SUBJECT: Labor Relations

Original Issuance Date: July 1, 2015
Last Revision Date:

1. **POLICY PURPOSE:**

   The purpose of this policy is to facilitate compliance with the State of Wisconsin labor relations laws applicable to UW System employees.

2. **POLICY BACKGROUND:**

   State employees, including UW employees, were granted the right to unionize in 1965 when the Wisconsin legislature enacted the State Employment Labor Relations Act (SELRA). Until July 1, 2015, UW System employees and other state employees were in collective bargaining units that were created by the legislature and consisted of UW and non-UW state employees. Under SELRA, UW System faculty and academic staff have not been granted the right to unionize or engage in collective bargaining.

   Effective July 1, 2015, separate collective bargaining units were created under SELRA for UW System employees other than UW-Madison employees, and for UW-Madison employees. These collective bargaining units mirror the former statewide collective bargaining units that prior to July 1, 2015 existed for classified state employees. Also effective July 1, 2015, the Board of Regents is required to bargain with UW System employees (excluding UW-Madison employees) who are members of bargaining units.

3. **POLICY DEFINITIONS:**

   Please see the Definitions Operational Policy for a list of general terms and definitions.

4. **POLICY:**

   It is the policy of the University of Wisconsin System to comply with the State Employment Labor Relations Act (SELRA). SELRA is codified as Subchapter V of Chapter 111 of the statutes. Under this law, the Board of Regents, as the employer, is required to bargain with bargaining units of represented UW System employees (excluding UW-Madison employees) and is responsible for certain other employer functions. Under SELRA, if unions representing UW System bargaining units wish to continue to represent the employees, 51% of the bargaining unit
employees must vote in favor of collective bargaining representation by the union in annual certification elections, and any bargaining is limited to increases in base wages.

5. RELATED DOCUMENTS:

Wis. Admin Code Chapter ERC 80, Annual Certification Elections

6. POLICY HISTORY: