Resolution to Oppose Unit Clarification for Academic Staff

**MOTION FOR THE UNIVERSITY SENATE**

**University Senate Committee:** Academic Staff Personnel Committee

**Brief History of Issue** - why the issue is being considered:
As reported in various news sources, the door has been opened once again for thousands of academic staff working across the University of Wisconsin System to be assigned to unions – without getting to vote on whether or not they want to be represented. The Wisconsin Employment Relations Commission ruled Wednesday (November 10, 2010), it has the power to decide whether academic staff working across the University of Wisconsin System are properly classified. That decision means the WERC is denying separate motions filed in January by the state and UW System's Board of Regents to dismiss unit clarification petitions filed by several unions.

**Points Discussed by Committee:**
- Unit Clarification takes away an academic staff member’s rights to vote on whether or not to bargain collectively.
- Academic staff members reclassified to classified service would lose governance rights at UW-Eau Claire.

**Pros of Recommendation:**
- This resolution shares UW-Eau Claire Academic Staff Personnel Committee’s position on Unit Clarification.

**Cons of Recommendation:**
- None noted.

**Technology/Human Resource Impact:**
- None known.

**Committee Recommendation:**
That the following resolution be passed by the full Senate and forwarded to the UW System.

**MOTION FOR THE UNIVERSITY SENATE**
The University Senate Academic Staff Personnel Committee by a vote of 8 for and 0 against on November 17, 2010 recommends the following:
Resolution to Oppose Unit Clarification for Academic Staff

University of Wisconsin-Eau Claire University Senate
Opposing Any Forced “Unit Clarification” of Academic Staff

WHEREAS, each academic staff member was placed in unclassified positions by the University under the authority granted the Board of Regents in Wisconsin statutes and under the terms of an agreement with the Office of State Employment Relations; and

WHEREAS, the Wisconsin Professional Employees Council (WPEC), Wisconsin Physician and Dentist Association, Wisconsin State Employees Union (WSEU), and Professional Employees in Research, Statistics and Analysis (PERSA) have filed petitions for unit clarification with the Wisconsin Employment Relations Commission (WERC) to have 468 academic staff from six UW System campuses assigned to their collective bargaining units;

WHEREAS, at a time when academic staff were recently given the right to choose whether or not we want to be represented by a labor organization in collective bargaining, we are disappointed that some unions are using the process of unit clarification to force some academic staff into classified unions; and

WHEREAS, approval of the petitions would deny many academic staff the fundamental right to choose whether or not to be represented by a union; and

WHEREAS, moving academic staff to classified status would take away those persons’ Chapter 36 governance rights; now therefore be it

RESOLVED that the University Senate from the University of Wisconsin Eau Claire, while not taking any stand at this time on whether or not academic staff should voluntarily choose to bargain collectively, strongly opposes any forced unit clarification; and be it further

RESOLVED that we encourage UW System to vigorously and actively oppose this use of the unit clarification process.

Implementation Date: Immediately

Signed: _______________________________________
Chair of the Committee

Send to: University Senate Office