

PROFS, Inc.

Public Representation Organization of the Faculty Senate University of Wisconsin - Madison

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Governor James E. Doyle
Room 115 East, State Capitol
P.O. Box 7863
Madison, WI 53707-7863

Dear Governor Doyle:

On behalf of PROFS, Inc., representing the UW-Madison faculty, we would like to encourage you to take the following actions on issues relating to collective bargaining in the budget recently passed by the Legislature.

Please veto the language that would deny choice to academic staff. As passed, the budget gives the Wisconsin Employment Relations Commission (WERC) express authority to assign some academic staff employees to unions without a vote by those employees. PROFS believes academic staff should be given a choice as to whether they should become unionized.

Opposition to this measure should not be seen as anti-collective bargaining. Academic staff will still be given collective bargaining rights in the budget. And it should be noted that one of the leaders of United Faculty and Academic Staff (UFAS), an AFT local on the Madison campus, has also expressed support for giving staff choice.

Another problem with this provision is the fact that it was slipped into the budget with very minimal discussion and debate. Indeed, the Milwaukee Journal Sentinel stated that the "budget provision has flown largely under the radar."

Please do not use your partial veto power to change the faculty and academic staff collective bargaining provisions. The budget currently addresses all seven of the UW-Madison Faculty Senate's principles on collective bargaining enabling legislation (see attached memo).

One item that was added in the Joint Finance Committee is a provision that will allow either party in a collective bargaining negotiation to initiate fact-finding. We have been advised by an expert on public sector collective bargaining that this provision is essential for effective fact-finding.

Please do not hesitate to contact us if you have questions or concerns regarding these requests. Thank you in advance for your consideration of our views.

Sincerely,

Louise Robbins
PROFS President
Director, School of Library
& Information Studies

Joseph Salmons
Incoming PROFS President
German, Center for the Study
of Upper Midwestern Cultures

William Tracy
Chair, University Committee
Chair, Department of
Agronomy

UW-Madison Faculty Senate Principles on Collective Bargaining Enabling Legislation

- 1) Provide that the Board of Regents shall have sole responsibility for negotiations and administration of any collective bargaining agreements for faculty;
- 2) Preserve the independence of the Madison faculty by permitting it to elect whether, as a separate and distinct group of individuals apart from other academic employees and from the faculties of other universities in the system, it wishes to engage in collective bargaining;
- 3) Permit the faculty of each institution in the system to make the same choices concerning the desirability of collective bargaining and the makeup of the bargaining unit;
- 4) Subordinate all other provisions of the enabling legislation to the overriding provision that nothing in the law or in bargaining agreements shall be construed or allowed to diminish academic freedom or tenure, or prohibit or restrict the full exercise by the faculty of its functions in any shared-governance mechanisms or practices;
- 5) Clarify which faculty (e.g. principal investigators, department chairs, center directors) will be considered supervisory or management personnel;
- 6) Exclude from the definition of unfair labor practices the failure to implement improvements in compensation or working conditions gained at a campus regardless of whether the faculty are represented or not, if such improvements are based upon comparisons with comparable education institutions or other competitive practices;
- 7) Include effective fact-finding provisions to resolve bargaining impasses.