



# Academic Staff Professionals Representation Organization

Advocating on Behalf of Academic Staff Since 1989...

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[www.aspro.net](http://www.aspro.net)

## Domestic Partner Benefits – Contact Your Representative NOW!

Domestic Partner Benefits were returned to the budget by the Senate Democrats and are included in the budget passed by the full Senate on June 26<sup>th</sup>.

Contact your State Representative now to encourage the Assembly to include the language in its version of the budget.

If you do not know who your state representative is or how to contact him/her, check out this link:

<http://waml.legis.state.wi.us/>

## Tenure-Track Only Please

During the Joint Finance Committee deliberations on the state budget, a motion was made to **“Require 75% of undergraduate courses to be taught by full-time tenured or tenure-track professors.”**

Was this a jab at teaching assistants or academic staff? We'll never know for certain, but it is a tribute to ASPRO's standing with the legislature that the motion failed on a bipartisan 6-10 vote.

## ASPRO Strategic Planning

The ASPRO Board of Directors will be holding its annual strategic planning meeting in early August. If you have ideas or concerns that the ASPRO Board should consider at its planning meeting, please contact the ASPRO office at [aspro@aspro.net](mailto:aspro@aspro.net).

## ASPRO Lobbying Forces Unions to Change Collective Bargaining Language Is it good enough to support?

Due to ASPRO's strong opposition to the collective bargaining language included in the biennial budget bill by Governor Jim Doyle, the unions (AFT, TAUWP, and UFAS) asked the Senate Democrats to make changes in the language in the Senate version of the budget bill.

AFT approached ASPRO about possible changes, and ASPRO President Bill Steffenhagen, and lobbyists Janet Swandby and Kathi Kilgore met with representatives of the unions to discuss possible refinements to the proposal that would grant collective bargaining rights to faculty and academic staff and would put in place the procedures for implementation of collective bargaining within the UW System. The union representatives were assured that **ASPRO does not oppose collective bargaining “on its face”, but works to assure that any implementation scheme would not put the academic staff at a disadvantage in comparison to the faculty.**

ASPRO's lobbyists have studied the current budget language comparing it to the Governor's plan and to Senate Bill 452 which was introduced last legislative session (and successfully defeated by ASPRO). The language in the Senate budget bill is **an improvement** over the Governor's bill and SB 452 in that **each campus would have its own faculty collective bargaining unit and its own academic staff bargaining unit. More important, any of the academic staff units would be allowed to join with one or more faculty units.**

**But the “joining” or “combining” of the units would not be simple.** In order for an academic staff unit to “join” with a faculty unit, 30% of the academic staff at a campus would have to petition for a vote on whether to combine with the faculty unit. More problematic, 30% of the faculty would have to petition for a vote to combine with the academic staff unit. In other words, **the faculty would have the power to keep the academic staff isolated in their own bargaining unit.**

The other change made in the Senate version of the budget is that faculty supervisors would be allowed to join the collective bargaining unit, but academic staff supervisors would have to join a separate unit set aside just for supervisors. Indeed, there is some **question about which academic staff would be considered “supervisors” and who would not.**

Supervisors are defined in the bill as “any individual whose principal work is different from that of the individual's subordinates and who has authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline employees, or to adjust their grievances, or to authoritatively recommend such action, if the individual's exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.”

Are you a supervisor or not?

The ASPRO Board is **interested in your reactions** to the changes in the collective bargaining language. **Are these changes enough for ASPRO to support the language?** To withdraw its opposition? **Or does the scheme still put the faculty in a superior bargaining position?** Does the separation of supervisory academic staff from all other academic staff diminish the bargaining power of the academic staff?

Let us know what you think by emailing ASPRO at [aspro@aspro.net](mailto:aspro@aspro.net) or calling 608.286.9599.