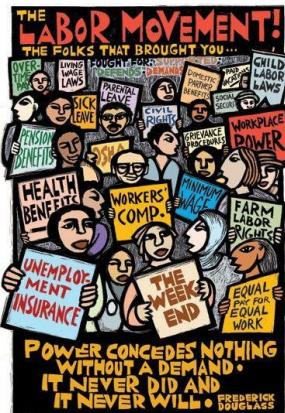


Elections to Determine Bargaining Representative for Municipal Sector Personnel

Wisconsin §111.70, ERC 11

Before Act 10

- 1) Employees and/or their agent file a petition for election with the Wisconsin Employment Relations Commission (WERC).
- 2) Cost = \$0.
- 3) WERC determines the appropriate bargaining unit.
- 4) WERC conducts an election (either on-site or by mail or by phone or by Internet).
- 5) All members of the bargaining unit are eligible to vote. All members of the bargaining unit are required to pay dues or their fair share of dues.
- 6) **50% + 1 of THOSE WHO VOTE** is the required threshold for certification.



- 7) Certified union continues until employees petition the WERC for a decertification vote.
- 8) Mandatory Subjects of Bargaining: all wages, benefits, and working conditions. Most other issues are permissive subjects of bargaining.

Wisconsin §111.70, WI Act 32, ERC 70

Recertification AFTER Act 10

- 1) Employees and/or their agent file a petition for RECERTIFICATION with the WERC.
- 2) Cost = \$200 (1-100 eligible voters), \$350 (101-250), \$500 (201-500), \$750 (501-1000), \$1500 (1001-3000), \$2000 (over 3000 voters).
- 3) WERC determines the appropriate bargaining unit.
- 4) WERC conducts an election (either on-site or by mail or by phone or by Internet).
- 5) All members of the bargaining unit are eligible to vote. Not all members of the bargaining unit are required to pay any dues.
- 6) **51% of the entire bargaining unit** is the required threshold for recertification—***eligible voters who DO NOT vote count as NO votes in the election.***



- 7) ANNUAL recertification elections are required.
- 8) Mandatory Subjects of Bargaining: **total base wage increase** up to the established CPI maximum (for 2017-18, 1.26%) and the **distribution** of that increase. ALL other subjects are ILLEGAL.

Wisconsin §111.70, WI Act 32, ERC 70

Certification AFTER Act 10



- 1) Employees and/or their agent file a petition for election with the WERC.
- 2) Cost = \$0
- 3) WERC determines the appropriate bargaining unit.
- 4) WERC conducts an election (either on-site or by mail or by phone or by Internet).
- 5) All members of the bargaining unit are eligible to vote. Not all members of the bargaining unit are required to pay any dues.
- 6) **51% of the entire bargaining unit** is the required threshold for recertification—***eligible voters who DO NOT vote count as NO votes in the election.*** (2015-17 State Budget)
- 7) There is a 1-year bar on certification elections—a union must be de-certified for 1 year before petitioning for a certification election.
- 8) Mandatory Subjects of Bargaining: **total base wage increase** up to the established CPI maximum (for 2017-18, 1.26%) and the **distribution** of that increase. ALL other subjects are ILLEGAL.

Your Local union EXISTS with or without Certification or Re-Certification. Your Local union either is or is not the legal bargaining representative for the bargaining unit, depending on certification status. **What are the pros/cons of engaging bargaining unit members in certification elections?**