

EMPLOYMENT RELATIONS COMMISSION

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY07 Adjusted Base	FY08 Recommended	% Change Over FY07	FY09 Recommended	% Change Over FY08
GPR	2,440,100	2,587,600	6.0	2,820,400	9.0
PR-O	553,000	558,100	0.9	598,000	7.1
TOTAL	2,993,100	3,145,700	5.1	3,418,400	8.7

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY07 Adjusted Base	FY08 Recommended	FTE Change From FY07	FY09 Recommended	FTE Change From FY08
GPR	18.50	19.00	0.50	21.00	2.00
PR-O	5.00	5.00	0.00	5.00	0.00
TOTAL	23.50	24.00	0.50	26.00	2.00

AGENCY DESCRIPTION

The commission consists of three commissioners who are appointed by the Governor with the advice and consent of the Senate, for six-year terms, with one commissioner designated by the Governor to serve as chairperson for a two-year term.

The commission is charged with administering processes established by the Wisconsin Employment Peace Act, Municipal Employment Relations Act and State Employment Labor Relations Act (Subchapters I, IV and V of Chapter 111, Wisconsin Statutes) to avoid the costly consequences of strikes, lockouts and other interruptions of services and production. To fulfill these duties, the commission conducts elections to determine bargaining units and bargaining representatives; holds referenda with respect to all union, maintenance of membership and fair-share agreements; and issues decisions in the adjudication of unfair labor practice, election, unit clarification and declaratory ruling cases. It also mediates collective bargaining disputes and provides arbitration services for grievances arising in the interpretation and application of existing collective bargaining agreements. In addition, the commission serves as an administrative appeals body for reviewing personnel actions relating to the state civil service (Subchapter II of Chapter 230, Wisconsin Statutes).

MISSION

The mission of the commission is to promote peaceful and harmonious labor-management relations by professionally and impartially administering Wisconsin's municipal, state and private sector labor relations statutes to protect and promote the interrelated interests of the public, the employee and the employer. Through its administration of the statutes, the commission aims to provide taxpayers, labor, management and the public with cost-effective services that promote employment peace; employee freedom to choose whether to bargain collectively about wages, hours and other conditions of employment; uninterrupted production of goods and services; orderly and constructive employment relations; and efficient administration of state and local government.

PROGRAMS, GOALS, OBJECTIVES AND ACTIVITIES

Program 1: Labor Relations

Goal: Promptly, competently and fairly address and resolve the parties' disputes in grievance arbitration, complaints and representation case processing.

Objective/Activity: Work toward 100 percent time line compliance for all decisions/awards.

Goal: Delivery of cost-effective agency services to municipal, state and private sectors.

Objective/Activity: Provide more timely service to the parties and increase the efficient utilization of agency resources.

PERFORMANCE MEASURES

2005 AND 2006 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2005	Actual 2005	Goal 2006	Actual 2006
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	65%	58%	75%	72%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	50%	55%	70%	66%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	91%	95%	88%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	210	321	190	228

Note: Based on fiscal year.

2007, 2008 AND 2009 GOALS

Prog. No.	Performance Measure	Goal 2007	Goal 2008	Goal 2009
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	85%	85%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	90%	90%

Prog. No.	Performance Measure	Goal 2007	Goal 2008	Goal 2009
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	95%	90%	90%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	170	170	170

Note: Based on fiscal year.

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RECOMMENDATIONS

1. Additional Legal Staffing
2. Repeal of Qualified Economic Offer
3. Alternate Disciplinary Procedures for Local Public Safety Officers
4. Standard Budget Adjustments

Table 1
Department Budget Summary by Funding Source (in thousands of dollars)

	ACTUAL FY06	ADJUSTED BASE FY07	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY08	FY09	FY08	FY09
GENERAL PURPOSE REVENUE	\$2,346.6	\$2,440.1	\$2,587.6	\$2,587.6	\$2,587.6	\$2,820.4
State Operations	2,346.6	2,440.1	2,587.6	2,587.6	2,587.6	2,820.4
PROGRAM REVENUE (2)	509.1	553.0	558.1	558.1	558.1	598.0
State Operations	509.1	553.0	558.1	558.1	558.1	598.0
TOTALS-ANNUAL	2,855.7	2,993.1	3,145.7	3,145.7	3,145.7	3,418.4
State Operations	2,855.7	2,993.1	3,145.7	3,145.7	3,145.7	3,418.4

(2) Includes Program Revenue-Service and Program Revenue-Other

Table 2
Department Position Summary by Funding Source (in FTE positions) (4)

	ADJUSTED BASE FY07	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY08	FY09	FY08	FY09
GENERAL PURPOSE REVENUE	18.50	19.00	19.00	19.00	21.00
PROGRAM REVENUE (2)	5.00	5.00	5.00	5.00	5.00
TOTALS-ANNUAL	23.50	24.00	24.00	24.00	26.00

(2) Includes Program Revenue-Service and Program Revenue-Other

(4) All positions are State Operations unless otherwise specified

Table 3
Department Budget Summary by Program (in thousands of dollars)

	ACTUAL FY06	ADJUSTED BASE FY07	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY08	FY09	FY08	FY09
1. Labor relations	\$2,855.7	\$2,993.1	\$3,145.7	\$3,145.7	\$3,145.7	\$3,418.4
TOTALS	2,855.7	2,993.1	3,145.7	3,145.7	3,145.7	3,418.4

Table 4
Department Position Summary by Program (in FTE positions) (4)

	ADJUSTED BASE FY07	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY08	FY09	FY08	FY09
1. Labor relations	23.50	24.00	24.00	24.00	26.00
TOTALS	23.50	24.00	24.00	24.00	26.00

(4) All positions are State Operations unless otherwise specified

1. Additional Legal Staffing

Source of Funds	Agency Request				Governor's Recommendation			
	FY08		FY09		FY08		FY09	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.50	0	0.50	0	0.50	0	0.50
PR-O	0	0.00	0	0.00	0	0.00	39,900	0.00
TOTAL	0	0.50	0	0.50	0	0.50	39,900	0.50

The Governor recommends providing position authority for legal support to be funded through budget reallocation and increasing funding for temporary staff during expected employee turnover.

2. Repeal of Qualified Economic Offer

Source of Funds	Agency Request				Governor's Recommendation			
	FY08		FY09		FY08		FY09	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	0	0.00	232,800	2.00
TOTAL	0	0.00	0	0.00	0	0.00	232,800	2.00

The Governor recommends providing funding and position authority to support mediation services between school districts and their employees. The repeal of the qualified economic offer law will provide more flexibility to teachers and school boards to consider and implement new approaches to address rising health care costs and create further incentives for teachers to upgrade their skills. Additional resources for the commission will facilitate the bargaining efforts necessary to produce these reforms. See Department of Public Instruction, Item #14.

3. Alternate Disciplinary Procedures for Local Public Safety Officers

The Governor recommends allowing local public safety officers who are subject to disciplinary action and are covered by collective bargaining agreements which permit alternative appeal processes (except those employed by a first class city) to choose the alternative appeal process established under the collective bargaining agreement or to appeal the disciplinary action through the Circuit Court. Currently, local officers who wish to appeal a disciplinary action must do so through the Circuit Courts.

4. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendation			
	FY08		FY09		FY08		FY09	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	147,500	0.00	147,500	0.00	147,500	0.00	147,500	0.00
PR-O	5,100	0.00	5,100	0.00	5,100	0.00	5,100	0.00
TOTAL	152,600	0.00	152,600	0.00	152,600	0.00	152,600	0.00

The Governor recommends adjusting the commission's base budget for: (a) full funding of continuing position salaries and fringe benefits (\$152,600 in each year).