

Fiscal Estimate Narratives

DPI 10/26/2021

LRB Number	21-4322/1	Introduction Number	AB-0614	Estimate Type	Original
Description bargaining over wages, hours, and conditions of employment for public employees					

Assumptions Used in Arriving at Fiscal Estimate

Under current law, the only subject that most state and municipal employees may collectively bargain is a percentage increase in base wages that does not exceed the percentage increase in the consumer price index. This bill removes that limitation so that state and municipal employees may bargain over any increase in wages.

Also, under current law, certain protective occupation participants under the Wisconsin Retirement System, known as public safety employees, and certain municipal transit employees may collectively bargain wages, hours, and conditions of employment. Under the bill, most state and general municipal employees may collectively bargain hours and conditions of employment.

The bill also allows all municipal employers and labor organizations to agree to a dispute settlement procedure, including binding interest arbitration, to resolve an impasse over the terms of a collective bargaining agreement under the Municipal Employment Relations Act.

Under current law, representatives for most municipal and state employee bargaining units must be selected by at least 51 percent of the employees in the bargaining unit. The bill changes that requirement to a simple majority of the employees voting in the collective bargaining unit.

Finally, under current law, representatives for most municipal and state employee bargaining units must be certified annually by receiving at least 51 percent of the vote of the employees in the bargaining unit. The bill repeals this certification requirement.

Local: Indeterminate.

The fiscal impact this bill will have on local school district fiscal operations is indeterminate as the likelihood that employees will bargain for increase in wages or altered working conditions is incalculable.

State: Indeterminate

The fiscal impact this bill will have on the DPI's fiscal operations is indeterminate as the cost effect on school districts is incalculable.

As a result, in the change in law, DPI would have an increased administrative burden to find compliance recommendations and mitigate potential issues. It is indeterminate how potential increase in costs at the school district level would affect, if at all, state appropriations.

Long-Range Fiscal Implications

Long-range fiscal implications are indeterminate on DPI and local financial operations as the likelihood that employees will bargain for increase in wages or altered working conditions is incalculable.