



**University of Wisconsin-River Falls Academic Staff Council Resolution –
Collective Bargaining Enabling Language in the Governor's Budget Bill**

WHEREAS, the University of Wisconsin-River Falls Academic Staff Council feels that our shared governance rights detailed in Wisconsin State Statute 36.09(4m) already provide academic staff employees the opportunity to have a voice in determining policies, including personnel policy, on campus; and

WHEREAS, some contend that if afforded the opportunity for Academic Staff to organize into collective bargaining units that there might not be the continued need for the 36.09(4m) shared governance rights we now enjoy; and

WHEREAS, the UW-River Falls administration continues to include representation from all three governance groups in all major campus decisions; and

WHEREAS, the language in Governor Doyle's budget bill to establish faculty and academic staff collective bargaining rights, is a policy item – not a budget item—including it in a budget bill where it cannot get a fair hearing on its own merits is wrong; and

WHEREAS, the language would place faculty and academic staff into separate bargaining units that by law could not be combined; and

WHEREAS, UWRF Academic Staff are currently 12 percent lower in salary than our counterparts at our 32 peer institutions and Faculty are 10 percent below the median, requiring a 5.23 percent annual salary increase for each of the next four years to reach the median; and

WHEREAS, the budget bill creates 14 separate bargaining units, one each for faculty on each of the 13 campuses and one for academic staff system-wide. This places the faculty at Madison and Milwaukee in the best position to demand and receive an unfair, majority share of any compensation package approved by the legislature. Faculty at the comprehensive campuses would be in the next best position to compete for the remaining limited resources, forcing academic staff at UW-River Falls and the other campuses to settle for little or nothing with no prospect for reaching the median of our peers; and WHEREAS, the UW-River Falls Academic Staff Council has long opposed the decoupling of faculty and academic staff compensation and benefits plans and UW System long standing practice has actively opposed such decoupling; and

WHEREAS, the budget bill removes the right to strike of collective bargaining units, effectively eliminating any bargaining power those units might have; now

THEREFORE BE IT RESOLVED, that the Academic Staff Council at the University of Wisconsin-River Falls, strongly opposes the language regarding collective bargaining for Academic Staff in the Governor's 2007 budget bill as currently written; and

BE IT FURTHER RESOLVED that while the Council may not oppose future legislation to allow collective bargaining, this Council will continue to oppose any attempt to separate faculty and academic staff pay and benefit plans.

BE IT FURTHER RESOLVED that the UW-River Falls Academic Staff Council will send this resolution to Chancellor Don Betz, UW System President Kevin Reilly, Regents President David Walsh and the UW System Board of Regents, UW-River Falls Faculty Senate, UW-River Falls Student Senate, ASPRO, TAUWP, State Representative Kitty Rhoades, State Senator Sheila Harsdorf, State Senator Kathleen Vinehout, State Representative Steve Nass and Governor Jim Doyle.

**Approved with a unanimous vote during the April 16, 2007 meeting of the University of Wisconsin-River Falls Academic Staff Council.*