

## EMPLOYMENT RELATIONS COMMISSION

### GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY17 Adjusted Base	FY18 Recommended	% Change Over FY17	FY19 Recommended	% Change Over FY18
GPR	1,383,600	985,500	-28.8	986,400	0.1
PR-O	153,300	145,600	-5.0	145,600	0.0
TOTAL	1,536,900	1,131,100	-26.4	1,132,000	0.1

### FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY17 Adjusted Base	FY18 Recommended	FTE Change Over FY17	FY19 Recommended	FTE Change Over FY18
GPR	9.01	6.00	-3.01	6.00	0.00
TOTAL	9.01	6.00	-3.01	6.00	0.00

### AGENCY DESCRIPTION

The commission consists of three commissioners 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. The commission's labor relations work includes conducting elections to determine bargaining units and bargaining representatives; issuing decisions regarding unfair labor practice, election, unit clarification and declaratory ruling cases; mediating collective bargaining disputes; and providing arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements. The commission also issues decisions regarding appeals of certain state personnel actions under s. 230.45(1), Wisconsin Statutes, and provides labor management consensus bargaining training, designed to enable the parties to work together to achieve common goals.

## Employment Relations Commission

### 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, 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, civil service, labor law complaints and representation cases.

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

Goal: Delivery of effective mediation services to municipal, state and private sectors.

Objective/Activity: Provide timely and effective mediation services.

### PERFORMANCE MEASURES

#### 2015 AND 2016 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2015	Actual 2015	Goal 2016	Actual 2016
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 and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. <sup>1</sup>	90%	82%	90%	61%

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<b>Prog. No.</b>	<b>Performance Measure</b>	<b>Goal 2015</b>	<b>Actual 2015</b>	<b>Goal 2016</b>	<b>Actual 2016</b>
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	40%	85%	86%
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	69%	90%	88%

Note: Based on fiscal year.

<sup>1</sup>Individual 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.

**2017, 2018 AND 2019 GOALS**

<b>Prog. No.</b>	<b>Performance Measure</b>	<b>Goal 2017</b>	<b>Goal 2018</b>	<b>Goal 2019</b>
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. <sup>1</sup>	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.

<sup>1</sup>Individual 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. Staff Adjustments
2. State Operations Adjustments
3. Standard Budget Adjustments

**Employment Relations Commission**

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

	ACTUAL FY16	ADJUSTED BASE FY17	AGENCY REQUEST FY18	AGENCY REQUEST FY19	GOVERNOR'S RECOMMENDATION FY18	GOVERNOR'S RECOMMENDATION FY19
GENERAL PURPOSE REVENUE	\$1,316.7	\$1,383.6	\$1,375.7	\$1,376.6	\$985.5	\$986.4
State Operations	1,316.7	1,383.6	1,375.7	1,376.6	985.5	986.4
PROGRAM REVENUE (2)	\$109.6	\$153.3	\$153.3	\$153.3	\$145.6	\$145.6
State Operations	109.6	153.3	153.3	153.3	145.6	145.6
TOTALS - ANNUAL	\$1,426.4	\$1,536.9	\$1,529.0	\$1,529.9	\$1,131.1	\$1,132.0
State Operations	1,426.4	1,536.9	1,529.0	1,529.9	1,131.1	1,132.0

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

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

	ADJUSTED BASE FY17	AGENCY REQUEST FY18	AGENCY REQUEST FY19	GOVERNOR'S RECOMMENDATION FY18	GOVERNOR'S RECOMMENDATION FY19
GENERAL PURPOSE REVENUE	9.01	9.01	9.01	6.00	6.00
TOTALS - ANNUAL	9.01	9.01	9.01	6.00	6.00

(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 FY16	ADJUSTED BASE FY17	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY18	FY19	FY18	FY19
1. Labor relations	\$1,426.4	\$1,536.9	\$1,529.0	\$1,529.9	\$1,131.1	\$1,132.0
<b>TOTALS</b>	\$1,426.4	\$1,536.9	\$1,529.0	\$1,529.9	\$1,131.1	\$1,132.0

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

	ADJUSTED BASE FY17	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY18	FY19	FY18	FY19
1. Labor relations	9.01	9.01	9.01	6.00	6.00
<b>TOTALS</b>	9.01	9.01	9.01	6.00	6.00

(4) All positions are State Operations unless otherwise specified

## Employment Relations Commission

### 1. Staff Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	-390,200	-3.01	-390,200	-3.01
TOTAL	0	0.00	0	0.00	-390,200	-3.01	-390,200	-3.01

The Governor recommends reducing funding and position authority to reflect the commission's decreased workload, including a reduction of three part-time commissioners to a 1.0 FTE chairperson position.

### 2. State Operations Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-O	0	0.00	0	0.00	-7,700	0.00	-7,700	0.00
TOTAL	0	0.00	0	0.00	-7,700	0.00	-7,700	0.00

The Governor recommends reducing expenditure authority to reflect declining program revenues.

### 3. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY18		FY19		FY18		FY19	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	-7,900	0.00	-7,000	0.00	-7,900	0.00	-7,000	0.00
TOTAL	-7,900	0.00	-7,000	0.00	-7,900	0.00	-7,000	0.00

The Governor recommends adjusting the commission's base budget for: (a) full funding of continuing position salaries and fringe benefits (-\$8,200 in each year); and (b) full funding of lease and directed moves costs (\$300 in FY18 and \$1,200 in FY19).

