, which includes, but is not  
9 limited to, overtime, premium pay, merit pay, performance pay, supplemental  
10 compensation, pay schedules, and automatic pay progressions.

11 (b) Unless the electors in a statewide referendum approve a total base wages  
12 increase that exceeds the total base wages expenditure described in this paragraph,  
13 any proposal that does any of the following:

14 1. If there is an increase in the consumer price index change, provides for total  
15 base wages for authorized positions in the proposed collective bargaining agreement  
16 that exceed the total base wages for authorized positions 180 days before the  
17 expiration of the previous collective bargaining agreement by a greater percentage  
18 than the consumer price index change.

19 2. If there is a decrease or no change in the consumer price index change,  
20 provides for any change in total base wages for authorized positions in the proposed  
21 collective bargaining agreement from the total base wages for authorized positions  
22 180 days before the expiration of the previous collective bargaining agreement.

23 **SECTION 2425s.** 111.91 (3q) of the statutes is created to read:

24 111.91 (3q) For purposes of determining compliance with sub. (3), the  
25 commission shall provide, upon request, to the employer or to any representative of

1 a collective bargaining unit containing a general employee, the consumer price index  
2 change during any 12-month period. The commission may get the information from  
3 the department of revenue.”.

4 **95.** Page 986, line 1: delete the material beginning with that line and ending  
5 with page 987, line 17, and substitute:

6 “**SECTION 2426gb.** 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

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

6 **SECTION 2426gh.** 111.92 (1) (a) of the statutes, as affected by 2011 Wisconsin  
7 Act 10 and 2011 Wisconsin Act .... (this act), is repealed and recreated to read:

8 111.92 (1) (a) 1. Any tentative agreement reached between the office and any  
9 labor organization representing a collective bargaining unit specified in s. 111.825  
10 (1) or (2) (d) or (e) shall, after official ratification by the labor organization, be  
11 submitted by the office to the joint committee on employment relations, which shall  
12 hold a public hearing before determining its approval or disapproval.

13 4. If the committee approves a tentative agreement under subd. 1., 2., or 3., it  
14 shall introduce in a bill or companion bills, to be put on the calendar or referred to  
15 the appropriate scheduling committee of each house, that portion of the tentative  
16 agreement which requires legislative action for implementation, such as salary and  
17 wage adjustments, changes in fringe benefits, and any proposed amendments,  
18 deletions or additions to existing law. Such bill or companion bills are not subject to  
19 ss. 13.093 (1), 13.50 (6) (a) and (b) and 16.47 (2). The committee may, however, submit  
20 suitable portions of the tentative agreement to appropriate legislative committees  
21 for advisory recommendations on the proposed terms. The committee shall  
22 accompany the introduction of such proposed legislation with a message that informs  
23 the legislature of the committee's concurrence with the matters under consideration  
24 and which recommends the passage of such legislation without change. If the joint  
25 committee on employment relations does not approve the tentative agreement, it

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

5 **SECTION 2426L.** 111.92 (1) (a) 2. and 3. of the statutes are created to read:

6 111.92 (1) (a) 2. Any tentative agreement reached between the Board of  
7 Regents of the University of Wisconsin System, acting for the state, and any labor  
8 organization representing a collective bargaining unit specified in s. 111.825 (1r)  
9 shall, after official ratification by the labor organization, be submitted by the Board  
10 of Regents of the University of Wisconsin System to the joint committee on  
11 employment relations, which shall hold a public hearing before determining its  
12 approval or disapproval.

13 3. Any tentative agreement reached between the University of  
14 Wisconsin–Madison, acting for the state, and any labor organization representing a  
15 collective bargaining unit specified in s. 111.825 (1t) shall, after official ratification  
16 by the labor organization and approval by the Board of Regents of the University of  
17 Wisconsin System, be submitted by the University of Wisconsin–Madison to the joint  
18 committee on employment relations, which shall hold a public hearing before  
19 determining its approval or disapproval.

20 **SECTION 2426m.** 111.92 (1) (b) of the statutes is repealed.”.

21 **96.** Page 987, line 24: after that line insert:

22 “**SECTION 2426q.** 111.92 (2m) of the statutes is repealed.

23 **SECTION 2426r.** 111.92 (3) of the statutes is renumbered 111.92 (3) (a) and  
24 amended to read:



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

3           **SECTION 2426s.** 111.92 (3) (b) of the statutes is created to read:

4           111.92 (3) (b) No agreements covering a collective bargaining unit containing  
5 a general employee may be for a period that exceeds one year, and each agreement  
6 must coincide with the fiscal year. Agreements covering a collective bargaining unit  
7 containing a general employee may not be extended.”.

8           **97.** Page 987, line 25: delete the material beginning with that line and ending  
9 with page 988, line 9, and substitute:

10           **SECTION 2426t.** 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~~ Board of Regents of the University of Wisconsin System, related to wages,  
19 fringe benefits, hours, and conditions of employment whether or not the matters  
20 contained in those statutes, rules, and policies are set forth in the collective  
21 bargaining agreement.

22           **SECTION 2426tb.** 111.93 (3) (a) of the statutes, as affected by 2011 Wisconsin  
23 Act 10 and 2011 Wisconsin Act .... (this act), is repealed and recreated to read:

1           111.93 (3) (a) If a collective bargaining agreement exists between the employer  
2 and a labor organization representing employees in a collective bargaining unit  
3 under s. 111.825 (1) (g), the provisions of that agreement shall supersede the  
4 provisions of civil service and other applicable statutes, as well as rules and policies  
5 of the University of Wisconsin–Madison and the Board of Regents of the University  
6 of Wisconsin System, related to wages, fringe benefits, hours, and conditions of  
7 employment whether or not the matters contained in those statutes, rules, and  
8 policies are set forth in the collective bargaining agreement.

9           **SECTION 2426u.** 111.93 (3) (b) of the statutes is created to read:

10           111.93 (3) (b) If a collective bargaining agreement exists between the employer  
11 and a labor organization representing general employees in a collective bargaining  
12 unit, the provisions of that agreement shall supersede the provisions of civil service  
13 and other applicable statutes, as well as rules and policies of the Board of Regents  
14 of the University of Wisconsin System and rules and policies of the Board of Trustees  
15 of the University of Wisconsin–Madison, related to wages, whether or not the  
16 matters contained in those statutes, rules, and policies are set forth in the collective  
17 bargaining agreement.”.

18           **98.** Page 988, line 17: after that line insert:

19           “**SECTION 2431p.** Subchapter VI of chapter 111 [precedes 111.95] of the statutes  
20 is repealed.”.

21           101.**99.** Page 995, line 7: after that line insert:

22           “**SECTION 2487g.** 118.22 (4) of the statutes is repealed.

23           **SECTION 2487i.** 118.223 of the statutes is created to read:

1           **118.223 Collective bargaining.** Except as provided under subch. IV of ch.  
2 111, no school board may collectively bargain with its employees.

3           **SECTION 2487k.** 118.23 (5) of the statutes is repealed.

4           **SECTION 2487n.** 118.245 of the statutes is created to read:

5           **118.245 Referendum; increase in employee wages. (1)** If a school board  
6 wishes to increase the total base wages of its employees in an amount that exceeds  
7 the limit under s. 111.70 (4) (mb) 2., the school board shall adopt a resolution to that  
8 effect. The resolution shall specify the amount by which the proposed total base  
9 wages increase will exceed the limit under s. 111.70 (4) (mb) 2. The resolution may  
10 not take effect unless it is approved in a referendum called for that purpose. The  
11 referendum shall occur in April for collective bargaining agreements that begin in  
12 July of that year. The results of a referendum apply to the total base wages only in  
13 the next collective bargaining agreement.

14           **(2)** The question submitted in the referendum shall be substantially as follows:  
15 “Shall the employees in the .... [school district] receive a total increase on wages from  
16 \$....[current total base wages] to \$....[proposed total base wages], which is a  
17 percentage wage increase that is .... [x] percent higher than the percent of the  
18 consumer price index increase, for a total percentage increase in wages of .... [x]?”.

19           **100.** Page 1002, line 19: after that line insert:

20           **SECTION 2507ag.** 118.42 (3) (a) 4. of the statutes is amended to read:

21           118.42 **(3)** (a) 4. Implement changes in administrative and personnel  
22 structures that are consistent with applicable collective bargaining agreements.

23           **SECTION 2507ak.** 118.42 (5) of the statutes is amended to read:

1           118.42 **(5)** Nothing in this section alters or otherwise affects the rights or  
2 remedies afforded school districts and school district employees under federal or  
3 state law ~~or under the terms of any applicable collective bargaining agreement.~~”.

4           **101.** Page 1045, line 19: delete the material beginning with that line and  
5 ending with page 1046, line 3, and substitute:

6           “**SECTION 2533b.** 119.04 (1) of the statutes, as affected by 2011 Wisconsin Act  
7 10, is repealed and recreated to read:

8           119.04 **(1)** Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),  
9 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,  
10 115.345, 115.365 (3), 115.38 (2), 115.445, 118.001 to 118.04, 118.045, 118.06, 118.07,  
11 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145 (4), 118.15, 118.16,  
12 118.162, 118.163, 118.164, 118.18, 118.19, 118.20, 118.223, 118.225, 118.24 (1), (2) (c)  
13 to (f), (6), (8), and (10), 118.245, 118.255, 118.258, 118.291, 118.30 to 118.43, 118.46,  
14 118.51, 118.52, 118.55, 120.12 (5) and (15) to (27), 120.125, 120.13 (1), (2) (b) to (g),  
15 (3), (14), (17) to (19), (26), (34), (35), (37), (37m), and (38), 120.14, 120.21 (3), and  
16 120.25 are applicable to a 1st class city school district and board.”.

17           **102.** Page 1057, line 6: after that line insert:

18           “**SECTION 2558m.** 120.12 (15) of the statutes is amended to read:

19           120.12 **(15)** SCHOOL HOURS. Establish rules scheduling the hours of a normal  
20 school day. The school board may differentiate between the various elementary and  
21 high school grades in scheduling the school day. The equivalent of 180 such days, as  
22 defined in s. 115.01 (10), shall be held during the school term. ~~This subsection shall~~  
23 ~~not be construed to eliminate a school district's duty to bargain with the employee's~~

1 ~~collective bargaining representative over any calendaring proposal which is~~  
2 ~~primarily related to wages, hours and conditions of employment.~~

3 **SECTION 2559p.** 120.18 (1) (gm) of the statutes is amended to read:

4 120.18 **(1)** (gm) Payroll and related benefit costs for all school district  
5 employees in the previous school year. ~~Costs~~ Payroll costs for represented employees  
6 shall be based upon the costs of wages of any collective bargaining agreements  
7 covering such employees for the previous school year. ~~If, as of the time specified by~~  
8 ~~the department for filing the report, the school district has not entered into a~~  
9 ~~collective bargaining agreement for any portion of the previous school year with the~~  
10 ~~recognized or certified representative of any of its employees and the school district~~  
11 ~~and the representative have been required to submit final offers under s. 111.70 (4)~~  
12 ~~(em) 6., increased costs limited to the lower of the school district's offer or the~~  
13 ~~representative's offer shall be~~ of wages reflected in the report shall be equal to the  
14 maximum wage expenditure that is subject to collective bargaining under s. 111.70  
15 (4) (mb) 2. for the employees. The school district shall amend the annual report to  
16 reflect any change in such costs as a result of any ~~award or settlement under s. 111.70~~  
17 ~~(4) (em) 6. collective bargaining agreement entered into~~ between the date of filing the  
18 report and October 1. Any such amendment shall be concurred in by the certified  
19 public accountant licensed or certified under ch. 442 certifying the school district  
20 audit.”.

21 **103.** Page 1111, line 17: after that line insert:

22 “**SECTION 2648b.** 146.59 of the statutes is repealed.”.

23 **104.** Page 1146, line 3: after that line insert:

24 “**SECTION 2751d.** 230.01 (3) of the statutes is amended to read:

1           230.01 (3) Nothing in this chapter shall be construed to either infringe upon  
2 or supersede the rights guaranteed state employees under subch. V ~~or VI~~ of ch. 111.”.

3           **105.** Page 1146, line 4: before that line insert:

4           “**SECTION 2751dm.** 230.03 (3) of the statutes, as affected by 2011 Wisconsin Act  
5 7, is amended to read:

6           230.03 (3) “Agency” means any board, commission, committee, council, or  
7 department in state government or a unit thereof created by the constitution or  
8 statutes if such board, commission, committee, council, department, unit, or the  
9 head thereof, is authorized to appoint subordinate staff by the constitution or  
10 statute, except a legislative or judicial board, commission, committee, council,  
11 department, or unit thereof or an authority created under subch. II of ch. 114 or  
12 subch. III of ch. 149 or under ch. ~~52~~, 231, 232, 233, 234, 235, 237, 238, or 279.  
13 “Agency” does not mean any local unit of government or body within one or more local  
14 units of government that is created by law or by action of one or more local units of  
15 government.”.

16           **106.** Page 1146, line 5: delete: “7, is amended” and substitute “10 and 2011  
17 Wisconsin Act ... (this act), is repealed and recreated”.

18           **107.** Page 1146, line 10: delete “the Board of Regents of the University of  
19 Wisconsin System.” and substitute “the Board of Regents of the University of  
20 Wisconsin System.”.

21           **108.** Page 1146, line 13: delete “52.”.

22           **109.** Page 1147, line 2: after that line insert:

23           “**SECTION 2751mb.** 230.04 (16) of the statutes is amended to read:

1           230.04 (16) The director may appoint either a deputy director or an executive  
2 assistant outside the classified service.

3           **SECTION 2751mk.** 230.046 (10) (a) of the statutes is amended to read:

4           230.046 (10) (a) Conduct off-the-job employee development and training  
5 programs relating to functions under this chapter or subch. V ~~or VI~~ of ch. 111.”.

6           **110.** Page 1147, line 5: after that line insert:

7           **SECTION 2753d.** 230.08 (2) (e) 1. of the statutes is amended to read:

8           230.08 (2) (e) 1. Administration — ~~14~~ 12.

9           **SECTION 2753g.** 230.08 (2) (e) 2. of the statutes is amended to read:

10          230.08 (2) (e) 2. Agriculture, trade and consumer protection — ~~6~~ 9.

11          **SECTION 2753k.** 230.08 (2) (e) 2m. of the statutes is amended to read:

12          230.08 (2) (e) 2m. Children and families — ~~5~~ 8.”.

13          **111.** Page 1147, line 6: after that line insert:

14          “**SECTION 2753mp.** 230.08 (2) (e) 3e. of the statutes is amended to read:

15          230.08 (2) (e) 3e. Corrections — ~~4~~ 7.”.

16          **112.** Page 1147, line 8: after that line insert:

17          “**SECTION 2754g.** 230.08 (2) (e) 4f. of the statutes is amended to read:

18          230.08 (2) (e) 4f. Financial institutions — ~~3~~ 5.

19          **SECTION 2754r.** 230.08 (2) (e) 5. of the statutes is amended to read:

20          230.08 (2) (e) 5. Health services — ~~6~~ 9.”.

21          **113.** Page 1147, line 11: after that line insert:

22          “**SECTION 2755g.** 230.08 (2) (e) 7. of the statutes is amended to read:

23          230.08 (2) (e) 7. Justice — ~~3~~ 5.

24          **SECTION 2755i.** 230.08 (2) (e) 8. of the statutes is amended to read:

1           230.08 (2) (e) 8. Natural resources — ~~7~~ 10.

2           **SECTION 2755k.** 230.08 (2) (e) 8h. of the statutes is created to read:

3           230.08 (2) (e) 8h. Office of the commissioner of insurance — 2.

4           **SECTION 2755n.** 230.08 (2) (e) 8j. of the statutes is created to read:

5           230.08 (2) (e) 8j. Office of state employment relations — 3.

6           **SECTION 2755p.** 230.08 (2) (e) 9m. of the statutes is amended to read:

7           230.08 (2) (e) 9m. Public service commission — ~~5~~ 8.”

8           **114.** Page 1147, line 12: after that line insert:

9           “**SECTION 2756p.** 230.08 (2) (e) 11. of the statutes is amended to read:

10           230.08 (2) (e) 11. Revenue — ~~4~~ 7.”

11           **115.** Page 1147, line 14: after that line insert:

12           “**SECTION 2757g.** 230.08 (2) (e) 12. of the statutes is amended to read:

13           230.08 (2) (e) 12. Transportation — ~~6~~ 9.”

14           **SECTION 2757r.** 230.08 (2) (e) 15. of the statutes is created to read:

15           230.08 (2) (e) 15. Tourism — 1.”

16           **116.** Page 1148, line 5: after that line insert:

17           “**SECTION 2760p.** 230.08 (2) (ya) of the statutes is amended to read:

18           230.08 (2) (ya) The director, deputy director, and executive assistant to the  
19 director of the office of state employment relations ~~in the department of~~  
20 ~~administration~~.”

21           **117.** Page 1148, line 10: delete lines 10 to 20 and substitute:

22           “**SECTION 2763b.** 230.08 (4) (a) of the statutes, as affected by 2011 Wisconsin

23 Act 10, is repealed and recreated to read:



1           230.08 (4) (a) The number of administrator positions specified in sub. (2) (e)  
2 includes all administrator positions specifically authorized by law to be employed  
3 outside the classified service in each department, board or commission and the  
4 historical society, and any other managerial position determined by an appointing  
5 authority. In this paragraph, “department” has the meaning given under s. 15.01 (5),  
6 “board” means the educational communications board, government accountability  
7 board, investment board, public defender board and technical college system board  
8 and “commission” means the employment relations commission and the public  
9 service commission. Notwithstanding sub. (2) (z), no division administrator position  
10 exceeding the number authorized in sub. (2) (e) may be created in the unclassified  
11 service.”.

12           **118.** Page 1148, line 24: delete “is amended” and substitute “, as affected by  
13 2011 Wisconsin Act 10, is repealed and recreated”.

14           **119.** Page 1149, line 1: delete lines 1 to 20 and substitute:

15           “230.09 (2) (g) When filling a new or vacant position, if the director determines  
16 that the classification for a position is different than that provided for by the  
17 legislature as established by law or in budget determinations, or as authorized by the  
18 joint committee on finance under s. 13.10, or as specified by the governor creating  
19 positions under s. 16.505 (1) (c) or (2), or is different than that of the previous  
20 incumbent, the director shall notify the administrator and the secretary of  
21 administration. The administrator shall withhold action on the selection and  
22 certification process for filling the position. The secretary of administration shall  
23 review the position to determine that sufficient funds exist for the position and that  
24 the duties and responsibilities of the proposed position reflect the intent of the

1 legislature as established by law or in budget determinations, the intent of the joint  
2 committee on finance acting under s. 13.10, the intent of the governor creating  
3 positions under s. 16.505 (1) (c) or (2). The administrator may not proceed with the”.  
4 selection and certification process until the secretary of administration has  
5 authorized the position to be filled.

6 **120.** Page 1149, line 20: after that line insert:

7 **SECTION 2763r.** 230.10 (1) of the statutes is amended to read:

8 230.10 (1) Except as provided under sub. (2), the compensation plan provisions  
9 of s. 230.12 apply to all employees of the classified service, ~~unless they are covered~~  
10 ~~by a collective bargaining agreement under subch. V of ch. 111 and the unclassified~~  
11 ~~service, unless otherwise excluded under s. 230.12 (1) (a) 1. b. If an employee is~~  
12 ~~covered under a collective bargaining agreement under subch. V of ch. 111, the~~  
13 ~~compensation plan provisions of s. 230.12 apply to that employee, except for those~~  
14 ~~provisions relating to matters that are subject to bargaining under a collective~~  
15 ~~bargaining agreement that covers the employee.”.~~

16 **121.** Page 1150, line 22: after that line insert:

17 **“SECTION 2764bg.** 230.12 (1) (h) of the statutes is created to read:

18 230.12 (1) (h) *Other pay, benefits, and working conditions.* The compensation  
19 plan may include other provisions relating to pay, benefits, and working conditions  
20 that shall supersede the provisions of the civil service and other applicable statutes  
21 and rules promulgated by the director and the administrator.

22 **SECTION 2764br.** 230.12 (3) (a) of the statutes is amended to read:

23 230.12 (3) (a) *Submission to the joint committee on employment relations.* The  
24 director shall submit to the joint committee on employment relations a proposal for

1 any required changes in the compensation plan ~~which may include across the board~~  
2 ~~pay adjustments for positions in the classified service.~~ The proposal shall include the  
3 amounts and methods for within range pay progression, for pay transactions, and for  
4 performance awards. The proposal shall be based upon experience in recruiting for  
5 the service, the principle of providing pay equity regardless of gender or race, data  
6 collected as to rates of pay for comparable work in other public services and in  
7 commercial and industrial establishments, recommendations of agencies and any  
8 special studies carried on as to the need for any changes in the compensation plan  
9 to cover each year of the biennium. The proposal shall also take proper account of  
10 prevailing pay rates, costs and standards of living and the state's employment  
11 policies.

12 **SECTION 2764bt.** 230.12 (3) (b) of the statutes is amended to read:

13 230.12 (3) (b) *Public hearing on the proposal; adoption of plan.* The director  
14 shall submit the proposal for any required changes in the compensation plan to the  
15 joint committee on employment relations. The committee shall hold a public hearing  
16 on the proposal. The proposal, as may be modified by the joint committee on  
17 employment relations together with the unchanged provisions of the current  
18 compensation plan, shall, for the ensuing fiscal year or until a new or modified plan  
19 is adopted under this subsection, constitute the state's compensation plan ~~for~~  
20 ~~positions in the classified service.~~ Any modification of the director's proposed  
21 changes in the compensation plan by the joint committee on employment relations  
22 may be disapproved by the governor within 10 calendar days. A vote of 6 members  
23 of the joint committee on employment relations is required to set aside any such  
24 disapproval of the governor.".

1           **122.** Page 1151, line 3: after that line insert:

2           “**SECTION 2764dg.** 230.12 (3) (e) 1. of the statutes is amended to read:

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

1 and adjustments other than across-the-board pay adjustments is available for  
2 discretionary use by the board of regents.”.

3 **123.** Page 1151, line 4: delete the material beginning with that line and  
4 ending with page 1152, line 4 and substitute:

5 “**SECTION 2764dh.** 230.12 (3) (e) 1. of the statutes, as affected by 2011  
6 Wisconsin Act 10 and 2011 Wisconsin Act .... (this act), is repealed and recreated to  
7 read:

8 230.12 (3) (e) 1. The director, after receiving recommendations from the board  
9 of regents and the chancellor of the University of Wisconsin–Madison, shall submit  
10 to the joint committee on employment relations a proposal for adjusting  
11 compensation and employee benefits for University of Wisconsin System employees.  
12 The proposal shall be based upon the competitive ability of the board of regents to  
13 recruit and retain qualified faculty and academic staff, data collected as to rates of  
14 pay for comparable work in other public services, universities and commercial and  
15 industrial establishments, recommendations of the board of regents and any special  
16 studies carried on as to the need for any changes in compensation and employee  
17 benefits to cover each year of the biennium. The proposal shall also take proper  
18 account of prevailing pay rates, costs and standards of living and the state’s  
19 employment policies. The proposal for such pay adjustments may contain  
20 recommendations for across-the-board pay adjustments, merit or other  
21 adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf)  
22 shall apply to the process for approval of all pay adjustments for such employees. The  
23 proposal as approved by the joint committee on employment relations and the  
24 governor shall be based upon a percentage of the budgeted salary base for such

1 employees. The amount included in the proposal for merit and adjustments other  
2 than across-the-board pay adjustments is available for discretionary use by the  
3 board of regents.”.

4 **124.** Page 1152, line 13: after that line insert:

5 “**SECTION 2764wb.** 230.24 (4) of the statutes is created to read:

6 230.24 (4) An appointing authority may reassign an employee in a career  
7 executive position to a career executive position in any agency if the appointing  
8 authority in the agency to which the employee is to be reassigned approves of the  
9 reassignment.

10 **SECTION 2764wd.** 230.29 (1) of the statutes is renumbered 230.29 and  
11 amended to read:

12 **230.29 Transfers.** ~~Subject to sub. (2), a~~ A transfer may be made from one  
13 position to another only if specifically authorized by the administrator.

14 **SECTION 2764wf.** 230.29 (2) of the statutes is repealed.”.

15 **125.** Page 1153, line 9: delete lines 9 to 19 and substitute:

16 “**SECTION 2766h.** 230.34 (1) (ar) of the statutes is amended to read:

17 230.34 (1) (ar) Paragraphs (a) and (am) apply to all employees with permanent  
18 status in class in the classified service and all employees who have served with the  
19 state as an assistant district attorney for a continuous period of 12 months or more,  
20 except that ~~for employees specified in s. 111.81 (7) (a) in a collective bargaining unit~~  
21 ~~for which a representative is recognized or certified, or for employees specified in s.~~  
22 ~~111.81 (7) (b) or (c) in a collective bargaining unit for which a representative is~~  
23 ~~certified, if a collective bargaining agreement is in effect covering employees in the~~  
24 ~~collective bargaining unit, the determination of just cause and all aspects of the~~

1 ~~appeal procedure shall be governed by the provisions of the collective bargaining~~  
2 ~~agreement.~~

3 **SECTION 2766k.** 230.34 (1) (ax) of the statutes is created to read:

4 230.34 (1) (ax) 1. Notwithstanding pars. (a), (am), and (ar), during a state of  
5 emergency declared by the governor under s. 323.10, an appointing authority may  
6 discharge any employee who does any of the following:

7 a. Fails to report to work as scheduled for any 3 working days during the state  
8 of emergency and the employee's absences from work are not approved leaves of  
9 absence.

10 b. Participates in a strike, work stoppage, sit-down, stay-in, slowdown, or  
11 other concerted activities to interrupt the operations or services of state government,  
12 including specifically participation in purported mass resignations or sick calls.

13 2. Engaging in any action under subd. 1. constitutes just cause for discharge.

14 3. Before discharging an employee, the appointing authority shall provide the  
15 employee notice of the action and shall furnish to the employee in writing the reasons  
16 for the action. The appointing authority shall provide the employee an opportunity  
17 to respond to the reasons for the discharge.

18 **SECTION 2766m.** 230.35 (1s) of the statutes is amended to read:

19 230.35 (1s) Annual leave of absence with pay for instructional staff employed  
20 by the board of regents of the University of Wisconsin System who provide services  
21 for a charter school established by contract under s. 118.40 (2r) (cm) shall be  
22 determined by the governing board of the charter school established by contract  
23 under s. 118.40 (2r) (cm), as approved by the chancellor of the University of  
24 Wisconsin–Parkside and subject to the terms of any collective bargaining agreement  
25 under subch. V of ch. 111 covering the instructional staff.

1           **SECTION 2766p.** 230.35 (2d) (e) of the statutes is amended to read:

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

6           **SECTION 2766s.** 230.35 (3) (e) 6. of the statutes is amended to read:

7           230.35 **(3)** (e) 6. For employees who are included in a collective bargaining unit  
8 for which a representative is recognized or certified under subch. V ~~or VI~~ of ch. 111,  
9 this paragraph shall apply unless otherwise provided in a collective bargaining  
10 agreement.”.

11           **126.** Page 1153, line 24: after that line insert:

12           “**SECTION 2767p.** 230.88 (2) (b) of the statutes is amended to read:

13           230.88 **(2)** (b) No collective bargaining agreement supersedes the rights of an  
14 employee under this subchapter. However, nothing in this subchapter affects any  
15 right of an employee to pursue a grievance procedure under a collective bargaining  
16 agreement under subch. V ~~or VI~~ of ch. 111, and if the division of equal rights  
17 determines that a grievance arising under such a collective bargaining agreement  
18 involves the same parties and matters as a complaint under s. 230.85, it shall order  
19 the arbitrator’s final award on the merits conclusive as to the rights of the parties  
20 to the complaint, on those matters determined in the arbitration which were at issue  
21 and upon which the determination necessarily depended.”.

22           **127.** Page 1158, line 15: after that line insert:

23           “**SECTION 2795g.** 233.02 (1) (h) of the statutes is repealed.

24           **SECTION 2795r.** 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 2796p.** 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 2798p.** 233.04 (2) of the statutes is amended to read:

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

20           **SECTION 2799p.** 233.04 (4) of the statutes is repealed.

21           **SECTION 2800p.** 233.04 (4m) of the statutes is repealed.

22           **SECTION 2800s.** 233.04 (4r) of the statutes is repealed.

23           **SECTION 2812br.** 233.10 (1) of the statutes is amended to read:

24           233.10 (1) Subject to s. 233.04 (4) to (4r) and 1995 Wisconsin Act 27, section  
25 9159 (2) and (4), the 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 2812cr.** 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 2812dr.** 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 2812er.** 233.10 (3) (b) of the statutes is repealed.

12 **SECTION 2812fr.** 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 2812gr.** 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 2812hg.** 233.10 (3m) of the statutes is repealed.”.

24 **128.** Page 1193, line 12: after that line insert:

1           **SECTION 2927h.** 281.75 (4) (b) 3. of the statutes, as affected by 2011 Wisconsin  
2 Act 7, is amended to read:

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

5           **129.** Page 1197, line 18: after that line insert:

6           **SECTION 2952m.** 285.59 (1) (b) of the statutes, as affected by 2011 Wisconsin  
7 Act 7, is amended to read:

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

18           **130.** Page 1371, line 3: after that line insert:

19           **SECTION 3474k.** 704.31 (3) of the statutes is amended to read:

20           704.31 (3) This section does not apply to a lease to which a local professional  
21 baseball park district created under subch. III of ch. 229, ~~the Wisconsin Quality~~  
22 ~~Home Care Authority,~~ or the Fox River Navigational System Authority is a party.”.

23           **131.** Page 1375, line 24: after that line insert:

24           **SECTION 3492p.** 851.71 (4) of the statutes is amended to read:

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

6           **132.** Page 1379, line 18: after that line insert:

7           “**SECTION 3508v.** 904.085 (2) (a) of the statutes is amended to read:

8           904.085 (2) (a) “Mediation” means mediation under s. 93.50 (3), conciliation  
9 under s. 111.54, mediation under s. 111.11, 111.70 (4) (cg) or (cm) 3. or 111.87,  
10 mediation under s. 115.797, negotiation under s. 289.33 (9), mediation under ch. 655  
11 or s. 767.405, or any similar statutory, contractual or court-referred process  
12 facilitating the voluntary resolution of disputes. “Mediation” does not include  
13 binding arbitration or appraisal.”.

14           **133.** Page 1399, line 6: after that line insert:

15           “**SECTION 3561p.** 978.12 (1) (c) of the statutes is amended to read:

16           978.12 (1) (c) *Assistant district attorneys.* Assistant district attorneys shall be  
17 employed outside the classified service. For purposes of salary administration, the  
18 director of the office of state employment relations shall establish one or more  
19 classifications for assistant district attorneys in accordance with the classification  
20 or classifications allocated to assistant attorneys general. Except as provided in s.  
21 111.93 (3) (b), the salaries of assistant district attorneys shall be established and  
22 adjusted in accordance with the state compensation plan for assistant attorneys  
23 general whose positions are allocated to the classification or classifications  
24 established by the director of the office of state employment relations.”.

1           **134.** Page 1401, line 24: after that line insert:

2           “(1q) EVALUATION OF STAFFING NEEDS AT THE WISCONSIN EMPLOYMENT RELATIONS  
3           COMMISSION. The department of administration shall evaluate the staffing  
4           requirements of the Wisconsin employment relations commission and shall submit  
5           the report of the evaluation to the joint committee on finance under section 13.10 of  
6           the statutes.”.

7           **135.** Page 1445, line 8: after that line insert:

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8           “(1dr) STATE EMPLOYEE HEALTH CARE COVERAGE. Notwithstanding section 40.05  
9           (4) (ag) and (c) of the statutes, as affected by this act, beginning with health insurance  
10           premiums paid in any month that begins after the effective date of this subsection,  
11           as determined by the secretary of administration, and ending with coverage for  
12           December 2011, all of the following shall apply:

13           (a) Employees covered under section 40.05 (4) (ag) 2. of the statutes, as affected  
14           by this act, shall pay \$84 a month for individual coverage and \$208 a month for family  
15           coverage for health care coverage under any plan offered in the tier with the lowest  
16           employee premium cost under section 40.51 (6) of the statutes; \$122 a month for  
17           individual coverage and \$307 a month for family coverage for health care coverage  
18           under any plan offered in the tier with the next lowest employee premium cost under  
19           section 40.51 (6) of the statutes; and \$226 a month for individual coverage and \$567  
20           a month for family coverage for health care coverage under any plan offered in the  
21           tier with the highest employee premium cost under section 40.51 (6) of the statutes.

22           (b) Eligible employees covered under section 40.02 (25) (b) 2. of the statutes,  
23           as affected by this act, shall pay 50 percent of the amounts required for employees  
24           under paragraph (a).

1 (c) Employees covered under section 40.05 (4) (ag) 1. of the statutes, as affected  
2 by this act, and craft employees, as defined in section 111.81 (4) of the statutes, and  
3 related nonrepresented employees shall pay the same amounts that they are  
4 required to pay on the day before the effective date of this paragraph.

5 (1hr) EMPLOYER AND EMPLOYEE REQUIRED CONTRIBUTIONS FOR 2011.  
6 Notwithstanding the employer and employee required contributions rates  
7 established for 2011 under section 40.05 (1) and (2), 2009 stats., beginning on the first  
8 day of any pay period after the effective date of this subsection, as determined by the  
9 secretary of administration, the employee required contributions under section  
10 40.05 (1) (a) of the statutes, as affected by this act, shall be in effect for the remainder  
11 of 2011, and the employer required contributions under section 40.05 (2) of the  
12 statutes shall be adjusted to reflect the increases in employee required contributions  
13 for the remainder of 2011. <sup>”</sup> ✓ ⊙

14 (1mr) AGREEMENTS TO MODIFY GROUP INSURANCE COVERAGE FOR STATE EMPLOYEES.  
15 Section 40.03 (6) (c) of the statutes shall not apply to any agreements entered into  
16 by the group insurance board to modify group insurance coverage for the 2012 and  
17 2013 calendar years.

18 (1pr) REDUCTIONS IN HEALTH CARE PREMIUM COSTS FOR HEALTH CARE COVERAGE  
19 DURING 2012 CALENDAR YEAR. The group insurance board shall design health care  
20 coverage plans for the 2012 calendar year that, after adjusting for any inflationary  
21 increase in health benefit costs, as determined by the group insurance board, reduces  
22 the average premium cost of plans offered in the tier with the lowest employee  
23 premium cost under section 40.51 (6) of the statutes by at least 5 percent from the  
24 cost of such plans offered during the 2011 calendar year. The group insurance board  
25 shall include copayments in the health care coverage plans for the 2012 calendar

1 year and may require health risk assessments for state employees and participation  
2 in wellness or disease management programs.”.

3 **136.** Page 1459, line 4: delete “2011”.

4 **137.** Page 1459, line 5: delete lines 5 to 7 and substitute “SECTIONS 9315 (1q)  
5 and (2q) and 9332 (1q) of this act. The memorandum of understanding”.

6 **138.** Page 1459, line 21: delete the material beginning with “2011” and ending  
7 with “legislation.” on line 24 and substitute “SECTIONS 9315 (1q) and (2q) and 9332  
8 (1q) of this act.”.

9 **139.** Page 1460, line 7: after that line insert:

10 “(1q) UNION REPRESENTATIVE CERTIFICATION VOTE.

11 (a) In this subsection:

12 1. “General municipal employee” has the meaning given in section 111.70 (1)  
13 (fm) of the statutes, as created by this act.

14 2. “School district employee” has the meaning given in section 111.70 (1) (ne)  
15 of the statutes.

16 (b) Each collective bargaining unit under subchapter IV of chapter 111 of the  
17 statutes, as affected by this act, containing general municipal employees who are  
18 subject to an extension of their collective bargaining agreement shall have their  
19 collective bargaining agreement terminated as soon as legally possible and shall vote  
20 to certify or decertify their representatives as provided in section 111.70 (4) (d) 3. b.  
21 of the statutes, as created by this act. Notwithstanding the date provided under  
22 section 111.70 (4) (d) 3. b. of the statutes, as created by this act, the vote shall be held  
23 in the 3rd month beginning after the effective date of this paragraph.”.

24 **140.** Page 1477, line 2: after that line insert:

1           “(1q) COMPENSATION FOR REPRESENTED STATE EMPLOYEES. Upon termination of  
2 any collective bargaining agreement between the state and a labor organization  
3 representing employees in a collective bargaining unit under section 111.825 (1) or  
4 (2) of the statutes, as affected by this act, the director of the office of state employment  
5 relations may continue to administer those provisions of the collective bargaining  
6 agreements that the director determines necessary for the orderly administration of  
7 the state civil services system until the compensation plan under section 230.12 of  
8 the statutes is established for the 2011–13 fiscal biennium.”.

9           **141.** Page 1488, line 6: after that line insert:

10           “(1q) TERMINATION OF CONTRACTUAL SERVICES AGREEMENT. On the effective date  
11 of this subsection any contractual services agreement between the University of  
12 Wisconsin Hospitals and Clinics Board and the University of Wisconsin Hospitals  
13 and Clinics Authority under section 233.04 (4) of the statutes is terminated.

14           (2q) TRANSFER OF EMPLOYEES TO UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS  
15 AUTHORITY. On the effective date of this subsection, all employees of the University  
16 of Wisconsin Hospitals and Clinics Board are transferred to the University of  
17 Wisconsin Hospitals and Clinics Authority. The University of Wisconsin Hospitals  
18 and Clinics Authority shall adhere to the terms of any collective bargaining  
19 agreement covering the employees that is in force on the effective date of this  
20 subsection, including specifically terms relating to employer payment of any  
21 employee required contributions under the Wisconsin Retirement System and  
22 employer payment of any health insurance premiums on behalf of employees. Upon  
23 termination of the collective bargaining agreement, the University of Wisconsin



1 Hospitals and Clinics Authority shall establish the compensation and benefits of the  
2 employees under section 233.10 (2) of the statutes.”.

3 **142.** Page 1496, line 2: delete lines 2 to 19.

4 **143.** Page 1498, line 2: after that line insert:

5 “(3q) UNION REPRESENTATIVE CERTIFICATION VOTE.

6 (a) In this subsection, “general employee” has the meaning given in section  
7 111.81 (9g) of the statutes, as created by this act.

8 (b) Each collective bargaining unit under subchapter V of chapter 111 of the  
9 statutes, as affected by this act, containing general employees shall vote to certify or  
10 decertify their representatives as provided in section 111.83 (3) (b) of the statutes,  
11 as created by this act. Notwithstanding the date provided under section 111.83 (3)  
12 (b) of the statutes, as created by this act, the vote shall be held in the 3rd month  
13 beginning after the effective date of this paragraph.

14 (3r) WAGE INCREASE FOR INITIAL COLLECTIVE BARGAINING AGREEMENT.

15 (a) In this subsection:

16 1. “Consumer price index change” has the meaning given in section 111.81 (3n)  
17 of the statutes, as created by this act.

18 2. “General employee” has the meaning given in section 111.81 (9g) of the  
19 statutes, as created by this act.

20 (b) Notwithstanding section 111.91 (3) (b) of the statutes, as created by this act,  
21 in the first collective bargaining agreement that it negotiates after the effective date  
22 of this paragraph with each collective bargaining unit containing a general  
23 employee, the state is prohibited from bargaining with respect to a proposal that does  
24 any of the following:

1           1. If there is an increase in the consumer price index change, provides for total  
2 base wages for authorized positions in the proposed collective bargaining agreement  
3 that exceed the total base wages for authorized positions 180 days before July 1,  
4 2011, by a greater percentage than the consumer price index change.

5           2. If there is a decrease or no change in the consumer price index change,  
6 provides for any change in total base wages for authorized positions in the proposed  
7 collective bargaining agreement from the total base wages for authorized positions  
8 180 days before July 1, 2011.

9           (4q) WISCONSIN QUALITY HOME CARE AUTHORITY ASSETS, LIABILITIES, PERSONAL  
10 PROPERTY, AND CONTRACTS.

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

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

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

22           **144.** Page 1511, line 4: after that line insert:

23           “(1q) HEALTH CARE COVERAGE PREMIUMS. The treatment of sections 40.02 (25) (b)  
24 2., 40.05 (4) (ag), (ar), and (c), 40.51 (7), and 40.52 (3) of the statutes and SECTION 9115

1 (1q) of this act first apply to employees who are covered by a collective bargaining  
 2 agreement that contains provisions inconsistent with those sections on the day on  
 3 which the agreement expires or is terminated, extended, modified, or renewed,  
 4 whichever occurs first.

*< 9.315. Initial applicability, Employee Trust Funds. >* ← *material goes under this title*

5 (2q) PAYMENT OF EMPLOYEE REQUIRED CONTRIBUTIONS. The treatment of sections  
 6 13.111 (2), 40.02 (27), 40.05 (1) (a) (intro.), 1., 2., 3., and 4. and (b), (2m), and (2n),  
 7 40.32 (1), 59.875, 62.623, and 66.0518 of the statutes and SECTION 9115 (2q) of this  
 8 act first apply to employees who are covered by a collective bargaining agreement  
 9 that contains provisions inconsistent with those sections on the day on which the  
 10 agreement expires or is terminated, extended, modified, or renewed, whichever  
 11 occurs first. *see CCC to AA1 to AA1*

12 (3q) CALCULATION OF ANNUITIES UNDER THE WISCONSIN RETIREMENT SYSTEM.

13 (a) Except as provided in paragraph (b), for elected officials, as defined in  
 14 section 40.02 (24) of the statutes, and for any public officer holding a term of office  
 15 subject to article IV, section 26 (2) of the constitution, who are participating  
 16 employees in the Wisconsin retirement system, the treatment of section 40.23 (2m)  
 17 (e) 2. of the statutes first applies to creditable service that is performed on the first  
 18 day of a term of office that begins after the effective date of this paragraph.

19 (b) For supreme court justices, court of appeals judges, and circuit court judges,  
 20 who are participating employees in the Wisconsin retirement system, the treatment  
 21 of section 40.23 (2m) (e) 2. of the statutes first applies to creditable service that is  
 22 performed on the day on which the next supreme court justice, court of appeals judge,  
 23 or circuit court judge assumes office after the effective date of this paragraph.”.

24 **145.** Page 1514, line 5: after that line insert:

1           “(1q) COLLECTIVE BARGAINING; MUNICIPAL EMPLOYEES. The treatment of sections  
2 20.425 (1) (i), 46.2895 (8) (a) 1., 49.825 (3) (b) 4., 49.826 (3) (b) 4., 66.0506, 66.0508,  
3 109.03 (1) (b), 111.70 (1) (a), (b), (cm), (f), (fm), (j), (mm), (n), (nm) and (p), (2), (3) (a)  
4 3., 4., 5., 6., 7., 7m., and 9. and (b) 6. and 6m., (3g), (3m), (3p), (4) (intro.), (bm), (c)  
5 (title), 1., 2. a. and b., 3., and 4., (cg), (cm) (title), 1., 2., 3., 4., 5., 6., 7., 7m., 7g., 7r.,  
6 8., 8m., and 9., (d) 2. a., (L), (m), (mb), (mbb), (mc) (intro.) and 4., (n), and (o), (6), (7),  
7 (7m) (b), (c) 1. a. and 3., (e), and (f), and (8) (a), 111.71 (2), (4), (4m), (5), and (5m),  
8 111.77 (intro.), (8) (a) and (9), 118.22 (4), 118.223, 118.23 (5), 118.245, 118.42 (3) (a)  
9 4. and (5), 119.04 (1), 120.12 (15), 120.18 (1) (gm), 851.71 (4) and 904.085 (2) (a) of  
10 the statutes, the amendment of section 111.70 (4) (d) 3. of the statutes, and the  
11 creation of section 111.70 (4) (d) 3. b. of the statutes first apply to employees who are  
12 covered by a collective bargaining agreement under subchapter IV of chapter 111 of  
13 the statutes that contains provisions inconsistent with those sections on the day on  
14 which the agreement expires or is terminated, extended, modified, or renewed,  
15 whichever occurs first.”.

16           **146.** Page 1522, line 9: after that line insert:

17           “(1q) COLLECTIVE BARGAINING; STATE EMPLOYEES, UNIVERSITY OF WISCONSIN  
18 EMPLOYEES, AND EMPLOYEES OF AUTHORITIES.

19           (a) The treatment of sections 16.705 (3), 20.921 (1) (a) 2. and (b), 73.03 (68),  
20 111.80, 111.81 (1), (3h), (3n), (7) (g), (9), (9g), (9k), (12) (intro.), (12m), (15r), and (16),  
21 111.815 (1) and (2), 111.82, 111.825 (1) (intro.) and (g), (1m), (2g), (3), (4), (4m), and  
22 (5), 111.83 (1), (4), (5m), and (7), 111.84 (1) (b), (d), and (f), (2) (c), and (3), 111.845,  
23 111.85 (1), (2), (4), and (5), 111.90 (2), 111.905, 111.91 (1) (a), (am), (b), (c), (cg), (cm),  
24 (d), and (e), (2) (intro.) and (gu), (2c), (3), and (3q), 111.92 (1) (a) and (b) and (2m),

1 118.40 (2r) (b) 3., 146.59, 230.10 (1), 230.34 (1) (ar), 230.35 (1s), and 978.12 (1) (c) of  
2 the statutes, the renumbering of sections 111.825 (6) and 111.83 (3) of the statutes,  
3 the renumbering and amendment of sections 111.92 (3) and 111.93 (3) of the statutes,  
4 and the creation of sections 111.825 (6) (b), 111.83 (3) (b), 111.92 (3) (b), and 111.93  
5 (3) (b) of the statutes first apply to employees who are covered by a collective  
6 bargaining agreement under subchapter V of chapter 111 of the statutes that  
7 contains provisions inconsistent with those sections on the day on which the  
8 agreement expires or is terminated, extended, modified, or renewed, whichever  
9 occurs first.

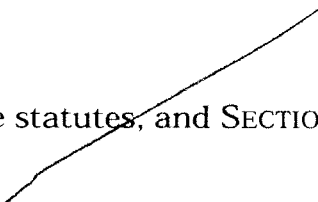
10 (b) The treatment of sections 7.33 (4), 13.111 (2), 15.07 (1) (a) 6., 15.96, 16.50  
11 (3) (e), 16.705 (3), 19.82 (1), 19.85 (3), 19.86, 20.425 (1) (a) and (i), 20.545 (1) (k) and  
12 (km), 20.865 (1) (ci), (cm), (ic), (im), (si), and (sm), 20.917 (3) (b), 20.921 (1) (a) 2. and  
13 (b), 20.923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

1           **147.** Page 1526, line 20: after that line insert:

2           “(1q) GRIEVANCE PROCEDURE; COLLECTIVE BARGAINING. The treatment of section  
3 66.0509 (1m) of the statutes takes effect on the first day of the 4th month beginning  
4 after publication.”.

5           **148.** Page 1531, line 4: delete lines 4 to 18 and substitute:

6           “(1bq) UNIVERSITY OF WISCONSIN. The treatment of sections 16.705 (1r) (d) and  
7 (e), 16.71 (1m) (by SECTION 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), 16.993 (7),  
8 19.42 (13) (b), (c), and (cm), 19.45 (11) (a) and (b), 20.865 (1) (c), (ci) (by SECTION  
9 775Lm), (i), (ic) (by SECTION 775rm), (s), and (si) (by SECTION 775ym), 20.916 (10),  
10 20.923 (4g), (5), (6) (Lm) and (m), (14) (b), (15) (b), and (16), 36.09 (1) (e), (i), (j) (by  
11 SECTION 951km), and (k), 36.15 (2), 36.30, 36.52, 40.02 (30), 111.335 (1) (cv), 111.81  
12 (7) (ar) and (at), 111.815 (1) (by SECTION 2410cc) and (2) (by SECTION 2410dc), 111.825  
13 (1r), (1t), (2) (a), (b), (c), (f), (g), (h), and (i), (3) (by SECTION 2410je), (3m), (4) (by  
14 SECTION 2410mb), (6) (a) (by SECTION 2410np), and (7), 111.83 (5) (a), (b), and (c),  
15 111.84 (2) (c) (by SECTION 2410rdd), 111.91 (4), 111.92 (1) (a) (by SECTION 2426gh),  
16 111.93 (2) and (3) (a) (by SECTION 2426tb), 111.935 (2), 230.01 (1), 230.03 (3) (by  
17 SECTION 2751e), (6), (6m), (10h), and (13), 230.08 (2) (cm), (d), (dm), and (k), 230.10  
18 (2), 230.12 (1) (a) 1. b. and (3) (e) (title) and 1. (by SECTION 2764dh), and 230.34 (1)  
19 (ar) of the statutes, the repeal of sections 36.58 (5) and 230.143 (1) and (2) of the  
20 statutes, the renumbering of sections 111.83 (7) and 111.85 (5) of the statutes, the  
21 renumbering and amendment of sections 16.417 (2) (f) and 230.143 (intro.) of the  
22 statutes, the creation of sections 16.417 (2) (f) 2., 111.83 (7) (b), 111.85 (5) (b), and

1 111.92 (1) (a) 2. and 3. of the statutes, and SECTION 9152 (1c) of this act take effect  
2 on July 1, 2013." 

3

(END)

  
INSD