State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: June 15, 2006	**Subject:** Clarification Regarding WSEU Agreement Language on Employees' Right to Union Representation
Locator No: OSER-0110-CLR/LR	

This bulletin provides clarification regarding language in the Wisconsin State Employees Union (WSEU) 2003-2005 Agreement regarding an employee's right to union representation.

I. WSEU Agreement on Employees' Right to Union Representation

The WSEU 2003-2005 Agreement contains the following language:

> **4/9/2** B. When an employee reasonably believes a meeting or informal counseling with his/her supervisor will result in disciplinary action, the employee has the right to consult with a union representative when the employee requests one. If a supervisor tells an employee that the interview or counseling will not result in discipline, there is no reasonable basis to believe the meeting will result in discipline, the employee must answer questions or may be subject to discipline for insubordination. If a supervisor denies an employee union representation and informs the employee that he/she will not be disciplined as a result of the meeting or counseling and then the supervisor does discipline the employee as a result of the meeting or counseling, the Office of State Employment Relations will not support the agency's disciplinary actions.

Due to the fact that the 2003-2005 WSEU Agreement remained in an electronic format and was not released in a printed format, the Office of State Employment Relations (OSER) is highlighting the above language and reminding the agencies to adhere to it. Agencies should continue to follow the processes identified in this contractual provision and contact OSER with any questions regarding its application.

II. Additional Contact Information

For additional information regarding this WSEU language, contact Wil Mickelson at (608) 267-5169 or via e-mail at Wil.Mickelson@wisconsin.gov or Kathy Kopp at (608) 266-0711 or via e-mail at Kathy.Kopp@wisconsin.gov.

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