

■ EMPLOYMENT PEACE ACT

TERMS:

Rights of Employees — Farmworkers and most other employees in Wisconsin have the right to organize, to form, join and assist labor organizations, to negotiate the terms of their employment through representatives of their own choosing, and to involve themselves in other lawful activities for their own benefit. Workers are also entitled not to become involved in any or all such activities. Employees cannot be required to make any payments to a labor organization, nor can employee payments to a labor organization be required as a condition of obtaining or continuing employment.

Representatives and Elections — Whenever a worker, a group of workers, or an employer, through a formal petition to the state employment relations commission, raises a question concerning the will of the workers to be represented for purposes of bargaining with their employer, the employment relations commission is required to respond by arranging a secret-ballot election to resolve the issue. The names of all persons or organizations submitted by any of the workers participating in the election must appear on the ballot, and workers must also be given the option of voting against representation by anyone named on the ballot. Representatives chosen by a majority of the workers in a particular workplace or bargaining unit must represent all the workers in the unit for bargaining purposes, though any worker or minority group of workers still has the right to present complaints at any time to their employer in person or through representatives of their own choosing.

Unfair Labor Practices by Employers — Among other prohibited acts, it is unlawful for an employer to interfere with workers in the exercise of the rights outlined above, to dominate or interfere with the formation or administration of a labor organization, to encourage or discourage membership in a labor organization, to refuse to negotiate with the representative of a majority of the workers in a bargaining unit, or to violate the terms of a union contract.

Agricultural Strikes — Any time a strike by agricultural workers could result in the loss of or serious damage to farm products produced in Wisconsin, the workers must give the employment relations commission at least 10 days' notice of their intention to strike. The commission must immediately notify the employer and take immediate steps to resolve the dispute.

ENFORCEMENT: *Wisconsin Employment Relations Commission, Madison, Wisconsin 53704 (608-243-2424).* A worker who believes that his or her rights under the Employment Peace Act have been restricted or violated may file a complaint with the Commission.

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any manner against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.