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Dear UW Employee,

If you're like many UW System employees, you have heard discussions of Academic Staff positions being moved into existing unions. I write today to clarify some of these discussions and to invite your input.

Throughout the UW System, there are two large categories of employees: those who are represented by a union, and those who are not. Within the category of unrepresented employees, there are four "subcategories:" Academic Staff A (a catch-all category), Academic Staff B (instructors and researchers), Academic Staff C (administrators and coaches), and faculty (tenured and tenure-track instructional).

Many unrepresented positions that fall into the Academic Staff A category perform job duties that are virtually identical to job duties performed by colleagues who are represented; that is to say, there is a large group of employees within the Academic Staff A category who should have been enjoying the protections of a collective bargaining agreement all along. Unfortunately, due to their misclassification into the Academic Staff A category, they have not been able to benefit from a union contract.

A group of labor unions, including the Wisconsin Professional Employees Council (WPEC), have been researching these classifications within "Academic Staff A" to determine which should remain unrepresented Academic Staff, and which should be represented as part of a bargaining unit. After considerable research, **we believe that your position is among those that should be moved into the bargaining unit represented by WPEC.**

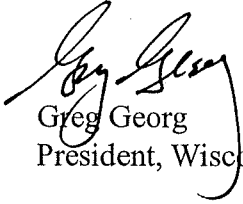
WPEC is a union that represents a group of more than 4,800 professional public employees. Among our ranks, we are proud to include IS Network Services Specialists, Technical Services Administrators and Grants and Contracts Specialists.

This is not to say that your position will be represented by our union immediately. Prior to your being represented by WPEC, we will be filing a petition with the Wisconsin Employment Relations Commission (WERC), the body that will ultimately make a ruling on whether your position will be represented by WPEC. While no timetable is set in stone and we cannot determine the length of the process within the WERC, we intend to file the WERC petition within 30 days; the WERC will then make an initial response to the petition within 60 days after the filing.

Belonging to a union is a powerful way to have a meaningful voice in the workplace and to have input in your conditions of employment. Among many other benefits, professionals represented by WPEC enjoy: job security provisions in times of furlough and layoff, guaranteed salary increases, and paid leave and tuition reimbursement for professional development. Most recently, the benefits of union protection were realized when represented employees maintained their salary increases at a time when unrepresented employees saw their raises rescinded.

To be sure, there are many unanswered questions at this point; however, please know that it is our sincerest intention to keep you fully informed as we move forward in the process. In the weeks and months to come, WPEC will be in contact with you through printed and electronic communication, office visits with potentially affected employees like you, and listening sessions on campuses throughout the state. I look forward to greeting you personally at one of these listening sessions, and to being in touch again in the very near future.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Georg". The signature is stylized and cursive, with the first name "Greg" being more prominent than the last name "Georg".

Greg Georg
President, Wisconsin Professional Employees Council