



State of Wisconsin
2011 – 2012 LEGISLATURE



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**ASSEMBLY AMENDMENT 1,
TO ASSEMBLY SUBSTITUTE AMENDMENT 1,
TO 2011 ASSEMBLY BILL 40**

June 13, 2011 – Offered by Representatives J. FITZGERALD and SUDER.

At the locations indicated, amend the substitute amendment as follows:

1. Page 5, line 3: before that line insert:

***-1211/P10.1* SECTION 5t.** 7.33 (1) (c) of the statutes is amended to read:

7.33 (1) (c) “State agency” has the meaning given under s. 20.001 (1) and includes an authority created under subch. II of ch. 114 or ch. 52, 231, 232, 233, 234, or 237.

***-1211/P10.2* SECTION 5u.** 7.33 (4) of the statutes is amended to read:

7.33 (4) Except as otherwise provided in this subsection, each local governmental unit, as defined in s. 16.97 (7), may, and each state agency shall, upon proper application under sub. (3), permit each of its employees to serve as an election official under s. 7.30 without loss of fringe benefits or seniority privileges earned for scheduled working hours during the period specified in sub. (3), without loss of pay

for scheduled working hours during the period specified in sub. (3) except as provided in sub. (5), and without any other penalty. For employees who are included in a collective bargaining unit for which a representative is recognized or certified under subch. V or VI of ch. 111, this subsection shall apply unless otherwise provided in a collective bargaining agreement.”.

2. Page 15, line 23: before that line insert:

“*–**1211/P10.3*** **SECTION 31h.** 13.111 (2) of the statutes is amended to read:

13.111 **(2)** DUTIES. The joint committee on employment relations shall perform the functions assigned to it under ~~subchs. subch. V and VI~~ of ch. 111, subch. II of ch. 230 and ss. 16.53 (1) (d) 1., 20.916, 20.917, and 20.923 ~~and 40.05 (1) (b)~~.

SECTION 31k. 13.172 (1) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

13.172 **(1)** In this section, “agency” means an office, department, agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the courts, and any authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 233, 234, 238, or 279.”.

3. Page 18, line 16: after that line insert:

“**SECTION 49d.** 13.48 (13) (a) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

13.48 **(13)** (a) Except as provided in par. (b) or (c), every building, structure or facility that is constructed for the benefit of or use of the state, any state agency, board, commission or department, the University of Wisconsin Hospitals and Clinics

Authority, the Fox River Navigational System Authority, the ~~Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, or any local professional baseball park district created under subch. III of ch. 229 if the construction is undertaken by the department of administration on behalf of the district, shall be in compliance with all applicable state laws, rules, codes and regulations but the construction is not subject to the ordinances or regulations of the municipality in which the construction takes place except zoning, including without limitation because of enumeration ordinances or regulations relating to materials used, permits, supervision of construction or installation, payment of permit fees, or other restrictions.”.

4. Page 22, line 21: after that line insert:

“**SECTION 61m.** 13.62 (2) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

13.62 (2) “Agency” means any board, commission, department, office, society, institution of higher education, council, or committee in the state government, or any authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. 52, 231, 232, 233, 234, 237, 238, or 279, except that the term does not include a council or committee of the legislature.”.

5. Page 24, line 4: after that line insert:

“**SECTION 68m.** 13.94 (4) (a) 1. of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

13.94 (4) (a) 1. Every state department, board, examining board, affiliated credentialing board, commission, independent agency, council or office in the executive branch of state government; all bodies created by the legislature in the

legislative or judicial branch of state government; any public body corporate and politic created by the legislature including specifically ~~the Wisconsin Quality Home Care Authority~~, the Fox River Navigational System Authority, the Lower Fox River Remediation Authority, and the Wisconsin Aerospace Authority, the Wisconsin Economic Development Corporation, a professional baseball park district, a local professional football stadium district, a local cultural arts district and a long-term care district under s. 46.2895; every Wisconsin works agency under subch. III of ch. 49; every provider of medical assistance under subch. IV of ch. 49; technical college district boards; every county department under s. 51.42 or 51.437; every nonprofit corporation or cooperative or unincorporated cooperative association to which moneys are specifically appropriated by state law; and every corporation, institution, association or other organization which receives more than 50% of its annual budget from appropriations made by state law, including subgrantee or subcontractor recipients of such funds.

SECTION 68r. 13.95 (intro.) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

13.95 Legislative fiscal bureau. (intro.) There is created a bureau to be known as the “Legislative Fiscal Bureau” headed by a director. The fiscal bureau shall be strictly nonpartisan and shall at all times observe the confidential nature of the research requests received by it; however, with the prior approval of the requester in each instance, the bureau may duplicate the results of its research for distribution. Subject to s. 230.35 (4) (a) and (f), the director or the director’s designated employees shall at all times, with or without notice, have access to all state agencies, the University of Wisconsin Hospitals and Clinics Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority,

the Lower Fox River Remediation Authority, the ~~Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, and the Fox River Navigational System Authority, and to any books, records, or other documents maintained by such agencies or authorities and relating to their expenditures, revenues, operations, and structure.”.

6. Page 31, line 18: after that line insert:

***-1211/P10.9* SECTION 85s.** 15.07 (1) (a) 6. of the statutes is repealed.”.

7. Page 32, line 22: after that line insert:

***-0732/3.2* SECTION 89n.** 15.07 (4) of the statutes is amended to read:

15.07 **(4) QUORUM.** A majority of the membership of a board constitutes a quorum to do business and, unless a more restrictive provision is adopted by the board, a majority of a quorum may act in any matter within the jurisdiction of the board. This subsection does not apply to actions of the government accountability board, ~~the University of Wisconsin Hospitals and Clinics Board~~, or the school district boundary appeal board as provided in ss. 5.05 (1e), ~~15.96 (2)~~, and 117.05 (2) (a).”.

8. Page 51, line 22: after that line insert:

***-0732/3.3* SECTION 182p.** 15.96 of the statutes is repealed.

SECTION 183d. 16.002 (2) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.002 **(2)** “Departments” means constitutional offices, departments, and independent agencies and includes all societies, associations, and other agencies of state government for which appropriations are made by law, but not including authorities created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 232, 233, 234, 235, 237, 238, or 279.

SECTION 183h. 16.004 (4) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.004 (4) FREEDOM OF ACCESS. The secretary and such employees of the department as the secretary designates may enter into the offices of state agencies and authorities created under subch. II of ch. 114 or subch. III of ch. 149 and under chs. ~~52~~, 231, 233, 234, 237, 238, and 279, and may examine their books and accounts and any other matter that in the secretary's judgment should be examined and may interrogate the agency's employees publicly or privately relative thereto.

SECTION 183p. 16.004 (5) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.004 (5) AGENCIES AND EMPLOYEES TO COOPERATE. All state agencies and authorities created under subch. II of ch. 114 or subch. III of ch. 149 and under chs. ~~52~~, 231, 233, 234, 237, 238, and 279, and their officers and employees, shall cooperate with the secretary and shall comply with every request of the secretary relating to his or her functions.

SECTION 183t. 16.004 (12) (a) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.004 (12) (a) In this subsection, "state agency" means an association, authority, board, department, commission, independent agency, institution, office, society, or other body in state government created or authorized to be created by the constitution or any law, including the legislature, the office of the governor, and the courts, but excluding the University of Wisconsin Hospitals and Clinics Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home~~

~~Care Authority~~, the Wisconsin Economic Development Corporation, and the Fox River Navigational System Authority.”.

9. Page 52, line 8: after that line insert:

“**SECTION 192m.** 16.045 (1) (a) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.045 (1) (a) “Agency” means an office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 232, 233, 234, 235, 237, 238, or 279.”.

10. Page 53, line 22: after that line insert:

“*~~1211/P10.17~~* **SECTION 202t.** 16.15 (1) (ab) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.15 (1) (ab) “Authority” has the meaning given under s. 16.70 (2), but excludes the University of Wisconsin Hospitals and Clinics Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, and the Health Insurance Risk-Sharing Plan Authority.”.

11. Page 54, line 12: after that line insert:

“*~~1211/P10.18~~* **SECTION 215g.** 16.41 (4) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.41 (4) In this section, “authority” means a body created under subch. II of ch. 114 or subch. III of ch. 149 or under ch. ~~52~~, 231, 233, 234, 237, 238, or 279.”.

12. Page 56, line 24: after that line insert:

***-1211/P10.19* SECTION 217d.** 16.417 (1) (b) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.417 (1) (b) “Authority” means a body created under subch. II of ch. 114 or ch. 52, 231, 232, 233, 234, 235, 237, 238, or 279.”

13. Page 59, line 11: delete lines 11 to 18 and substitute:

***-0732/3.4* SECTION 218gb.** 16.50 (3) (b) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

16.50 (3) (b) No change in the number of full-time equivalent positions authorized through the biennial budget process or other legislative act may be made without the approval of the joint committee on finance, except for position changes made by the governor under s. 16.505 (1) (c), (2), or (2j), by the investment board under s. 16.505 (2g), or by the board of regents of the University of Wisconsin System under s. 16.505 (2m) or (2p).

***-1211/P10.20* SECTION 218gm.** 16.50 (3) (e) of the statutes is amended to read:

16.50 (3) (e) No pay increase may be approved unless it is at the rate or within the pay ranges prescribed in the compensation plan or as provided in a collective bargaining agreement under subch. V or VI of ch. 111.”

14. Page 60, line 5: delete lines 5 to 8 and substitute:

***-0732/3.5* SECTION 218p.** 16.505 (1) (intro.) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

16.505 (1) (intro.) Except as provided in subs. (2), (2g), (2j), (2m), and (2p), no position, as defined in s. 230.03 (11), regardless of funding source or type, may be created or abolished unless authorized by one of the following:".

15. Page 61, line 15: after that line insert:

"*-0732/3.6* SECTION 219g. 16.505 (2n) of the statutes is repealed."

16. Page 63, line 4: after that line insert:

"*-1211/P10.21* SECTION 223m. 16.52 (7) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.52 (7) PETTY CASH ACCOUNT. With the approval of the secretary, each agency that is authorized to maintain a contingent fund under s. 20.920 may establish a petty cash account from its contingent fund. The procedure for operation and maintenance of petty cash accounts and the character of expenditures therefrom shall be prescribed by the secretary. In this subsection, "agency" means an office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 233, 234, 237, 238, or 279.

SECTION 223p. 16.528 (1) (a) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.528 (1) (a) "Agency" means an office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the

courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 233, 234, 237, 238, or 279.

SECTION 223t. 16.53 (2) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.53 **(2)** IMPROPER INVOICES. If an agency receives an improperly completed invoice, the agency shall notify the sender of the invoice within 10 working days after it receives the invoice of the reason it is improperly completed. In this subsection, “agency” means an office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 233, 234, 237, 238, or 279.

SECTION 223w. 16.54 (9) (a) 1. of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.54 **(9)** (a) 1. “Agency” means an office, department, independent agency, institution of higher education, association, society or other body in state government created or authorized to be created by the constitution or any law, which is entitled to expend moneys appropriated by law, including the legislature and the courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 233, 234, 237, 238, or 279.”.

17. Page 63, line 5: after that line insert:

“*–~~1211/P10.25~~* **SECTION 232e.** 16.70 (2) of the statutes is amended to read:

16.70 (2) “Authority” means a body created under subch. II of ch. 114 or subch. III of ch. 149 or under ch. 52, 231, 232, 233, 234, 235, 237, or 279.”.

18. Page 69, line 8: after that line insert:

***-1211/P10.27* SECTION 262h.** 16.765 (1) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (1) Contracting agencies, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk–Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, and the Bradley Center Sports and Entertainment Corporation shall include in all contracts executed by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability as defined in s. 51.01 (5), sexual orientation as defined in s. 111.32 (13m), or national origin and, except with respect to sexual orientation, obligating the contractor to take affirmative action to ensure equal employment opportunities.

***-1211/P10.28* SECTION 262j.** 16.765 (2) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (2) Contracting agencies, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk–Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, and the Bradley Center Sports and

Entertainment Corporation shall include the following provision in every contract executed by them: “In connection with the performance of work under this contract, the contractor agrees not to discriminate against any employee or applicant for employment because of age, race, religion, color, handicap, sex, physical condition, developmental disability as defined in s. 51.01 (5), sexual orientation or national origin. This provision shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. Except with respect to sexual orientation, the contractor further agrees to take affirmative action to ensure equal employment opportunities. The contractor agrees to post in conspicuous places, available for employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the nondiscrimination clause”.

***–1211/P10.29* SECTION 262L.** 16.765 (4) of the statutes is amended to read:

16.765 (4) Contracting agencies, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk–Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ and the Bradley Center Sports and Entertainment Corporation shall take appropriate action to revise the standard government contract forms under this section.

***–1211/P10.30* SECTION 262n.** 16.765 (5) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (5) The head of each contracting agency and the boards of directors of the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health

Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, and the Bradley Center Sports and Entertainment Corporation shall be primarily responsible for obtaining compliance by any contractor with the nondiscrimination and affirmative action provisions prescribed by this section, according to procedures recommended by the department. The department shall make recommendations to the contracting agencies and the boards of directors of the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, and the Bradley Center Sports and Entertainment Corporation for improving and making more effective the nondiscrimination and affirmative action provisions of contracts. The department shall promulgate such rules as may be necessary for the performance of its functions under this section.

***-1211/P10.31* SECTION 262p.** 16.765 (6) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (6) The department may receive complaints of alleged violations of the nondiscrimination provisions of such contracts. The department shall investigate and determine whether a violation of this section has occurred. The department may delegate this authority to the contracting agency, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, or the Bradley Center

Sports and Entertainment Corporation for processing in accordance with the department's procedures.

***-1211/P10.32* SECTION 262r.** 16.765 (7) (intro.) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (7) (intro.) When a violation of this section has been determined by the department, the contracting agency, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, or the Bradley Center Sports and Entertainment Corporation, the contracting agency, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, or the Bradley Center Sports and Entertainment Corporation shall:

***-1211/P10.33* SECTION 262t.** 16.765 (7) (d) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (7) (d) Direct the violating party to take immediate steps to prevent further violations of this section and to report its corrective action to the contracting agency, the University of Wisconsin Hospitals and Clinics Authority, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic

Development Corporation, or the Bradley Center Sports and Entertainment Corporation.

***-1211/P10.34* SECTION 262v.** 16.765 (8) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.765 (8) If further violations of this section are committed during the term of the contract, the contracting agency, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, or the Bradley Center Sports and Entertainment Corporation may permit the violating party to complete the contract, after complying with this section, but thereafter the contracting agency, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, or the Bradley Center Sports and Entertainment Corporation shall request the department to place the name of the party on the ineligible list for state contracts, or the contracting agency, the Fox River Navigational System Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, the Lower Fox River Remediation Authority, ~~the Wisconsin Quality Home Care Authority,~~ the Wisconsin Economic Development Corporation, or the Bradley Center Sports and Entertainment Corporation may terminate the contract without liability for the uncompleted portion or any materials or services purchased or paid for by the contracting party for use in completing the contract.”.

19. Page 73, line 13: after that line insert:

“**SECTION 267m.** 16.85 (2) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.85 (2) To furnish engineering, architectural, project management, and other building construction services whenever requisitions therefor are presented to the department by any agency. The department may deposit moneys received from the provision of these services in the account under s. 20.505 (1) (kc) or in the general fund as general purpose revenue — earned. In this subsection, “agency” means an office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, which is entitled to expend moneys appropriated by law, including the legislature and the courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 233, 234, 237, 238, or 279.”.

20. Page 75, line 25: after that line insert:

“**SECTION 290m.** 16.865 (8) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

16.865 (8) Annually in each fiscal year, allocate as a charge to each agency a proportionate share of the estimated costs attributable to programs administered by the agency to be paid from the appropriation under s. 20.505 (2) (k). The department may charge premiums to agencies to finance costs under this subsection and pay the costs from the appropriation on an actual basis. The department shall deposit all collections under this subsection in the appropriation account under s. 20.505 (2) (k). Costs assessed under this subsection may include judgments, investigative and adjustment fees, data processing and staff support costs, program administration

costs, litigation costs, and the cost of insurance contracts under sub. (5). In this subsection, “agency” means an office, department, independent agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the courts, but not including an authority created in subch. II of ch. 114 or subch. III of ch. 149 or in ch. ~~52~~, 231, 232, 233, 234, 235, 237, 238, or 279.”.

21. Page 83, line 14: after that line insert:

“*–1211/P10.37* SECTION 355ah. 19.42 (10) (s) of the statutes is repealed.”.

22. Page 83, line 25: after that line insert:

“*–1211/P10.38* SECTION 356e. 19.42 (13) (o) of the statutes is repealed.”.

23. Page 86, line 6: after that line insert:

“*–1211/P10.39* SECTION 362p. 19.82 (1) of the statutes is amended to read:

19.82 (1) “Governmental body” means a state or local agency, board, commission, committee, council, department or public body corporate and politic created by constitution, statute, ordinance, rule or order; a governmental or quasi-governmental corporation except for the Bradley center sports and entertainment corporation; a local exposition district under subch. II of ch. 229; a long-term care district under s. 46.2895; or a formally constituted subunit of any of the foregoing, but excludes any such body or committee or subunit of such body which is formed for or meeting for the purpose of collective bargaining under subch. I, IV, or V, ~~or VI~~ of ch. 111.”.

24. Page 86, line 7: after that line insert:

“*–1211/P10.40* SECTION 364g. 19.85 (3) of the statutes is amended to read:

19.85 (3) Nothing in this subchapter shall be construed to authorize a governmental body to consider at a meeting in closed session the final ratification or approval of a collective bargaining agreement under subch. I, IV, or V, ~~or VI~~ of ch. 111 which has been negotiated by such body or on its behalf.

***-1211/P10.41* SECTION 364j.** 19.86 of the statutes is amended to read:

19.86 Notice of collective bargaining negotiations. Notwithstanding s. 19.82 (1), where notice has been given by either party to a collective bargaining agreement under subch. I, IV, or V, ~~or VI~~ of ch. 111 to reopen such agreement at its expiration date, the employer shall give notice of such contract reopening as provided in s. 19.84 (1) (b). If the employer is not a governmental body, notice shall be given by the employer's chief officer or such person's designee.”.

25. Page 339, line 7: after that line insert:

***-1211/P10.42* SECTION 634p.** 20.425 (1) (a) of the statutes is amended to read:

20.425 (1) (a) *General program operations.* The amounts in the schedule for the purposes provided in subchs. I, IV, and V, ~~and VI~~ of ch. 111 and s. 230.45 (1).

***-1211/P10.43* SECTION 634r.** 20.425 (1) (i) of the statutes is amended to read:

20.425 (1) (i) *Fees, collective bargaining training, publications, and appeals.* The amounts in the schedule for the performance of fact-finding, mediation, certification, and arbitration functions, for the provision of copies of transcripts, for the cost of operating training programs under ss. 111.09 (3), 111.71 (5) (5m), and 111.94 (3), for the preparation of publications, transcripts, reports, and other copied material, and for costs related to conducting appeals under s. 230.45. All moneys received under ss. 111.09 (1) and (2), 111.70 (4) (d) 3. b., 111.71 (1) and (2), 111.83 (3)

(b), 111.94 (1) and (2), ~~111.9993~~, and 230.45 (3), all moneys received from arbitrators and arbitration panel members, and individuals who are interested in serving in such positions, and from individuals and organizations who participate in other collective bargaining training programs conducted by the commission, and all moneys received from the sale of publications, transcripts, reports, and other copied material shall be credited to this appropriation account.”.

26. Page 356, line 25: after that line insert:

“*~~0732/3.7~~* **SECTION 716g.** 20.495 of the statutes is repealed.”.

27. Page 364, line 23: after that line insert:

“*~~1211/P10.44~~* **SECTION 749L.** 20.545 (1) (k) of the statutes is amended to read:

20.545 (1) (k) *General program operations.* The amounts in the schedule to administer state employment relations functions and the civil service system under ~~subchs. subch. V and VI~~ of ch. 111 and ch. 230, to pay awards under s. 230.48, and to defray the expenses of the state employees suggestion board. All moneys received from state agencies for materials and services provided by the office of state employment relations shall be credited to this appropriation.

SECTION 749m. 20.545 (1) (km) of the statutes is amended to read:

20.545 (1) (km) *Collective bargaining grievance arbitrations.* The amounts in the schedule for the payment of the state’s share of costs related to collective bargaining grievance arbitrations under s. 111.86 ~~and related to collective bargaining grievance arbitrations under s. 111.993~~. All moneys received from state agencies for the purpose of reimbursing the state’s share of the costs related to grievance arbitrations under s. 111.86 and to reimburse the state’s share of costs for

training related to grievance arbitrations, and all moneys received from institutions, as defined in s. 36.05 (9), for the purpose of reimbursing the state's share of the costs related to grievance arbitrations under s. 111.993 and to reimburse the state's share of costs for training related to grievance arbitrations shall be credited to this appropriation account.”.

28. Page 371, line 22: after that line insert:

“*–1211/P10.46* **SECTION 775k.** 20.865 (1) (ci) of the statutes is amended to read:

20.865 (1) (ci) *Nonrepresented university system senior executive, faculty and academic pay adjustments.* A sum sufficient to pay the cost of pay and related adjustments approved by the joint committee on employment relations under s. 230.12 (3) (e) for University of Wisconsin System employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included within a collective bargaining unit for which a representative is certified under subch. V or VI of ch. 111, as determined under s. 20.928, other than adjustments funded under par. (cj).”.

29. Page 371, line 23: delete lines 23 to 25 and substitute:

“**SECTION 775Lm.** 20.865 (1) (ci) of the statutes, as affected by 2011 Wisconsin Act 10 and 2011 Wisconsin Act ... (this act), is repealed and recreated to read:

20.865 (1) (ci) *University pay adjustments.* A sum sufficient to pay the cost of pay and”.

30. Page 372, line 2: delete lines 2 to 4 and substitute “s. 230.12 (3) (e) for University of Wisconsin System employees, as”.

31. Page 372, line 5: after that line insert:

–1211/P10.47 “**SECTION 775f.** 20.865 (1) (cm) of the statutes is repealed.”.

32. Page 372, line 17: after that line insert:

-1211/P10.48 “**SECTION 775p.** 20.865 (1) (ic) of the statutes is amended to read:

20.865 (1) (ic) *Nonrepresented university system senior executive, faculty and academic pay adjustments.* From the appropriate program revenue and program revenue–service accounts, a sum sufficient to supplement the appropriations to the University of Wisconsin System to pay the cost of pay and related adjustments approved by the joint committee on employment relations under s. 230.12 (3) (e) for University of Wisconsin System employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included within a collective bargaining unit for which a representative is certified under subch. V or VI of ch. 111, as determined under s. 20.928, other than adjustments funded under par. (cj).”.

33. Page 372, line 18: delete lines 18 to 20 and substitute:

“**SECTION 775rm.** 20.865 (1) (ic) of the statutes, as affected by 2011 Wisconsin Act 10 and 2011 Wisconsin Act (this act), is repealed and recreated to read:

20.865 (1) (ic) *University pay adjustments.* From the appropriate program revenue and”.

34. Page 372, line 24: delete the material beginning with “under” and ending with “ch. 111” on page 373, line 1.

35. Page 373, line 2: after that line insert:

-1211/P10.49 “**SECTION 775s.** 20.865 (1) (im) of the statutes is repealed.”.

36. Page 373, line 13: after that line insert:

-1211/P10.50 “**SECTION 775v.** 20.865 (1) (si) of the statutes is amended to read:

20.865 (1) (si) *Nonrepresented university system senior executive, faculty and academic pay adjustments.* From the appropriate segregated funds, a sum sufficient to supplement the appropriations to the University of Wisconsin System to pay the cost of pay and related adjustments approved by the joint committee on employment relations under s. 230.12 (3) (e) for University of Wisconsin System employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included within a collective bargaining unit for which a representative is certified under subch. V or VI of ch. 111, as determined under s. 20.928.”.

37. Page 373, line 14: delete lines 14 to 16 and substitute:

“**SECTION 775m.** 20.865 (1) (si) of the statutes, as affected by 2011 Wisconsin Act 10 and 2011 Wisconsin Act ... (this act), is repealed and recreated to read:

20.865 (1) (si) *University pay adjustments.* From the appropriate segregated funds, a”.

38. Page 373, line 20: delete the material beginning with “~~under~~” and ending with “~~ch. 111~~” on line 22.

39. Page 373, line 22: after that line insert:

-1211/P10.51 “**SECTION 775m.** 20.865 (1) (sm) of the statutes is repealed.”.

40. Page 390, line 5: after that line insert:

-1211/P10.52 “**SECTION 804n.** 20.917 (3) (b) of the statutes is amended to read:

20.917 (3) (b) This subsection applies to employees in all positions in the civil service, including those employees in positions included in collective bargaining units under subch. V or VI of ch. 111, whether or not the employees are covered by a collective bargaining agreement.

***-1211/P10.53* SECTION 804p.** 20.921 (1) (a) 2. of the statutes is amended to read:

20.921 (1) (a) 2. ~~Payment~~ If the state employee is a public safety employee under s. 111.81 (15r), payment of dues to employee organizations.

***-1211/P10.54* SECTION 804r.** 20.921 (1) (b) of the statutes is amended to read:

20.921 (1) (b) Except as provided in ~~ss. 111.06 (1) (c) and s.~~ 111.84 (1) (f), the request under par. (a) shall be made to the state agency or to the University of Wisconsin Hospitals and Clinics Authority in the form and manner and contain the directions and information prescribed by each state agency or by the authority. The request may be withdrawn or the amount paid to the payee may be changed by notifying the state agency or the authority to that effect, but no such withdrawal or change shall affect a payroll certification already prepared.

SECTION 804t. 20.921 (2) (c) of the statutes is created to read:

20.921 (2) (c) The head of each state agency, as defined in s. 40.02 (54), shall deduct from the salary of each employee the contributions required by s. 40.05 (1) (a) as provided in s. 40.05 (1) (b).”.

41. Page 391, line 17: after that line insert:

***-1211/P10.55* SECTION 811r.** 20.923 (6) (intro.) of the statutes is amended to read:

20.923 (6) SALARIES SET BY APPOINTING AUTHORITIES. (intro.) Salaries for the following positions may be set by the appointing authority, subject to restrictions otherwise set forth in the statutes and the compensation plan under s. 230.12, except where the salaries are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91 ~~or 111.998~~.”.

42. Page 392, line 12: delete lines 12 to 21 and substitute:

-1450/2.4 “**SECTION 814m.** 20.923 (8) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

20.923 (8) DEPUTIES. Salaries for deputies appointed pursuant to ss. 13.94 (3) (b), 15.04 (2), 230.04 (16), and 551.601 (1) shall be set by the appointing authority. The salary shall not exceed the maximum of the salary range one range below the salary range of the executive salary group to which the department or agency head is assigned. The positions of assistant secretary of state, assistant state treasurer and associate director of the historical society shall be treated as unclassified deputies for pay purposes under this subsection. The salary of the deputy director of the office of business development in the department of administration is assigned to executive salary group 2.”.

43. Page 394, line 13: after that line insert:

-1211/P10.56 **SECTION 817g.** 20.928 (1) of the statutes is amended to read:

20.928 (1) Each state agency head shall certify to the department of administration, at such time and in such manner as the secretary of administration prescribes, the sum of money needed by the state agency from the appropriations under s. 20.865 (1) (c), (ci), ~~(em)~~, (cj), (d), (i), (ic), ~~(im)~~, (j), (s), (si), ~~(sm)~~, and (t). Upon receipt of the certifications together with such additional information as the secretary of administration prescribes, the secretary shall determine the amounts required from the respective appropriations to supplement state agency budgets.”.

44. Page 443, line 4: delete the material beginning with that line and ending with page 444, line 9, and substitute:

-1211/P10.57 **SECTION 951g.** 36.09 (1) (j) of the statutes is amended to read:

36.09 (1) (j) Except where such matters are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91 or ~~111.998~~, the board shall establish salaries for persons not in the classified staff prior to July 1 of each year for the next fiscal year, and shall designate the effective dates for payment of the new salaries. In the first year of the biennium, payments of the salaries established for the preceding year shall be continued until the biennial budget bill is enacted. If the budget is enacted after July 1, payments shall be made following enactment of the budget to satisfy the obligations incurred on the effective dates, as designated by the board, for the new salaries, subject only to the appropriation of funds by the legislature and s. 20.928 (3). This paragraph does not limit the authority of the board to establish salaries for new appointments. The board may not increase the salaries of employees specified in ss. 20.923 (5) and (6) (m) and 230.08 (2) (d) under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The board may not increase the salary of any position identified in s. 20.923 (4g) under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct a salary inequity or to recognize competitive factors. The board may not increase the salary of any position identified in s. 20.923 (4g) (ae) and (am) to correct a salary inequity that results from the appointment of a person to a position identified in s. 20.923 (4g) (ae) and (am) unless the increase is approved by the office of state employment relations. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (1) for

subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and the secretary of administration and director of the office of state employment relations concerning the amounts of any salary increases granted to recognize competitive factors, and the institutions at which they are granted, for the 12-month period ending on the preceding June 30.

SECTION 951km. 36.09 (1) (j) of the statutes, as affected by 2011 Wisconsin act 10 and 2011 Wisconsin Act (this act), is repealed and recreated to read:

36.09 (1) (j) Except where such matters are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91, the board shall establish salaries for persons prior to July 1 of each year for the next fiscal year, and shall designate the effective dates for payment of the new salaries. In the first year of the biennium, payments of the salaries established for the preceding year shall be continued until the biennial budget bill is enacted. If the budget is enacted after July 1, payments shall be made following enactment of the budget to satisfy the obligations incurred on the effective dates, as designated by the board, for the new salaries, subject only to the appropriation of funds by the legislature and s. 20.928 (3). This paragraph does not limit the authority of the board to establish salaries for new appointments. The board may not increase the salaries of employees under this paragraph unless the salary increase conforms to the proposal as approved under s. 230.12 (3) (e) or the board authorizes the salary increase to correct salary inequities under par. (h), to fund job reclassifications or promotions, or to recognize competitive factors. The granting of salary increases to recognize competitive factors does not obligate inclusion of the annualized amount of the increases in the appropriations under s. 20.285 (1) for subsequent fiscal bienniums. No later than October 1 of each year, the board shall report to the joint committee on finance and the secretary of

administration and director of the office of state employment relations concerning the amounts of any salary increases granted to recognize competitive factors, and the institutions at which they are granted, for the 12-month period ending on the preceding June 30.”.

45. Page 450, line 16: after that line insert:

“**SECTION 970s.** 36.25 (13g) (c) of the statutes is repealed.”.

46. Page 480, line 4: after that line insert:

“**SECTION 1136m.** 40.02 (22) (ec) of the statutes is created to read:

40.02 **(22)** (ec) Includes contributions made by a reduction in salary as provided in s. 40.05 (1) (b).”.

47. Page 480, line 4: after that line insert:

“**SECTION 1138m.** 40.02 (25) (b) 2. of the statutes is amended to read:

40.02 **(25)** (b) 2. Any person employed as a teaching assistant or graduate assistant and other employees-in-training as are designated by the board of regents of the university, who are employed on at least a one-third full-time basis.”.

48. Page 480, line 6: after that line insert:

“*~~1121/2.1~~* **SECTION 1139g.** 40.02 (25) (b) 8. of the statutes is amended to read:

40.02 **(25)** (b) 8. Any other state employee for whom coverage is authorized under a collective bargaining agreement pursuant to subch. I, V, ~~or VI~~ of ch. 111 or under s. 230.12 or 233.10.

~~0757/10.2~~ **SECTION 1139p.** 40.02 (27) of the statutes is amended to read:

40.02 **(27)** “Employee required contribution” means the contribution made by an employee under s. 40.05 (1) (a) 1. to 4. ~~or for an employee under s. 40.05 (1) (b).~~”.

49. Page 481, line 22: after that line insert:

***-0220/1.1* SECTION 1143p.** 40.03 (6) (c) of the statutes is amended to read:

40.03 **(6)** (c) Shall not enter into any agreements to modify or expand group insurance coverage in a manner which conflicts with this chapter or rules of the department or materially affects the level of premiums required to be paid by the state or its employees, or the level of benefits to be provided, under any group insurance coverage. This restriction shall not be construed to prevent modifications required by law, prohibit the group insurance board from modifying the standard plan to establish a more cost effective benefit plan design or providing optional insurance coverages as alternatives to the standard insurance coverage when any excess of required premium over the premium for the standard coverage is paid by the employee, prohibit the group insurance board from encouraging participation in wellness or disease management programs, or prohibit the group insurance board from providing other plans as authorized under par. (b).”.

50. Page 482, line 5: after that line insert:

***-0757/10.3* SECTION 1145d.** 40.05 (1) (a) (intro.) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 **(1)** (a) (intro.) Subject to par. (b):

***-0757/10.4* SECTION 1145f.** 40.05 (1) (a) 1. of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 **(1)** (a) 1. For each participating employee not otherwise specified, a percentage of each payment of earnings equal to one-half of the total actuarially required contribution rate, as approved by the board under s. 40.03 (1) (e).

***-0757/10.5* SECTION 1145h.** 40.05 (1) (a) 2. of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (1) (a) 2. For each participating employee whose formula rate is determined under s. 40.23 (2m) (e) 2., a percentage of each payment of earnings equal to one-half of the total actuarially required contribution rate, as approved by the board under s. 40.03 (1) (e).

***-0757/10.6* SECTION 1145j.** 40.05 (1) (a) 3. of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (1) (a) 3. For each participating employee whose formula rate is determined under s. 40.23 (2m) (e) 3., the percentage of earnings paid by a participating employee under subd. 1.

***-0757/10.7* SECTION 1145L.** 40.05 (1) (a) 4. of the statutes is, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (1) (a) 4. For each participating employee whose formula rate is determined under s. 40.23 (2m) (e) 4., the percentage of earnings paid by a participating employee under subd. 1.”.

51. Page 482, line 6: delete the material beginning with that line and ending with page 483, line 13, and substitute:

***-0757/10.8* “SECTION 1145n.** 40.05 (1) (b) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (1) (b) 1. Except as otherwise provided in a collective bargaining agreement entered into under subch. IV or V of ch. 111 and except as provided in subd. 2., an employer may not pay, on behalf of a participating employee, any of the contributions required by par. (a). The contributions required by par. (a) shall be

made by a reduction in salary and, for tax purposes, shall be considered employer contributions under section 414 (h) (2) of the Internal Revenue Code. A participating employee may not elect to have contributions required by par. (a) paid directly to the employee or make a cash or deferred election with respect to the contributions.

2. a. A municipal employer shall pay, on behalf of a nonrepresented law enforcement or fire fighting managerial employee, who was initially employed by the municipal employer before the effective date of this subd. 2. a. [LRB inserts date], the same contributions required by par. (a) that are paid by the municipal employer for represented law enforcement or fire fighting personnel who were initially employed by the municipal employer before the effective date of this subd. 2. a. [LRB inserts date].

b. An employer shall pay, on behalf of a nonrepresented managerial employee in a position described under s. 40.02 (48) (am) 7. or 8., who was initially employed by the state before the effective date of this subd. 2. b. [LRB inserts date], in a position described under s. 40.02 (48) (am) 7. or 8. the same contributions required by par. (a) that are paid by the employer for represented employees in positions described under s. 40.02 (48) (am) 7. or 8. who were initially employed by the state before the effective date of this subd. 2. b. [LRB inserts date].

c. A municipal employer shall pay, on behalf of a represented law enforcement or fire fighting employee, who was initially employed by the municipal employer before the effective date of this subd. 2. c. [LRB inserts date], and who on or after the effective date of this subd. 2. c. [LRB inserts date], became employed in a nonrepresented law enforcement or fire fighting managerial position with the same municipal employer, or a successor municipal employer in the event of a combined department that is created on or after the effective date of this subd. 2. c. [LRB

inserts date], the same contributions required by par. (a) that are paid by the employer for represented law enforcement or fire fighting personnel who were initially employed by a municipal employer before the effective date of this subd. 2. c. [LRB inserts date].”.

52. Page 483, line 13: after that line insert:

-0757/10.9 “**SECTION 1145rc.** 40.05 (2m) of the statutes is repealed.

-0757/10.10 **SECTION 1145re.** 40.05 (2n) of the statutes is repealed.

-0639/15.2 **SECTION 1145rh.** 40.05 (4) (ag) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (4) (ag) Except as otherwise provided in a collective bargaining agreement under subch. V of ch. 111, the employer shall pay for its currently employed insured employees:

1. For insured part-time employees other than employees specified in s. 40.02 (25) (b) 2., including those in project positions as defined in s. 230.27 (1), who are appointed to work less than 1,044 hours per year, an amount determined annually by the director of the office of state employment relations under par. (ah).

2. For eligible employees not specified in subd. 1. and s. 40.02 (25) (b) 2., an amount not more than 88 percent of the average premium cost of plans offered in the tier with the lowest employee premium cost under s. 40.51 (6), as determined annually by the director of the office of state employment relations under par. (ah).

SECTION 1145rm. 40.05 (4) (ah) of the statutes is created to read:

40.05 (4) (ah) Annually, the director of the office of state employment relations shall establish the amount that employees are required to pay for health insurance premiums in accordance with the maximum employer payments under par. (ag).

-0639/15.3 **SECTION 1145rs.** 40.05 (4) (ar) of the statutes is repealed.”.

53. Page 483, line 22: delete the material beginning with that line and ending with page 485, line 5, and substitute:

“**SECTION 1146m.** 40.05 (4) (b) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (4) (b) Except as provided under pars. (bc) and (bp), accumulated unused sick leave under ss. 13.121 (4), 36.30, 230.35 (2), 233.10, 238.04 (8), and 757.02 (5) and subch. V of ch. 111 of any eligible employee shall, at the time of death, upon qualifying for an immediate annuity or for a lump sum payment under s. 40.25 (1) or upon termination of creditable service and qualifying as an eligible employee under s. 40.02 (25) (b) 6. or 10., be converted, at the employee’s highest basic pay rate he or she received while employed by the state, to credits for payment of health insurance premiums on behalf of the employee or the employee’s surviving insured dependents. Any supplemental compensation that is paid to a state employee who is classified under the state classified civil service as a teacher, teacher supervisor, or education director for the employee’s completion of educational courses that have been approved by the employee’s employer is considered as part of the employee’s basic pay for purposes of this paragraph. The full premium for any eligible employee who is insured at the time of retirement, or for the surviving insured dependents of an eligible employee who is deceased, shall be deducted from the credits until the credits are exhausted and paid from the account under s. 40.04 (10), and then deducted from annuity payments, if the annuity is sufficient. The department shall provide for the direct payment of premiums by the insured to the insurer if the premium to be withheld exceeds the annuity payment. Upon conversion of an

employee's unused sick leave to credits under this paragraph or par. (bf), the employee or, if the employee is deceased, the employee's surviving insured dependents may initiate deductions from those credits or may elect to delay initiation of deductions from those credits, but only if the employee or surviving insured dependents are covered by a comparable health insurance plan or policy during the period beginning on the date of the conversion and ending on the date on which the employee or surviving insured dependents later elect to initiate deductions from those credits. If an employee or an employee's surviving insured dependents elect to delay initiation of deductions from those credits, an employee or the employee's surviving insured dependents may only later elect to initiate deductions from those credits during the annual enrollment period under par. (be). A health insurance plan or policy is considered comparable if it provides hospital and medical benefits that are substantially equivalent to the standard health insurance plan established under s. 40.52 (1).”.

54. Page 485, line 20: after that line insert:

“*–1211/P10.63* **SECTION 1150g.** 40.05 (4) (bw) of the statutes is amended to read:

40.05 (4) (bw) On converting accumulated unused sick leave to credits for the payment of health insurance premiums under par. (b), the department shall add additional credits, calculated in the same manner as are credits under par. (b), that are based on a state employee's accumulated sabbatical leave or earned vacation leave from the state employee's last year of service prior to retirement, or both. The department shall apply the credits awarded under this paragraph for the payment of health insurance premiums only after the credits awarded under par. (b) are

exhausted. This paragraph applies only to state employees who are eligible for accumulated unused sick leave conversion under par. (b) and who are entitled to the benefits under this paragraph pursuant to a collective bargaining agreement under subch. V ~~or~~ VI of ch. 111.

***-0639/15.4* SECTION 1150p.** 40.05 (4) (c) of the statutes is amended to read:

40.05 (4) (c) The employer shall contribute toward the payment of premiums for the plan established under s. 40.52 (3) ~~not more than the percentage of premium paid by the employer for health insurance coverage under par. (ag) 2~~ the amount established under s. 40.52 (3).”.

***-1211/P10.64* SECTION 1151g.** 40.05 (4g) (a) 4. of the statutes is amended to read:

40.05 (4g) (a) 4. Has received a military leave of absence under s. 230.32 (3) (a) or 230.35 (3), under a collective bargaining agreement under subch. V ~~or~~ VI of ch. 111 or under rules promulgated by the director of the office of state employment relations or is eligible for reemployment with the state under s. 321.64 after completion of his or her service in the U.S. armed forces.

***-1211/P10.65* SECTION 1151p.** 40.05 (5) (intro.) of the statutes is amended to read:

40.05 (5) INCOME CONTINUATION INSURANCE PREMIUMS. (intro.) For the income continuation insurance provided under subch. V the employee shall pay the amount remaining after the employer has contributed the following or, if different, the amount determined under a collective bargaining agreement under subch. I, V, ~~or~~ VI of ch. 111 or s. 230.12 or 233.10.”.

55. Page 485, line 21: delete lines 21 to 24 and substitute:

-1465/P4.309* *-1059/P3.122 “**SECTION 1153b.** 40.05 (5) (b) 4. of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.05 (5) (b) 4. The accrual and crediting of sick leave shall be determined in accordance with ss. 13.121 (4), 36.30, 230.35 (2), 233.10, 238.04 (8), and 757.02 (5) and subch. V of ch. 111.”.

56. Page 485, line 24: after that line insert:

-1211/P10.67 **SECTION 1153c.** 40.05 (6) (a) of the statutes is amended to read:

40.05 (6) (a) Except as otherwise provided in accordance with a collective bargaining agreement under subch. I, V, ~~or~~ VI of ch. 111 or s. 230.12 or 233.10, each insured employee under the age of 70 and annuitant under the age of 65 shall pay for group life insurance coverage a sum, approved by the group insurance board, which shall not exceed 60 cents monthly for each \$1,000 of group life insurance, based upon the last amount of insurance in force during the month for which earnings are paid. The equivalent premium may be fixed by the group insurance board if the annual compensation is paid in other than 12 monthly installments.”.

57. Page 487, line 19: after that line insert:

-0757/10.11 **SECTION 1156gh.** 40.23 (2m) (e) 2. of the statutes is amended to read:

40.23 (2m) (e) 2. For each participant for creditable service as an elected official or as an executive participating employee that is performed before January 1, 2000, 2.165%; for such creditable service that is performed on or after January 1, 2000, but before the effective date of this subdivision ... [LRB inserts date], 2%; and for such

creditable service that is performed on or after the effective date of this subdivision
... [LRB inserts date], 1.6%.”.

58. Page 489, line 18: after that line insert:

-0757/10.12 **SECTION 1156tm.** 40.32 (1) of the statutes is amended to read:

40.32 (1) The sum of all contributions allocated to a participant’s account under each defined contribution plan sponsored by the employer, including all employer contributions and picked-up contributions credited with interest at the effective rate under ss. 40.04 (4) (a) and (5) (b) and 40.05 (2) (g) and all employee contributions made under ss. 40.02 (17) and 40.05 (1) ~~and (2m)~~, may not in any calendar year exceed the maximum contribution limitation established under section 415 (c) of the Internal Revenue Code.”.

59. Page 489, line 19: delete the material beginning with that line and ending with page 491, line 2, and substitute:

-0639/15.5 **SECTION 1156ym.** 40.51 (7) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.51 (7) (a) Any employer, other than the state, may offer to all of its employees a health care coverage plan through a program offered by the group insurance board. Notwithstanding sub. (2) and ss. 40.05 (4) and 40.52 (1), the department may by rule establish different eligibility standards or contribution requirements for such employees and employers and may by rule limit the categories of employers, other than the state, which may be included as participating employers under this subchapter. Beginning on January 1, 2012, except as otherwise provided in a collective bargaining agreement under subch. IV of ch. 111 and except as provided in par. (b), an employer may not offer a health care coverage plan to its employees

under this subsection if the employer pays more than 88 percent of the average premium cost of plans offered in any tier with the lowest employee premium cost under this subsection.

(b) 1. A municipal employer shall pay, on behalf of a nonrepresented law enforcement or fire fighting managerial employee, who was initially employed by the municipal employer before the effective date of this subdivision [LRB inserts date], the same percentage under par. (a) that is paid by the municipal employer for represented law enforcement or fire fighting personnel who were initially employed by the municipal employer before the effective date of this subdivision [LRB inserts date].

2. A municipal employer shall pay, on behalf of a represented law enforcement or fire fighting employee, who was initially employed by the municipal employer before the effective date of this subdivision [LRB inserts date], and who on or after the effective date of this subdivision [LRB inserts date], became employed in a nonrepresented law enforcement or fire fighting managerial position with the same municipal employer, or a successor municipal employer in the event of a combined department that is created on or after the effective date of this subdivision [LRB inserts date], the same percentage under par. (a) that is paid by the municipal employer for represented law enforcement or fire fighting personnel who were initially employed by the municipal employer before the effective date of this subdivision [LRB inserts date].”.

60. Page 491, line 2: after that line insert:

“**SECTION 1158m.** 40.52 (3) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.52 (3) The group insurance board, after consulting with the board of regents of the University of Wisconsin System, shall establish the terms of a health insurance plan for graduate assistants or teaching assistants, and for employees-in-training designated by the board of regents, who are employed on at least a one-third full-time basis and for teachers who are employed on at least a one-third full-time basis by the University of Wisconsin System with an expected duration of employment of at least 6 months but less than one year. Annually, the director of the office of state employment relations shall establish the amount that the employer and employees are required to pay in premium costs under this subsection.”.

61. Page 491, line 12: delete lines 12 to 16 and substitute:

“**SECTION 1161m.** 40.62 (2) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

40.62 (2) Sick leave accumulation shall be determined in accordance with rules of the department, any collective bargaining agreement under subch. V of ch. 111, and ss. 13.121 (4), 36.30, 49.825 (4) (d) and (5) (d), 49.826 (4) (d), 230.35 (2), 233.10, 238.04 (8), 757.02 (5) and 978.12 (3).”.

62. Page 491, line 16: after that line insert:

“*~~1211/P10.69~~* **SECTION 1162g.** 40.80 (3) of the statutes is amended to read:

40.80 (3) Any action taken under this section shall apply to employees covered by a collective bargaining agreement under subch. V ~~or VI~~ of ch. 111.

~~1211/P10.70~~ **SECTION 1162p.** 40.81 (3) of the statutes is amended to read:

40.81 (3) Any action taken under this section shall apply to employees covered by a collective bargaining agreement under subch. IV, or V, ~~or VI~~ of ch. 111.”.

63. Page 491, line 19: after that line insert:

****–1211/P10.71* SECTION 1163d.** 40.95 (1) (a) 2. of the statutes is amended to read:

40.95 (1) (a) 2. The employee has his or her compensation established in a collective bargaining agreement under subch. V ~~or~~ VI of ch. 111.”.

64. Page 512, line 19: after that line insert:

****–1211/P10.72* SECTION 1304p.** 46.284 (4) (m) of the statutes is repealed.”.

65. Page 513, line 2: after that line insert:

****–1211/P10.73* SECTION 1305g.** 46.2895 (8) (a) 1. of the statutes is amended to read:

46.2895 (8) (a) 1. If the long-term care district offers employment to any individual who was previously employed by a county, which participated in creating the district and at the time of the offer had not withdrawn or been removed from the district under sub. (14), and who while employed by the county performed duties relating to the same or a substantially similar function for which the individual is offered employment by the district and whose wages, ~~hours and conditions of employment~~ were established in a collective bargaining agreement with the county under subch. IV of ch. 111 that is in effect on the date that the individual commences employment with the district, with respect to that individual, abide by the terms of the collective bargaining agreement concerning the individual’s wages and, ~~if applicable, vacation allowance, sick leave accumulation, sick leave bank, holiday allowance, funeral leave allowance, personal day allowance, or paid time off allowance~~ until the time of the expiration of that collective bargaining agreement or adoption of a collective bargaining agreement with the district under subch. IV of ch. 111 covering the individual as an employee of the district, whichever occurs first.

***-1211/P10.74* SECTION 1305p.** 46.2898 of the statutes is repealed.”.

66. Page 513, line 17: after that line insert:

***-1211/P10.75* SECTION 1309p.** 46.48 (9m) of the statutes is repealed.”.

67. Page 624, line 7: after that line insert:

***-1211/P10.76* SECTION 1545nd.** 49.825 (3) (b) 4. of the statutes is repealed.”.

68. Page 626, line 8: after that line insert:

***-1211/P10.77* “SECTION 1546n.** 49.826 (3) (b) 4. of the statutes is repealed.”.

69. Page 637, line 20: after that line insert:

***-1211/P10.78* SECTION 1667m.** Chapter 52 of the statutes is repealed.”.

70. Page 658, line 17: after that line insert:

***-1211/P10.79* SECTION 1721g.** 66.0506 of the statutes is created to read:

66.0506 Referendum; increase in employee wages. (1) In this section, “local governmental unit” means any city, village, town, county, metropolitan sewerage district, long-term care district, transit authority under s. 59.58 (7) or 66.1039, local cultural arts district under subch. V of ch. 229, or any other political subdivision of the state, or instrumentality of one or more political subdivisions of the state.

(2) If any local governmental unit wishes to increase the total base wages of its general municipal employees, as defined in s. 111.70 (1) (fm), who are part of a collective bargaining unit under subch. IV of ch. 111, in an amount that exceeds the limit under s. 111.70 (4) (mb) 2., the governing body of the local governmental unit shall adopt a resolution to that effect. The resolution shall specify the amount by which the proposed total base wages increase will exceed the limit under s. 111.70 (4) (mb) 2. The resolution may not take effect unless it is approved in a referendum

called for that purpose. The referendum shall occur in November for collective bargaining agreements that begin the following January 1. The results of a referendum apply to the total base wages only in the next collective bargaining agreement.

(3) The referendum question shall be substantially as follows: “Shall the [general municipal employees] in the [local governmental unit] receive a total increase in wages from \$....[current total base wages] to \$....[proposed total base wages], which is a percentage wage increase that is [x] percent higher than the percent of the consumer price index increase, for a total percentage increase in wages of [x]?”

***-1211/P10.80* SECTION 1721j.** 66.0508 of the statutes is created to read:

66.0508 Collective bargaining. (1) In this section, “local governmental unit” has the meaning given in s. 66.0506 (1).

(1m) Except as provided under subch. IV of ch. 111, no local governmental unit may collectively bargain with its employees.

(2) If a local governmental unit has in effect on the effective date of this subsection [LRB inserts date], an ordinance or resolution that is inconsistent with sub. (1m), the ordinance or resolution does not apply and may not be enforced.

***b0028/2.1* SECTION 1721n.** 66.0509 (1m) of the statutes is created to read:

66.0509 (1m) (a) A local governmental unit, as defined in s. 66.0131 (1) (a), that does not have a civil service system on the effective date of this paragraph [LRB inserts date], shall establish a grievance system not later than the first day of the 4th month beginning after the effective date of this paragraph [LRB inserts date].

(b) To comply with the grievance system that is required under par. (a), a local governmental unit may establish either a civil service system under any provision

authorized by law, to the greatest extent practicable, if no specific provision for the creation of a civil service system applies to that local governmental unit, or establish a grievance procedure as described under par. (d).

(c) Any civil service system that is established under any provision of law, and any grievance procedure that is created under this subsection, shall contain at least all of the following provisions:

1. A grievance procedure that addresses employee terminations.
2. Employee discipline.
3. Workplace safety.

(d) If a local governmental unit creates a grievance procedure under this subsection, the procedure shall contain at least all of the following elements:

1. A written document specifying the process that a grievant and an employer must follow.
2. A hearing before an impartial hearing officer.
3. An appeal process in which the highest level of appeal is the governing body of the local governmental unit.

(e) If an employee of a local governmental unit is covered by a civil service system on the effective date of this paragraph [LRB inserts date], and if that system contains provisions that address the provisions specified in par. (c), the provisions that apply to the employee under his or her existing civil service system continue to apply to that employee.

***-0757/10.15* SECTION 1721p.** 66.0518 of the statutes is created to read:

66.0518 Defined benefit pension plans. A local governmental unit, as defined in s. 66.0131 (1) (a), may not establish a defined benefit pension plan for its employees unless the plan requires the employees to pay half of all actuarially

required contributions for funding benefits under the plan and prohibits the local governmental unit from paying on behalf of an employee any of the employee's share of the actuarially required contributions.”.

71. Page 675, line 15: after that line insert:

***b0016/1.1* SECTION 1740b.** 66.1105 (2) (k) of the statutes is renumbered 66.1105 (2) (k) 1. and amended to read:

66.1105 (2) (k) 1. “Tax incremental district” means a contiguous geographic area within a city defined and created by resolution of the local legislative body, consisting solely of whole units of property as are assessed for general property tax purposes, other than railroad rights-of-way, rivers or highways. Railroad rights-of-way, rivers or highways may be included in a tax incremental district only if they are continuously bounded on either side, or on both sides, by whole units of property as are assessed for general property tax purposes which are in the tax incremental district. “Tax incremental district” does not include any area identified as a wetland on a map under s. 23.32, except for an area identified on such a map that has been converted in compliance with state law so that it is no longer a wetland and except as provided in subd. 2.

***b0016/1.1* SECTION 1740d.** 66.1105 (2) (k) 2. of the statutes is created to read:

66.1105 (2) (k) 2. For an area that is identified as a wetland on a map under s. 23.32 and that is within the boundaries of a tax incremental district or is part of a tax incremental district parcel, the area shall be considered part of the tax incremental district for determining the applicability of exemptions from or compliance with water quality standards that are applicable to wetlands.”.

72. Page 682, line 3: after that line insert:

***-1211/P10.82* SECTION 1748dc.** 70.11 (41s) of the statutes is repealed.”.

73. Page 753, line 11: after that line insert:

SECTION 1894x. 71.26 (1) (be) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

71.26 **(1)** (be) *Certain authorities.* Income of the University of Wisconsin Hospitals and Clinics Authority, of the Health Insurance Risk-Sharing Plan Authority, ~~of the Wisconsin Quality Home Care Authority,~~ of the Fox River Navigational System Authority, of the Wisconsin Economic Development Corporation, and of the Wisconsin Aerospace Authority.”.

74. Page 864, line 6: after that line insert:

***-1211/P10.84* SECTION 2135p.** 73.03 (68) of the statutes is created to read:

73.03 **(68)** At the request of the Wisconsin Employment Relations Commission, as provided under s. 111.70 (4) (mbb) or 111.91 (3q), to determine the average annual percentage change in the U.S. consumer price index for all urban consumers, U.S. city average, as determined by the federal department of labor, for the 12 months immediately preceding the request from the Wisconsin Employment Relations Commission.”.

75. Page 875, line 19: after that line insert:

SECTION 2179m. 77.54 (9a) (a) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

77.54 **(9a)** (a) This state or any agency thereof, the University of Wisconsin Hospitals and Clinics Authority, the Wisconsin Aerospace Authority, the Health Insurance Risk-Sharing Plan Authority, ~~the Wisconsin Quality Home Care~~

~~Authority, the Wisconsin Economic Development Corporation, and the Fox River Navigational System Authority.”.~~

76. Page 934, line 10: after that line insert:

***-1211/P10.86* SECTION 2311p.** 100.45 (1) (dm) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

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

77. Page 951, line 22: after that line insert:

***-1211/P10.87* SECTION 2378d.** 101.177 (1) (d) of the statutes, as affected by 2011 Wisconsin Act 7, is amended to read:

101.177 (1) (d) “State agency” means any office, department, agency, institution of higher education, association, society, or other body in state government created or authorized to be created by the constitution or any law, that is entitled to expend moneys appropriated by law, including the legislature and the courts, the Wisconsin Housing and Economic Development Authority, the Bradley Center Sports and Entertainment Corporation, the University of Wisconsin

Hospitals and Clinics Authority, the Wisconsin Aerospace Authority, ~~the Wisconsin Quality Home Care Authority~~, the Wisconsin Economic Development Corporation, and the Wisconsin Health and Educational Facilities Authority, but excluding the Health Insurance Risk-Sharing Plan Authority and the Lower Fox River Remediation Authority.”.

78. Page 956, line 1: before that line insert:

-1211/P10.136 SECTION 2407bg. 111.70 (3p) of the statutes is repealed.

-1211/P10.137 SECTION 2407br. 111.70 (4) (intro.) of the statutes is amended to read:

111.70 (4) POWERS OF THE COMMISSION. (intro.) The commission shall conduct any election under this subsection by secret ballot and shall be governed by adhere to the following provisions relating to bargaining in municipal employment in addition to other powers and duties provided in this subchapter:

SECTION 2407bt. 111.70 (4) (bm) of the statutes is created to read:

111.70 (4) (bm) *Transit employee determination.* The commission shall determine that any municipal employee is a transit employee if the commission determines that the municipal employer who employs the municipal employee would lose federal funding under 49 USC 5333 (b) if the municipal employee is not a transit employee.

-1211/P10.138 SECTION 2407cg. 111.70 (4) (c) (title) of the statutes is amended to read:

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

***-1211/P10.139* SECTION 2407cr.** 111.70 (4) (c) 1. of the statutes is amended to read:

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

***-1211/P10.140* SECTION 2407dg.** 111.70 (4) (c) 2. a. of the statutes is renumbered 111.70 (4) (c) 2. and amended to read:

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

SECTION 2407dgm. 111.70 (4) (c) 2. b. of the statutes is repealed.

***-1211/P10.141* SECTION 2407dr.** 111.70 (4) (c) 3. of the statutes is amended to read:

111.70 (4) (c) 3. ‘Fact-finding.’ ~~If~~ Unless s. 111.77 applies, if a dispute involving a collective bargaining unit containing a public safety employee has not been settled after a reasonable period of negotiation and after the settlement procedures, if any, established by the parties have been exhausted, and the parties are deadlocked with respect to any dispute between them arising in the collective bargaining process, either party, or the parties jointly, may petition the commission, in writing, to initiate

fact-finding, ~~as provided hereafter,~~ and to make recommendations to resolve the deadlock, as follows:

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

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

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

d. Within 30 days of the receipt of the fact finder's recommendations under subd. 3. b., or within the time period mutually agreed upon by the parties, each party shall advise give notice to the other party, in writing as to its acceptance or rejection,

in whole or in part, of the fact finder's recommendations and, ~~at the same time,~~ transmit a copy of such the notice to the commission at its Madison office.

***-1211/P10.142* SECTION 2407eg.** 111.70 (4) (c) 4. of the statutes is repealed.

SECTION 2407ep. 111.70 (4) (cg) of the statutes is created to read:

111.70 (4) (cg) *Methods for peaceful settlement of disputes; transit employees.*

1. 'Notice of commencement of contract negotiations.' To advise the commission of the commencement of contract negotiations involving a collective bargaining unit containing transit employees, whenever either party requests the other to reopen negotiations under a binding collective bargaining agreement, or the parties otherwise commence negotiations if no collective bargaining agreement exists, the party requesting negotiations shall immediately notify the commission in writing. Upon failure of the requesting party to provide notice, the other party may provide notice to the commission. The notice shall specify the expiration date of the existing collective bargaining agreement, if any, and shall provide any additional information the commission may require on a form provided by the commission.

2. 'Presentation of initial proposals; open meetings.' The meetings between parties to a collective bargaining agreement or proposed collective bargaining agreement under this subchapter that involve a collective bargaining unit containing a transit employee and that are held to present initial bargaining proposals, along with supporting rationale, are open to the public. Each party shall submit its initial bargaining proposals to the other party in writing. Failure to comply with this subdivision does not invalidate a collective bargaining agreement under this subchapter.

3. 'Mediation.' The commission or its designee shall function as mediator in labor disputes involving transit employees upon request of one or both of the parties,

or upon initiation of the commission. The function of the mediator is to encourage voluntary settlement by the parties. No mediator has the power of compulsion.

4. ‘Grievance arbitration.’ Parties to a dispute pertaining to the meaning or application of the terms of a written collective bargaining agreement involving a collective bargaining unit containing a transit employee may agree in writing to have the commission or any other appropriate agency serve as arbitrator or may designate any other competent, impartial, and disinterested person to serve as an arbitrator.

5. ‘Voluntary impasse resolution procedures.’ In addition to the other impasse resolution procedures provided in this paragraph, a municipal employer that employs a transit employee and labor organization may at any time, as a permissive subject of bargaining, agree in writing to a dispute settlement procedure, including binding interest arbitration, which is acceptable to the parties for resolving an impasse over terms of any collective bargaining agreement under this subchapter. The parties shall file a copy of the agreement with the commission. If the parties agree to any form of binding interest arbitration, the arbitrator shall give weight to the factors enumerated under subds. 7. and 7g.

6. ‘Interest arbitration.’ a. If in any collective bargaining unit containing transit employees a dispute has not been settled after a reasonable period of negotiation and after mediation by the commission under subd. 3. and other settlement procedures, if any, established by the parties have been exhausted, and the parties are deadlocked with respect to any dispute between them over wages, hours, or conditions of employment to be included in a new collective bargaining agreement, either party, or the parties jointly, may petition the commission, in writing, to initiate compulsory, final, and binding arbitration, as provided in this paragraph. At the time the petition is filed, the petitioning party shall submit in

writing to the other party and the commission its preliminary final offer containing its latest proposals on all issues in dispute. Within 14 calendar days after the date of that submission, the other party shall submit in writing its preliminary final offer on all disputed issues to the petitioning party and the commission. If a petition is filed jointly, both parties shall exchange their preliminary final offers in writing and submit copies to the commission when the petition is filed.

am. Upon receipt of a petition under subd. 6. a. to initiate arbitration, the commission shall determine, with or without a formal hearing, whether arbitration should be commenced. If in determining whether an impasse exists the commission finds that the procedures under this paragraph have not been complied with and compliance would tend to result in a settlement, it may order compliance before ordering arbitration. The validity of any arbitration award or collective bargaining agreement is not affected by failure to comply with the procedures. Prior to the close of the investigation each party shall submit in writing to the commission its single final offer containing its final proposals on all issues in dispute that are subject to interest arbitration under this subdivision. If a party fails to submit a single, ultimate final offer, the commission shall use the last written position of the party. Such final offers may include only mandatory subjects of bargaining, except that a permissive subject of bargaining may be included by a party if the other party does not object and is then treated as a mandatory subject. At that time, the parties shall submit to the commission a stipulation, in writing, with respect to all matters that they agree to include in the new or amended collective bargaining agreement. The commission, after determining that arbitration should be commenced, shall issue an order requiring arbitration and immediately submit to the parties a list of 7 arbitrators. The parties shall alternately strike names from the list until one name

is left that person shall be appointed arbitrator. The petitioning party shall notify the commission in writing of the identity of the arbitrator. The commission shall then formally appoint the arbitrator and submit to him or her the final offers of the parties. The final offers are public documents and the commission shall make them available. In lieu of a single arbitrator and upon request of both parties, the commission shall appoint a tripartite arbitration panel consisting of one member selected by each of the parties and a neutral person designated by the commission who shall serve as a chairperson. An arbitration panel has the same powers and duties provided in this section as any other appointed arbitrator, and all arbitration decisions by a panel shall be determined by majority vote. In lieu of selection of the arbitrator by the parties and upon request of both parties, the commission shall establish a procedure for randomly selecting names of arbitrators. Under the procedure, the commission shall submit a list of 7 arbitrators to the parties. Each party shall strike one name from the list. From the remaining 5 names, the commission shall randomly appoint an arbitrator. Unless both parties to an arbitration proceeding otherwise agree in writing, every individual whose name is submitted by the commission for appointment as an arbitrator must be a resident of this state at the time of submission and every individual who is designated as an arbitration panel chairperson must be a resident of this state at the time of designation.

b. The arbitrator shall, within 10 days of his or her appointment under subd. 6. am., establish a date and place for the arbitration hearing. Upon petition of at least 5 citizens of the jurisdiction served by the municipal employer, filed within 10 days after the date on which the arbitrator is appointed, the arbitrator shall hold a public hearing in the jurisdiction to provide both parties the opportunity to present

supporting arguments for their positions and to provide to members of the public the opportunity to offer their comments. The final offers of the parties, as transmitted by the commission to the arbitrator, are the basis for continued negotiations, if any, between the parties with respect to the issues in dispute. At any time prior to the arbitration hearing, either party, with the consent of the other party, may modify its final offer in writing.

c. Before issuing his or her arbitration decision, the arbitrator shall, on his or her own motion or at the request of either party, conduct a meeting open to the public to provide the opportunity to both parties to present supporting arguments for their complete offer on all matters to be covered by the proposed agreement. The arbitrator shall adopt without further modification the final offer of one of the parties on all disputed issues submitted under subd. 6. am., except those items that the commission determines not to be mandatory subjects of bargaining and those items that have not been treated as mandatory subjects by the parties, and including any prior modifications of the offer mutually agreed upon by the parties under subd. 6.

b. The decision shall be final and binding on both parties and shall be incorporated into a written collective bargaining agreement. The arbitrator shall serve a copy of his or her decision on both parties and the commission.

e. Arbitration proceedings may not be interrupted or terminated by reason of any prohibited practice complaint filed by either party at any time.

f. The parties shall divide the costs of arbitration equally. The arbitrator shall submit a statement of his or her costs to both parties and to the commission.

g. If a question arises as to whether any proposal made in negotiations by either party is a mandatory, permissive, or prohibited subject of bargaining, the commission shall determine the issue under par. (b). If either party to the dispute

petitions the commission for a declaratory ruling under par. (b), the proceedings under subd. 6. c. shall be delayed until the commission renders a decision in the matter, but not during any appeal of the commission order. The arbitrator's award shall be made in accordance with the commission's ruling, subject to automatic amendment by any subsequent court reversal.

7. 'Factor given greatest weight.' In making any decision under the arbitration procedures under this paragraph, the arbitrator or arbitration panel shall consider and shall give the greatest weight to the economic conditions in the jurisdiction of the municipal employer. The arbitrator or arbitration panel shall give an accounting of the consideration of this factor in the arbitrator's or panel's decision.

7g. 'Factor given greater weight.' In making any decision under the arbitration procedures under this paragraph, the arbitrator or arbitration panel shall consider and shall give greater weight to any state law or directive lawfully issued by a state legislative or administrative officer, body, or agency that places limitations on expenditures that may be made or revenues that may be collected by a municipal employer than to any of the factors specified in subd. 7r.

7r. 'Other factors considered.' In making any decision under the arbitration procedures under by this paragraph, the arbitrator or arbitration panel shall give weight to the following factors:

- a. The lawful authority of the municipal employer.
- b. Stipulations of the parties.
- c. The interests and welfare of the public and the financial ability of the unit of government to meet the costs of any proposed settlement.

d. Comparison of wages, hours and conditions of employment of the transit employees involved in the arbitration proceedings with the wages, hours, and conditions of employment of other employees performing similar services.

e. Comparison of the wages, hours and conditions of employment of the transit employees involved in the arbitration proceedings with the wages, hours, and conditions of employment of other employees generally in public employment in the same community and in comparable communities.

f. Comparison of the wages, hours and conditions of employment of the transit employees involved in the arbitration proceedings with the wages, hours, and conditions of employment of other employees in private employment in the same community and in comparable communities.

g. The average consumer prices for goods and services, commonly known as the cost of living.

h. The overall compensation presently received by the transit employees, including direct wage compensation, vacation, holidays, and excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

i. Changes in any of the foregoing circumstances during the pendency of the arbitration proceedings.

j. Such other factors, not confined to the foregoing, which are normally or traditionally taken into consideration in the determination of wages, hours and conditions of employment through voluntary collective bargaining, mediation, fact-finding, arbitration or otherwise between the parties, in the public service or in private employment.

8. ‘Rule making.’ The commission shall adopt rules for the conduct of all arbitration proceedings under subd. 6., including, but not limited to, rules for:

a. The appointment of tripartite arbitration panels when requested by the parties.

b. The expeditious rendering of arbitration decisions, such as waivers of briefs and transcripts.

c. The removal of individuals who have repeatedly failed to issue timely decisions from the commission’s list of qualified arbitrators.

d. Proceedings for the enforcement of arbitration decisions.

8m. ‘Term of agreement; reopening of negotiations.’ Except for the initial collective bargaining agreement between the parties and except as the parties otherwise agree, every collective bargaining agreement covering transit employees shall be for a term of 2 years, but in no case may a collective bargaining agreement for any collective bargaining unit consisting of transit employees subject to this paragraph be for a term exceeding 3 years. No arbitration award involving transit employees may contain a provision for reopening of negotiations during the term of a collective bargaining agreement, unless both parties agree to such a provision. The requirement for agreement by both parties does not apply to a provision for reopening of negotiations with respect to any portion of an agreement that is declared invalid by a court or administrative agency or rendered invalid by the enactment of a law or promulgation of a federal regulation.

9. ‘Application.’ Chapter 788 does not apply to arbitration proceedings under this paragraph.

–1211/P10.143 SECTION 2407er. 111.70 (4) (cm) (title), 1., 2., 3. and 4. of the statutes are amended to read:

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

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

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

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

-1211/P10.144 SECTION 2407fg. 111.70 (4) (cm) 5., 6., 7., 7g., 7r. and 8. of the statutes are repealed.

-1211/P10.145 SECTION 2407fr. 111.70 (4) (cm) 8m. of the statutes is amended to read:

111.70 (4) (cm) 8m. ‘Term of agreement; reopening of negotiations.’ Except for the initial collective bargaining agreement between the parties and ~~except as the parties otherwise agree~~, every collective bargaining agreement covering general municipal employees subject to this paragraph shall be for a term of 2 years, but in no case may a collective bargaining agreement for any collective bargaining unit consisting of municipal employees subject to this paragraph other than school district employees be for a term exceeding 3 years nor may a collective bargaining agreement for any collective bargaining unit consisting of school district employees subject to this paragraph be for a term exceeding 4 years one year and may not be extended. No arbitration award may contain a provision for reopening of negotiations during the term of a collective bargaining agreement, covering general municipal employees may be reopened for negotiations unless both parties agree to such a provision reopen the collective bargaining agreement. The requirement for agreement by both parties does not apply to a provision for reopening of negotiations with respect to any portion of an agreement that is declared invalid by a court or

administrative agency or rendered invalid by the enactment of a law or promulgation of a federal regulation.

***-1211/P10.146* SECTION 2407hg.** 111.70 (4) (cm) 9. of the statutes is repealed.

***-1211/P10.147* SECTION 2408b.** 111.70 (4) (d) 2. a. of the statutes is amended to read:

111.70 **(4)** (d) 2. a. The commission shall determine the appropriate collective bargaining unit for the purpose of collective bargaining and shall whenever possible, ~~unless otherwise required under this subchapter,~~ avoid fragmentation by maintaining as few collective bargaining units as practicable in keeping with the size of the total municipal workforce. ~~In making such a determination, the~~ The commission may decide whether, in a particular case, the municipal employees in the same or several departments, divisions, institutions, crafts, professions, or other occupational groupings constitute a collective bargaining unit. Before making its determination, the commission may provide an opportunity for the municipal employees concerned to determine, by secret ballot, whether they desire to be established as a separate collective bargaining unit. The commission ~~shall~~ may not decide, however, that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both professional employees and nonprofessional employees, unless a majority of the professional employees vote for inclusion in the unit. The commission may not decide that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both school district employees and general municipal employees who are not school district employees. The commission may not decide that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes

both public safety employees and general municipal employees, if the group include includes both transit employees and general municipal employees, or if the group includes both transit employees and public safety employees. The commission shall may not decide that any group of municipal employees constitutes an appropriate collective bargaining unit if the group includes both craft employees and noncraft employees unless a majority of the craft employees vote for inclusion in the unit. The commission shall place the professional employees who are assigned to perform any services at a charter school, as defined in s. 115.001 (1), in a separate collective bargaining unit from a unit that includes any other professional employees whenever at least 30% of those professional employees request an election to be held to determine that issue and a majority of the professional employees at the charter school who cast votes in the election decide to be represented in a separate collective bargaining unit. ~~Upon the expiration of any collective bargaining agreement in force, the commission shall combine into a single collective bargaining unit 2 or more collective bargaining units consisting of school district employees if a majority of the employees voting in each collective bargaining unit vote to combine. Any vote taken under this subsection shall be by secret ballot.~~

***-1211/P10.148* SECTION 2408cg.** 111.70 (4) (d) 3. of the statutes is amended to read:

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

c. Any ballot used in a representation proceeding under this subdivision shall include the names of all persons having an interest in representing or the results.

The ballot should be so designed as to permit a vote against representation by any candidate named on the ballot. The findings of the commission, on which a certification is based, shall be conclusive unless reviewed as provided by s. 111.07 (8).

***-1211/P10.149* SECTION 2408ch.** 111.70 (4) (d) 3. b. of the statutes is created to read:

111.70 (4) (d) 3. b. Annually, the commission shall conduct an election to certify the representative of the collective bargaining unit that contains a general municipal employee. The election shall occur no later than December 1 for a collective bargaining unit containing school district employees and no later than May 1 for a collective bargaining unit containing general municipal employees who are not school district employees. The commission shall certify any representative that receives at least 51 percent of the votes of all of the general municipal employees in the collective bargaining unit. If no representative receives at least 51 percent of the votes of all of the general municipal employees in the collective bargaining unit, at the expiration of the collective bargaining agreement, the commission shall decertify the current representative and the general municipal employees shall be nonrepresented. Notwithstanding sub. (2), if a representative is decertified under this subd. 3. b., the affected general municipal employees may not be included in a substantially similar collective bargaining unit for 12 months from the date of decertification. The commission shall assess and collect a certification fee for each election conducted under this subd. 3. b. Fees collected under this subd. 3. b. shall be credited to the appropriation account under s. 20.425 (1) (i).”

79. Page 971, line 14: after that line insert:

***-1211/P10.88* SECTION 2403y.** 109.03 (1) (b) of the statutes is amended to read:

109.03 (1) (b) School district and private school employees who voluntarily request payment over a 12-month period for personal services performed during the school year, unless such, with respect to private school employees, the employees are covered under a valid collective bargaining agreement which precludes this method of payment.”.

80. Page 973, line 10: after that line insert:

***-1211/P10.89* SECTION 2404s.** 111.02 (1) of the statutes is amended to read:

111.02 (1) ~~The term “all-union~~ “All-union agreement” shall mean means an agreement between an employer ~~other than the University of Wisconsin Hospitals and Clinics Authority~~ and the representative of the employer’s employees in a collective bargaining unit whereby all or any of the employees in such unit are required to be members of a single labor organization.

***-1211/P10.90* SECTION 2404sb.** 111.02 (2) of the statutes is amended to read:

111.02 (2) ~~“Collective bargaining” is the negotiating~~ means the negotiation by an employer and a majority of the employer’s employees in a collective bargaining unit, or their representatives, concerning representation or terms and conditions of employment of such employees, ~~except as provided under ss. 111.05 (5) and 111.17 (2),~~ in a mutually genuine effort to reach an agreement with reference to the subject under negotiation.

***-1211/P10.91* SECTION 2404sc.** 111.02 (3) of the statutes is amended to read:

111.02 (3) ~~“Collective bargaining unit” means all of the employees of one employer, employed within the state, except as provided in s. 111.05 (5) and (7) and~~

except that where a majority of the employees engaged in a single craft, division, department or plant have voted by secret ballot as provided in s. 111.05 (2) to constitute such group a separate bargaining unit they shall be so considered, but, in appropriate cases, and to aid in the more efficient administration of ss. 111.01 to 111.19, the commission may find, where agreeable to all parties affected in any way thereby, an industry, trade or business comprising more than one employer in an association in any geographical area to be a “collective bargaining unit”. A collective bargaining unit thus established by the commission shall be subject to all rights by termination or modification given by ss. 111.01 to 111.19 in reference to collective bargaining units otherwise established under ss. 111.01 to 111.19. Two or more collective bargaining units may bargain collectively through the same representative where a majority of the employees in each separate unit have voted by secret ballot as provided in s. 111.05 (2) so to do.

***-1211/P10.92* SECTION 2404sd.** 111.02 (6) (am) of the statutes is repealed.

***-1211/P10.93* SECTION 2404se.** 111.02 (7) (a) (intro.) and 1. of the statutes are consolidated, renumbered 111.02 (7) (a) and amended to read:

111.02 (7) (a) “Employer” means a person who engages the services of an employee, and includes all of the following: ~~1. A~~ a person acting on behalf of an employer within the scope of his or her authority, express or implied.

***-1211/P10.94* SECTION 2404sf.** 111.02 (7) (a) 2., 3. and 4. of the statutes are repealed.

***-1211/P10.95* SECTION 2404sg.** 111.02 (7) (b) 1. of the statutes is amended to read:

111.02 (7) (b) 1. ~~Except as provided in par. (a) 4., the~~ The state or any political subdivision thereof.

-1211/P10.96 SECTION 2404sh. 111.02 (7m) of the statutes is repealed.

-1211/P10.97 SECTION 2404sk. 111.02 (9m) of the statutes is repealed.

-1211/P10.98 SECTION 2404skb. 111.02 (10m) of the statutes is repealed.

-1211/P10.99 SECTION 2404skd. 111.05 (2) of the statutes is amended to read:

111.05 (2) ~~Except as provided in subs. (5) and (7), whenever~~ Whenever a question arises concerning the determination of a collective bargaining unit as defined in s. 111.02 (3), it shall be determined by secret ballot, and the commission, upon request, shall cause the ballot to be taken in such manner as to show separately the wishes of the employees in any craft, division, department or plant as to the determination of the collective bargaining unit.

-1211/P10.100 SECTION 2404sL. 111.05 (3g) of the statutes is repealed.

-1211/P10.101 SECTION 2404sLg. 111.05 (5) of the statutes is repealed.

-1211/P10.102 SECTION 2404sLm. 111.05 (6) of the statutes is repealed.

-1211/P10.103 SECTION 2404sLr. 111.05 (7) of the statutes is repealed.

-1211/P10.104 SECTION 2404sm. 111.06 (1) (c) 1. of the statutes is amended to read:

111.06 (1) (c) 1. To encourage or discourage membership in any labor organization, employee agency, committee, association or representation plan by discrimination in regard to hiring, tenure or other terms or conditions of employment except in a collective bargaining unit where an all-union, fair-share or maintenance of membership agreement is in effect. ~~An employer is not prohibited from entering into an all-union agreement with the voluntarily recognized representative of the employees in a collective bargaining unit, where at least a majority of such employees voting have voted affirmatively, by secret ballot, in favor of such all-union agreement~~

~~in a referendum conducted by the commission, except that where the bargaining representative has been certified by either the commission or the national labor relations board as the result of a representation election, no referendum is required to authorize the entry into such an all-union agreement. Such authorization of an all-union agreement shall be deemed to continue thereafter, subject to the right of either party to the all-union agreement to petition the commission to conduct a new referendum on the subject. Upon receipt of such petition, the commission shall determine whether there is reasonable ground to believe that the employees concerned have changed their attitude toward the all-union agreement and upon so finding the commission shall conduct a referendum. If the continuance of the all-union agreement is supported on any such referendum by a vote at least equal to that provided in this subdivision for its initial authorization, it may be continued in force thereafter, subject to the right to petition for a further vote by the procedure set forth in this subdivision. If the continuance of the all-union agreement is not thus supported on any such referendum, it is deemed terminated at the termination of the contract of which it is then a part or at the end of one year from the date of the announcement by the commission of the result of the referendum, whichever is earlier. The commission shall declare any all-union agreement terminated whenever it finds that the labor organization involved has unreasonably refused to receive as a member any employee of such employer, and each such all-union agreement shall be made subject to this duty of the commission. Any person interested may come before the commission as provided in s. 111.07 and ask the performance of this duty. Any all-union agreement in effect on October 4, 1975, made in accordance with the law in effect at the time it is made is valid.~~

***-1211/P10.105* SECTION 2404sn.** 111.06 (1) (d) of the statutes is amended to read:

111.06 (1) (d) To refuse to bargain collectively with the representative of a majority of the employer's employees in any collective bargaining unit with respect to representation or terms and conditions of employment, ~~except as provided under ss. 111.05 (5) and 111.17 (2);~~ provided, however, that where an employer files with the commission a petition requesting a determination as to majority representation, the employer shall not be deemed to have refused to bargain until an election has been held and the result thereof has been certified to the employer by the commission.

***-1211/P10.106* SECTION 2404sp.** 111.06 (1) (i) of the statutes is amended to read:

111.06 (1) (i) To deduct labor organization dues or assessments from an employee's earnings, unless the employer has been presented with an individual order therefor, signed by the employee personally, and terminable at the end of any year of its life by the employee giving at least thirty days' written notice of such termination unless there is an all-union, ~~fair-share or maintenance of membership~~ agreement in effect. The employer shall give notice to the labor organization of receipt of such notice of termination.

***-1211/P10.107* SECTION 2404sq.** 111.06 (1) (m) of the statutes is repealed.

***-1211/P10.108* SECTION 2404sr.** 111.06 (2) (i) of the statutes is amended to read:

111.06 (2) (i) To fail to give the notice of intention to engage in a strike provided in s. 111.115 ~~(2) or~~ (3).

***-1211/P10.109* SECTION 2404srm.** 111.075 of the statutes is repealed.

***-1211/P10.110* SECTION 2404st.** 111.115 (title) of the statutes is amended to read:

111.115 (title) Notice of certain proposed lockouts or strikes.

***-1211/P10.111* SECTION 2401su.** 111.115 (1) (intro.) and (b) of the statutes are consolidated, renumbered 111.115 (1) and amended to read:

111.115 (1) In this subsection: ~~(b)~~ “Strike” section, “strike” includes any concerted stoppage of work by employees, and any concerted slowdown or other concerted interruption of operations or services by employees, or any concerted refusal of employees to work or perform their usual duties as employees, for the purpose of enforcing demands upon an employer.

***-1211/P10.112* SECTION 2404sv.** 111.115 (1) (a) of the statutes is repealed.

***-1211/P10.113* SECTION 2404sw.** 111.115 (2) of the statutes is repealed.

***-1211/P10.114* SECTION 2404sx.** 111.17 (intro.) and (1) of the statutes are consolidated, renumbered 111.17 and amended to read:

111.17 Conflict of provisions; effect. Wherever the application of the provisions of other statutes or laws conflict with the application of the provisions of this subchapter, this subchapter shall prevail, except that: ~~(1)~~ In in any situation where the provisions of this subchapter cannot be validly enforced the provisions of such other statutes or laws shall apply.

***-1211/P10.115* SECTION 2404sy.** 111.17 (2) of the statutes is repealed.”.

81. Page 973, line 21: delete the material beginning with that line and ending on page 975, line 8, and substitute:

***-1211/P10.116* SECTION 2405p.** 111.70 (1) (a) of the statutes is amended to read:

111.70 (1) (a) “Collective bargaining” means the performance of the mutual obligation of a municipal employer, through its officers and agents, and the representative of its municipal employees in a collective bargaining unit, to meet and confer at reasonable times, in good faith, with the intention of reaching an agreement, or to resolve questions arising under such an agreement, with respect to wages, hours, and conditions of employment for public safety employees or transit employees and with respect to wages for general municipal employees, and with respect to a requirement of the municipal employer for a municipal employee to perform law enforcement and fire fighting services under s. 60.553, 61.66 and for a school district with respect to any matter under sub. (4) (o), and for a school district with respect to any matter under sub. (4) (n), or 62.13 (2e), except as provided in subs. (3m), (3p), and sub. (4) (m) (mb) and (mc) and s. 40.81 (3) and except that a municipal employer shall not meet and confer with respect to any proposal to diminish or abridge the rights guaranteed to ~~municipal~~ any public safety employees under ch. 164. Collective bargaining includes the reduction of any agreement reached to a written and signed document.

~~(3) (d) The duty to bargain, however, does not compel either party to agree to a proposal or require the making of a concession. Collective bargaining includes the reduction of any agreement reached to a written and signed document. The~~

~~(4) (p) *Permissive subjects of collective bargaining; public safety and transit employees.* A municipal employer shall is not be required to bargain with public safety employees or transit employees on subjects reserved to management and direction of the governmental unit except insofar as the manner of exercise of such functions affects the wages, hours, and conditions of employment of the ~~municipal~~ public safety employees or of the transit employees in a collective bargaining unit.~~

~~In creating this subchapter the legislature recognizes that the municipal employer must exercise its powers and responsibilities to act for the government and good order of the jurisdiction which it serves, its commercial benefit and the health, safety, and welfare of the public to assure orderly operations and functions within its jurisdiction, subject to those rights secured to municipal employees by the constitutions of this state and of the United States and by this subchapter.~~

***-1211/P10.117* SECTION 2406bg.** 111.70 (1) (b) of the statutes is amended to read:

111.70 (1) (b) “Collective bargaining unit” means a unit consisting of municipal employees ~~who are school district employees or of municipal employees who are not school district employees~~ that is determined by the commission under sub. (4) (d) 2. a. to be appropriate for the purpose of collective bargaining.

***-1211/P10.118* SECTION 2406br.** 111.70 (1) (cm) of the statutes is created to read:

111.70 (1) (cm) “Consumer price index change” means the average annual percentage change in the consumer price index for all urban consumers, U.S. city average, as determined by the federal department of labor, for the 12 months immediately preceding the current date.

***-1211/P10.119* SECTION 2406cg.** 111.70 (1) (f) of the statutes is amended to read:

111.70 (1) (f) “Fair-share agreement” means an agreement between a municipal employer and a labor organization that represents public safety employees or transit employees under which all or any of the public safety employees or transit employees in the collective bargaining unit are required to pay their proportionate share of the cost of the collective bargaining process and contract

administration measured by the amount of dues uniformly required of all members. Such an agreement shall contain a provision requiring the employer to deduct the amount of dues as certified by the labor organization from the earnings of the employees affected by said agreement and to pay the amount so deducted to the labor organization.

***-1211/P10.120* SECTION 2406cr.** 111.70 (1) (fm) of the statutes is created to read:

111.70 (1) (fm) “General municipal employee” means a municipal employee who is not a public safety employee or a transit employee.

***-1211/P10.121* SECTION 2406dg.** 111.70 (1) (j) of the statutes is amended to read:

111.70 (1) (j) “Municipal employer” means any city, county, village, town, metropolitan sewerage district, school district, long-term care district, ~~transit authority under s. 59.58 (7) or 66.1039,~~ local cultural arts district created under subch. V of ch. 229, or any other political subdivision of the state, or instrumentality of one or more political subdivisions of the state, that engages the services of an employee and includes any person acting on behalf of a municipal employer within the scope of the person’s authority, express or implied, ~~but specifically does not include a local cultural arts district created under subch. V of ch. 229.~~

***-1211/P10.122* SECTION 2406dr.** 111.70 (1) (mm) of the statutes is created to read:

111.70 (1) (mm) “Public safety employee” means any municipal employee who is employed in a position that, on the effective date of this paragraph [LRB inserts date], is classified as a protective occupation participant under any of the following:

1. Section 40.02 (48) (am) 9., 10., 13., 15., or 22.

2. A provision that is comparable to a provision under subd. 1. that is in a county or city retirement system.

***-1211/P10.123* SECTION 2406fg.** 111.70 (1) (n) of the statutes is amended to read:

111.70 (1) (n) “Referendum” means a proceeding conducted by the commission in which public safety employees or transit employees in a collective bargaining unit may cast a secret ballot on the question of authorizing a labor organization and the employer to continue a fair-share agreement. ~~Unless a majority of the eligible employees vote in favor of the fair-share agreement, it shall be deemed terminated and that portion of the collective bargaining agreement deemed null and void.~~

***-1211/P10.124* SECTION 2406fr.** 111.70 (1) (nm) of the statutes is amended to read:

111.70 (1) (nm) “Strike” includes any strike or other concerted stoppage of work by municipal employees, and any concerted slowdown or other concerted interruption of operations or services by municipal employees, or any concerted refusal to work or perform their usual duties as municipal employees, for the purpose of enforcing demands upon a municipal employer. ~~Such conduct by municipal employees which is not authorized or condoned by a labor organization constitutes a “strike”, but does not subject such labor organization to the penalties under this subchapter. This paragraph does not apply to collective bargaining units composed of municipal employees who are engaged in law enforcement or fire fighting functions.~~

SECTION 2406gh. 111.70 (1) (p) of the statutes is created to read:

111.70 (1) (p) “Transit employee” means a municipal employee who is determined to be a transit employee under sub. (4) (bm).

-1211/P10.126 SECTION 2406hg. 111.70 (2) of the statutes is amended to read:

111.70 (2) RIGHTS OF MUNICIPAL EMPLOYEES. Municipal employees shall have the right of self-organization, and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, and such employees shall. Municipal employees have the right to refrain from any and all such activities except that employees. A general municipal employee has the right to refrain from paying dues while remaining a member of a collective bargaining unit. A public safety employee or a transit employee, however, may be required to pay dues in the manner provided in a fair-share agreement. Such: a fair-share agreement covering a public safety employee or a transit employee must contain a provision requiring the municipal employer to deduct the amount of dues as certified by the labor organization from the earnings of the employee affected by the fair-share agreement and to pay the amount deducted to the labor organization. A fair-share agreement shall be covering a public safety employee or transit employee is subject to the right of the municipal employer or a labor organization to petition the commission to conduct a referendum. Such petition must be supported by proof that at least 30% of the employees in the collective bargaining unit desire that the fair-share agreement be terminated. Upon so finding, the commission shall conduct a referendum. If the continuation of the agreement is not supported by at least the majority of the eligible employees, it shall be deemed terminated terminate. The commission shall declare any fair-share agreement suspended upon such conditions and for such time as the commission decides whenever it finds that the labor organization involved has refused on the

basis of race, color, sexual orientation, creed, or sex to receive as a member any public safety employee or transit employee of the municipal employer in the bargaining unit involved, and such agreement ~~shall be made~~ is subject to this duty of the commission. Any of the parties to such agreement or any ~~municipal~~ public safety employee or transit employee covered ~~thereby by the agreement~~ may come before the commission, as provided in s. 111.07, and ask the performance of this duty.

***-1211/P10.127* SECTION 2406hr.** 111.70 (3) (a) 3. of the statutes is amended to read:

111.70 **(3)** (a) 3. To encourage or discourage a membership in any labor organization by discrimination in regard to hiring, tenure, or other terms or conditions of employment; but the prohibition shall not apply to a fair-share agreement that covers public safety employees or transit employees.

***-1211/P10.128* SECTION 2406ig.** 111.70 (3) (a) 4. of the statutes is amended to read:

111.70 **(3)** (a) 4. To refuse to bargain collectively with a representative of a majority of its employees in an appropriate collective bargaining unit. Such refusal ~~shall include~~ includes action by the employer to issue or seek to obtain contracts, including those provided for by statute, with individuals in the collective bargaining unit while collective bargaining, mediation, or fact-finding concerning the terms and conditions of a new collective bargaining agreement is in progress, unless such individual contracts contain express language providing that the contract is subject to amendment by a subsequent collective bargaining agreement. Where the employer has a good faith doubt as to whether a labor organization claiming the support of a majority of its employees in an appropriate bargaining unit does in fact have that support, it may file with the commission a petition requesting an election

to that claim. An employer shall not be deemed to have refused to bargain until an election has been held and the results thereof certified to the employer by the commission. The violation shall include, though not be limited thereby, to the refusal to execute a collective bargaining agreement previously agreed upon. ~~The term of any collective bargaining agreement covering municipal employees who are not school district employees shall not exceed 3 years, and the term of any collective bargaining agreement covering school district employees shall not exceed 4 years.~~

***-1211/P10.129* SECTION 2406ir.** 111.70 (3) (a) 5. of the statutes is amended to read:

111.70 (3) (a) 5. To violate any collective bargaining agreement previously agreed upon by the parties with respect to wages, hours and conditions of employment affecting municipal public safety employees or transit employees, including an agreement to arbitrate questions arising as to the meaning or application of the terms of a collective bargaining agreement or to accept the terms of such arbitration award, where previously the parties have agreed to accept such award as final and binding upon them or to violate any collective bargaining agreement affecting general municipal employees, that was previously agreed upon by the parties with respect to wages.

***-1211/P10.130* SECTION 2406pg.** 111.70 (3) (a) 6. of the statutes is amended to read:

111.70 (3) (a) 6. To deduct labor organization dues from ~~an employee's or supervisor's~~ the earnings of a public safety employee or a transit employees, unless the municipal employer has been presented with an individual order therefor, signed by the ~~municipal~~ employee personally, and terminable by at least the end of any year of its life or earlier by the ~~municipal~~ public safety employee or transit employee

giving at least 30 days' written notice of such termination to the municipal employer and to the representative organization, except where ~~there is~~ when a fair-share agreement is in effect.

***-1211/P10.131* SECTION 2406pr.** 111.70 (3) (a) 7. of the statutes is repealed.

SECTION 2406prm. 111.70 (3) (a) 7m. of the statutes is created to read:

111.70 (3) (a) 7m. To refuse or otherwise fail to implement an arbitration decision lawfully made under sub. (4) (cg).

***-1211/P10.132* SECTION 2406rg.** 111.70 (3) (a) 9. of the statutes is amended to read:

111.70 (3) (a) 9. After If the collective bargaining unit contains a public safety employee or transit employee, after a collective bargaining agreement expires and before another collective bargaining agreement takes effect, to fail to follow any fair-share agreement in the expired collective bargaining agreement.

***-1211/P10.133* SECTION 2406rr.** 111.70 (3) (b) 6. of the statutes is repealed.

SECTION 2406rrm. 111.70 (3) (b) 6m. of the statutes is created to read:

111.70 (3) (b) 6m. To refuse or otherwise fail to implement an arbitration decision lawfully made under sub. (4) (cg).

***-1211/P10.134* SECTION 2406tg.** 111.70 (3g) of the statutes is created to read:

111.70 (3g) WAGE DEDUCTION PROHIBITION. A municipal employer may not deduct labor organization dues from the earnings of a general municipal employee or supervisor.”.

82. Page 975, line 18: after that line insert:

***-1211/P10.150* “SECTION 2408db.** 111.70 (4) (L) of the statutes is amended to read:

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

-1211/P10.151 SECTION 2408dg. 111.70 (4) (m) of the statutes is repealed.

-1211/P10.152 SECTION 2409bg. 111.70 (4) (mb) of the statutes is created to read:

111.70 (4) (mb) *Prohibited subjects of bargaining; general municipal employees.* The municipal employer is prohibited from bargaining collectively with a collective bargaining unit containing a general municipal employee with respect to any of the following:

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

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

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

- b. If there is a decrease or no change in the consumer price index change, provides for any change in total base wages for authorized positions in the proposed

collective bargaining agreement from the total base wages for authorized positions 180 days before the expiration of the previous collective bargaining agreement.

***-1211/P10.222* SECTION 2409br.** 111.70 (4) (mbb) of the statutes is created to read:

111.70 (4) (mbb) For purposes of determining compliance with par. (mb), the commission shall provide, upon request, to a municipal employer or to any representative of a collective bargaining unit containing a general municipal employee, the consumer price index change during any 12-month period. The commission may get the information from the department of revenue.

***-1211/P10.153* SECTION 2409cg.** 111.70 (4) (mc) (intro.) of the statutes is amended to read:

111.70 (4) (mc) *Prohibited subjects of bargaining: public safety employees.* (intro.) The municipal employer is prohibited from bargaining collectively with a collective bargaining unit containing a public safety employee with respect to any of the following:”.

83. Page 975, line 19: after that line insert:

***-1211/P10.154* “SECTION 2409cr.** 111.70 (4) (mc) 4. of the statutes is repealed.”.

84. Page 976, line 11: after that line insert:

***-1211/P10.155* “SECTION 2409dg.** 111.70 (4) (n) and (o) of the statutes are repealed.

***-1211/P10.157* SECTION 2409dr.** 111.70 (6) of the statutes is repealed.

***-1211/P10.158* SECTION 2409eg.** 111.70 (7) of the statutes is repealed.

***-1211/P10.159* SECTION 2409er.** 111.70 (7m) (b) of the statutes is repealed.

***-1211/P10.160* SECTION 2409fg.** 111.70 (7m) (c) 1. a. of the statutes is amended to read:

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

***-1211/P10.161* SECTION 2409fr.** 111.70 (7m) (c) 3. of the statutes is repealed.

***-1211/P10.162* SECTION 2409gg.** 111.70 (7m) (e) and (f) of the statutes are repealed.

***-1211/P10.163* SECTION 2409gr.** 111.70 (8) (a) of the statutes is amended to read:

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

***-1211/P10.164* SECTION 2409hg.** 111.71 (2) of the statutes is amended to read:

111.71 (2) The commission shall assess and collect a filing fee for filing a complaint alleging that a prohibited practice has been committed under s. 111.70 (3). The commission shall assess and collect a filing fee for filing a request that the commission act as an arbitrator to resolve a dispute involving the interpretation or application of a collective bargaining agreement under s. 111.70 (4) (c) 2., (cg) 4., or (cm) 4. The commission shall assess and collect a filing fee for filing a request that the commission initiate fact-finding under s. 111.70 (4) (c) 3. The commission shall assess and collect a filing fee for filing a request that the commission act as a mediator under s. 111.70 (4) (c) 1., (cg) 3., or (cm) 3. The commission shall assess and collect a filing fee for filing a request that the commission initiate compulsory, final and binding arbitration under s. 111.70 (4) ~~(em)~~ (cg) 6. or (jm) or 111.77 (3). For the performance of commission actions under ss. 111.70 (4) (c) 1., 2. and 3., (cg) 3., 4., and 6., (cm) 3., and 4. and 6., and (jm) and 111.77 (3), the commission shall require that the parties to the dispute equally share in the payment of the fee and, for the performance of commission actions involving a complaint alleging that a prohibited practice has been committed under s. 111.70 (3), the commission shall require that the party filing the complaint pay the entire fee. If any party has paid a filing fee requesting the commission to act as a mediator for a labor dispute and the parties do not enter into a voluntary settlement of the dispute, the commission may not subsequently assess or collect a filing fee to initiate fact-finding or arbitration to resolve the same labor dispute. If any request for the performance of commission actions concerns issues arising as a result of more than one unrelated event or occurrence, each such separate event or occurrence shall be treated as a separate request. The commission shall promulgate rules establishing a schedule of filing fees to be paid under this subsection. Fees required to be paid under this subsection shall

be paid at the time of filing the complaint or the request for fact-finding, mediation or arbitration. A complaint or request for fact-finding, mediation or arbitration is not filed until the date such fee or fees are paid, except that the failure of the respondent party to pay the filing fee for having the commission initiate compulsory, final and binding arbitration under s. 111.70 (4) ~~(em)~~ (cg) ~~6.~~ or (jm) or 111.77 (3) shall may not prohibit the commission from initiating such arbitration. The commission may initiate collection proceedings against the respondent party for the payment of the filing fee. Fees collected under this subsection shall be credited to the appropriation account under s. 20.425 (1) (i).

***-1211/P10.165* SECTION 2409hr.** 111.71 (4) of the statutes is repealed.

SECTION 2409hrm. 111.71 (4m) of the statutes is created to read:

111.71 **(4m)** The commission shall collect on a systematic basis information on the operation of the arbitration law under s. 111.70 (4) (cg). The commission shall report on the operation of the law to the legislature on an annual basis. The report shall be submitted to the chief clerk of each house of the legislature for distribution to the legislature under s. 13.172 (2).

***-1211/P10.166* SECTION 2409ig.** 111.71 (5) of the statutes is repealed.

SECTION 2409igm. 111.71 (5m) of the statutes is created to read:

111.71 **(5m)** The commission shall, on a regular basis, provide training programs to prepare individuals for service as arbitrators or arbitration panel members under s. 111.70 (4) (cg). The commission shall engage in appropriate promotional and recruitment efforts to encourage participation in the training programs by individuals throughout the state, including at least 10 residents of each congressional district. The commission may also provide training programs to individuals and organizations on other aspects of collective bargaining, including on

areas of management and labor cooperation directly or indirectly affecting collective bargaining. The commission may charge a reasonable fee for participation in the programs.

***-1211/P10.167* SECTION 2409ir.** 111.77 (intro.) of the statutes is amended to read:

111.77 Settlement of disputes in ~~collective bargaining units composed of law enforcement personnel and fire fighters.~~ (intro.) In fire departments and city and county law enforcement agencies municipal Municipal employees and ~~employees public safety employees, as provided in sub. (8).~~ have the duty to bargain collectively in good faith including the duty to refrain from strikes or lockouts and to comply with the ~~procedures set forth below~~ following:".

85. Page 976, line 20: after that line insert:

***-1211/P10.168* "SECTION 2409jg.** 111.77 (8) (a) of the statutes is amended to read:

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

SECTION 2409jn. 111.77 (9) of the statutes is amended to read:

111.77 **(9)** Section 111.70 (4) (c) 3., (cg), and (cm) ~~shall~~ does not apply to employments covered by this section.

SECTION 2409jr. 111.80 of the statutes is repealed.

***-1211/P10.169* SECTION 2409kg.** 111.81 (1) of the statutes is amended to read:

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

***-1211/P10.170* SECTION 2409kr.** 111.81 (3h) of the statutes is repealed.

***-1211/P10.171* SECTION 2409Lg.** 111.81 (3n) of the statutes is created to read:

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

86. Page 977, line 4: after that line insert:

***-1211/P10.172* SECTION 2410bc.** 111.81 (7) (g) of the statutes is repealed.

***-1211/P10.174* SECTION 2410bcm.** 111.81 (9) of the statutes is amended to read:

111.81 (9) “Fair-share agreement” means an agreement between the employer and a labor organization representing public safety employees ~~or supervisors specified in s. 111.825 (5)~~ under which all of the public safety employees ~~or~~

supervisors in a collective bargaining unit are required to pay their proportionate share of the cost of the collective bargaining process and contract administration measured by the amount of dues uniformly required of all members.

-1211/P10.175 SECTION 2410bd. 111.81 (9g) of the statutes is created to read:

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

-1211/P10.176 SECTION 2410be. 111.81 (9k) of the statutes is repealed.

-1211/P10.177 SECTION 2410bf. 111.81 (12) (intro.) of the statutes is amended to read:

111.81 (12) (intro.) “Labor organization” means any employee organization whose purpose is to represent employees in collective bargaining with the employer, or its agents, on matters ~~pertaining to terms and conditions of employment that are subject to collective bargaining under s. 111.91 (1) or (3), whichever is applicable;~~ but the term shall not include any organization:

-1211/P10.178 SECTION 2410bg. 111.81 (12m) of the statutes is amended to read:

111.81 (12m) “Maintenance of membership agreement” means an agreement between the employer and a labor organization representing public safety employees ~~or supervisors specified in s. 111.825 (5) which requires that all of the public safety employees or supervisors whose dues are being deducted from earnings under s. 20.921 (1) or 111.84 (1) (f) at the time the agreement takes effect shall continue to have dues deducted for the duration of the agreement, and that dues shall be deducted from the earnings of all public safety employees or supervisors who are hired on or after the effective date of the agreement.~~

***-1211/P10.179* SECTION 2410bh.** 111.81 (15r) of the statutes is created to read:

111.81 (15r) “Public safety employee” means any individual under s. 40.02 (48) (am) 7. or 8.

***-1211/P10.180* SECTION 2410bj.** 111.81 (16) of the statutes is amended to read:

111.81 (16) “Referendum” means a proceeding conducted by the commission in which public safety employees, ~~or supervisors specified in s. 111.825 (5),~~ in a collective bargaining unit may cast a secret ballot on the question of directing the labor organization and the employer to enter into a fair-share or maintenance of membership agreement or to terminate such an agreement.”.

87. Page 977, line 5: delete the material beginning with that line and ending with page 978, line 19, and substitute:

***-1211/P10.181* SECTION 2410cb.** 111.815 (1) of the statutes is amended to read:

111.815 (1) In the furtherance of this subchapter, the state shall be considered as a single employer and employment relations policies and practices throughout the state service shall be as consistent as practicable. The office shall negotiate and administer collective bargaining agreements ~~except that the department of health services, subject to the approval of the federal centers for medicare and medicaid services to use collective bargaining as the method of setting rates for reimbursement of home care providers, shall negotiate and administer collective bargaining agreements entered into with the collective bargaining unit specified in s. 111.825 (2g).~~ To coordinate the employer position in the negotiation of agreements,

~~the office, or the department of health services with regard to collective bargaining agreements entered into with the collective bargaining unit specified in s. 111.825 (2g), shall maintain close liaison with the legislature relative to the negotiation of agreements and the fiscal ramifications of those agreements. Except with respect to the collective bargaining units specified in s. 111.825 (1m), (2) (f), and (2g), the office is responsible for the employer functions of the executive branch under this subchapter, and shall coordinate its collective bargaining activities with operating state agencies on matters of agency concern. The legislative branch shall act upon those portions of tentative agreements negotiated by the office that require legislative action. With respect to the collective bargaining units specified in s. 111.825 (1m), the University of Wisconsin Hospitals and Clinics Board is responsible for the employer functions under this subchapter. With respect to the collective bargaining unit specified in s. 111.825 (2) (f), the governing board of the charter school established by contract under s. 118.40 (2r) (em) (b) 1. e. is responsible for the employer functions under this subchapter. With respect to the collective bargaining unit specified in s. 111.825 (2g), the department of health services is responsible for the employer functions of the executive branch under this subchapter.~~

***-1211/P10.181* SECTION 2410cc.** 111.815 (1) of the statutes, as affected by 2011 Wisconsin Act 10, and 2011 Wisconsin Act ... (this act), is repealed and recreated to read:

111.815 (1) In the furtherance of this subchapter, the state shall be considered as a single employer and employment relations policies and practices throughout the state service shall be as consistent as practicable. The office shall negotiate and administer collective bargaining agreements. To coordinate the employer position in the negotiation of agreements, the office shall maintain close liaison with the

legislature relative to the negotiation of agreements and the fiscal ramifications of those agreements. Except with respect to the collective bargaining units specified in s. 111.825 (2) (f), the office is responsible for the employer functions of the executive branch under this subchapter, and shall coordinate its collective bargaining activities with operating state agencies on matters of agency concern. The legislative branch shall act upon those portions of tentative agreements negotiated by the office that require legislative action. With respect to the collective bargaining units specified in s. 111.825 (1r), the Board of Regents of the University of Wisconsin System is responsible for the employer functions under this subchapter. With respect to the collective bargaining units specified in s. 111.825 (1t), the chancellor of the University of Wisconsin–Madison is responsible for the employer functions under this subchapter. With respect to the collective bargaining unit specified in s. 111.825 (1r) (ef), the governing board of the charter school established by contract under s. 118.40 (2r) (b) 1. e. is responsible for the employer functions under this subchapter. ~~With respect to the collective bargaining unit specified in s. 111.825 (2g), the department of health services is responsible for the employer functions of the executive branch under this subchapter.~~

***-1211/P10.182* SECTION 2410dc.** 111.815 (2) of the statutes is amended to read:

111.815 (2) The director of the office shall, together with the appointing authorities or their representatives, represent the state in its responsibility as an employer under this subchapter except with respect to negotiations in the collective bargaining units specified in s. 111.825 (1r) and (1t). The director of the office shall establish and maintain, wherever practicable, consistent employment relations policies and practices throughout the state service.

***-1211/P10.183* SECTION 2410dd.** 111.82 of the statutes is amended to read:

111.82 Rights of employees. Employees shall have the right of self-organization and the right to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing under this subchapter, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection. Employees shall also have the right to refrain from any or all of such activities. A general employee has the right to refrain from paying dues while remaining a member of a collective bargaining unit.

***-1211/P10.184* SECTION 2410de.** 111.825 (1) (intro.) of the statutes is amended to read:

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

***-1211/P10.185* SECTION 2410df.** 111.825 (1) (g) of the statutes is created to read:

111.825 (1) (g) Public safety employees.

***-1211/P10.186* SECTION 2410dg.** 111.825 (1m) of the statutes is repealed.”.

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

***-1211/P10.187* SECTION 2410jb.** 111.825 (2g) of the statutes is repealed.

***-1211/P10.188* SECTION 2410jd.** 111.825 (3) of the statutes is amended to read:

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

***-2174/P1.69*SECTION 2410je.** 111.825 (3) of the statutes, as affected by 2011 Wisconsin Act 10 and 2011 Wisconsin Act (this act), is repealed and recreated to read:

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

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

***-1211/P10.189* “SECTION 2410m.** 111.825 (4) of the statutes is amended to read:

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

***-2174/P1.71*SECTION 2410mb.** 111.825 (4) of the statutes, as affected by 2011 Wisconsin Act 10, and 2011 Wisconsin Act (this act), is repealed and recreated to read:

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

-1211/P10.190 SECTION 2410mo. 111.825 (4m) of the statutes is repealed.

-1211/P10.191 SECTION 2410mp. 111.825 (5) of the statutes is amended to read:

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

-1211/P10.192 SECTION 2410n. 111.825 (6) of the statutes is renumbered 111.825 (6) (a).

***-2174/P1.72*SECTION 2410np.** 111.825 (6) (a) of the statutes, as affected by 2011 Wisconsin Act 10, and 2011 Wisconsin Act (this act), is repealed and recreated to read:

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

***-1211/P10.193* SECTION 2410nt.** 111.825 (6) (b) of the statutes is created to read:

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

90. Page 982, line 19: after that line insert:

***-1211/P10.194* “SECTION 2410ob.** 111.83 (1) of the statutes is amended to read:

111.83 **(1)** Except as provided in subs. sub. (5) and ~~(5m)~~, a representative chosen for the purposes of collective bargaining by a majority of the employees voting in a collective bargaining unit shall be the exclusive representative of all of the

employees in such unit for the purposes of collective bargaining. Any individual employee, or any minority group of employees in any collective bargaining unit, may present grievances to the employer in person, or through representatives of their own choosing, and the employer shall confer with said employee or group of employees in relation thereto if the majority representative has been afforded the opportunity to be present at the conference. Any adjustment resulting from such a conference may not be inconsistent with the conditions of employment established by the majority representative and the employer.

***-1211/P10.195* SECTION 2410od.** 111.83 (3) of the statutes is renumbered 111.83 (3) (a).

***-1211/P10.196* SECTION 2410oe.** 111.83 (3) (b) of the statutes is created to read:

111.83 (3) (b) Annually, no later than December 1, the commission shall conduct an election to certify the representative of a collective bargaining unit that contains a general employee. There shall be included on the ballot the names of all labor organizations having an interest in representing the general employees participating in the election. The commission may exclude from the ballot one who, at the time of the election, stands deprived of his or her rights under this subchapter by reason of a prior adjudication of his or her having engaged in an unfair labor practice. The commission shall certify any representative that receives at least 51 percent of the votes of all of the general employees in the collective bargaining unit. If no representative receives at least 51 percent of the votes of all of the general employees in the collective bargaining unit, at the expiration of the collective bargaining agreement, the commission shall decertify the current representative and the general employees shall be nonrepresented. Notwithstanding s. 111.82, if

a representative is decertified under this paragraph, the affected general employees may not be included in a substantially similar collective bargaining unit for 12 months from the date of decertification. The commission's certification of the results of any election is conclusive unless reviewed as provided by s. 111.07 (8). The commission shall assess and collect a certification fee for each election conducted under this paragraph. Fees collected under this paragraph shall be credited to the appropriation account under s. 20.425 (1) (i).

-1211/P10.197 SECTION 2410of. 111.83 (4) of the statutes is amended to read:

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

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

-1211/P10.198 “SECTION 2410rd. 111.83 (5m) of the statutes is repealed.”.

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

-1211/P10.200 “SECTION 2410tb. 111.84 (1) (b) of the statutes is amended to read:

111.84 (1) (b) Except as otherwise provided in this paragraph, to initiate, create, dominate or interfere with the formation or administration of any labor or employee organization or contribute financial support to it. Except as provided in ss. 40.02 (22) (e) and 40.23 (1) (f) 4., no change in any law affecting the Wisconsin retirement system under ch. 40 and no action by the employer that is authorized by such a law constitutes a violation of this paragraph unless an applicable collective bargaining agreement covering a collective bargaining unit under s. 111.825 (1) (g) specifically prohibits the change or action. No such change or action affects the continuing duty to bargain collectively with a collective bargaining unit under s. 111.825 (1) (g) regarding the Wisconsin retirement system under ch. 40 to the extent required by s. 111.91 (1). It is not an unfair labor practice for the employer to reimburse an employee at his or her prevailing wage rate for the time spent during the employee's regularly scheduled hours conferring with the employer's officers or agents and for attendance at commission or court hearings necessary for the administration of this subchapter. Professional supervisory or craft personnel may maintain membership in professional or craft organizations; however, as members of such organizations they shall be prohibited from those activities related to collective bargaining in which the organizations may engage.

***-1211/P10.201* SECTION 2410tbm.** 111.84 (1) (d) of the statutes is amended to read:

111.84 (1) (d) To refuse to bargain collectively on matters set forth in s. 111.91 (1) or (3), whichever is appropriate, with a representative of a majority of its employees in an appropriate collective bargaining unit. Where the employer has a good faith doubt as to whether a labor organization claiming the support of a majority of its employees in appropriate collective bargaining unit does in fact have that

support, it may file with the commission a petition requesting an election as to that claim. It is not deemed to have refused to bargain until an election has been held and the results thereof certified to it by the commission. A violation of this paragraph includes, but is not limited to, the refusal to execute a collective bargaining agreement previously orally agreed upon.

***-1211/P10.202* SECTION 2410tc.** 111.84 (1) (f) of the statutes is amended to read:

111.84 (1) (f) To deduct labor organization dues from ~~an employee's~~ the earnings of a public safety employee, unless the employer has been presented with an individual order therefor, signed by the public safety employee personally, and terminable by at least the end of any year of its life or earlier by the public safety employee giving at least 30 but not more than 120 days' written notice of such termination to the employer and to the representative labor organization, except if there is a fair-share or maintenance of membership agreement in effect. The employer shall give notice to the labor organization of receipt of such notice of termination.

***-1211/P10.203* SECTION 2410td.** 111.84 (2) (c) of the statutes is amended to read:

111.84 (2) (c) To refuse to bargain collectively on matters set forth in s. 111.91 (1) or (3), whichever is appropriate, with the duly authorized officer or agent of the employer which is the recognized or certified exclusive collective bargaining representative of employees specified in s. 111.81 (7) (a) in an appropriate collective bargaining unit or with the certified exclusive collective bargaining representative of employees specified in s. 111.81 (7) (b) to ~~(g)~~ (j) in an appropriate collective

bargaining unit. Such refusal to bargain shall include, but not be limited to, the refusal to execute a collective bargaining agreement previously orally agreed upon.

***-2174/P1.75*SECTION 2410tdd.** 111.84 (2) (c) of the statutes, as affected by 2011 Wisconsin Act 10, and 2011 Wisconsin Act (this act), is repealed and recreated to read:

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

***-1211/P10.204* SECTION 2410te.** 111.84 (3) of the statutes is amended to read:

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

***-1211/P10.205* SECTION 2410tf.** 111.845 of the statutes is created to read:

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

***-1211/P10.206* SECTION 2410tg.** 111.85 (1), (2) and (4) of the statutes are amended to read:

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

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

(c) If a fair–share or maintenance of membership agreement is authorized in a referendum, the employer shall enter into such an agreement with the labor organization named on the ballot in the referendum. Each fair–share or maintenance of membership agreement shall contain a provision requiring the employer to deduct the amount of dues as certified by the labor organization from the earnings of the public safety employees or supervisors affected by the agreement and to pay the amount so deducted to the labor organization. Unless the parties agree to an earlier date, the agreement shall take effect 60 days after certification by the

commission that the referendum vote authorized the agreement. The employer shall be held harmless against any claims, demands, suits and other forms of liability made by public safety employees ~~or supervisors~~ or local labor organizations which may arise for actions taken by the employer in compliance with this section. All such lawful claims, demands, suits and other forms of liability are the responsibility of the labor organization entering into the agreement.

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

(2) (a) Once authorized, a fair-share or maintenance of membership agreement covering public safety employees shall continue in effect, subject to the right of the employer or labor organization concerned to petition the commission to conduct a new referendum. Such petition must be supported by proof that at least 30% of the public safety employees ~~or supervisors~~ in the collective bargaining unit desire that the fair-share or maintenance of membership agreement be discontinued. Upon so finding, the commission shall conduct a new referendum. If the continuance of the fair-share or maintenance of membership agreement is approved in the referendum by at least the percentage of eligible voting public safety employees ~~or supervisors~~ required for its initial authorization, it shall be continued in effect, subject to the right of the employer or labor organization to later initiate a further vote following the procedure prescribed in this subsection. If the

continuation of the agreement is not supported in any referendum, it is deemed terminated at the termination of the collective bargaining agreement, or one year from the date of the certification of the result of the referendum, whichever is earlier.

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

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

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

-1211/P10.208 “SECTION 2424eg. 111.90 (2) of the statutes is amended to read:

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

-1211/P10.209 SECTION 2424er. 111.905 of the statutes is repealed.

-1211/P10.210 SECTION 2424fg. 111.91 (1) (a) of the statutes is amended to read:

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

***-1211/P10.211* SECTION 2424fr.** 111.91 (1) (am) of the statutes is repealed.

***-1211/P10.212* SECTION 2424gg.** 111.91 (1) (b) of the statutes is amended to read:

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

***-1211/P10.213* SECTION 2424gr.** 111.91 (1) (c) of the statutes is amended to read:

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

***-1211/P10.214* SECTION 2424hg.** 111.91 (1) (cg) of the statutes is repealed.

***-1211/P10.215* SECTION 2424hr.** 111.91 (1) (cm) of the statutes is amended to read:

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

***-1211/P10.216* SECTION 2424ig.** 111.91 (1) (d) of the statutes is amended to read:

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

***-1211/P10.217* SECTION 2424ir.** 111.91 (1) (e) of the statutes is repealed.

***-1211/P10.218* SECTION 2424jg.** 111.91 (2) (intro.) of the statutes is amended to read:

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

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

***-1211/P10.219* "SECTION 2424jr.** 111.91 (2) (gu) of the statutes is amended to read:

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

***-1211/P10.220* SECTION 2425g.** 111.91 (2c) of the statutes is repealed.

***-1211/P10.221* SECTION 2425p.** 111.91 (3) of the statutes is created to read:

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

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

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

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

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

***-1211/P10.222* SECTION 2425s.** 111.91 (3q) of the statutes is created to read:

111.91 **(3q)** For purposes of determining compliance with sub. (3), the commission shall provide, upon request, to the employer or to any representative of a collective bargaining unit containing a general employee, the consumer price index

change during any 12-month period. The commission may get the information from the department of revenue.”.

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

***-1211/P10.223* SECTION 2426gb.** 111.92 (1) (a) of the statutes is amended to read:

111.92 (1) (a) Any tentative agreement reached between the office, ~~or, as provided in s. 111.815 (1), the department of health services, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1), or~~ (2) (a) to (e), ~~or (2g)~~ shall, after official ratification by the labor organization, be submitted by the office ~~or department of health services~~ to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval. If the committee approves the tentative agreement, it shall introduce in a bill or companion bills, to be put on the calendar or referred to the appropriate scheduling committee of each house, that portion of the tentative agreement which requires legislative action for implementation, such as salary and wage adjustments, changes in fringe benefits, and any proposed amendments, deletions or additions to existing law. Such bill or companion bills are not subject to ss. 13.093 (1), 13.50 (6) (a) and (b) and 16.47 (2). The committee may, however, submit suitable portions of the tentative agreement to appropriate legislative committees for advisory recommendations on the proposed terms. The committee shall accompany the introduction of such proposed legislation with a message that informs the legislature of the committee’s concurrence with the matters under consideration and which recommends the passage of such legislation

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

***-2174/P1.79*SECTION 2426gh.** 111.92 (1) (a) of the statutes, as affected by 2011 Wisconsin Act 10 and 2011 Wisconsin Act ... (this act), is repealed and recreated to read:

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

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

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

***-2174/P1.80*SECTION 2426L.** 111.92 (1) (a) 2. and 3. of the statutes are created to read:

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

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

***-1211/P10.224* SECTION 2426m.** 111.92 (1) (b) of the statutes is repealed.”.

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

***-1211/P10.225* SECTION 2426q.** 111.92 (2m) of the statutes is repealed.

***-1211/P10.226* SECTION 2426r.** 111.92 (3) of the statutes is renumbered 111.92 (3) (a) and amended to read:

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

***-1211/P10.227* SECTION 2426s.** 111.92 (3) (b) of the statutes is created to read:

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

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

***-1211/P10.230* “SECTION 2426t.** 111.93 (3) of the statutes is renumbered 111.93 (3) (intro.) and amended to read:

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

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

***-2174/P1.82*SECTION 2426tb.** 111.93 (3) (a) of the statutes, as affected by 2011 Wisconsin Act 10 and 2011 Wisconsin Act ... (this act), is repealed and recreated to read:

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

***-1211/P10.231* SECTION 2426u.** 111.93 (3) (b) of the statutes is created to read:

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

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

***-1211/P10.232* “SECTION 2431p.** Subchapter VI of chapter 111 [precedes 111.95] of the statutes is repealed.”.

101.99. Page 995, line 7: after that line insert:

***-1211/P10.233* SECTION 2487g.** 118.22 (4) of the statutes is repealed.

***-1211/P10.234* SECTION 2487i.** 118.223 of the statutes is created to read:

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

***-1211/P10.235* SECTION 2487k.** 118.23 (5) of the statutes is repealed.

***-1211/P10.236* SECTION 2487n.** 118.245 of the statutes is created to read:

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

(2) The question submitted in the referendum shall be substantially as follows:

“Shall the employees in the [school district] receive a total increase on wages from \$....[current total base wages] to \$....[proposed total base wages], which is a percentage wage increase that is [x] percent higher than the percent of the consumer price index increase, for a total percentage increase in wages of [x]?”.

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

***-1211/P10.238* SECTION 2507ag.** 118.42 (3) (a) 4. of the statutes is amended to read:

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

-1211/P10.239 **SECTION 2507ak.** 118.42 (5) of the statutes is amended to read:

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

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

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

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

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

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

120.12 (15) SCHOOL HOURS. Establish rules scheduling the hours of a normal school day. The school board may differentiate between the various elementary and

high school grades in scheduling the school day. The equivalent of 180 such days, as defined in s. 115.01 (10), shall be held during the school term. ~~This subsection shall not be construed to eliminate a school district's duty to bargain with the employee's collective bargaining representative over any calendaring proposal which is primarily related to wages, hours and conditions of employment.~~

***-1211/P10.243* SECTION 2559p.** 120.18 (1) (gm) of the statutes is amended to read:

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

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

“*~~0732/3.19~~* **SECTION 2648b.** 146.59 of the statutes is repealed.”.

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

“*~~1211/P10.245~~* **SECTION 2751d.** 230.01 (3) of the statutes is amended to read:

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

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

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

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

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

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

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

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

***-1222/5.2* SECTION 2751mb.** 230.04 (16) of the statutes is amended to read:
230.04 (16) The director may appoint either a deputy director or an executive assistant outside the classified service.

***-1211/P10.247* SECTION 2751mk.** 230.046 (10) (a) of the statutes is amended to read:

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

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

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

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

***-1222/5.4* SECTION 2753g.** 230.08 (2) (e) 2. of the statutes is amended to read:

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

***-1222/5.5* SECTION 2753k.** 230.08 (2) (e) 2m. of the statutes is amended to read:

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

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

***-1222/5.6* SECTION 2753mp.** 230.08 (2) (e) 3e. of the statutes is amended to read:

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

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

“*~~1222/5.7~~* **SECTION 2754g.** 230.08 (2) (e) 4f. of the statutes is amended to read:

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

~~1222/5.8~~ **SECTION 2754r.** 230.08 (2) (e) 5. of the statutes is amended to read:

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

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

“*~~b0007/1.1~~* **SECTION 2755g.** 230.08 (2) (e) 7. of the statutes is amended to read:

230.08 (2) (e) 7. Justice — ~~3~~ 5.

~~1222/5.10~~ **SECTION 2755i.** 230.08 (2) (e) 8. of the statutes is amended to read:

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

~~1222/5.11~~ **SECTION 2755k.** 230.08 (2) (e) 8h. of the statutes is created to read:

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

~~1222/5.12~~ **SECTION 2755n.** 230.08 (2) (e) 8j. of the statutes is created to read:

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

~~1222/5.13~~ **SECTION 2755p.** 230.08 (2) (e) 9m. of the statutes is amended to read:

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

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

“*~~1222/5.15~~* **SECTION 2756p.** 230.08 (2) (e) 11. of the statutes is amended to read:

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

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

***-1222/5.16* SECTION 2757g.** 230.08 (2) (e) 12. of the statutes is amended to read:

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

***-1222/5.17* SECTION 2757r.** 230.08 (2) (e) 15. of the statutes is created to read:

230.08 (2) (e) 15. Tourism — 1.”.

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

***-1222/5.18* “SECTION 2760p.** 230.08 (2) (ya) of the statutes is amended to read:

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

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

***-1482/1.5* “SECTION 2763b.** 230.08 (4) (a) of the statutes, as affected by 2011 Wisconsin Act 10, is repealed and recreated to read:

230.08 (4) (a) The number of administrator positions specified in sub. (2) (e) includes all administrator positions specifically authorized by law to be employed outside the classified service in each department, board or commission and the historical society, and any other managerial position determined by an appointing authority. In this paragraph, “department” has the meaning given under s. 15.01 (5), “board” means the educational communications board, government accountability board, investment board, public defender board and technical college system board and “commission” means the employment relations commission and the public

service commission. Notwithstanding sub. (2) (z), no division administrator position exceeding the number authorized in sub. (2) (e) may be created in the unclassified service.”.

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

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

“230.09 (2) (g) When filling a new or vacant position, if the director determines that the classification for a position is different than that provided for by the legislature as established by law or in budget determinations, or as authorized by the joint committee on finance under s. 13.10, or as specified by the governor creating positions under s. 16.505 (1) (c) or (2), or is different than that of the previous incumbent, the director shall notify the administrator and the secretary of administration. The administrator shall withhold action on the selection and certification process for filling the position. The secretary of administration shall review the position to determine that sufficient funds exist for the position and that the duties and responsibilities of the proposed position reflect the intent of the legislature as established by law or in budget determinations, the intent of the joint committee on finance acting under s. 13.10, the intent of the governor creating positions under s. 16.505 (1) (c) or (2). The administrator may not proceed with the selection and certification process until the secretary of administration has authorized the position to be filled.

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

-1211/P10.248 SECTION 2763r. 230.10 (1) of the statutes is amended to read:

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

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

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

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

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

230.12 (3) (a) *Submission to the joint committee on employment relations.* The director shall submit to the joint committee on employment relations a proposal for any required changes in the compensation plan ~~which may include across the board pay adjustments for positions in the classified service.~~ The proposal shall include the amounts and methods for within range pay progression, for pay transactions, and for performance awards. The proposal shall be based upon experience in recruiting for the service, the principle of providing pay equity regardless of gender or race, data collected as to rates of pay for comparable work in other public services and in commercial and industrial establishments, recommendations of agencies and any

special studies carried on as to the need for any changes in the compensation plan to cover each year of the biennium. The proposal shall also take proper account of prevailing pay rates, costs and standards of living and the state's employment policies.

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

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

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

-1211/P10.249 **SECTION 2764dg.** 230.12 (3) (e) 1. of the statutes is amended to read:

230.12 (3) (e) 1. The director, after receiving recommendations from the board of regents, shall submit to the joint committee on employment relations a proposal for adjusting compensation and employee benefits for employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d) who are not included in a collective bargaining

unit under subch. V ~~or VI~~ of ch. 111 for which a representative is certified. The proposal shall include the salary ranges and adjustments to the salary ranges for the university senior executive salary groups 1 and 2 established under s. 20.923 (4g). The proposal shall be based upon the competitive ability of the board of regents to recruit and retain qualified faculty and academic staff, data collected as to rates of pay for comparable work in other public services, universities and commercial and industrial establishments, recommendations of the board of regents and any special studies carried on as to the need for any changes in compensation and employee benefits to cover each year of the biennium. The proposal shall also take proper account of prevailing pay rates, costs and standards of living and the state's employment policies. The proposal for such pay adjustments may contain recommendations for across-the-board pay adjustments, merit or other adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf) shall apply to the process for approval of all pay adjustments for such employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d). The proposal as approved by the joint committee on employment relations and the governor shall be based upon a percentage of the budgeted salary base for such employees under ss. 20.923 (4g), (5) and (6) (m) and 230.08 (2) (d). The amount included in the proposal for merit and adjustments other than across-the-board pay adjustments is available for discretionary use by the board of regents.”.

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

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

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

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

-0946/1.1 “**SECTION 2764wb.** 230.24 (4) of the statutes is created to read:

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

-0732/3.21 **SECTION 2764wd.** 230.29 (1) of the statutes is renumbered 230.29 and amended to read:

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

-0732/3.22 **SECTION 2764wf.** 230.29 (2) of the statutes is repealed.”.

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

-1211/P10.250 “**SECTION 2766h.** 230.34 (1) (ar) of the statutes is amended to read:

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

-1151/3.1 **SECTION 2766k.** 230.34 (1) (ax) of the statutes is created to read:

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

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

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

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

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

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

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

-1211/P10.252 **SECTION 2766p.** 230.35 (2d) (e) of the statutes is amended to read:

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

***-1211/P10.253* SECTION 2766s.** 230.35 (3) (e) 6. of the statutes is amended to read:

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

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

***-1211/P10.254* SECTION 2767p.** 230.88 (2) (b) of the statutes is amended to read:

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

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

***-1211/P10.255* SECTION 2795g.** 233.02 (1) (h) of the statutes is repealed.

***-1211/P10.256* SECTION 2795r.** 233.02 (8) of the statutes is amended to read:

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

***-1211/P10.257* SECTION 2796p.** 233.03 (7) of the statutes is amended to read:

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

***-0732/3.24* SECTION 2798p.** 233.04 (2) of the statutes is amended to read:

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

***-0732/3.25* SECTION 2799p.** 233.04 (4) of the statutes is repealed.

***-0732/3.26* SECTION 2800p.** 233.04 (4m) of the statutes is repealed.

***-0732/3.27* SECTION 2800s.** 233.04 (4r) of the statutes is repealed.

***-0732/3.28* SECTION 2812br.** 233.10 (1) of the statutes is amended to read:

233.10 (1) ~~Subject to s. 233.04 (4) to (4r) and 1995 Wisconsin Act 27, section 9159 (2) and (4), the~~ The authority shall employ such employees as it may require and shall determine the qualifications and duties of its employees. Appointments to and promotions in the authority shall be made according to merit and fitness.

***-1211/P10.261* SECTION 2812cr.** 233.10 (2) (intro.) of the statutes is amended to read:

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

***-1211/P10.262* SECTION 2812dr.** 233.10 (3) (a) (intro.) of the statutes is amended to read:

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

***-1211/P10.263* SECTION 2812er.** 233.10 (3) (b) of the statutes is repealed.

***-1211/P10.264* SECTION 2812fr.** 233.10 (3) (c) (intro.) of the statutes is amended to read:

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

***-1211/P10.265* SECTION 2812gr.** 233.10 (3) (d) of the statutes is amended to read:

233.10 (3) (d) If an employee of the authority is not a carry-over employee ~~and is an employee to whom par. (b) does not apply,~~ the authority shall, from June 29,

1996, to June 30, 1997, provide that employee the same rights, benefits and compensation provided to a carry-over employee under par. (c) who holds a position at the authority with similar duties.

***-1211/P10.266* SECTION 2812hg.** 233.10 (3m) of the statutes is repealed.”.

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

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

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

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

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

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

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

***-1211/P10.269* SECTION 3474k.** 704.31 (3) of the statutes is amended to read:

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

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

***-1211/P10.270* SECTION 3492p.** 851.71 (4) of the statutes is amended to read:

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

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

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

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

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

***-1211/P10.271* SECTION 3561p.** 978.12 (1) (c) of the statutes is amended to read:

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

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

“*~~0/P10.9101~~* (1q) EVALUATION OF STAFFING NEEDS AT THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION. The department of administration shall evaluate the staffing requirements of the Wisconsin employment relations commission and shall submit the report of the evaluation to the joint committee on finance under section 13.10 of the statutes.”.

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

“*~~1/15.9115~~* (1dr) STATE EMPLOYEE HEALTH CARE COVERAGE. Notwithstanding section 40.05 (4) (ag) and (c) of the statutes, as affected by this act, beginning with health insurance premiums paid in any month that begins after the effective date of this subsection, as determined by the secretary of administration, and ending with coverage for December 2011, all of the following shall apply:

(a) Employees covered under section 40.05 (4) (ag) 2. of the statutes, as affected by this act, shall pay \$84 a month for individual coverage and \$208 a month for family coverage for health care coverage under any plan offered in the tier with the lowest

employee premium cost under section 40.51 (6) of the statutes; \$122 a month for individual coverage and \$307 a month for family coverage for health care coverage under any plan offered in the tier with the next lowest employee premium cost under section 40.51 (6) of the statutes; and \$226 a month for individual coverage and \$567 a month for family coverage for health care coverage under any plan offered in the tier with the highest employee premium cost under section 40.51 (6) of the statutes.

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

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

-2/10.9115 (1hr) EMPLOYER AND EMPLOYEE REQUIRED CONTRIBUTIONS FOR 2011. Notwithstanding the employer and employee required contributions rates established for 2011 under section 40.05 (1) and (2), 2009 stats., beginning on the first day of any pay period after the effective date of this subsection, as determined by the secretary of administration, the employee required contributions under section 40.05 (1) (a) of the statutes, as affected by this act, shall be in effect for the remainder of 2011, and the employer required contributions under section 40.05 (2) of the statutes shall be adjusted to reflect the increases in employee required contributions for the remainder of 2011.

-3/3.9115 (1mr) AGREEMENTS TO MODIFY GROUP INSURANCE COVERAGE FOR STATE EMPLOYEES. Section 40.03 (6) (c) of the statutes shall not apply to any agreements

entered into by the group insurance board to modify group insurance coverage for the 2012 and 2013 calendar years.

(1pr) REDUCTIONS IN HEALTH CARE PREMIUM COSTS FOR HEALTH CARE COVERAGE DURING 2012 CALENDAR YEAR. The group insurance board shall design health care coverage plans for the 2012 calendar year that, after adjusting for any inflationary increase in health benefit costs, as determined by the group insurance board, reduces the average premium cost of plans offered in the tier with the lowest employee premium cost under section 40.51 (6) of the statutes by at least 5 percent from the cost of such plans offered during the 2011 calendar year. The group insurance board shall include copayments in the health care coverage plans for the 2012 calendar year and may require health risk assessments for state employees and participation in wellness or disease management programs.”.

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

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

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

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

“(1q) UNION REPRESENTATIVE CERTIFICATION VOTE.

(a) In this subsection:

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

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

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

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

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

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

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

(2q) TRANSFER OF EMPLOYEES TO UNIVERSITY OF WISCONSIN HOSPITALS AND CLINICS AUTHORITY. On the effective date of this subsection, all employees of the University of Wisconsin Hospitals and Clinics Board are transferred to the University of Wisconsin Hospitals and Clinics Authority. The University of Wisconsin Hospitals and Clinics Authority shall adhere to the terms of any collective bargaining agreement covering the employees that is in force on the effective date of this subsection, including specifically terms relating to employer payment of any employee required contributions under the Wisconsin Retirement System and employer payment of any health insurance premiums on behalf of employees. Upon termination of the collective bargaining agreement, the University of Wisconsin Hospitals and Clinics Authority shall establish the compensation and benefits of the employees under section 233.10 (2) of the statutes.”.

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

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

“(3q) UNION REPRESENTATIVE CERTIFICATION VOTE.

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

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

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

(a) In this subsection:

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

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

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

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

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

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

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

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

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

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

-4/15.9315 (1q) HEALTH CARE COVERAGE PREMIUMS. The treatment of sections 40.02 (25) (b) 2., 40.05 (4) (ag), (ar), and (c), 40.51 (7), and 40.52 (3) of the statutes and SECTION 9115 (1q) of this act first apply to employees who are covered by a collective bargaining agreement that contains provisions inconsistent with those sections on the day on which the agreement expires or is terminated, extended, modified, or renewed, whichever occurs first.

-5/10.9315 (2q) PAYMENT OF EMPLOYEE REQUIRED CONTRIBUTIONS. The treatment of sections 13.111 (2), 40.02 (27), 40.05 (1) (a) (intro.), 1., 2., 3., and 4. and (b), (2m), and (2n), 40.32 (1), 59.875, 62.623, and 66.0518 of the statutes and SECTION 9115 (2q) of this act first apply to employees who are covered by a collective bargaining agreement that contains provisions inconsistent with those sections on the day on which the agreement expires or is terminated, extended, modified, or renewed, whichever occurs first.

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

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

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

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

“(1q) COLLECTIVE BARGAINING; MUNICIPAL EMPLOYEES. The treatment of sections 20.425 (1) (i), 46.2895 (8) (a) 1., 49.825 (3) (b) 4., 49.826 (3) (b) 4., 66.0506, 66.0508, 109.03 (1) (b), 111.70 (1) (a), (b), (cm), (f), (fm), (j), (mm), (n), (nm) and (p), (2), (3) (a) 3., 4., 5., 6., 7., 7m., and 9. and (b) 6. and 6m., (3g), (3m), (3p), (4) (intro.), (bm), (c) (title), 1., 2. a. and b., 3., and 4., (cg), (cm) (title), 1., 2., 3., 4., 5., 6., 7., 7m., 7g., 7r., 8., 8m., and 9., (d) 2. a., (L), (m), (mb), (mbb), (mc) (intro.) and 4., (n), and (o), (6), (7), (7m) (b), (c) 1. a. and 3., (e), and (f), and (8) (a), 111.71 (2), (4), (4m), (5), and (5m), 111.77 (intro.), (8) (a) and (9), 118.22 (4), 118.223, 118.23 (5), 118.245, 118.42 (3) (a) 4. and (5), 119.04 (1), 120.12 (15), 120.18 (1) (gm), 851.71 (4) and 904.085 (2) (a) of the statutes, the amendment of section 111.70 (4) (d) 3. of the statutes, and the creation of section 111.70 (4) (d) 3. b. of the statutes first apply to employees who are covered by a collective bargaining agreement under subchapter IV of chapter 111 of

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

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

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

(a) The treatment of sections 16.705 (3), 20.921 (1) (a) 2. and (b), 73.03 (68), 111.80, 111.81 (1), (3h), (3n), (7) (g), (9), (9g), (9k), (12) (intro.), (12m), (15r), and (16), 111.815 (1) and (2), 111.82, 111.825 (1) (intro.) and (g), (1m), (2g), (3), (4), (4m), and (5), 111.83 (1), (4), (5m), and (7), 111.84 (1) (b), (d), and (f), (2) (c), and (3), 111.845, 111.85 (1), (2), (4), and (5), 111.90 (2), 111.905, 111.91 (1) (a), (am), (b), (c), (cg), (cm), (d), and (e), (2) (intro.) and (gu), (2c), (3), and (3q), 111.92 (1) (a) and (b) and (2m), 118.40 (2r) (b) 3., 146.59, 230.10 (1), 230.34 (1) (ar), 230.35 (1s), and 978.12 (1) (c) of the statutes, the renumbering of sections 111.825 (6) and 111.83 (3) of the statutes, the renumbering and amendment of sections 111.92 (3) and 111.93 (3) of the statutes, and the creation of sections 111.825 (6) (b), 111.83 (3) (b), 111.92 (3) (b), and 111.93 (3) (b) of the statutes first apply to employees who are covered by a collective bargaining agreement under subchapter V of chapter 111 of the statutes that contains provisions inconsistent with those sections on the day on which the agreement expires or is terminated, extended, modified, or renewed, whichever occurs first.

(b) The treatment of sections 7.33 (4), 13.111 (2), 15.07 (1) (a) 6., 15.96, 16.50 (3) (e), 16.705 (3), 19.82 (1), 19.85 (3), 19.86, 20.425 (1) (a) and (i), 20.545 (1) (k) and (km), 20.865 (1) (ci), (cm), (ic), (im), (si), and (sm), 20.917 (3) (b), 20.921 (1) (a) 2. and

(b), 20.923 (6) (intro.), 20.928 (1), 36.09 (1) (j), 36.25 (13g) (c), 40.02 (25) (b) 8., 40.05 (4) (ar), (b), and (bw), (4g) (a) 4., (5) (intro.) and (b) 4., and (6) (a), 40.62 (2), 40.95 (1) (a) 2., 111.02 (1), (2), (3), (6) (am), (7) (a) (intro.), 1., 2., 3., and 4. and (b) 1., (7m), (9m), and (10m), 111.05 (2), (3g), (5), (6), and (7), 111.06 (1) (c) 1., (d), (i), and (m) and (2) (i), 111.075, 111.115 (title), (1) (intro.), (a), and (b), and (2), 111.17 (intro.), (1) and (2), 230.01 (3), 230.046 (10) (a), 230.12 (3) (e) 1., 230.35 (2d) (e) and (3) (e) 6., 230.88 (2) (b), and 233.02 (1) (h) and (8), 233.03 (7), 233.04 (2) and (4r), 233.10 (1), (2) (intro.), (3) (a) (intro.), (b), (c) (intro.), and (d), and (3m) and subchapter VI of chapter 111 of the statutes first applies to employees who are covered by a collective bargaining agreement under subchapter I or VI of chapter 111 of the statutes that contains provisions inconsistent with those sections on the day on which the agreement expires or is terminated, extended, modified, or renewed, whichever occurs first.”.

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

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

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

“(1bq) UNIVERSITY OF WISCONSIN. The treatment of sections 16.705 (1r) (d) and (e), 16.71 (1m) (by SECTION 241f) and (4), 16.72 (8), 16.73 (5), 16.78 (1), 16.993 (7), 19.42 (13) (b), (c), and (cm), 19.45 (11) (a) and (b), 20.865 (1) (c), (ci) (by SECTION 775Lm), (i), (ic) (by SECTION 775rm), (s), and (si) (by SECTION 775ym), 20.916 (10), 20.923 (4g), (5), (6) (Lm) and (m), (14) (b), (15) (b), and (16), 36.09 (1) (e), (i), (j) (by SECTION 951km), and (k), 36.15 (2), 36.30, 36.52, 40.02 (30), 111.335 (1) (cv), 111.81 (7) (ar) and (at), 111.815 (1) (by SECTION 2410cc) and (2) (by SECTION 2410dc), 111.825

(1r), (1t), (2) (a), (b), (c), (f), (g), (h), and (i), (3) (by SECTION 2410je), (3m), (4) (by SECTION 2410mb), (6) (a) (by SECTION 2410np), and (7), 111.83 (5) (a), (b), and (c), 111.84 (2) (c) (by SECTION 2410tdd), 111.91 (4), 111.92 (1) (a) (by SECTION 2426gh), 111.93 (2) and (3) (a) (by SECTION 2426tb), 111.935 (2), 230.01 (1), 230.03 (3) (by SECTION 2751e), (6), (6m), (10h), and (13), 230.08 (2) (cm), (d), (dm), and (k), 230.10 (2), 230.12 (1) (a) 1. b. and (3) (e) (title) and 1. (by SECTION 2764dh), and 230.34 (1) (ar) of the statutes, the repeal of sections 36.58 (5) and 230.143 (1) and (2) of the statutes, the renumbering of sections 111.83 (7) and 111.85 (5) of the statutes, the renumbering and amendment of sections 16.417 (2) (f) and 230.143 (intro.) of the statutes, the creation of sections 16.417 (2) (f) 2., 111.83 (7) (b), 111.85 (5) (b), and 111.92 (1) (a) 2. and 3. of the statutes, and SECTION 9152 (1c) of this act take effect on July 1, 2013.”.

(END)