

## EMPLOYMENT RELATIONS COMMISSION

### GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY19 Adjusted Base	FY20 Recommended	% Change Over FY19	FY21 Recommended	% Change Over FY20
GPR	1,019,800	893,600	-12.4	895,200	0.2
PR-O	145,600	145,600	0.0	145,600	0.0
TOTAL	1,165,400	1,039,200	-10.8	1,040,800	0.2

### FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY19 Adjusted Base	FY20 Recommended	FTE Change Over FY19	FY21 Recommended	FTE Change Over FY20
GPR	6.00	6.00	0.00	6.00	0.00
TOTAL	6.00	6.00	0.00	6.00	0.00

### AGENCY DESCRIPTION

The commission consists of a chairperson, appointed by the Governor with the advice and consent of the Senate, for a six-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.

### 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.

## Employment Relations Commission

### 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 election 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

#### 2017 AND 2018 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2017	Actual 2017	Goal 2018	Actual 2018
1.	Percentage of mediation-type cases closed without interest arbitration award or fact-finding recommendation.	90%	95%	90%	95%
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%	80%	90%	100%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	91%	85%	92%
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	90%	90%	96%

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

### 2019, 2020 AND 2021 GOALS

<b>Prog. No.</b>	<b>Performance Measure<sup>1</sup></b>	<b>Goal 2019</b>	<b>Goal 2020</b>	<b>Goal 2021</b>
1.	Percentage of mediation-type cases closed without interest arbitration award or fact-finding recommendation.	90%	90%	90%
1.	Percentage of cases with internal nonstatutory time lines. Case types include grievance arbitration, an impartial hearing officer, and draft/proposed decisions in elections and statutory civil service appeals.	100%	100%	100%
1.	Percentage of cases with a statutory time line. Case types include statutory civil service appeals and statutory labor relations cases.	100%	100%	100%

Note: Based on fiscal year.

<sup>1</sup>The commission has modified its performance measures to better focus on how successfully the commission and its staff meet all statutorily established deadlines for issuance of decisions (both in state civil service appeals and labor relations cases) and how successfully the commission and its staff meet internally established nonstatutory deadlines for preparation of drafts, proposed decisions and grievance arbitration awards.

**EMPLOYMENT RELATIONS COMMISSION**

**GOVERNOR'S BUDGET RECOMMENDATIONS**

**RECOMMENDATIONS**

1. Standard Budget Adjustments

**Employment Relations Commission**

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

	ACTUAL FY18	ADJUSTED BASE FY19	AGENCY REQUEST FY20	AGENCY REQUEST FY21	GOVERNOR'S RECOMMENDATION FY20	GOVERNOR'S RECOMMENDATION FY21
GENERAL PURPOSE REVENUE	\$957.2	\$1,019.8	\$893.6	\$895.2	\$893.6	\$895.2
State Operations	957.2	1,019.8	893.6	895.2	893.6	895.2
PROGRAM REVENUE (2)	\$112.1	\$145.6	\$145.6	\$145.6	\$145.6	\$145.6
State Operations	112.1	145.6	145.6	145.6	145.6	145.6
TOTALS - ANNUAL	\$1,069.3	\$1,165.4	\$1,039.2	\$1,040.8	\$1,039.2	\$1,040.8
State Operations	1,069.3	1,165.4	1,039.2	1,040.8	1,039.2	1,040.8

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

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

	ADJUSTED BASE FY19	AGENCY REQUEST FY20	AGENCY REQUEST FY21	GOVERNOR'S RECOMMENDATION FY20	GOVERNOR'S RECOMMENDATION FY21
GENERAL PURPOSE REVENUE	6.00	6.00	6.00	6.00	6.00
TOTALS - ANNUAL	6.00	6.00	6.00	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 FY18	ADJUSTED BASE FY19	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY20	FY21	FY20	FY21
1. Labor relations	\$1,069.3	\$1,165.4	\$1,039.2	\$1,040.8	\$1,039.2	\$1,040.8
<b>TOTALS</b>	\$1,069.3	\$1,165.4	\$1,039.2	\$1,040.8	\$1,039.2	\$1,040.8

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

	ADJUSTED BASE FY19	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY20	FY21	FY20	FY21
1. Labor relations	6.00	6.00	6.00	6.00	6.00
<b>TOTALS</b>	6.00	6.00	6.00	6.00	6.00

(4) All positions are State Operations unless otherwise specified

**Employment Relations Commission**

**1. Standard Budget Adjustments**

Source of Funds	Agency Request				Governor's Recommendations			
	FY20		FY21		FY20		FY21	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	-126,200	0.00	-124,600	0.00	-126,200	0.00	-124,600	0.00
TOTAL	-126,200	0.00	-124,600	0.00	-126,200	0.00	-124,600	0.00

The Governor recommends adjusting the commission's base budget for: (a) full funding of continuing position salaries and fringe benefits (-\$98,200 in each year); and (b) full funding of lease and directed moves costs (-\$28,000 in FY20 and -\$26,400 in FY21).

