

## Collective Bargaining Process UW System

### Academic Staff

## Right to Bargain Collectively

- The right to bargain collectively has been approved in the Governor's budget, and faculty and academic staff (AS) now have the right to determine whether they would like to have union representation on their campus.
- Unions may be formed in one of the following, or any combinations thereof:
  - Faculty on a campus
  - AS who are not supervisors on a campus
  - Faculty and AS together on a campus
  - Multiple campuses together
- AS supervisors may form a union across the System, but may not combine with nonsupervisory AS or faculty.

## Unionization of AS: Recruitment

- A union may send representatives to a campus to recruit potential members.
- The union needs to collect signatures from at least 30% of the AS showing interest. This may be done with a petition, recruitment cards, etc.
- The union then files those signatures with the Wisconsin Employment Relations Commission (WERC), requesting an election on the campus.
- Other unions may join the ballot by collecting signatures of only 10% of the AS showing interest.

## Unionization of AS: Election

- WERC arranges an election.
- The election ballot will ask the AS whether they wish to be represented by Union A, Union B, Union C, etc., or by NO union.
- Ballots may vary depending on the number of unions that are on the ballot, but the "NO union" option will always be present.

## Unionization of AS: Election

- A union wins the election if it receives 50% plus 1 of the votes—***of those who voted***.
- ***If you do not vote, you allow others to decide whether you will be represented by a union or not, and if so, which union.*** The union does not need to win the election by obtaining a majority of the eligible voters, only of those who vote.
- There may be run-off elections, depending on the outcome.

## Unionization of AS: Outcome

- Once a bargaining unit is established, combining may occur (faculty/AS, multiple campuses, etc.), if the unit was not originally formed that way.
- Once a union is voted in, it remains in place until a new election occurs, if a change is desired.
- Bargaining will focus on wages, fringe benefits, hours, grievance procedures, etc.; bargaining agreements last 2 years before renegotiation.
- Bargaining cannot diminish the rights of AS under Sections 36.09 (4m) or 36.15 of the Wisconsin Statutes.

## Unionization of AS: FAQs

- Q: If I sign a recruitment card, who sees it?  
A: The union that is recruiting you, and WERC.
- Q: Am I at risk for any type of job action if I choose to join a union, or choose not to join a union?  
A: No. You are protected against retaliation.
- Q: Can union organizers (representatives) visit you at your place of work?  
A: If you are approached at work, you may accept literature and set up a time outside of normal work hours for discussion. You may also ask the union representative to leave. Contact your supervisor or HR office for assistance.

## Unionization of AS: FAQs

- Q: If I sign a recruitment card or petition, how long is it in effect?  
A: 1 year.
- Q: If I sign a recruitment card for one union, may I sign another one?  
A: Yes, but only the first one that is presented to WERC will be counted.
- Q: If I sign a recruitment card for a union, does it obligate me to join that union?  
A: No, there will be an election in which you will be able to vote.

## Unionization of AS: FAQs

- Q: If my campus elects a union, do I need to become a member?  
A: No. You will automatically be represented by the union, but you do not need to become a dues-paying member. However, if there is a successful "fair share" election, you **will** be required to pay dues.
- Q: If I choose not to sign a recruitment card, or not to vote in the election, or to vote "NO union" in the election, could I still be represented by a union?  
A: Yes, a union needs only to get 50% plus 1 of the voters to become the union that represents you, regardless of your actions.

## Unionization of AS: Additional Information

- More information is available from the UW System Human Resources office at <http://www.uwsa.edu/hr/barglegis.html>

*This presentation was created by the Academic Staff Representatives Council  
8/20/09*