



A Union of Professionals

UNITED FACULTY and ACADEMIC STAFF of UWEC

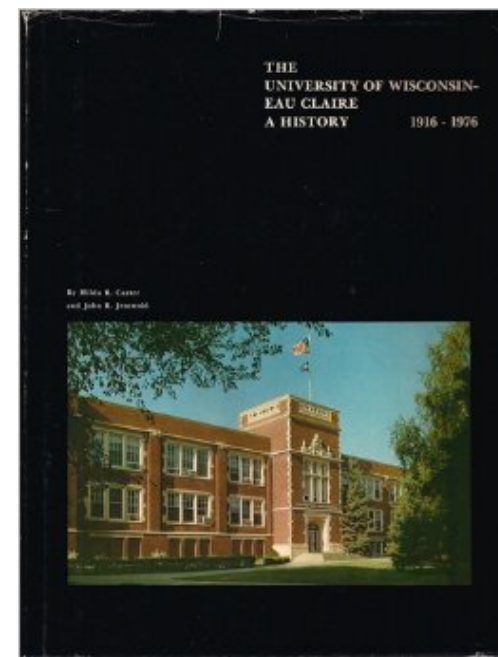
AFT Local 6481

The Long Century of Faculty Organizing at UW Campuses

Presented by Jim Oberly, Dept of History, UW-Eau Claire (joberly@uwec.edu)
and Treasurer, United Faculty & Academic Staff of UWEC, AFT Local 6481,



Before there was UFAS,
there was TAWUP;
Before there was TAUWP
there was TAUWF;
Before there was TAUWF,
there was AWSUF ;
Before there was AWSUF,
there was AWSCF!

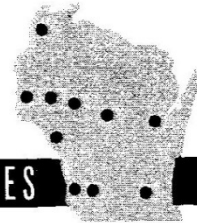


Issue: from “company union” to nationally affiliated trade union organization...

AWNST/AWTC/AWSCF...the “company union” 1928 -1964

A. W. S. C. F.

ASSOCIATION OF WISCONSIN STATE COLLEGE FACULTIES



WSCEC
November 22, 1961
NOV 24 '61 IN

ADMINISTRATION OFFICE

Issue: from "company union" to nationally affiliated trade union organization...

1962 "Biennial" speaker:
Justice William O. Douglas

Association of Wisconsin
State College Faculties

BIENNIAL CONFERENCE

April 6 - 7, 1962

WISCONSIN STATE COLLEGE
Stevens Point, Wisconsin

A.W.S.C.F. ADMINISTRATION 1960-1962 STATE OFFICERS

President: William Cochrane	Eau Claire
Vice President: Catharine Lieneman	River Falls
Secretary: Harold A. Classen	La Crosse
Treasurer: Robert S. Lewis	Stevens Point

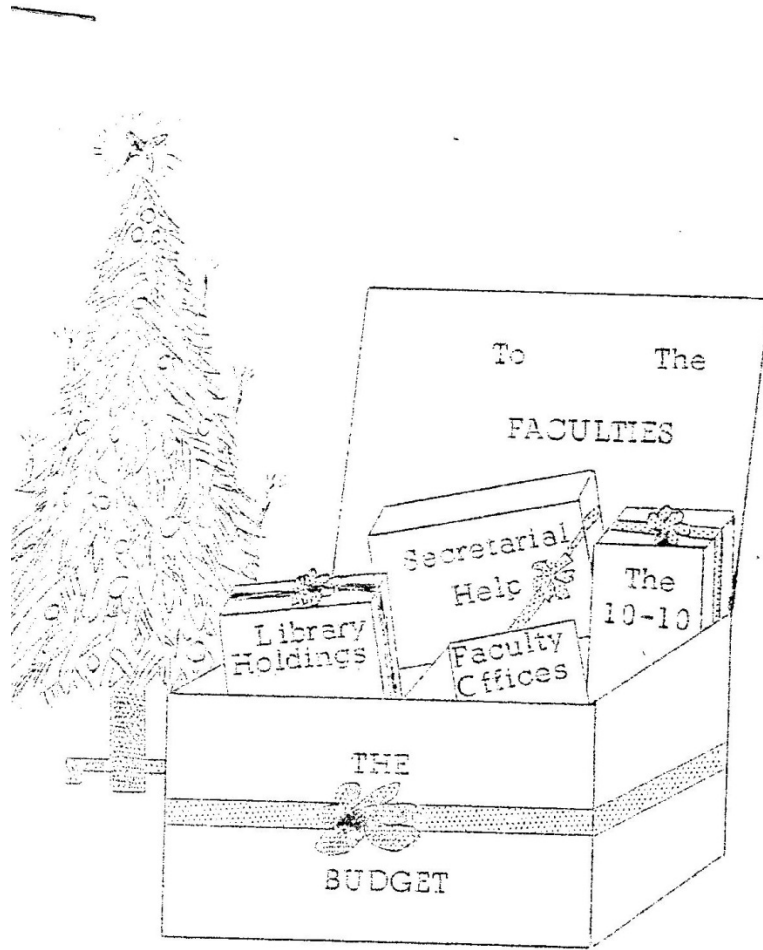
LOCAL OFFICERS 1960-1962

PRESIDENTS OF LOCAL ASSOCIATIONS		EXECUTIVE COMMITTEE MEMBERS
Marcus Fay	Eau Claire	William Cochrane
Harold A. Classen	La Crosse	Harold A. Classen
Dorothy Martin	Oshkosh	Dorothy Martin
Paul Gauger	Platteville	Paul Gauger
Catharine Lieneman	River Falls	Catharine Lieneman
Monica Bainter	Stevens Point	Robert S. Lewis
G. S. Wall	Stout	Dwight L. Agnew
O. Gayle Manion	Superior	Royal Briggs
Henry A. DeWind	Whitewater	Reuben W. Klumb
	Ex Officio	Guy Salyer

LOCAL OFFICERS 1962-1964

PRESIDENTS OF LOCAL ASSOCIATIONS		EXECUTIVE COMMITTEE MEMBERS
Arnold Bakken	Eau Claire	Carl Schildt
Harold A. Classen	La Crosse	Harold A. Classen
Everett G. Pyle	Oshkosh	Everett G. Pyle
Harris A. Palmer	Platteville	Harris A. Palmer
Philip S. Anderson	River Falls	Philip S. Anderson
Robert Simpson	Stevens Point	Robert S. Lewis
Norman Ziemann	Stout	G. S. Wall
J. Cronk	Superior	Paul Tychsen
Donald Graham	Whitewater	Wynett Barnett
	Ex Officio	William Cochrane

- *After AWSCF there was AWSUF...1966-72*



To AWSUF

*Best Wishes
for
A Happy Christmas
and
A Good 1965*

Wynett Barnett

Power in numbers AWSUF... 1969: 311 in AWSUF-EC paying dues out of 469 total faculty

AWSUF fun !

ASSOCIATION OF UNIVERSITY OF WISCONSIN FACULTIES

remember...

CHARTER FLIGHT \$ 245

MILWAUKEE — BRUSSELS — MILWAUKEE

MAY 21 — JUNE 10

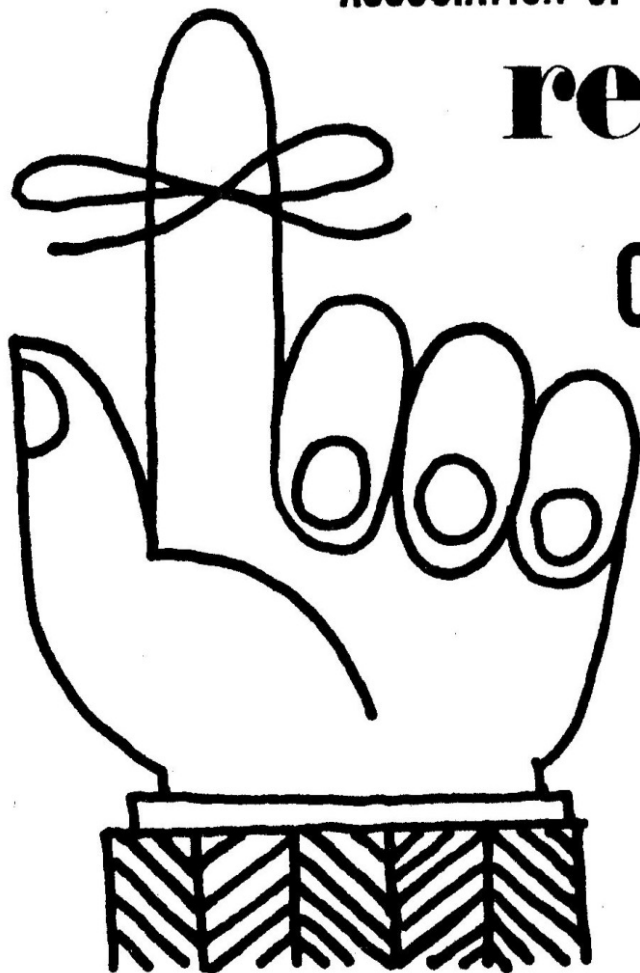
APPLICATIONS MUST INCLUDE A \$100/SEAT DEPOSIT.

NAME _____

ADDRESS _____ TEL () _____

CITY _____ STATE _____

MAIL TO: College of Continuing Education, University
of Wisconsin-Oshkosh, Oshkosh, Wisconsin 54901.
Telephone: (414) 424-1125.



Issue: Benefits—Pensions

- 1951... STRSW membership (today's WRS)
- 1955...WSC faculty joined Social Security System
- 1965...AWSUF asked change from from “money purchase” to “defined benefit” (50-50 contribution at first, then 66-34, next biennium, then 75-25, then up to 100% contributed by the State).
- **AWSUF goal: “providing retirement benefits that would range from 50% to 70% of the final average salary.”**

Issue: Benefits—Health & other insurance

- Blue Cross & Blue Shield...offered starting in 1959
- 1966—AWSUF asked State to pay 80% of health insurance.
- 1969—AWSUF asked State to pay 100% of health insurance
- 1969—AWSUF asked State to pick up group life and income continuation insurance policies

Issue: Due Process...

1965—AWSUF pushed SenBill270, stating completion of 4 years continuous service at a WSU=tenure; also, provided for hearing & 30 days notice appeal time for non-renewals.

Tenure = “employment shall be permanent, during efficiency and good behavior. No teacher permanently employed shall be discharged except for cause upon written charges.”

Academic freedom shall not be abridged in determining “adequate cause.”

1968--AWSUF-EC recommended that tenured members of a Dept first recommend (or not) tenure appointments and then forward to Dept chairs and then deans.

March 7, 1968—Pres. Haas met with AWSUF-EC to “discuss the faculty participation in salary and tenure of faculty.”

The Resnikoff Case at WSU-EC, 1968-69



Issue: Equity...Distribution of Raises

1966—AWSUF protested WSU-BOR decision to limit raises to top 80% of staff, condemning bottom 20% to no raises. BOR conceded a bit and changed to raises for top 85% .

AWSUF asked :

- 1) some % across the board for 100%;
- 2) larger raises for upper ranks to decrease rank-compression;
- 3) some for merit increases;
- 4) consistency across WSUs;
- 5) faculty input on criteria for merit.

AWSUF and Collective Bargaining

1969 campus poll on collective bargaining. At Eau Claire:

Question—in favor? Yes=248; No=51.

Further, if one favors collective bargaining, should wait for leg approval (N=79) or proceed to organize regardless of legislature (N=203).

June 1969 AWSUF: “curriculum decisions, particularly as these involve the granting of credits and according of faculty rank, should result from proposals initiated by the faculties...and then subsequently authorized or rejected by the Board of Regents. “

January 1970: WSU BOR denied Marshall Wick request to recognize AWSUF as bargaining agent for WSU faculties. WSU BOR also denied request to draft legislation for Leg to enable coll

Jan 1970 BOR meeting: BOR preparing a “faculty conduct code.”

April 1970—BOR denied AWSUF request to be recognized as bargaining agent.

“the question of collective bargaining involving university faculties is a matter of public policy and one to be determined by the state legislature.”

AWSUF and Merger



Questions re merger: should new merged BOR adopt AAUP 1940 statement of principles of academic freedom?

Answer: Yes.

Question: Should new merged BOR adopt old UW Ch. 36 rules on due process for non-renewable faculty?

Answer: Yes.

AWSUF May 1, 1971 statement on merger: ok, if

- 1) local campus autonomy for personnel decisions;
- 2) faculty shared governance be recognized;
- 3) campuses have direct access to BOR;
- 4) those tenured under Ch. 37 keep tenure;
- 5) System Admin *not* be on anybody's campus.
- 6) Parity in faculty salaries between WSUs and UWs:

"Equal Pay for Equal Work !"

After AWSUF...there was TAUWF

T. A. U. W. F.



THE ASSOCIATION OF UNIVERSITY OF WISCONSIN FACULTIES

*Constitution
and
By - Laws*

OF

THE ASSOCIATION OF UNIVERSITY OF
WISCONSIN FACULTIES, INC.

1974-76
EXECUTIVE COMMITTEE

September 18, 1974

State Officers

President

Jerry B. Culver
UW-LaCrosse
608-785-1671, X263

Vice President

Michael R. Behr
UW-Superior

Secretary

Carol J. Marion
UW-Stevens Point

Treasurer

Gerald J. Scheppers
UW-Platteville

Executive Secretary

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UW-Eau Claire
139 W. Wilson St.
Madison, WI 53703
608-257-6177

Past President

Charles D. Kenney
UW-Superior

David R. Lund
UW-Eau Claire

Allen Nelson
UW-LaCrosse

Prof. Wil Pautz
UW-Eau Claire
Eau Claire, WI 54701

Dear Wil,

The enclosed document is sent for your reaction.
I would appreciate hearing from you at your earliest
convenience.

I do not know where this draft is now nor what
the timing is. Will keep you informed.

Sincerely,

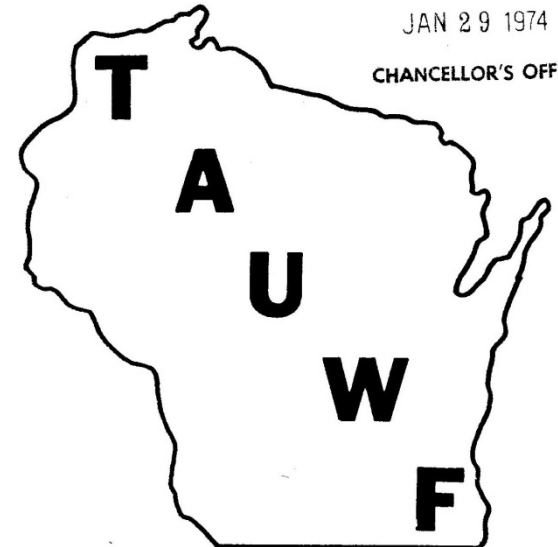
EDWARD J. MUZIK
Executive Secretary

ETM:jl

RECEIVED UW-EC

JAN 29 1974

CHANCELLOR'S OFFICE



JANUARY, 1974

Faculty Near Accord on Bargaining

By Leon Hughes
of The Journal Staff

Madison, Wis. — Faculty organizations are near agreement on the kind of collective bargaining law they want for the University of Wisconsin system, the Assembly Labor Committee was told Friday.

The committee held hearings on two bills, both of which would give faculty members essentially the same rights to bargain that other state employees have.

One of the bills is supported by the Wisconsin Education Association Council and the Association of University of Wisconsin Faculty (TAUWF).

The other measure was introduced at the request of the Wisconsin Federation of Teachers (WFT) and the Wisconsin AFL-CIO.

Each bill would allow faculty groups to bargain for wages, hours and conditions of employment and would permit the agency shop, which requires all employees to pay union dues or the equivalent.

The WEA-TAUWF bill would give faculty members the right to strike. The WFT-AFL-CIO bill would not.

for the Legislature to consider before the end of July.

Michael Bleicher, speaking for the Madison Chapter of the American Association of University Professors, said he believed that the compromise would be better than either of the two bills. Bleicher is chairman of the Mathematics Department at the Madison campus.

Policy Voice

Wilson Thiede, chairman of the University Committee (the executive committee of the Madison faculty), said his organization had been meeting with the other groups and believed that a bill would be agreed on.

He said the groups still must find a way to protect the faculty's voice in university policy.

Raymond Muntz, a social work professor in Madison, representing United Faculty, endorsed the idea of collective bargaining but said there still was not an overwhelming demand for it from the professors.

Leon Schur, an economics professor, at the UW—Milwaukee and chairman of a task force on collective bargaining,

said his group was neutral on the two bills before the committee but he said a compromise bill might be acceptable.

Robert Hansen, a chemistry professor at the UW—Platteville, said unionism was not suitable for university teachers.

Donald Smith, economic vice president of the UW system, said the administration was not taking a position on the bills but hoped action would be delayed until a bill could be perfected.

"It might be wise to look more carefully at the consequences," he said.

He added, however, that he was encouraged by the movement toward a compromise.

Like Rank and File

The committee also heard supporters and opponents of the proposal to give bargaining rights to the supervisory employees of local governments.

Lawton said supervisors in the public service were treated more like rank and file than were supervisors in private industry. Therefore they should have the right to bargain.

Roy Kubista, lobbyist for the American Federation of State, County and Municipal Em-

ployes, also endorsed the proposal, as did several supervisors' unions from the city of Milwaukee and Milwaukee County.

The bill was opposed by James J. Mortier, Milwaukee's labor negotiator, and Ed Johnson, executive director of the League of Wisconsin Municipalities.

Mortier said a municipality could not have a management team if its supervisors were unionized.

Johnson said supervisors would be reluctant to cross picket lines during a strike by other employees.

Father Rodriguez Marks Anniversary

Father Robert Rodriguez, Catholic pastor of Spanish speaking people in Kenosha County, will observe his 20th anniversary as a priest by celebrating mass at 11:30 a.m. Monday at Holy Trinity and Our Lady of Guadalupe Church, 613 S. 4th St. A lunch will be served there at 1 p.m.

Rodriguez is the priest in residence at St. James Catholic Church, Kenosha.

Professors May Ask Pay Bargaining

If the Legislature does not recognize the need for adequate salaries for University of Wisconsin professors, collective bargaining probably will come to the state's campuses, a UWM faculty member said Tuesday.

The prediction was made by Eric Schenker, a professor of economics and director of the university's Urban Research Center.

Schenker took part in a panel discussion on faculty salaries in the UWM Union, sponsored by the UWM chapter of the American Association of University Professors.

Gains Eroded

Schenker said inflation had eroded gains made by professors a few years ago and sub-

stantial increases were needed simply to catch up with the cost of living.

Although professors have been reluctant to turn to collective bargaining, Schenker said, they may feel it is the only way to obtain raises.

"I hope the Legislature will not just sweep this under the rug," Schenker said. "If it does, higher education, as we have known it in Wisconsin, will not continue."

Statistics Given

Schenker read from a table showing, he said, that since 1967 UW professors had lost buying power. Average salaries per academic year, by rank, are, in 1974: professor, \$21,729; associate professor, \$16,317; assistant professor, \$13,778. But in buying power,

Schenker said, the full professor has lost 10.1%; the associate professor 8.9%, and the assistant professor 8.6%, using 1967 as a base.

State Rep. Dennis J. Conta (D-Milwaukee), another member of the panel, said that while he could understand the needs of the faculty, it was unlikely that the Legislature would be enthusiastic about granting a large salary increase to professors.

The typical legislator, Conta said, is going to be concerned about avoiding a tax increase because that is the position that will please most of the people who vote for him.

"Most legislators do not represent constituencies that are very concerned about your salary increase," Conta said.

OPEN DAILY 9 to 5

CLEAROU

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SAVE 40% to 60%

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LOOK FOR US IN MILWAUKEE'S
BIGGEST SHOPPING CENTER
DOWNTOWN

Union for Faculty in Doubt

Madison, Wis. —UPI— Professors at the University of Wisconsin here probably never will be unionized, according to the chairman of the University Committee.

Steven H. Chaffee, head of the faculty's executive body, said a systemwide faculty union would not be established as long as faculty members at Madison, Milwaukee and the UW Extension continued to resist it.

He said that would hold true even if the State Legislature authorized collective bargaining as requested by the Association of University of Wisconsin Faculty, the group that represents professors at the former state university campuses.

"Six months or a year ago, I thought collective bargaining was an inevitable progression," said Chaffee. "But the Madison campus' resistance to it turns out to be not just a fear of the unknown or a stereotyped idea about unions."

The UW — Madison has a faculty governance structure under which the faculty runs the university, Chaffee said, and professors feel they could lose more than they could gain from a union.

"In addition, there is no longer so much of a national current in the direction of faculty collective bargain-

← 1976;

1979 →

UW unionization for faculty backed

By ELDON KNOCHE
Sentinel Madison Bureau

Madison — A bill to permit collective bargaining for the University of Wisconsin faculty was approved, 11 to 2, Wednesday by the Legislature's Joint Finance Committee.

The proposal, which education unions have pushed for several sessions, is expected to go to the Senate floor this month.

There is "sufficient support to pass it," said Sen. Gerald Kleczka (D-Milwaukee), committee co-chairman.

The bill is opposed by the UW administration.

"Collective bargaining is not in the best interest of the quality of the university," UW Senior Vice President Donald Smith said after the vote. "We think this is a mistake."

Smith said university administrators were particularly disappointed that negotiations would be conducted by the State Department of Employment Relations, not the UW Board of Regents.

Traditionally, the strongest opposition to collective bargaining has come from the UW — Madison and UW — Milwaukee faculty.

The greatest support for union bargaining has come from the former Wisconsin State University System in which the Association of Universi-

sentation before negotiations take place.

In other legislative activity:

• State Rep. Kevin Soucie (Milwaukee) Wednesday urged the Republican committee established "solely to block . . . wetlands legislation" should not get state exper-

According to Soucie, a Republican was excluded from the GOP's lands committee because he favored legislation to protect wetlands.

"The taxpayers of Wisconsin should not be expected to pick a tab for party politics," Soucie said.

• The Survey Committee on Exemptions debated a proposal. Sen. Peter Bear (D-Madison) would eliminate gasoline tax currently 7 cents a gallon — or hold for 18 months. The tax would then be gradually reimposed several years.

Gasohol is 90% gasoline and alcohol.

• Assembly Majority Leader Wahner (D-Milwaukee) said he would not pursue legislation to delay transportation of nuclear waste in Wisconsin.

New federal rules from the Environmental Regulatory Commission will provide the necessary safeguards, Wahner said.

Under the new federal "special rules," shippers of radioactive

Faculty bargaining still not a good idea

In votes sometimes too close for comfort, the Legislature over the years has killed bills giving collective bargaining rights to the University of Wisconsin System faculty and academic staff.

And such actions have always reflected the sentiment of the UW Board of Regents, which has voted against collective bargaining rights five times in the past 11 years.

But last week, in its closest vote ever, the board once again voiced opposition to unionization, but by a mere two votes. Where votes had sometimes been unanimous in opposition, the new vote was 8-6.

Obviously, the board is deeply split. What is more difficult to predict, however, is the effect the board's decision will have in the Legislature.

Bills to extend bargaining rights to faculty and academic staff are pending before state lawmakers, who return for deliberations later this month. One would affect faculty and staff; the other just academic staff. Both would exclude UW Extension personnel, and the faculty bill would exclude UW — Madison faculty.

Still, no matter who is excluded this time, passage will set the standard and bills for full unionization would not be far behind.

In 1984, when things got close, the state AFL-CIO let it be known, in no uncertain terms, that legislators who bucked the tide could expect no union support in the approaching elections.

A similar scenario could very well be played out this year, with higher stakes because of the regents' position.

Their vote indicates a near-majority have lost sight of unionization's impact on the principles of tenure, peer review and the shared governance of the system with the administration.

Would those regents, for example, be prepared to replace the influence of a department dean with that of a department steward?

Quite clearly, proponents of unionization now have another argument for passage of the pending bills: the division of the regents.

Sensible legislators must rely on logic, rather than passion, to cast their votes. There is much at stake.



THOMPSON



DOYLE

ment of rules on racing. He also cited the Racing Board's action to revoke the license of Dairyland Greyhound Park in Kenosha for failure to comply with those rules.

"So I think we're doing a fine job of preventing any type of criminal elements from coming into the state," Thompson said. "As far as Dairyland is concerned, they have broken some rules and regulations, and therefore the process has started by the Racing Board to revoke their license.

"It's a strong message to anybody: If you break the rules in Wisconsin, you are going to have your license revoked."

Regarding the lottery tickets, Thompson said that Lottery Director William Flynn was handling the matter, that the tickets may have been misplaced, not stolen, and that the tickets had been declared void.

Andrew Cohn, Doyle's executive assistant, accused the governor's office of distorting the issue. While Thompson maintained that Doyle's agency got a 7.4% increase

in funding, Cohn said the governor's vetoes left the department with a 1% decrease overall.

"The governor did not provide funds for the crime lab, the Division of Narcotics Enforcement, Division of Criminal Investigation or the Crime Information Bureau in the second year," Cohn said.

Cohn also took issue with Thompson's comment that each dog track had three security officers.

"The track personnel can handle violation of their rules, but investigations of criminal activity should be conducted by trained law enforcement officers," Cohn said.

Thompson rejected Doyle's latest appeal during a news conference he called to promote the Japan-Midwest US Associations Conference, which begins Monday in Milwaukee. He said more than 200 Japanese business executives would attend the two-day conference.

FACULTY ACTION DEcriED

During the news conference, Thompson also said that faculty at University of Wisconsin System campuses should not engage in a work slowdown as suggested Friday by the Association of University of Wisconsin Professionals.

The association, which represents faculty and staff in the UW System, is protesting what it considers a meager pay increase, but Thompson said that faculty on campuses in other states were tak-

ing pay cuts. He said a state employee strike would violate state law.

"So it seems to me, they're making a huge mistake," Thompson said. "I can't imagine that university professors would be breaking the law. It's against the law to strike."

The association asked 15,000 faculty and staff members to refrain from performing non-essential duties, but not to formally go out on strike. The association also renewed its call for collective-bargaining rights.

"I vetoed it, I think twice, and I'll veto it again," Thompson said.

TAPES CONTROVERSY DEFLECTED

The governor also said he had not listened to the UW "Health Line" tapes that provide frank information on sex and other subjects and did not intend to.

Thompson's chief of staff, Edward S. Marion, asked the UW System to review the tapes after a Florida lawyer complained about them, saying the tapes condone homosexuality and drug use.

"I believe that the university has got a responsibility to handle its own affairs," the governor said. "The complaint came in against them, and they should respond to it. We do not have a position on it."

The tapes were produced and distributed nationally to schools, hospitals and other organizations by UW-Madison's division of outreach and department of health and human issues.

*Milwaukee
Journal, Sept 28,
1991*

UW Milwaukee Faculty Senate Resolution on Collective Bargaining Rights:

Whereas, the faculty and academic staff at the University of Wisconsin System currently do not enjoy, under statute, the right to engage in collective bargaining;

And whereas that right is enjoyed by other professional employees of the state of

BE IT Resolved that the Faculty Senate of the University of Wisconsin-Milwaukee requests that the Senate and General Assembly of the State of Wisconsin enact legislation that will grant to the faculty and academic staff of the campuses of the University of Wisconsin System the right to engage in collective bargaining.

This resolution passed, 15 February 2001.

2001 Senate BILL 145

AN ACT **to renumber** 111.81 (1); **to renumber and amend** 111.83 (4); **to amend** 236.09 (4), 36.09 (4m), 111.83 (3), 111.83 (5) (a) to (c), (h) and (i), 111.84 (2) (c), 3111.91 (2) (a), 111.91 (4), 111.93 (2) and (3), 230.10 (2) and 230.34 (1) (ar); **to 4repeal and recreate** 111.81 (10); and **to create** 111.81 (1g), 111.81 (7) (f), 5111.81 (8m), 111.815 (4), 111.825 (2) (em) to (j) and (2m), 111.83 (4) (b) and 111.91 6(2) (br) of the statutes; **relating to:** employment relations for members of the University of Wisconsin System faculty and academic staff.

Analysis by the Legislative Reference Bureau

This bill extends the state Employment Labor Relations Act to cover the members of the faculty and academic staff of the University of Wisconsin (UW) System. Excluded from coverage are management employees and confidential employees.

2009 Wisconsin Act 28

SECTION 2255. CHAPTER 111. SUBCHAPTER VI

UNIVERSITY OF WISCONSIN SYSTEM FACULTY AND ACADEMIC STAFF LABOR
RELATIONS

111.98 Collective bargaining units. (1) Collective bargaining units for faculty and staff in the unclassified service of the state shall be structured with a collective bargaining unit for each of the following groups:

(a) Faculty of the University of Wisconsin–Madison.

(b) Faculty of the University of Wisconsin–Milwaukee.

(c) Faculty of the University of Wisconsin–Extension.

(cm) Faculty of the University of Wisconsin–Eau Claire.

(j) Academic staff of the University of Wisconsin–Madison and academic staff employed at the University of Wisconsin System administration.

(jm) Academic staff of the University of Wisconsin–Milwaukee.

(k) Academic staff of the University of Wisconsin–Extension.

(km) Academic staff of the University of Wisconsin–Eau Claire.

Table 1

Listing of attempts to extend collective bargaining rights to University of Wisconsin faculty and academic staff and relevant campaign variables

		Governor	State Senate	State Assembly	Faculty & Ac Staff Union Members	# State Fed	Officers # Field Staff	Employer Position	Student Position	MSN	Senate position	AFT-NEA peace?	Major media support?
1971-72	AB 1319	D	R	D	2700	1	1	Oppose		O	No	No	
1973-74	AJR 54	D	R	D	↓	1	1			O	N	N	
	AB 825									O	N	N	
	AB 828									O	N	N	
1975-76	AB 511	D	D	D	↓	1	1	O		O	N	N	
	AB 900							Support		O	N	N	
1977-78	SB 289	D	D	D	↑	2	1	O	S	O	N	N	
	SB 335							S		O	N	N	
	SB 363									O	N	N	
1979-80	SB 121	R	D	D	1785	3	2	O	O	O	N	N	
1981-82	AB 510 / SB 395	R	D	D	↓	2	2	O		O	N	N	
	AB 452 / SB 636									O	N	N	
1983-84	SB 174 / AB 282	D	D	D	↓	1	2	O		O	N	N	
1985-86	SB 170	D	D	D	1457	2	2	O		O	N	N	
	AB 229									O	N	N	
	AB 179 / SB 115									O	N	N	
1987-88	SB 25	R	D	D	↓	2	2	O	O	O	N	N	
	AB 24									O	N	N	
1989-90	SB 311	R	D	D	↓	1	1	O	S	O	Yes	N	
	SB 542	R	D	D			1			O	Y	N	
1991-92	SB 262	R	D	D	↓	1	1			O	Y	N	
	SB 425									O	Y	N	
1993-94	AB 829	R	D / R*	D	1000	1	1			O	Y	N	
	AB 933					1	1	O		O	Y	N	
1995-96	AB 925	R	R / D*	R	↓	1	1			O	Y	N	
1997-98	SB 14	R	D / R*	R	↓	1	1	O		O	Y	N	
1999-2000	SB 132	R	D	R	↓	2	2	O		O	Y	N	
2001-02	SB 145	R	D	R	↓	2	2	O	S	Neutral	Y	N	
2003-04		D	R	R	↑	2	2			N	Y	N	
2005-06	SB 452	D	R	R	↔	3**	3+	Neutral	S	N	Y	N	
2007	State Budget	D	D	R	↔	3**	3+	N	S	N	Y	Yes	
2007-08	SB 353	D	D	R	↔	2**	3+	N	S	N	Y	Y	
2009	State Budget	D	D	D	↔	2**	3+	N	S	N	Y	Y	

* Leadership switched mid-session because of special elections.

** Officers included AFT State Federation President.

Sources: State of Wisconsin Blue Book, Legislative Records, AFT records

Source:
Kniffin, K. M.
2011.
[Organizing to Organize: The case of a successful long-haul campaign for collective bargaining rights.](#)

Labor Studies Journal, 36:

222-262