

STATE ENGINEERING ASSOCIATION

STATEMENT OF POLICY - 8

SUBJECT: Association Bargaining and Demands

WHEREAS Article 3, OBJECTIVES of the Association constitution recognizes that bargaining with State of Wisconsin representatives is a fundamental function of the Association, and;

WHEREAS the Association recognizes that any basic duty of major importance should be conducted and guided in accordance with the expressed views of the membership and the Board of Directors and that such views shall be taken as items of value not subject to continual individual modification that ignores Association experience and planning;

BE IT THEREFORE RESOLVED, that the Association bargaining and demands formulation shall be governed by these following practices as Association policy:

- 1) Bargaining Team Selection
  - A. Chairperson. The Association bargaining team chairperson shall be the President of the Association.\*
  - B. Spokesperson. The bargaining team spokesperson shall be selected by the chairperson of the bargaining team. The spokesperson shall perform the duties and exercise those responsibilities delegated to the spokesperson by the bargaining team chairperson. The spokesperson's actions shall be in accordance with the general direction indicated by the bargaining team.\*
  - C. Team Members. The chairperson of the bargaining team shall select the members of the bargaining team. The Board of Directors are encouraged to individually advise the chairperson of the bargaining team prior to the selection of the team.

The chairperson of the bargaining team is advised to give serious consideration to including the Association statewide elected officers and the demands formulation chairperson as members of the Association bargaining team.\*

- D. Team Size. The permanent bargaining team size is to be a maximum of eight (8) persons. Alternate bargaining team members shall be available for advice in specific areas. The bargaining team chairperson shall select and direct such additional bargaining team support.\*
- E. Team Approval. Upon selection of the individual bargaining team members, the Board of Directors shall approve or disapprove the entire team.

2) Bargaining Team Compensation

- A. Salary. Bargaining team members shall be compensated at the rate of 115% of their scheduled daily rate of pay for state employment rounded off to the next highest \$5.00 figure. Non-scheduled days of state employment shall be compensated for at the daily bargaining day rate for them based on an eight hour day of state employment. These above charges for personal services shall be for each day actually spent bargaining. Other days involving lost time from state employment shall be compensated on an hour for hour basis at the hourly rate earned in state employment. \*
- B. Expenses. Bargaining team expenses shall be properly reimbursed upon approval of the chairman of the bargaining team or his designated representative. These pre-authorized expenses therefore become payable upon incurrence.

3) Bargaining Demands

- A. Submittal. Individual demands submitted for consideration are to be supported by figures, facts, costs, and based on need. Association furnished forms are to be used if it is at all possible. Information to enable followup must be provided.
- B. Processing. The Demands Formulation Committee shall compile and the Board of Directors shall approve the Association's contract demands. The bargaining team shall adjust such demands as a bargaining strategy would appear appropriate. \*\*

4) General

- A. Reports. Each member of the Demands Formulation Committee or bargaining team is encouraged to submit their recommendations for future consideration by the Association. \*\*

ACCEPTED AS STATEMENT OF POLICY  
EFFECTIVE SEPTEMBER 11, 1982 BY  
BOARD OF DIRECTORS

9/82

\*Amended August 18, 1990

\*\*Amended February 12, 1994