

ARTICLE III OBJECTIVES

Section 1: The objectives of the Union shall be:

- a) To promote the welfare of all state employees in general and ~~members of the~~ Fiscal and Staff Services employees bargaining unit in particular.
- b) To pursue fair and improved wages, hours and working conditions for ~~Fiscal and~~ Staff Services employees.
- c) To promote just and equitable hiring and promotional practices based on responsibilities, professional excellence and professional requirements.
- d) To promote objective methods of judging meritorious service.
- e) To raise the standards of the public employee profession and to promote the use of the best management practices in State government.
- f) To advance and protect the integrity of efficient, honest government in Wisconsin.
- g) To bring the locals of AFT-W into a relationship of mutual assistance and cooperation with each other and with organized labor.
- h) To pursue the objectives of the Union by all lawful means including collective bargaining, cooperation with all elected state officials, supporting legislation, affiliation with other employee organizations, litigation and promulgation of information about the membership of WPEC.

ARTICLE IV MEMBERSHIP

Section 1: Regular membership shall be available to classified and unclassified employees of the State of Wisconsin, University of Wisconsin Hospital and Clinic Authority (hereinafter: UWHCA), University of Wisconsin-Madison, University of Wisconsin System, and any other Wisconsin State Public entity that perform ~~members of the~~ Fiscal and Staff Services bargaining unit of State of Wisconsin employees and members of the Fiscal and Staff bargaining unit of the University of Wisconsin Hospital and Clinics Authority (hereinafter: UWHCA). Any person so employed whose employment has been terminated and who has a grievance pending concerning the termination shall continue to be eligible for regular membership in the Union.

Section 2: Regular members of the Union who are no longer eligible to continue regular membership, due to retirement from State service, retirement from the UWHCA or leave of absence, shall be admitted, upon application, as associate members without voting rights.

~~**Section 3:** Other individuals outside the jurisdiction of either fiscal and staff bargaining unit shall be admitted, upon approval by the WPEC Executive Council, as associate members without voting rights. The Executive Council shall draft and publish guidelines which it shall follow in approving the admission as associate members of individuals who are outside the jurisdiction of either fiscal and staff bargaining unit who request membership.~~

Section 43: Application for membership shall be made in the manner and form prescribed by the Executive Council.

Section 54: No person otherwise eligible for membership in this Union shall be denied membership on the basis of race, creed, color, national origin, gender, political belief, disability or sexual orientation.

Section 65: Dues for members shall be assessed as defined in the By-laws of the Union. Dues are to be obtained through payroll deductions, whenever possible, ~~as provided by State law and by agreement with the UWHCA.~~ Dues not obtainable through payroll deduction shall be collected in the manner and form prescribed by the Executive Council. Dues shall increase automatically in an amount equal to any increase in per-capita payments required by the AFT-W and AFT at the time such increases occur.