

EMPLOYMENT RELATIONS COMMISSION

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY09 Adjusted Base	FY10 Recommended	% Change Over FY09	FY11 Recommended	% Change Over FY10
GPR	2,647,900	2,611,600	-1.4	2,806,600	7.5
PR-O	611,100	608,900	-0.4	608,900	0.0
TOTAL	3,259,000	3,220,500	-1.2	3,415,500	6.1

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY09 Adjusted Base	FY10 Recommended	FTE Change From FY09	FY11 Recommended	FTE Change From FY10
GPR	19.00	19.00	0.00	21.00	2.00
PR-O	5.00	5.00	0.00	5.00	0.00
TOTAL	24.00	24.00	0.00	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

2007 AND 2008 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2007	Actual 2007	Goal 2008	Actual 2008
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	95%	91%	90%	89%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	58%	90%	71%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	59%	85%	54%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	170	172	170	408

Note: Based on fiscal year.

2009, 2010 AND 2011 GOALS

Prog. No.	Performance Measure	Goal 2009	Goal 2010	Goal 2011
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	90%	90%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	90%	90%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	85%	85%
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. Government Efficiency Measures
2. Across-the-Board 1 Percent Reductions
3. Repeal of Qualified Economic Offer
4. Standard Budget Adjustments

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

	ACTUAL FY08	ADJUSTED BASE FY09	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY10	FY11	FY10	FY11
GENERAL PURPOSE REVENUE	\$2,522.8	\$2,647.9	\$2,686.9	\$2,686.9	\$2,611.6	\$2,806.6
State Operations	2,522.8	2,647.9	2,686.9	2,686.9	2,611.6	2,806.6
PROGRAM REVENUE (2)	487.8	611.1	615.0	615.0	608.9	608.9
State Operations	487.8	611.1	615.0	615.0	608.9	608.9
TOTALS-ANNUAL	3,010.6	3,259.0	3,301.9	3,301.9	3,220.5	3,415.5
State Operations	3,010.6	3,259.0	3,301.9	3,301.9	3,220.5	3,415.5

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

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

	ADJUSTED BASE FY09	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY10	FY11	FY10	FY11
GENERAL PURPOSE REVENUE	19.00	19.00	19.00	19.00	21.00
PROGRAM REVENUE (2)	5.00	5.00	5.00	5.00	5.00
TOTALS-ANNUAL	24.00	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 FY08	ADJUSTED BASE FY09	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY10	FY11	FY10	FY11
1. Labor relations	\$3,010.6	\$3,259.0	\$3,301.9	\$3,301.9	\$3,220.5	\$3,415.5
TOTALS	3,010.6	3,259.0	3,301.9	3,301.9	3,220.5	3,415.5

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

	ADJUSTED BASE FY09	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY10	FY11	FY10	FY11
1. Labor relations	24.00	24.00	24.00	24.00	26.00
TOTALS	24.00	24.00	24.00	24.00	26.00

(4) All positions are State Operations unless otherwise specified

1. Government Efficiency Measures

Source of Funds	Agency Request				Governor's Recommendation			
	FY10		FY11		FY10		FY11	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	-48,800	0.00	-48,800	0.00
TOTAL	0	0.00	0	0.00	-48,800	0.00	-48,800	0.00

The Governor recommends reducing funding in the commission's state operations and aids appropriation in the amounts shown to create additional operational efficiencies and balance the budget.

2. Across-the-Board 1 Percent Reductions

Source of Funds	Agency Request				Governor's Recommendation			
	FY10		FY11		FY10		FY11	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	-26,500	0.00	-26,500	0.00
PR-O	0	0.00	0	0.00	-6,100	0.00	-6,100	0.00
TOTAL	0	0.00	0	0.00	-32,600	0.00	-32,600	0.00

The Governor recommends reducing most nonfederal appropriations by 1 percent to create additional efficiencies and balance the budget.

3. Repeal of Qualified Economic Offer

Source of Funds	Agency Request				Governor's Recommendation			
	FY10		FY11		FY10		FY11	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	0	0.00	195,000	2.00
TOTAL	0	0.00	0	0.00	0	0.00	195,000	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 #18.

4. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendation			
	FY10		FY11		FY10		FY11	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	39,000	0.00	39,000	0.00	39,000	0.00	39,000	0.00
PR-O	3,900	0.00	3,900	0.00	3,900	0.00	3,900	0.00
TOTAL	42,900	0.00	42,900	0.00	42,900	0.00	42,900	0.00

The Governor recommends adjusting the commission's base budget for: (a) full funding of continuing position salaries and fringe benefits (\$33,500 in each year); and (b) full funding of lease and directed moves costs (\$9,400 in each year).

