

Unit Clarification Process
UW System

Academic Staff

What Is Unit Clarification?

- Unit clarification is the legal process used to ensure that membership in an existing collective bargaining unit is properly constituted.
- It is a review of your job duties and responsibilities to determine whether they are appropriate to the title given to the job, whether that title is an academic staff title or classified staff title, and whether that title is currently represented by a union.

What Is Unit Clarification?

- Academic staff (AS) is defined in Chapter 36 of the Wisconsin Statutes as:
"...professional and administrative personnel with duties, and subject to types of appointments, that are primarily associated with higher education institutions or their administration..."

Will Unit Clarification occur?

- Unit clarification may occur if a union petitions the Wisconsin Employment Relations Commission (WERC).
- UW System believes the assignment of employees to unclassified service to be appropriate under the relevant authority granted the Board of Regents.

Will Unit Clarification Occur?

- UW System does not believe that WERC has the authority to transfer employees from unclassified service to classified service.
- ***UW System plans to oppose any union request for unit clarification, and exert all efforts to ensure that UW employees retain the right to choose whether or not to be represented.***

What Might Unit Clarification Mean to Me?

- If unit clarification occurred and it was determined that the duties and responsibilities of your position do **not** meet the definition of an academic staff position, your position would be converted to a classified staff position.
- If the classified title is one for which there exists union representation, the movement to classified staff would mean placement in that union and automatic representation by that union. Depending on the method of dues payment, you may be required to pay dues.

What Might Unit Clarification Mean to Me?

- While unit clarification is not directly related to collective bargaining, an employee who is added to a union automatically through unit clarification will lose the right to vote on the matter.
- Union representatives approaching you at your workplace to discuss unit clarification is unacceptable.

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