

EMPLOYMENT RELATIONS COMMISSION

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY13 Adjusted Base	FY14 Recommended	% Change Over FY13	FY15 Recommended	% Change Over FY14
GPR	2,574,800	1,797,400	-30.2	1,381,000	-23.2
PR-O	623,200	185,100	-70.3	103,300	-44.2
TOTAL	3,198,000	1,982,500	-38.0	1,484,300	-25.1

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY13 Adjusted Base	FY14 Recommended	FTE Change Over FY13	FY15 Recommended	FTE Change Over FY14
GPR	20.50	9.01	-11.49	9.01	0.00
PR-O	5.00	0.00	-5.00	0.00	0.00
TOTAL	25.50	9.01	-16.49	9.01	0.00

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.

Employment Relations Commission

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

2011 AND 2012 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2011	Actual 2011	Goal 2012	Actual 2012
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	95%	90%	97%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. ¹	90%	73%	90%	53%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	66%	85%	65%
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	89%	90%	60%

Note: Based on fiscal year.

¹Individual staff members may prepare drafts of decisions for the commission, and, in those cases, the staff member's timeliness guideline for the draft is separate from the commission's timeliness guideline for its decision. The agency would like to track its performance more completely by including drafts in those cases as well as decisions.

Employment Relations Commission

2013, 2014 AND 2015 GOALS

Prog. No.	Performance Measure	Goal 2013	Goal 2014	Goal 2015
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	90%	90%
1.	Percentage of labor relations decisions and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. ¹	90%	90%	90%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	85%	85%
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	90%	90%

Note: Based on fiscal year.

¹Individual staff members may prepare drafts of decisions for the commission, and, in those cases, the staff member's timeliness guideline for the draft is separate from the commission's timeliness guideline for its decision. The agency would like to track its performance more completely by including drafts in those cases as well as decisions.

EMPLOYMENT RELATIONS COMMISSION

GOVERNOR'S BUDGET RECOMMENDATIONS

RECOMMENDATIONS

1. Organizational Restructure
2. Standard Budget Adjustments

ITEMS NOT APPROVED

3. Permanent GPR Reductions

Employment Relations Commission

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

	ACTUAL FY12	ADJUSTED BASE FY13	AGENCY REQUEST FY14	AGENCY REQUEST FY15	GOVERNOR'S RECOMMENDATION FY14	GOVERNOR'S RECOMMENDATION FY15
GENERAL PURPOSE REVENUE	\$2,353.9	\$2,574.8	\$2,453.5	\$2,456.0	\$1,797.4	\$1,381.0
State Operations	2,353.9	2,574.8	2,453.5	2,456.0	1,797.4	1,381.0
PROGRAM REVENUE (2)	\$403.0	\$623.2	\$430.7	\$430.7	\$185.1	\$103.3
State Operations	403.0	623.2	430.7	430.7	185.1	103.3
TOTALS - ANNUAL	\$2,756.9	\$3,198.0	\$2,884.2	\$2,886.7	\$1,982.5	\$1,484.3
State Operations	2,756.9	3,198.0	2,884.2	2,886.7	1,982.5	1,484.3

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

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

	ADJUSTED BASE FY13	AGENCY REQUEST FY14	AGENCY REQUEST FY15	GOVERNOR'S RECOMMENDATION FY14	GOVERNOR'S RECOMMENDATION FY15
GENERAL PURPOSE REVENUE	20.50	19.00	19.00	9.01	9.01
PROGRAM REVENUE (2)	5.00	5.00	5.00	0.00	0.00
TOTALS - ANNUAL	25.50	24.00	24.00	9.01	9.01

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

(4) All positions are State Operations unless otherwise specified

Employment Relations Commission

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

	ACTUAL FY12	ADJUSTED BASE FY13	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY14	FY15	FY14	FY15
1. Labor relations	\$2,756.9	\$3,198.0	\$2,884.2	\$2,886.7	\$1,982.5	\$1,484.3
TOTALS	\$2,756.9	\$3,198.0	\$2,884.2	\$2,886.7	\$1,982.5	\$1,484.3

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

	ADJUSTED BASE FY13	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY14	FY15	FY14	FY15
1. Labor relations	25.50	24.00	24.00	9.01	9.01
TOTALS	25.50	24.00	24.00	9.01	9.01

(4) All positions are State Operations unless otherwise specified

Employment Relations Commission

1. Organizational Restructure

Source of Funds	Agency Request				Governor's Recommendations			
	FY14		FY15		FY14		FY15	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	-786,600	-11.49	-1,205,500	-11.49
PR-O	0	0.00	0	0.00	-245,600	-5.00	-327,400	-5.00
TOTAL	0	0.00	0	0.00	-1,032,200	-16.49	-1,532,900	-16.49

The Governor recommends reducing funding and position authority to reflect the commission's decreased workload. The Governor also recommends attaching the commission to the Department of Workforce Development for administrative purposes in order to create additional efficiencies.

2. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY14		FY15		FY14		FY15	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	9,200	0.00	11,700	0.00	9,200	0.00	11,700	0.00
PR-O	-192,500	0.00	-192,500	0.00	-192,500	0.00	-192,500	0.00
TOTAL	-183,300	0.00	-180,800	0.00	-183,300	0.00	-180,800	0.00

The Governor recommends adjusting the commission's base budget for: (a) full funding of continuing position salaries and fringe benefits (-\$190,000 in each year); (b) full funding of lease and directed moves costs (\$6,700 in FY14 and \$9,200 in FY15); and (c) minor transfers within the same alpha appropriation.

ITEMS NOT APPROVED

The following requests are not included in the Governor's budget recommendations for the Employment Relations Commission.

Decision Item	Source of Funds	FY14		FY15	
		Dollars	Positions	Dollars	Positions
3. Permanent GPR Reductions	GPR	-130,500	-1.50	-130,500	-1.50
TOTAL OF ITEMS NOT APPROVED	GPR	-130,500	-1.50	-130,500	-1.50

