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1 **SECTION 197.** 111.83 (5m) of the statutes is created to read:

2 111.83 (5m) (a) This subsection applies only to a collective bargaining unit
3 specified in s. 111.825 (2g).

4 (am) 1. Subject to subd. 2., the department of health services shall provide a
5 labor organization with the list of home care providers provided to the department
6 of health services under s. 52.20 (5) if any of the following applies:

7 a. The labor organization demonstrates a showing of interest of at least 3
8 percent of home care providers included in the collective bargaining unit under s.
9 111.825 (2g) to be represented by that labor organization.

10 b. The labor organization is a certified representative of any home care
11 providers in this state.

12 c. The labor organization was a certified representative of any home care
13 providers in this state prior to July 1, 2009.

14 2. A labor organization shall agree to use any list it receives under subd. 1. only
15 for communicating with home care providers concerning the exercise of their rights
16 under s. 111.82 and shall agree to keep the list confidential.

17 (b) Upon the filing of a petition with the commission indicating a showing of
18 interest of at least 30 percent of the home care providers included in the collective
19 bargaining unit under s. 111.825 (2g) to be represented by a labor organization or to
20 change the existing representative, the commission shall hold an election in which
21 the home care providers may vote on the question of representation. The labor
22 organization named in the petition shall be included on the ballot. Within 60 days
23 of the time that the petition is filed, another petition may be filed with the
24 commission indicating a showing of interest of at least 10 percent of the home care
25 providers who are included in the collective bargaining unit under s. 111.825 (2g) to

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1 be represented by another labor organization, in which case the name of that labor
2 organization shall also be included on the ballot.

3 (c) If at an election held under par. (b), a majority of home care providers voting
4 in the collective bargaining unit vote for a single labor organization, the labor
5 organization shall be the exclusive representative for all home care providers in that
6 collective bargaining unit. If no single labor organization receives a majority of the
7 votes cast, the commission may hold one or more runoff elections under sub. (4) until
8 one labor organization receives a majority of the votes cast.

9 **SECTION 198.** 111.84 (1) (b) of the statutes is amended to read:

10 111.84 (1) (b) Except as otherwise provided in this paragraph, to initiate,
11 create, dominate or interfere with the formation or administration of any labor or
12 employee organization or contribute financial support to it. Except as provided in
13 ss. 40.02 (22) (e) and 40.23 (1) (f) 4., no change in any law affecting the Wisconsin
14 retirement system under ch. 40 and no action by the employer that is authorized by
15 such a law constitutes a violation of this paragraph unless an applicable collective
16 bargaining agreement covering a collective bargaining unit under s. ~~111.825 (1) (g)~~
17 specifically prohibits the change or action. No such change or action affects the
18 continuing duty to bargain collectively with a collective bargaining unit under s.
19 ~~111.825 (1) (g)~~ regarding the Wisconsin retirement system under ch. 40 to the extent
20 required by s. 111.91 (1). It is not an unfair labor practice for the employer to
21 reimburse an employee at his or her prevailing wage rate for the time spent during
22 the employee's regularly scheduled hours conferring with the employer's officers or
23 agents and for attendance at commission or court hearings necessary for the
24 administration of this subchapter. Professional supervisory or craft personnel may
25 maintain membership in professional or craft organizations; however, as members

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1 of such organizations they shall be prohibited from those activities related to
2 collective bargaining in which the organizations may engage.

3 **SECTION 199.** 111.84 (1) (d) of the statutes is amended to read:

4 111.84 (1) (d) To refuse to bargain collectively on matters set forth in s. 111.91
5 (1) ~~or (3), whichever is appropriate,~~ with a representative of a majority of its
6 employees in an appropriate collective bargaining unit. Where the employer has a
7 good faith doubt as to whether a labor organization claiming the support of a majority
8 of its employees in appropriate collective bargaining unit does in fact have that
9 support, it may file with the commission a petition requesting an election as to that
10 claim. It is not deemed to have refused to bargain until an election has been held and
11 the results thereof certified to it by the commission. A violation of this paragraph
12 includes, but is not limited to, the refusal to execute a collective bargaining
13 agreement previously orally agreed upon.

14 **SECTION 200.** 111.84 (1) (f) of the statutes is amended to read:

15 111.84 (1) (f) To deduct labor organization dues from the an employee's
16 ~~earnings of a public safety employee,~~ unless the employer has been presented with
17 an individual order therefor, signed by the ~~public safety~~ employee personally, and
18 terminable by at least the end of any year of its life or earlier by the ~~public safety~~
19 employee giving at least 30 but not more than 120 days' written notice of such
20 termination to the employer and to the representative labor organization, except if
21 there is a fair-share or maintenance of membership agreement in effect. The
22 employer shall give notice to the labor organization of receipt of such notice of
23 termination.

24 **SECTION 201.** 111.84 (2) (c) of the statutes, as affected by 2011 Wisconsin Act
25 32, is amended to read:

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

9 **SECTION 202.** 111.84 (3) of the statutes is amended to read:

10 111.84 (3) It is an unfair labor practice for any person to do or cause to be done
11 on behalf of or in the interest of employers or employees, or in connection with or to
12 influence the outcome of any controversy as to employment relations, any act
13 prohibited by ~~sub.~~ subs. (1) ~~or~~ and (2).

14 **SECTION 203.** 111.845 of the statutes is repealed.

15 **SECTION 204.** 111.85 (1), (2) and (4) of the statutes are amended to read:

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

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1 (b) For a fair-share agreement to be authorized, at least two-thirds of the
2 eligible ~~public-safety employees~~ or supervisors voting in a referendum shall vote in
3 favor of the agreement. For a maintenance of membership agreement to be
4 authorized, at least a majority of the eligible ~~public-safety employees~~ or supervisors
5 voting in a referendum shall must vote in favor of the agreement. In a referendum
6 on a fair-share agreement, if less than two-thirds but more than one-half of the
7 eligible ~~public-safety employees~~ or supervisors vote in favor of the agreement, a
8 maintenance of membership agreement is authorized.

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

23 (d) Under each fair-share or maintenance of membership agreement, ~~a public~~
24 ~~safety~~ an employee or supervisor who has religious convictions against dues
25 payments to a labor organization based on teachings or tenets of a church or religious

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1 body of which he or she is a member ~~shall, on~~ may request to the labor organization,
2 ~~have to pay~~ his or her dues ~~paid~~ to a charity mutually agreed upon by the ~~public~~
3 ~~safety employee or supervisor~~ and the labor organization. Any dispute ~~concerning~~
4 under this paragraph may be submitted to the commission for adjudication.

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

21 (b) The commission shall ~~declare~~ suspend any fair-share or maintenance of
22 membership agreement ~~suspended~~ upon such conditions and for such time as the
23 commission decides whenever it finds that the labor organization involved has
24 refused on the basis of race, color, sexual orientation, or creed to receive as a member
25 any ~~public safety employee or supervisor~~ in the collective bargaining unit involved,

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1 and the agreement shall be made subject to the findings and orders of the
2 commission. Any of the parties to the agreement, or any ~~public safety~~ employee or
3 supervisor covered thereby, may come before the commission, as provided in s.
4 111.07, and petition the commission to make such a finding.

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

8 **SECTION 205.** 111.905 of the statutes is created to read:

9 **111.905 Rights of consumer.** (1) This subchapter does not interfere with the
10 rights of the consumer to hire, discharge, suspend, promote, retain, lay off, supervise,
11 or discipline home care providers or to set conditions and duties of employment.

12 (2) A home care provider is an at will provider of home care services to a
13 consumer, and this subchapter does not interfere with that relationship.

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

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

24 **SECTION 207.** 111.91 (1) (b) of the statutes is amended to read:

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

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

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

9 **SECTION 209.** 111.91 (1) (cg) of the statutes is created to read:

10 111.91 (1) (cg) The representative of home care providers in the collective
11 bargaining unit specified under s. 111.825 (2g) may not bargain collectively with
12 respect to any matter other than wages and fringe benefits.

13 **SECTION 210.** 111.91 (1) (cm) of the statutes is amended to read:

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

20 **SECTION 211.** 111.91 (1) (d) of the statutes is amended to read:

21 111.91 (1) (d) ~~In the case of a collective bargaining unit under s. 111.825 (1) (g),~~
22 ~~demands~~ Demands relating to retirement and group insurance shall be submitted
23 to the employer at least one year prior to commencement of negotiations.

24 **SECTION 212.** 111.91 (1) (e) of the statutes is created to read:

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1 111.91 (1) (e) The employer is not be required to bargain on matters related to
2 employee occupancy of houses or other lodging provided by the state.

3 **SECTION 213.** 111.91 (2) (intro.) of the statutes is amended to read:

4 111.91 (2) (intro.) The employer is prohibited from bargaining ~~with a collective~~
5 ~~bargaining unit under s. 111.825 (1) (g)~~ with respect to all of the following:

6 **SECTION 214.** 111.91 (2) (fm) of the statutes is amended to read:

7 111.91 (2) (fm) If Except if the collective bargaining unit contains a public
8 safety employee initially employed ~~on or after~~ before July 1, 2011, the requirement
9 under s. 40.05 (1) (b) that the employer may not pay, on behalf of that ~~public safety~~
10 employee, any employee required contributions or the employee share of required
11 contributions and the impact of this requirement on the wages, hours, and conditions
12 of employment of that ~~public safety~~ employee.

13 **SECTION 215.** 111.91 (2) (fp) of the statutes is created to read:

14 111.91 (2) (fp) Except if the collective bargaining unit contains a public safety
15 employee, all costs and payments associated with health care coverage plans, except
16 for the employee premium contribution, and the design and selection of health care
17 coverage plans by the employer, and the impact of such costs and payments and the
18 design and selection of the health care coverage plans on the wages, hours, and
19 conditions of employment of the employees.

20 **SECTION 216.** 111.91 (2) (gu) of the statutes is amended to read:

21 111.91 (2) (gu) The right of ~~a public safety employee, who is an employee, as~~
22 defined in s. 103.88 (1) (d), ~~and who is a fire fighter, emergency medical technician,~~
23 first responder, or ambulance driver for a volunteer fire department or fire company,
24 a public agency, as defined in s. 256.15 (1) (n), or a nonprofit corporation, as defined
25 in s. 256.01 (12), to respond to an emergency as provided under s. 103.88 (2).

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1 **SECTION 217.** 111.91 (2c) of the statutes is created to read:

2 111.91 (2c) In addition to the prohibited subjects under sub. (2), the employer
3 is prohibited from bargaining with a collective bargaining unit formed under s.
4 111.825 (2g) on any of the following:

5 (a) Policies.

6 (b) Work rules.

7 (c) Hours of employment.

8 (d) Any right of the consumer under s. 111.905.

9 **SECTION 218.** 111.91 (3) of the statutes is repealed.

10 **SECTION 219.** 111.91 (3q) of the statutes is repealed.

11 **SECTION 220.** 111.92 (1) (a) 1. of the statutes, as affected by 2011 Wisconsin Act
12 32, is amended to read:

13 111.92 (1) (a) 1. Any tentative agreement reached between the office, or, as
14 provided in s. 111.815 (1), the department of health services acting for the state, and
15 any labor organization representing a collective bargaining unit specified in s.
16 111.825 (1) ~~or~~, (2) (d) or (e), or (2g) shall, after official ratification by the labor
17 organization, be submitted by the office or department of health services to the joint
18 committee on employment relations, which shall hold a public hearing before
19 determining its approval or disapproval.

20 **SECTION 221.** 111.92 (2m) of the statutes is created to read:

21 111.92 (2m) A collective bargaining agreement entered into by a collective
22 bargaining unit specified in s. 111.825 (2g) may not take effect before July 1, 2013.

23 **SECTION 222.** 111.92 (3) (a) of the statutes is renumbered 111.92 (3) and
24 amended to read:

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1 **111.95 Declaration of policy.** The public policy of the state as to labor
2 relations and collective bargaining involving faculty and academic staff at the
3 University of Wisconsin System, in furtherance of which this subchapter is enacted,
4 is as follows:

5 (1) The people of the state of Wisconsin have a fundamental interest in
6 developing harmonious and cooperative labor relations within the University of
7 Wisconsin System.

8 (2) It recognizes that there are 3 major interests involved: that of the public,
9 that of the employee, and that of the employer. These 3 interests are to a considerable
10 extent interrelated. It is the policy of this state to protect and promote each of these
11 interests with due regard to the rights of the others.

12 **111.96 Definitions.** In this subchapter:

13 (1) “Academic staff” means academic staff under s. 36.15, but does not include
14 any individual holding an appointment under s. 36.13 or 36.15 (2m) or who is
15 appointed to a visiting faculty position.

16 (2) “Board” means the Board of Regents of the University of Wisconsin System.

17 (3) “Collective bargaining” means the performance of the mutual obligation of
18 the state as an employer, by its officers and agents, and the representatives of its
19 employees, to meet and confer at reasonable times, in good faith, with respect to the
20 subjects of bargaining provided in s. 111.998 with the intention of reaching an
21 agreement, or to resolve questions arising under such an agreement. The duty to
22 bargain, however, does not compel either party to agree to a proposal or require the
23 making of a concession. Collective bargaining includes the reduction of any
24 agreement reached to a written and signed document.

25 (4) “Collective bargaining unit” means a unit established under s. 111.98 (1).

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1 (5) “Commission” means the employment relations commission.

2 (6) “Election” means a proceeding conducted by the commission in which the
3 employees in a collective bargaining unit cast a secret ballot for collective bargaining
4 representatives, or for any other purpose specified in this subchapter.

5 (7) “Employee” includes:

6 (a) All faculty, including faculty who are supervisors or management
7 employees, but not including faculty holding a limited appointment under s. 36.17
8 or deans.

9 (b) All academic staff, except for supervisors, management employees, and
10 individuals who are privy to confidential matters affecting the employer–employee
11 relationship.

12 (8) “Employer” means the state of Wisconsin.

13 (9) “Faculty” means faculty under s. 36.13, except for an individual holding an
14 appointment under s. 36.15.

15 (10) “Fair–share agreement” means an agreement between the employer and
16 a labor organization representing employees under which all of the employees in a
17 collective bargaining unit are required to pay their proportionate share of the cost
18 of the collective bargaining process and contract administration measured by the
19 amount of dues uniformly required of all members.

20 (11) “Institution” has the meaning given in s. 36.05 (9).

21 (12) “Labor dispute” means any controversy with respect to the subjects of
22 bargaining provided in this subchapter.

23 (13) “Labor organization” means any employee organization whose purpose is
24 to represent employees in collective bargaining with the employer, or its agents, on

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1 matters pertaining to terms and conditions of employment, but does not include any
2 organization that does any of the following:

3 (a) Advocates the overthrow of the constitutional form of government in the
4 United States.

5 (b) Discriminates with regard to the terms or conditions of membership
6 because of race, color, creed, sex, age, sexual orientation, or national origin.

7 (14) “Maintenance of membership agreement” means an agreement between
8 the employer and a labor organization representing employees that requires that all
9 of the employees whose dues are being deducted from earnings under s. 20.921 (1)
10 or 111.992 (1) (c) at or after the time the agreement takes effect continue to have dues
11 deducted for the duration of the agreement and that dues be deducted from the
12 earnings of all employees who are hired on or after the effective date of the
13 agreement.

14 (15) “Management employees” includes those personnel engaged
15 predominately in executive and managerial functions.

16 (16) “Office” means the office of state employment relations in the department
17 of administration.

18 (17) “Referendum” means a proceeding conducted by the commission in which
19 employees, or supervisors specified in s. 111.98 (5), in a collective bargaining unit
20 may cast a secret ballot on the question of directing the labor organization and the
21 employer to enter into a fair-share agreement or to terminate a fair-share
22 agreement.

23 (18) “Representative” includes any person chosen by an employee to represent
24 the employee.

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1 (19) “Strike” includes any strike or other concerted stoppage of work by
2 employees, any concerted slowdown or other concerted interruption of operations or
3 services by employees, or any concerted refusal to work or perform their usual duties
4 as employees of the state.

5 (20) “Supervisor” means any individual whose principal work is different from
6 that of the individual’s subordinates and who has authority, in the interest of the
7 employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign,
8 reward, or discipline employees, or to adjust their grievances, or to authoritatively
9 recommend such action, if the individual’s exercise of such authority is not of a
10 merely routine or clerical nature, but requires the use of independent judgment.

11 (21) “Unfair labor practice” means any unfair labor practice specified in s.
12 111.991.

13 **111.965 Duties of the state.** (1) (a) In the furtherance of this subchapter, the
14 state shall be considered as a single employer. With respect to a collective bargaining
15 unit specified in s. 111.98 (1) (b) to (i) or (jk) to (r), the board shall negotiate and
16 administer collective bargaining agreements. To coordinate the employer position
17 in the negotiation of agreements, the board shall maintain close liaison with the
18 office relative to the negotiation of agreements and the fiscal ramifications of those
19 agreements. The board shall coordinate its collective bargaining activities with the
20 office. The legislative branch shall act upon those portions of tentative agreements
21 negotiated by the board that require legislative action.

22 (b) With respect to a collective bargaining unit specified in s. 111.98 (1) (b) to
23 (i) or (jk) to (r), the board shall establish a collective bargaining capacity and shall
24 represent the state in its responsibility as an employer under this subchapter. The
25 board shall coordinate its actions with the director of the office.

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1 **(2m)** (a) With respect to a collective bargaining unit specified in s. 111.98 (1)
2 (a) or (j), the University of Wisconsin–Madison shall negotiate and administer
3 collective bargaining agreements. To coordinate the employer position in the
4 negotiation of agreements, the University of Wisconsin–Madison shall maintain
5 close liaison with the office relative to the negotiation of agreements and the fiscal
6 ramifications of those agreements. The University of Wisconsin–Madison shall
7 coordinate its collective bargaining activities with the office. The legislative branch
8 shall act upon those portions of tentative agreements negotiated by the University
9 of Wisconsin–Madison that require legislative action.

10 (b) With respect to a collective bargaining unit specified in s. 111.98 (1) (a) or
11 (j), the University of Wisconsin–Madison shall establish a collective bargaining
12 capacity and shall represent the state in its responsibility as an employer under this
13 subchapter. The University of Wisconsin–Madison shall coordinate its actions with
14 the director of the office.

15 **111.97 Rights of employees.** Employees have the right of self–organization
16 and the right to form, join, or assist labor organizations, to bargain collectively
17 through representatives of their own choosing under this subchapter, and to engage
18 in lawful, concerted activities for the purpose of collective bargaining or other mutual
19 aid or protection. Employees also have the right to refrain from any such activities.

20 **111.98 Collective bargaining units.** (1) Collective bargaining units for
21 faculty and staff are structured with a collective bargaining unit for each of the
22 following groups:

23 (a) Faculty of the University of Wisconsin–Madison.

24 (b) Faculty of the University of Wisconsin–Milwaukee.

25 (c) Faculty of the University of Wisconsin–Extension.

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- 1 (cm) Faculty of the University of Wisconsin–Eau Claire.
- 2 (d) Faculty of the University of Wisconsin–Green Bay.
- 3 (dm) Faculty of the University of Wisconsin–La Crosse.
- 4 (e) Faculty of the University of Wisconsin–Oshkosh.
- 5 (em) Faculty of the University of Wisconsin–Parkside.
- 6 (f) Faculty of the University of Wisconsin–Platteville.
- 7 (fm) Faculty of the University of Wisconsin–River Falls.
- 8 (g) Faculty of the University of Wisconsin–Stevens Point.
- 9 (gm) Faculty of the University of Wisconsin–Stout.
- 10 (h) Faculty of the University of Wisconsin–Superior.
- 11 (hm) Faculty of the University of Wisconsin–Whitewater.
- 12 (i) Faculty of the University of Wisconsin Colleges.
- 13 (j) Academic staff of the University of Wisconsin–Madison.
- 14 (jk) Academic staff employed at the University of Wisconsin System
15 administration.
- 16 (jm) Academic staff of the University of Wisconsin–Milwaukee.
- 17 (k) Academic staff of the University of Wisconsin–Extension.
- 18 (km) Academic staff of the University of Wisconsin–Eau Claire.
- 19 (L) Academic staff of the University of Wisconsin–Green Bay.
- 20 (Lm) Academic staff of the University of Wisconsin–La Crosse.
- 21 (n) Academic staff of the University of Wisconsin–Oshkosh.
- 22 (nm) Academic staff of the University of Wisconsin–Parkside.
- 23 (o) Academic staff of the University of Wisconsin–Platteville.
- 24 (om) Academic staff of the University of Wisconsin–River Falls.
- 25 (p) Academic staff of the University of Wisconsin–Stevens Point.

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1 (pm) Academic staff of the University of Wisconsin–Stout.

2 (q) Academic staff of the University of Wisconsin–Superior.

3 (qm) Academic staff of the University of Wisconsin–Whitewater.

4 (r) Academic staff of the University of Wisconsin Colleges.

5 (2)(a) Notwithstanding sub. (1), 2 or more collective bargaining units described
6 under sub. (1) (b) to (i) or (jk) to (r) may be combined into a single unit or the collective
7 bargaining units described under sub. (1) (a) and (j) may be combined into a single
8 unit. If 2 or more collective bargaining units seek to combine into a single collective
9 bargaining unit, the commission shall, upon the petition of at least 30 percent of the
10 employees in each unit, hold an election, or include on any ballot for an election held
11 under s. 111.990 (2) the question of whether to combine units, to determine whether
12 a majority of those employees voting in each unit desire to combine into a single unit.
13 A combined collective bargaining unit shall be formed including all employees from
14 each of those units in which a majority of the employees voting in the election approve
15 a combined unit. The collective bargaining units shall be combined immediately
16 unless there is no existing collective bargaining agreement in force in any of the units
17 to be combined and then the collective bargaining units shall be combined upon
18 expiration of the last agreement for the units concerned.

19 (b) If 2 or more collective bargaining units have combined under par. (a), the
20 commission shall, upon petition of at least 30 percent of the employees in any of the
21 original units, hold an election of the employees in the original unit to determine
22 whether the employees in that unit desire to withdraw from the combined collective
23 bargaining unit. If a majority of the employees voting desire to withdraw from the
24 combined collective bargaining unit, separate units consisting of the unit in which
25 the election was held and a unit composed of the remainder of the combined unit shall

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1 be formed. The new collective bargaining units shall be formed immediately unless
2 there is a collective bargaining agreement in force for the combined unit and then the
3 new units shall be formed upon the expiration of the agreement. While there is a
4 collective bargaining agreement in force for the combined collective bargaining unit,
5 a petition for an election under this paragraph may be filed only during October in
6 the calendar year prior to the expiration of the agreement.

7 (4) Any labor organization may petition for recognition as the exclusive
8 representative of a collective bargaining unit described under sub. (1) or (2) in
9 accordance with the election procedures under s. 111.990 if the petition is
10 accompanied by a 30 percent showing of interest in the form of signed authorization
11 cards. Any additional labor organization seeking to appear on the ballot must file
12 a petition within 60 days of the date of filing of the original petition and prove,
13 through signed authorization cards, that at least 10 percent of the employees in the
14 collective bargaining unit want it to be their representative.

15 (5) Although academic staff supervisors are not considered employees for the
16 purpose of this subchapter, the commission may consider a petition for a statewide
17 collective bargaining unit consisting of academic staff supervisors, but the
18 representative of the supervisors may not be affiliated with any labor organization
19 representing employees. For purposes of this subsection, affiliation does not include
20 membership in a national, state, county, or municipal federation of national or
21 international labor organizations. The certified representative of the supervisors
22 may not bargain collectively with respect to any matter other than wages and fringe
23 benefits.

24 **111.990 Representatives and elections.** (1) A representative chosen for the
25 purposes of collective bargaining by a majority of the employees voting in a collective

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1 bargaining unit is the exclusive representative of all of the employees in such unit
2 for the purposes of collective bargaining. Any individual employee, or any minority
3 group of employees in any collective bargaining unit, may present any grievance to
4 the employer in person, or through representatives of their own choosing, and the
5 employer shall confer with the individual employee or group of employees with
6 respect to the grievance if the majority representative has been given the
7 opportunity to be present at the conference. Any adjustment resulting from a
8 conference may not be inconsistent with the conditions of employment established
9 by the majority representative and the employer.

10 (2) (a) Whenever a question arises concerning the representation of employees
11 in a collective bargaining unit, the commission shall determine the representation
12 by taking a secret ballot of the employees and certifying in writing the results to the
13 interested parties. There shall be included on any ballot for the election of
14 representatives the names of all labor organizations having an interest in
15 representing the employees participating in the election as indicated in petitions
16 filed with the commission. The name of any existing representative shall be included
17 on the ballot without the necessity of filing a petition. The commission may exclude
18 from the ballot one who, at the time of the election, stands deprived of his or her rights
19 under this subchapter by reason of a prior adjudication of his or her having engaged
20 in an unfair labor practice. The ballot shall permit a vote against representation by
21 anyone named on the ballot.

22 (b) 1. Except as provided in subd. 2., for elections in a collective bargaining unit
23 composed of employees who are members of the faculty or academic staff, whenever
24 more than one representative qualifies to appear on the ballot, the ballot shall
25 provide separate votes on 2 questions. The first question shall be: "Shall the

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1 employees of the (name of collective bargaining unit) participate in collective
2 bargaining?" The 2nd question shall be: "If the employees of the (name of
3 collective bargaining unit) elect to participate in collective bargaining, which labor
4 organization do you favor to act as representative of the employees?" The 2nd
5 question may not include a choice for no representative. All employees in the
6 collective bargaining unit may vote on both questions. Unless a majority of those
7 employees voting in the election vote to participate in collective bargaining, no votes
8 for a particular representative may be counted. If a majority of those employees
9 voting in the election vote to participate in collective bargaining, the ballots for
10 representatives shall be counted.

11 2. For elections in a collective bargaining unit composed of employees who are
12 members of the faculty or academic staff, whenever more than one representative
13 qualifies to appear on the ballot and a question of whether to combine collective
14 bargaining units as permitted under s. 111.98 (2) (a) qualifies to appear on the ballot,
15 the ballot shall provide separate votes on 3 questions and each ballot shall identify
16 the collective bargaining unit to which each voter currently belongs. The first
17 question shall be: "Shall the employees of the (name of the voter's current
18 collective bargaining unit) participate in collective bargaining?" The 2nd question
19 shall be: "Shall the employees of the (names of all of the collective bargaining
20 units that qualify to appear on the ballot, including the name of the voter's current
21 collective bargaining unit) combine to participate in collective bargaining?" The 3rd
22 question shall be: "If the employees of the (name of the voter's current collective
23 bargaining unit) elect to participate in collective bargaining, which labor
24 organization do you favor to act as representative of the employees?" The 3rd
25 question may not include a choice for no representative. All employees in the

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1 collective bargaining unit may vote on all questions. Unless a majority of those
2 employees voting in the election vote to participate in collective bargaining, no votes
3 for combination or for a particular representative may be counted. If a majority of
4 those employees voting in the election vote to participate in collective bargaining, the
5 ballots for combination shall be counted. If the ballots for combination are counted
6 and a majority of those employees voting from each collective bargaining unit listed
7 in the 2nd question on the ballot vote to combine, then the ballots for representatives
8 of the combined collective bargaining unit shall be counted. If the ballots for
9 combination are counted and a majority of those employees voting from each
10 collective bargaining unit listed in the 2nd question on the ballot do not vote to
11 combine, then the ballots for representatives of each current collective bargaining
12 unit shall be counted.

13 (c) The commission's certification of the results of any election is conclusive
14 unless reviewed under s. 111.07 (8).

15 (3) Whenever an election has been conducted under sub. (2) in which the ballots
16 for representatives have been counted but in which no named representative is
17 favored by a majority of the employees voting, the commission may, if requested by
18 a party to the proceeding within 30 days from the date of the certification of the
19 results of the election, conduct a runoff election. In that runoff election, the
20 commission shall drop from the ballot the name of the representative who received
21 the least number of votes at the original election.

22 (4) While a collective bargaining agreement between a labor organization and
23 an employer is in force under this subchapter, a petition for an election in the
24 collective bargaining unit to which the agreement applies may be filed only during
25 October in the calendar year prior to the expiration of that agreement. An election

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1 held under that petition may be held only if the petition is supported by proof that
2 at least 30 percent of the employees in the collective bargaining unit desire a change
3 or discontinuance of existing representation. Within 60 days of the time that an
4 original petition is filed, another petition may be filed supported by proof that at least
5 10 percent of the employees in the same collective bargaining unit desire a different
6 representative. If a majority of the employees in the collective bargaining unit vote
7 for a change or discontinuance of representation by any named representative, the
8 decision takes effect upon expiration of any existing collective bargaining agreement
9 between the employer and the existing representative.

10 **111.991 Unfair labor practices.** (1) It is an unfair labor practice for an
11 employer individually or in concert with others to do any of the following:

12 (a) Interfere with, restrain, or coerce employees in the exercise of their rights
13 guaranteed under s. 111.97.

14 (b) Except as otherwise provided in this paragraph, initiate, create, dominate,
15 or interfere with the formation or administration of any labor or employee
16 organization or contribute financial support to it. Except as provided in ss. 40.02 (22)

17 (e) and 40.23 (1) (f) 4., no change in any law affecting the Wisconsin Retirement
18 System under ch. 40 and no action by the employer that is authorized by such a law
19 is a violation of this paragraph unless an applicable collective bargaining agreement
20 specifically prohibits the change or action. No such change or action affects the
21 continuing duty to bargain collectively regarding the Wisconsin Retirement System
22 under ch. 40 to the extent required by s. 111.998. It is not an unfair labor practice
23 for the employer to reimburse an employee at his or her prevailing wage rate for the
24 time spent during the employee's regularly scheduled hours conferring with the

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1 employer's officers or agents and for attendance at commission or court hearings
2 necessary for the administration of this subchapter.

3 (c) Encourage or discourage membership in any labor organization by
4 discrimination in regard to hiring, tenure, or other terms or conditions of
5 employment. This paragraph does not apply to fair-share or maintenance of
6 membership agreements.

7 (d) Refuse to bargain collectively on matters set forth in s. 111.998 with a
8 representative of a majority of its employees in an appropriate collective bargaining
9 unit. Whenever the employer has a good faith doubt as to whether a labor
10 organization claiming the support of a majority of its employees in an appropriate
11 collective bargaining unit does in fact have that support, it may file with the
12 commission a petition requesting an election as to that claim. The employer is not
13 considered to have refused to bargain until an election has been held and the results
14 of the election are certified to the employer by the commission. A violation of this
15 paragraph includes the refusal to execute a collective bargaining agreement
16 previously orally agreed upon.

17 (e) Violate any collective bargaining agreement previously agreed upon by the
18 parties with respect to wages, hours, and conditions of employment affecting the
19 employees, including an agreement to arbitrate or to accept the terms of an
20 arbitration award, when previously the parties have agreed to accept such award as
21 final and binding upon them.

22 (f) Deduct labor organization dues from an employee's earnings, unless the
23 employer has been presented with an individual order therefor, signed by the
24 employee personally, and terminable by at least the end of any year of its life or
25 earlier by the employee giving at least 30 but not more than 120 days' written notice

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1 of such termination to the employer and to the representative labor organization,
2 except if there is a fair-share or maintenance of membership agreement in effect.
3 The employer shall give notice to the labor organization of receipt of such notice of
4 termination.

5 (g) Use any moneys received for any purpose to discourage; to train any
6 supervisor, management employee, or other employee to discourage; or to contract
7 with any person for the purposes of discouraging employees in the exercise of their
8 rights guaranteed under s. 111.97.

9 (1m) Notwithstanding sub. (1), it is not an unfair labor practice for the board
10 to implement changes in salaries or conditions of employment for members of the
11 faculty or academic staff at one institution, and not for other members of the faculty
12 or academic staff at another institution, but this may be done only if the differential
13 treatment is based on comparisons with the compensation and working conditions
14 of employees performing similar services for comparable higher education
15 institutions or based upon other competitive factors.

16 (2) It is unfair practice for an employee individually or in concert with others
17 to do any of the following:

18 (a) Coerce or intimidate an employee in the enjoyment of the employee's legal
19 rights, including those guaranteed under s. 111.97.

20 (b) Coerce, intimidate, or induce any officer or agent of the employer to interfere
21 with any of the employer's employees in the enjoyment of their legal rights including
22 those guaranteed under s. 111.97 or engage in any practice with regard to its
23 employees which would constitute an unfair labor practice if undertaken by the
24 officer or agent on the officer's or agent's own initiative.

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1 (c) Refuse to bargain collectively on matters specified in s. 111.998 with the
2 authorized officer or agent of the employer that is the recognized or certified
3 exclusive collective bargaining representative of employees in an appropriate
4 collective bargaining unit. Such refusal to bargain shall include a refusal to execute
5 a collective bargaining agreement previously orally agreed upon.

6 (d) Violate the provisions of any written agreement with respect to terms and
7 conditions of employment affecting employees, including an agreement to arbitrate
8 or to accept the terms of an arbitration award, when previously the parties have
9 agreed to accept such awards as final and binding upon them.

10 (e) Engage in, induce, or encourage any employees to engage in a strike or a
11 concerted refusal to work or perform their usual duties as employees.

12 (f) Coerce or intimidate a supervisory employee, officer, or agent of the
13 employer, working at the same trade or profession as the employer's employees, to
14 induce the person to become a member of or act in concert with the labor organization
15 of which the employee is a member.

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

20 (3m) This section does not interfere with a faculty member's right of academic
21 freedom.

22 (4) Any controversy concerning unfair labor practices may be submitted to the
23 commission as provided in s. 111.07, except that the commission shall schedule a
24 hearing on complaints involving alleged violations of sub. (2) (e) within 3 days after
25 filing of a complaint, and notice shall be given to each party interested by service on

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1 the party personally, or by telegram, advising the party of the nature of the complaint
2 and of the date, time, and place of hearing. The commission may appoint a substitute
3 tribunal to hear unfair labor practice charges by either appointing a 3-member panel
4 or submitting a 7-member panel to the parties and allowing each to strike 2 names.
5 Any panel shall report its finding to the commission for appropriate action.

111.992 Fair-share and maintenance of membership agreements. (1)

6
7 (a) 1. No fair-share agreement is effective unless authorized by a referendum. The
8 commission shall order a referendum whenever it receives a petition supported by
9 proof that at least 30 percent of the employees, or supervisors specified in s. 111.98
10 (5), in a collective bargaining unit desire that a fair-share agreement be entered into
11 between the employer and a labor organization.

12 2. For a fair-share agreement to be authorized, at least a majority of the eligible
13 employees or supervisors voting in a referendum must vote in favor of the agreement.

14 (b) No maintenance of membership agreement may be effective unless
15 authorized. For a maintenance of membership agreement to be authorized, the
16 employer and the labor organization representing the employees must voluntarily
17 agree to establish the maintenance of membership agreement.

18 (c) If a fair-share agreement is authorized in a referendum, the employer shall
19 enter into a fair-share agreement with the labor organization named on the ballot
20 in the referendum. If a maintenance of membership agreement is authorized under
21 par. (b), the employer shall enter into the maintenance of membership agreement
22 with the labor union that voluntarily agreed to establish the agreement. Each
23 fair-share or maintenance of membership agreement shall require the employer to
24 deduct the amount of dues as certified by the labor organization from the earnings
25 of the employees or supervisors affected by the agreement and to pay the amount

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1 deducted to the labor organization. Unless the parties agree to an earlier date, a
2 fair-share agreement takes effect 60 days after the commission certifies that the
3 referendum vote authorized the fair-share agreement, and unless the parties agree
4 to an earlier date a maintenance of membership agreement takes effect 60 days after
5 the commission certifies that the parties have voluntarily agreed to establish the
6 maintenance of membership agreement. The employer shall be held harmless
7 against any claims, demands, suits, and other forms of liability made by employees
8 or supervisors or local labor organizations which may arise for actions the employer
9 takes in compliance with this section. All such lawful claims, demands, suits, and
10 other forms of liability are the responsibility of the labor organization entering into
11 the agreement.

12 (d) Under each fair-share or maintenance of membership agreement, an
13 employee or supervisor who has religious convictions against dues payments to a
14 labor organization may request the labor organization to pay his or her dues to a
15 charity mutually agreed upon by the employee or supervisor and the labor
16 organization. Any dispute under this paragraph may be submitted to the
17 commission for adjudication.

18 (2) (a) 1. Once authorized, a fair-share agreement continues, subject to the
19 right of the employer or labor organization concerned to petition the commission to
20 conduct a new referendum. If the commission receives a petition and finds that at
21 least 30 percent of the employees or supervisors in the collective bargaining unit
22 want to discontinue the fair-share agreement, the commission shall conduct a new
23 referendum. If the continuance of the fair-share agreement is approved in the
24 referendum by at least the percentage of eligible voting employees or supervisors
25 required for its initial authorization, it shall continue, subject to the right of the

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1 employer or labor organization to later initiate a further vote following the procedure
2 prescribed in this subsection. If the continuance of the fair-share agreement is not
3 supported in any referendum, it terminates at the termination of the collective
4 bargaining agreement, or one year from the date of the certification of the result of
5 the referendum, whichever is earlier.

6 2. Once authorized, a maintenance of membership agreement is in effect,
7 subject to the right of the employer or the labor organization concerned to notify the
8 commission that it no longer voluntarily agrees to continue the agreement. After the
9 commission is notified, the maintenance of membership agreement terminates at the
10 termination of the collective bargaining agreement or one year from the notification,
11 whichever is earlier.

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

21 (3) A stipulation for a referendum executed by an employer and a labor
22 organization may not be filed until after the representation election has been held
23 and the results certified.

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1 (4) The commission may, under rules adopted for that purpose, appoint as its
2 agent an official of a state agency whose employees are entitled to vote in a
3 referendum to conduct a referendum under this section.

4 **111.993 Grievance arbitration.** (1) Parties to the dispute pertaining to the
5 interpretation of a collective bargaining agreement may agree in writing to have the
6 commission or any other appointing state agency serve as arbitrator or may
7 designate any other competent, impartial, and disinterested persons to so serve.
8 Such arbitration proceedings shall be governed by ch. 788.

9 (2) The board shall charge an institution for the employer's share of the cost
10 related to grievance arbitration under sub. (1) for any arbitration that involves one
11 or more employees of the institution. Each institution charged shall pay the amount
12 that the board charges from the appropriation account or accounts used to pay the
13 salary of the grievant. Funds received under this subsection shall be credited to the
14 appropriation account under s. 20.545 (1) (km).

15 **111.994 Mediation.** The commission may appoint any competent, impartial,
16 disinterested person to act as mediator in any labor dispute either upon its own
17 initiative or upon the joint request of both parties to the dispute. It is the function
18 of a mediator to bring the parties together voluntarily under such favorable
19 conditions as will tend to effectuate settlement of the dispute, but neither the
20 mediator nor the commission has any power of compulsion in mediation proceedings.

21 **111.995 Fact-finding.** (1) If a dispute has not been settled after a reasonable
22 period of negotiation and after the settlement procedures, if any, established by the
23 parties have been exhausted, the representative that has been certified by the
24 commission after an election, as the exclusive representative of employees in an
25 appropriate bargaining unit, and the employer, its officers, and agents, after a

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1 reasonable period of negotiation, are deadlocked with respect to any dispute between
2 them arising in the collective bargaining process, either party, or the parties jointly,
3 may petition the commission, in writing, to initiate fact-finding under this section,
4 and to make recommendations to resolve the deadlock.

5 (2) Upon receipt of a petition to initiate fact-finding, the commission shall
6 make an investigation with or without a formal hearing, to determine whether a
7 deadlock in fact exists. The commission shall certify the results of the investigation.
8 If the commission decides that fact-finding should be initiated, it shall appoint a
9 qualified, disinterested person or, when jointly requested by the parties, a 3-member
10 panel to function as a fact finder.

11 (3) The fact finder may establish dates and place of hearings and shall conduct
12 the hearings under rules established by the commission. Upon request, the
13 commission shall issue subpoenas for hearings conducted by the fact finder. The fact
14 finder may administer oaths. Upon completion of the hearing, the fact finder shall
15 make written findings of fact and recommendations for solution of the dispute and
16 shall cause the same to be served on the parties and the commission. In making
17 findings and recommendations, the fact finder shall take into consideration among
18 other pertinent factors the principles vital to the public interest in efficient and
19 economical governmental administration. Upon the request of either party, the fact
20 finder may orally present the recommendations in advance of service of the written
21 findings and recommendations. Cost of fact-finding proceedings shall be divided
22 equally between the parties. At the time the fact finder submits a statement of his
23 or her costs to the parties, the fact finder shall submit a copy to the commission at
24 its Madison office.

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1 (4) A fact finder may mediate a dispute at any time prior to the issuance of the
2 fact finder's recommendations.

3 (5) Within 30 days of the receipt of the fact finder's recommendations or within
4 a time mutually agreed upon by the parties, each party shall advise the other, in
5 writing, as to the party's acceptance or rejection, in whole or in part, of the fact
6 finder's recommendations and, at the same time, send a copy of the notification to
7 the commission at its Madison office. Failure to comply with this subsection, by the
8 employer or employee representative, is a violation of s. 111.991 (1) (d) or (2) (c).

9 **111.996 Strike prohibited.** (1) Upon establishing that a strike is in progress,
10 the employer may either seek an injunction or file an unfair labor practice charge
11 with the commission under s. 111.991 (2) (e) or both. It is the responsibility of the
12 board to decide whether to seek an injunction or file an unfair labor practice charge.
13 The existence of an administrative remedy does not constitute grounds for denial of
14 injunctive relief.

15 (2) The occurrence of a strike and the participation in the strike by an employee
16 do not affect the rights of the employer, in law or in equity, to deal with the strike,
17 including all of the following:

18 (a) The right to impose discipline, including discharge, or suspension without
19 pay, of any employee participating in the strike.

20 (b) The right to cancel the reinstatement eligibility of any employee engaging
21 in the strike.

22 (c) The right of the employer to request the imposition of fines, either against
23 the labor organization or the employee engaging in the strike, or to sue for damages
24 because of such strike activity.

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1 **111.997 Management rights.** Nothing in this subchapter interferes with the
2 right of the board or the University of Wisconsin–Madison, in accordance with this
3 subchapter, to do any of the following:

4 (1) Carry out the statutory mandate and goals assigned to the board or to the
5 University of Wisconsin–Madison by the most appropriate and efficient methods and
6 means and utilize personnel in the most appropriate and efficient manner possible.

7 (2) Suspend, demote, discharge, or take other appropriate disciplinary action
8 against the employee; or to lay off employees in the event of lack of work or funds or
9 under conditions where continuation of such work would be inefficient and
10 nonproductive.

11 **111.998 Subjects of bargaining.** (1) (a) Except as provided in pars. (b) to
12 (f), matters subject to collective bargaining to the point of impasse are salaries; fringe
13 benefits consistent with sub. (2); and hours and conditions of employment.

14 (b) With respect to a collective bargaining unit specified in s. 111.98 (1) (b) to
15 (i) or (jk) to (r), the board and, with respect to a collective bargaining unit specified
16 in s. 111.98 (1) (a) or (j), the University of Wisconsin–Madison is not required to
17 bargain on management rights under s. 111.997, except that procedures for the
18 adjustment or settlement of grievances or disputes arising out of any type of
19 disciplinary action in s. 111.997 (2) is a subject of bargaining.

20 (c) The board and the University of Wisconsin–Madison are prohibited from
21 bargaining on matters contained in sub. (2).

22 (d) Except as provided in sub. (2) and ss. 40.02 (22) (e) and 40.23 (1) (f) 4., all
23 laws governing the Wisconsin Retirement System under ch. 40 and all actions of the
24 board and of the University of Wisconsin–Madison that are authorized under any
25 such law that apply to nonrepresented individuals employed by the state shall apply

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1 to similarly situated employees, unless otherwise specifically provided in a collective
2 bargaining agreement that applies to those employees.

3 (e) Demands relating to retirement and group insurance shall be submitted to
4 the board or to the University of Wisconsin–Madison, whichever is appropriate, at
5 least one year prior to commencement of negotiations.

6 (f) Neither the board nor the University of Wisconsin–Madison is required to
7 bargain on matters related to employee occupancy of houses or other lodging
8 provided by the state.

9 (2) The board and the University of Wisconsin–Madison are prohibited from
10 bargaining on all of the following:

11 (a) The mission and goals of the University of Wisconsin System as set forth
12 in the statutes; the diminution of the right of tenure provided the faculty under s.
13 36.13, the rights granted faculty under s. 36.09 (4) and academic staff under s. 36.09
14 (4m), or the rights of appointment provided academic staff under s. 36.15; or
15 academic freedom.

16 (b) Amendments to this subchapter.

17 (c) Family leave and medical leave rights below the minimum afforded under
18 s. 103.10. Nothing in this paragraph prohibits bargaining on rights to family leave
19 or medical leave which are more generous to the employee than the rights provided
20 under s. 103.10.

21 (e) The rights of employees to have retirement benefits computed under s.
22 40.30.

23 (f) Honesty testing requirements that provide fewer rights and remedies to
24 employees than are provided under s. 111.37.

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1 (g) The requirement under s. 40.05 (1) (b) that the employer may not pay, on
2 behalf of that employee, any employee required contributions or the employee share
3 of required contributions and the impact of this requirement on the wages, hours,
4 and conditions of employment of that employee.

5 (gm) All costs and payments associated with health care coverage plans, except
6 for the employee premium contribution, and the design and selection of health care
7 coverage plans by the employer, and the impact of such costs and payments and the
8 design and selection of the health care coverage plans on the wages, hours, and
9 conditions of employment of the employees.

10 (h) Creditable service to which s. 40.285 (2) (b) 4. applies.

11 (i) Compliance with the health benefit plan requirements under ss. 632.746 (1)
12 to (8) and (10), 632.747, and 632.748.

13 (j) Compliance with the insurance requirements under s. 631.95.

14 (k) The definition of earnings under s. 40.02 (22).

15 (L) The maximum benefit limitations under s. 40.31.

16 (m) The limitations on contributions under s. 40.32.

17 (n) The provision to employees of the health insurance coverage required under
18 s. 632.895 (11) to (14).

19 (o) The requirements related to coverage of and prior authorization for
20 treatment of an emergency medical condition under s. 632.85.

21 (p) The requirements related to coverage of drugs and devices under s. 632.853.

22 (q) The requirements related to experimental treatment under s. 632.855.

23 (r) The requirements under s. 609.10 related to offering a point-of-service
24 option plan.

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1 (s) The requirements related to internal grievance procedures under s. 632.83
2 and independent review of certain health benefit plan determinations under s.
3 632.835.

4 (3) Upon request, the chancellor at each institution, or his or her designee,
5 shall meet and confer with the collective bargaining representative, if any, with
6 regard to any issue that is a permissive subject of bargaining, except when the issue
7 is under active consideration by a governance organization under s. 36.09 (4) or (4m).

8 **111.999 Labor proposals.** (1) With respect to a collective bargaining unit
9 specified in s. 111.98 (1) (b) to (i) or (jk) to (r), the board shall notify and consult with
10 the joint committee on employment relations, in such form and detail as the
11 committee requests, regarding substantial changes in wages, employee benefits,
12 personnel management, and program policy contract provisions to be included in any
13 contract proposal to be offered to any labor organization by the state or to be agreed
14 to by the state before such proposal is actually offered or accepted.

15 (2) With respect to a collective bargaining unit specified in s. 111.98 (1) (a) or
16 (j), the University of Wisconsin–Madison shall notify and consult with the joint
17 committee on employment relations, in such form and detail as the committee
18 requests, regarding substantial changes in wages, employee benefits, personnel
19 management, and program policy contract provisions to be included in any contract
20 proposal to be offered to any labor organization or to be agreed to before such proposal
21 is actually offered or accepted.

22 **111.9991 Agreements.** (1) (a) Any tentative agreement reached between the
23 board, acting for the state, and any labor organization representing a collective
24 bargaining unit specified in s. 111.98 (1) (b) to (i) or (jk) to (r) shall, after official
25 ratification by the labor organization, be submitted by the board to the joint

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1 committee on employment relations, which shall hold a public hearing before
2 determining its approval or disapproval.

3 (b) Any tentative agreement reached between the University of
4 Wisconsin-Madison, acting for the state, and any labor organization representing a
5 collective bargaining unit specified in s. 111.98 (1) (a) or (j) shall, after official
6 ratification by the labor organization, be submitted by the University of
7 Wisconsin-Madison to the joint committee on employment relations, which shall
8 hold a public hearing before determining its approval or disapproval.

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

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1 (2) No portion of any tentative agreement shall become effective separately.

2 (3) Agreements shall coincide with the fiscal year or biennium.

3 (4) The negotiation of collective bargaining agreements and their approval by
4 the parties should coincide with the overall fiscal planning and processes of the state.

5 (5) All compensation adjustments for employees shall be effective on the
6 beginning date of the pay period nearest the statutory or administrative date.

7 **111.9992 Status of existing benefits and rights.** Unless a prohibited
8 subject of bargaining under s. 111.998 (2), and except as provided in ss. 7.33 (4),
9 40.05, 40.80 (3), 111.998 (1) (d), and 230.35 (2d) and (3) (e) 6., all statutes and rules
10 governing the salaries, fringe benefits, hours, and conditions of employment apply
11 to each employee, unless otherwise provided in a collective bargaining agreement.

12 **111.9993 Rules, transcripts, fees.** (1) The commission may adopt
13 reasonable and proper rules relative to the exercise of its powers and authority and
14 proper rules to govern its proceedings and to regulate the conduct of all elections and
15 hearings under this subchapter. The commission shall, upon request, provide a
16 transcript of a proceeding to any party to the proceeding for a fee, established by rule,
17 by the commission at a uniform rate per page. All transcript fees shall be credited
18 to the appropriation account under s. 20.425 (1) (i).

19 (2) The commission shall assess and collect a filing fee for filing a complaint
20 alleging that an unfair labor practice has been committed under s. 111.991. The
21 commission shall assess and collect a filing fee for filing a request that the
22 commission act as an arbitrator to resolve a dispute involving the interpretation or
23 application of a collective bargaining agreement under s. 111.993. The commission
24 shall assess and collect a filing fee for filing a request that the commission initiate
25 fact-finding under s. 111.995. The commission shall assess and collect a filing fee

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1 for filing a request that the commission act as a mediator under s. 111.994. For the
2 performance of commission actions under ss. 111.993, 111.994, and 111.995, the
3 commission shall require that the parties to the dispute equally share in the payment
4 of the fee and, for the performance of commission actions involving a complaint
5 alleging that an unfair labor practice has been committed under s. 111.991, the
6 commission shall require that the party filing the complaint pay the entire fee. If any
7 party has paid a filing fee requesting the commission to act as a mediator for a labor
8 dispute and the parties do not enter into a voluntary settlement of the labor dispute,
9 the commission may not subsequently assess or collect a filing fee to initiate
10 fact-finding to resolve the same labor dispute. If any request concerns issues arising
11 as a result of more than one unrelated event or occurrence, each such separate event
12 or occurrence shall be treated as a separate request. The commission shall
13 promulgate rules establishing a schedule of filing fees to be paid under this
14 subsection. Fees required to be paid under this subsection shall be paid at the time
15 of filing the complaint or the request for fact-finding, mediation, or arbitration. A
16 complaint or request for fact-finding, mediation, or arbitration is not filed until the
17 date such fee or fees are paid. Fees collected under this subsection shall be credited
18 to the appropriation account under s. 20.425 (1) (i).

19 **SECTION 227.** 118.22 (4) of the statutes is created to read:

20 118.22 (4) A collective bargaining agreement may modify, waive, or replace any
21 of the provisions of this section as they apply to teachers in the collective bargaining
22 unit, but neither the employer nor the bargaining agent for the employees is required
23 to bargain such modification, waiver, or replacement.

24 **SECTION 228.** 118.223 of the statutes is repealed.

25 **SECTION 229.** 118.23 (5) of the statutes is created to read:

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1 118.23 (5) A collective bargaining agreement may modify, waive, or replace any
2 of the provisions of this section as they apply to teachers in the collective bargaining
3 unit, but neither the employer nor the bargaining agent for the employees is required
4 to bargain such modification, waiver, or replacement.

5 **SECTION 230.** 118.245 of the statutes is repealed.

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

7 118.40 (2r) (b) 3. a. Delegate to the governing board of the charter school the
8 board of regents' authority to establish and adjust all compensation and fringe
9 benefits of instructional staff, subject to the terms of any collective bargaining
10 agreement under subch. V of ch. 111 that covers the instructional staff. In the
11 absence of a collective bargaining agreement, the governing board may establish and
12 adjust all compensation and fringe benefits of the instructional staff only with the
13 approval of the chancellor of the University of Wisconsin–Parkside.

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

15 118.42 (3) (a) 4. Implement changes in administrative and personnel
16 structures that are consistent with applicable collective bargaining agreements.

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

18 118.42 (5) Nothing in this section alters or otherwise affects the rights or
19 remedies afforded school districts and school district employees under federal or
20 state law or under the terms of any applicable collective bargaining agreement.

21 **SECTION 234.** 119.04 (1) of the statutes, as affected by 2013 Wisconsin Act 20,
22 is amended to read:

23 119.04 (1) Subchapters IV, V and VII of ch. 115, ch. 121 and ss. 66.0235 (3) (c),
24 66.0603 (1m) to (3), 115.01 (1) and (2), 115.28, 115.31, 115.33, 115.34, 115.343,
25 115.345, 115.363, 115.365 (3), 115.38 (2), 115.415, 115.445, 118.001 to 118.04,

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1 118.045, 118.06, 118.07, 118.075, 118.076, 118.10, 118.12, 118.125 to 118.14, 118.145
2 (4), 118.15, 118.153, 118.16, 118.162, 118.163, 118.164, 118.18, 118.19, 118.20,
3 ~~118.223~~, 118.225, 118.24 (1), (2) (c) to (f), (6), (8), and (10), ~~118.245~~, 118.255, 118.258,
4 118.291, 118.292, 118.293, 118.30 to 118.43, 118.46, 118.51, 118.52, 118.53, 118.55,
5 118.56, 120.12 (2m), ~~(4m)~~, (5), and (15) to (27), 120.125, 120.13 (1), (2) (b) to (g), (3),
6 (14), (17) to (19), (26), (34), (35), (37), (37m), and (38), 120.14, 120.21 (3), and 120.25
7 are applicable to a 1st class city school district and board.

8 **SECTION 235.** 120.12 (4m) of the statutes is repealed.

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

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

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

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

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

10 **SECTION 238.** 230.01 (3) of the statutes is amended to read:

11 230.01 (3) Nothing in this chapter shall be construed to either infringe upon
12 or supersede the rights guaranteed state employees under subch. V or VI of ch. 111.

13 **SECTION 239.** 230.03 (3) of the statutes, as affected by 2013 Wisconsin Act 20,
14 is amended to read:

15 230.03 (3) "Agency" means any board, commission, committee, council, or
16 department in state government or a unit thereof created by the constitution or
17 statutes if such board, commission, committee, council, department, unit, or the
18 head thereof, is authorized to appoint subordinate staff by the constitution or
19 statute, except the Board of Regents of the University of Wisconsin System, a
20 legislative or judicial board, commission, committee, council, department, or unit
21 thereof or an authority created under subch. II of ch. 114 or under ch. 52, 231, 232,
22 233, 234, 237, 238, or 279. "Agency" does not mean any local unit of government or
23 body within one or more local units of government that is created by law or by action
24 of one or more local units of government.

25 **SECTION 240.** 230.046 (10) (a) of the statutes is amended to read:

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1 230.046 (10) (a) Conduct off-the-job employee development and training
2 programs relating to functions under this chapter or subch. V or VI of ch. 111.

3 **SECTION 241.** 230.10 (1) of the statutes is amended to read:

4 230.10 (1) Except as provided under sub. (2), the compensation plan provisions
5 of s. 230.12 apply to all employees of the classified service. ~~If an employee is covered~~
6 ~~under a collective bargaining agreement under subch. V of ch. 111, the compensation~~
7 ~~plan provisions of s. 230.12 apply to that employee, except for those provisions~~
8 ~~relating to matters that are subject to bargaining under a collective bargaining~~
9 ~~agreement that covers the employee, unless they are covered by a collective~~
10 bargaining agreement under subch. V of ch. 111.

11 **SECTION 242.** 230.12 (3) (e) 1. of the statutes, as affected by 2011 Wisconsin Act
12 32, is amended to read:

13 230.12 (3) (e) 1. The director, after receiving recommendations from the board
14 of regents and the chancellor of the University of Wisconsin–Madison, shall submit
15 to the joint committee on employment relations a proposal for adjusting
16 compensation and employee benefits for University of Wisconsin System employees
17 who are not included in a collective bargaining unit under subch. VI of ch. 111 for
18 which a representative is certified. The proposal shall be based upon the competitive
19 ability of the board of regents to recruit and retain qualified faculty and academic
20 staff, data collected as to rates of pay for comparable work in other public services,
21 universities and commercial and industrial establishments, recommendations of the
22 board of regents and any special studies carried on as to the need for any changes in
23 compensation and employee benefits to cover each year of the biennium. The
24 proposal shall also take proper account of prevailing pay rates, costs and standards
25 of living and the state's employment policies. The proposal for such pay adjustments

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1 may contain recommendations for across-the-board pay adjustments, merit or other
2 adjustments and employee benefit improvements. Paragraph (b) and sub. (1) (bf)
3 shall apply to the process for approval of all pay adjustments for University of
4 Wisconsin System employees. The proposal as approved by the joint committee on
5 employment relations and the governor shall be based upon a percentage of the
6 budgeted salary base for University of Wisconsin System employees. The amount
7 included in the proposal for merit and adjustments other than across-the-board pay
8 adjustments is available for discretionary use by the board of regents.

9 **SECTION 243.** 230.34 (1) (ar) of the statutes, as affected by 2011 Wisconsin Act
10 32, is amended to read:

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

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

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

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

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

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

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

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

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

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

23 **SECTION 248.** 233.02 (1) (h) of the statutes is created to read:

24 233.02 (1) (h) Two nonvoting members appointed by the governor, one of whom
25 shall be an employee or a representative of a labor organization recognized or

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1 certified to represent employees in one of the collective bargaining units specified in
2 s. 111.05 (5) (a) and one of whom shall be an employee or a representative of a labor
3 organization recognized or certified to represent employees in one of the collective
4 bargaining units specified in s. 111.825 (1m).

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

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

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

16 233.03 (7) Subject to s. 233.10 and ch. 40 and 1995 Wisconsin Act 27, section
17 9159 (4) and the duty to engage in collective bargaining with employees in a collective
18 bargaining unit for which a representative is recognized or certified under subch. I
19 of ch. 111, employ any agent, employee or special advisor that the authority finds
20 necessary and fix his or her compensation and provide any employee benefits,
21 including an employee pension plan.

22 **SECTION 251.** 233.10 (2) (intro.) of the statutes is amended to read:

23 233.10 (2) (intro.) Subject to subs. (3), (3r), and (3t) and ch. 40 and the duty to
24 engage in collective bargaining with employees in a collective bargaining unit for

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1 which a representative is recognized or certified under subch. I of ch. 111, the
2 authority shall establish any of the following:

3 **SECTION 252.** 281.75 (4) (b) 3. of the statutes is amended to read:

4 281.75 (4) (b) 3. An authority created under subch. II of ch. 114 or ch. 52, 231,
5 233, 234, 237, or 238.

6 **SECTION 253.** 285.59 (1) (b) of the statutes is amended to read:

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

17 **SECTION 254.** 704.31 (3) of the statutes is amended to read:

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

21 **SECTION 255.** 851.71 (4) of the statutes is amended to read:

22 851.71 (4) In counties having a population of 500,000 or more, the appointment
23 under subs. (1) and (2) shall be made as provided in those subsections but the judges
24 shall not remove the register in probate and deputy registers, except through charges

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1 for dismissal made and sustained under s. 63.10 or an applicable collective
2 bargaining agreement.

3 **SECTION 256.** 904.085 (2) (a) of the statutes is amended to read:

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

10 **SECTION 257.** 978.12 (1) (c) of the statutes is amended to read:

11 978.12 (1) (c) *Assistant district attorneys.* Assistant district attorneys shall be
12 employed outside the classified service. For purposes of salary administration, the
13 director of the office of state employment relations shall establish one or more
14 classifications for assistant district attorneys in accordance with the classification
15 or classifications allocated to assistant attorneys general. Except as provided in ss.
16 111.93 (3) ~~(b)~~ and 230.12 (10), the salaries of assistant district attorneys shall be
17 established and adjusted in accordance with the state compensation plan for
18 assistant attorneys general whose positions are allocated to the classification or
19 classifications established by the director of the office of state employment relations.

20 **SECTION 258. Initial applicability.**

21 (1) This act first applies to an employee who is covered by a collective
22 bargaining agreement under subchapter I, IV, or V of chapter 111 of the statutes that
23 contains provisions inconsistent with this act on the day on which the agreement
24 expires or is terminated, extended, modified, or renewed, whichever occurs first.

25 **SECTION 259. Effective date.**

Barman, Mike

From: Tuschen, Terry
Sent: Friday, January 03, 2014 3:02 PM
To: LRB.Legal
Subject: Draft Review: LRB -3900/1 Topic: Reinstate collective bargaining provisions eliminated in Act 10, except for health and retirement contributions

Please Jacket LRB -3900/1 for the SENATE.