

STATE OF WISCONSIN
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

**JULY 1, 2001
JUNE 30, 2003**

Judith Neumann
Chair
Paul Gordon
Commissioner
Susan J. M. Bauman
Commissioner



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**State of Wisconsin
Wisconsin Employment Relations Commission**

Dear Governor:

The following is the Biennial Report of the Wisconsin Employment Relations Commission for 2001-2003 biennium. The report represents a compilation of the statistical and subjective record of the agency over this period. The agency continues to maintain its statewide and national recognition for competence, fairness and integrity as the administrative agency for the Wisconsin Labor Relations Statutes.

As a Commission, we look forward to maintaining that hard working reputation through the continued exercise of diligence and professionalism in the performance of our duties.

Respectfully Submitted

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Handwritten signature of Judith Neumann in cursive.

Judith Neumann
Chairperson

Handwritten signature of Paul Gordon in cursive.

Paul Gordon
Commissioner

Handwritten signature of Susan J. M. Bauman in cursive.

Susan J. M. Bauman
Commissioner

The Governor of Wisconsin

State Capitol

Madison, Wisconsin

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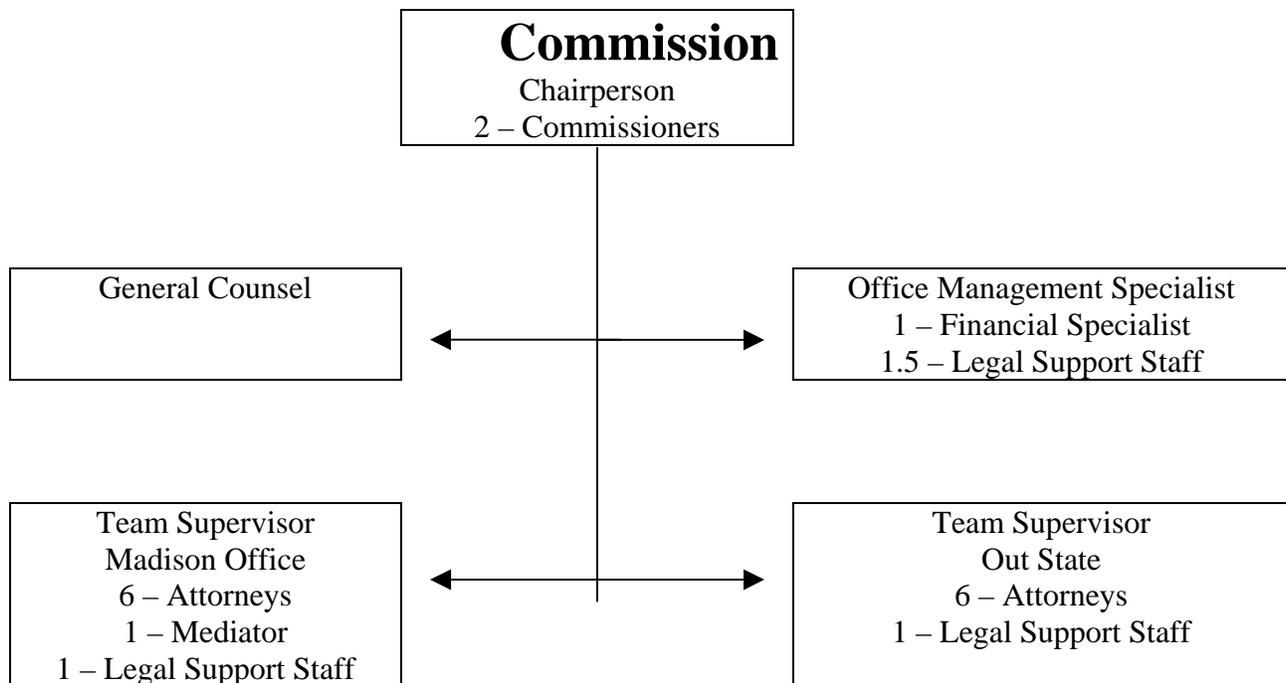
The Agency:

Organization: The Wisconsin Employment Relations Commission consists of three Commissioners appointed by the Governor, with the consent of the Senate, for six year terms with one Commissioner designated by the Governor to serve as chairperson for a two-year term.

At the commencement of the biennium the Commissioners were: James R. Meier (Chairperson), A. Henry Hempe and Paul A. Hahn. In January 2002 James A. Meier resigned his position. In March 2002 Steven R. Sorenson was appointed as Chairperson. In January 2003 Steven R. Sorenson left his position. In April 2003 Judith M. Neumann was appointed Chairperson. In March 2003 the term of Paul A. Hahn expired. In May 2003 Paul Gordon was appointed Commissioner. In June 2003 A. Henry Hempe resigned his position. In June 2003 Susan J. M. Bauman was appointed Commissioner.

Accordingly, at the close of the biennium the Commission comprised Judith M. Neumann (Chair), Paul Gordon, and Susan J. M. Bauman. The Commission's organization is charted as follows:

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION
Organizational Chart**



Performance and Operation:

The Commission continued to follow a strategic plan that outlines the goals and purposes of the Wisconsin Employment Relations Commission. Those established goals and purposes are to promote peaceful labor relations and collective bargaining in private, municipal, and state employment through the processes established by the Wisconsin Employment Peace Act, the Municipal Employment Relations Act, and the State Employment Labor Relations Act, (Subchapters I, IV and V of Chapter 111, Wisconsin Statutes) and avoid the costly consequences of strikes and lockouts and other interruptions of services and production. The Commission conducts elections to determine bargaining units and bargaining representatives, referenda with respect to all union, maintenance of membership and fair share agreements, and issues decisions in the adjudication of unfair labor practice, election, unit clarification and declaratory ruling cases. It also mediates collective bargaining disputes and provides arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements.

The agency also provides services through labor management consensus bargaining training. This portion of the program continues under the direction of the commission and other members of the professional staff. The establishment of a best practices initiative is an example of the activities of the labor management consensus bargaining program.

Major Program Goals and Objectives

The Commission has continued to enunciate and maintain its commitment to improving the quality and the timeliness of its services.

Technology development has been a prominent goal of the agency. The website maintained by the agency has experienced increased use and has become an effective communication tool of the agency. The agency has an agreement with the State Bar of Wisconsin wherein the State Bar of Wisconsin published all current decisions of the agency on its website. Grievance arbitration awards and Commission decisions can also be found on the website and through a CD-ROM subscription. The Wisconsin Association of School Boards publishes a digest of Agency decisions.

Biennial Caseload Summary

During the 2001 – 2003 biennium there were 2473 new cases filed with the Commission and 2369 cases were closed. Included within the closed cases were 19 wherein the Commission issued declaratory rulings and 79 where representation votes were conducted. Also, the commissioners and staff issued 275 grievance arbitration awards and 44 unfair labor practice/prohibited practice decisions. As part of the closed cases, there were 614 closed INT/ARB cases involving municipalities excluding police and fire department cases and of those 489 or 79% resulted in voluntary settlements following the Commission investigation (intensive mediation). There were also 126 municipal interest arbitration cases involving police and fire of which 96 or 76% were resolved during the Commission's investigation.

Court Activity During the Biennium

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of nine Commission cases. At the Circuit Court level, all five decisions affirmed the Commission's decision. In the Court of Appeals, two Commission decisions were affirmed and one decision was reversed. In the Supreme Court one Commission decision was reversed.

TOTAL CASES PROCESSED BY THE COMMISSION 2001 – 2003*

PRIVATE EMPLOYMENT CASES

	<u>Cases Pending 07/01/2001</u>	<u>Cases Received 2001-2002</u>	<u>Closed 2001-2002 Cases</u>	<u>Employees</u>	<u>Cases Pending 7/1/2002</u>	<u>Cases Received 2002-2003</u>	<u>Closed 2002-2003 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2003</u>
Complaint-CE	9	10	15	6	4	5	3	0	6
Complaint-Cw (Individual)	1	0	1	1	0	0	0		0
Election-E	0	3	1	4	2	1	2	7	1
Election-E(u/c)	0	0	0		0	0	0		0
Referendum-R	0	0	0		0	1	0		1
Election/Referendum-E/R	0	0	0		0	0	0		0
Arbitration-A	52	77	89	1561	40	57	61	1347	36
Mediation-M	4	6	8	2993	2	1	3	5	0
Declaratory Ruling-DR	3	0	2	1078	1	0	1	900	0
LMC	0	0	0		0	0	0		0
TOTALS:	69	96	116	5643	49	65	70	2259	44

MUNICIPAL EMPLOYMENT CASES

	<u>Cases Pending 07/01/2001</u>	<u>Cases Received 2001-2002</u>	<u>Closed 2001-2002 Cases</u>	<u>Employees</u>	<u>Cases Pending 7/1/2002</u>	<u>Cases Received 2002-2003</u>	<u>Closed 2002-2003 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2003</u>
Election-ME	25	69	51	984	43	62	59	970	46
Election-ME(u/c)	39	45	46	615	38	47	34	336	51
Referendum-MR	0	1	1	122	0	0	0		0
Declaratory Ruling-DR(M)	7	11	6	1053	12	5	9	3	8
Complaint-MP	127	87	119	31	95	113	95	31	113
Arbitration-MA	254	380	367	6098	267	412	395	3616	284
Interest Arbitration-MIA	50	67	58	1640	59	62	68	5660	53
Interest Arbitration-INT/ARB	193	400	308	33247	285	277	306	35180	256
Mediation-MM	47	116	85	12171	78	87	118	12605	47
Fact Finding-FF	1	4	2	9	3	2	2	5	3
LMC-M	23	15	14	206	24	34	21	332	37
TOTALS:	766	1195	1057	56176	904	1101	1107	58738	898

• This data is computer generated and may contain minor errors.

STATE EMPLOYMENT CASES

	<u>Cases Pending 07/01/2001</u>	<u>Cases Received 2001-2002</u>	<u>Closed 2001-2002 Cases</u>	<u>Employees</u>	<u>Cases Pending 7/1/2002</u>	<u>Cases Received 2002-2003</u>	<u>Closed 2002-2003 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2003</u>
Election-SE	0	0	0		0	1	1	875	0
Election-SE(u/c)	3	0	0		3	0	3	803	0
Referendum-SR	0	1	1	8100	0	0	0		0
Complaint-PP(S)	9	5	7	1	7	8	4	0	11
Arbitration-SA	2	0	2	1	0	0	0		0
Mediation-SM	0	0	0		0	0	0		0
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-DR(S)	0	1	1	1	0	0	0		0
LMC-S	0	0	0		0	0	0		0
TOTALS:	14	7	11	8103	10	9	8	1678	11
GRAND TOTALS	<u>849</u>	<u>1298</u>	<u>1184</u>	<u>69922</u>	<u>963</u>	<u>1175</u>	<u>1185</u>	<u>62675</u>	<u>953</u>

TOTAL CASES PROCESSED BY THE COMMISSION 07/01/01 – 06/30/03

WISCONSIN EMPLOYMENT PEACE ACT

Private Employment Respondent Complaint (Ce) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	2	1	2	0	1	0	1	0
Individual	1	4	4	4	1	0	0	0	1
Union	6	5	9	2	2	5	2	0	5
Totals	9	10	15	6	4	5	3	0	6

Disposition of Closed (Ce) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	6	0	0	0
Settled or Withdrawn	9	6	3	0
Totals	15	6	3	0

Private Employment Union Respondent Complaint (Cw) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	0	0		0	0	0	
Individual	1	0	1	1	0	0	0		0
Union	0	0	0		0	0	0		0
Totals	1	0	1	1	0	0	0	0	0

Disposition of Closed (Cw) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

Private Employment Election (E) and Unit Clarification E(u/c) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Employer	0	0	0		0	0	0		0
Individual	0	1	0		1	0	1	1	0
Jointly	0	0	0		0	0	0		0
Union	0	2	1	4	1	1	1	6	1
Totals:	0	3	1	4	2	1	2	7	1

Disposition of Closed Election (E) and Unit Clarification E (u/c) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Petition for Election	1	4	1	1
Vote Conducted:	1	4	1	1
Bargaining Representative Selected:	1	4	0	0
Bargaining Representative Rejected:	0	0	1	1
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	1	4	1	1

Private Employment Referendum (R) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	1	0		1
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	1	0	0	1

Disposition of Closed "R" Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	0	0
All Union Agreements Authorized:	0	0	0	0
All Union Agreements Rejected:	0	0	0	0
Totals	0	0	0	0

Private Employment Grievance Arbitration (A) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	4	4	3	0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	8	27	20	432	15	18	21	997	12
Union	44	46	65	1126	25	39	40	350	24
Totals	52	77	89	1561	40	57	61	1347	36

Disposition of Closed (A) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
	Award Issued:	23	308	25
Settled or Withdrawn	61	1248	29	775
Totals	84	1556	54	1326

Private Employment Mediation (M) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	3	3	208	0	1	1	0
Individual	0	0	0		0	0	0		0
Jointly	3	3	4	2760	2	0	2	5	0
Union	1	0	1	25	0	0	0		0
Totals	4	6	8	2993	2	1	3	5	0

Disposition of Closed (M) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	1	5
Totals	0	0	1	5

Private Declaratory Ruling (DR) Cases Processed 07/01/2001 - 06/30/2003

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	3	0	2	1078	1	0	1	900
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	3	0	2	1078	1	0	1	900	0

Disposition of Closed "DR" Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/ Withdrawn	2	1078	1	900
Declaratory Rulings Issued	0	0	0	0
Totals	2	1078	1	900

MUNICIPAL EMPLOYMENT RELATIONS ACT

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2001 -06/30/2003

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City	12	25	14	152	23	30	29	462	24
Employer	1	2	1	23	2	5	4	138	3
Individual	0	2	1	3	1	3	2	17	2
Jointly	0	0	0		0	0	0		0
Union	11	21	12	126	20	22	23	307	19
School	17	23	21	771	19	29	25	390	23
Employer	2	2	2	7	2	5	3	7	4
Individual	1	0	1	3	0	2	1	80	1
Jointly	0	0	0		0	0	0		0
Union	14	21	18	761	17	22	21	303	18
County	17	38	36	542	19	29	16	233	32
Employer	2	6	4	14	4	3	1	1	6
Individual	0	6	5	77	1	2	2	50	1
Jointly	1	0	1	6	0	1	0		1
Union	14	26	26	445	14	23	13	182	24
Village	9	17	13	52	13	6	17	148	2
Employer	1	0	1	5	0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	8	17	12	47	13	5	17	148	1
Town	4	2	4	18	2	7	1	1	8
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	4	2	4	18	2	7	1	1	8

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2001 - 06/30/2003 (CONTINUED)

	<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>
	<u>Pending</u>	<u>Received</u>	<u>2001-2002</u>		<u>Pending</u>	<u>Received</u>	<u>2002-2003</u>		<u>Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/01/2002	2002-2003	Cases	Employees	06/30/2003
VTAE Districts	1	1	1	1	1	1	0		2
Employer	1	1	1	1	1	0	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	1	0		1
Misc. Municipal	4	8	8	63	4	7	5	72	6
Employer	1	1	1	2	1	0	1	0	0
Individual	0	1	1	8	0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	3	6	6	53	3	6	4	72	5
Totals	64	114	97	1599	81	109	93	1306	97

Disposition of Closed Election (ME) and Unit Clarification ME(u/c) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Petition for Election	43	959	48	892
Vote Conducted:	37	852	40	762
Bargaining Representative Selected:	31	760	33	421
Bargaining Representative Rejected:	6	92	7	341
Petition Dismissed:	6	107	8	130
Petition for Unit Clarification	20	59	10	19
Unit Clarified:	17	49	9	18
Petition Withdrawn / Dismissed:	3	10	1	1
Totals	63	1018	58	911

Municipal Employment Referendum (MR) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
School	0	1	1	122	0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	122	0	0	0		0
Union	0	0	0		0	0	0		0
County	0	0	1		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Village	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Town	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0

Municipal Employment Referendum (MR) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
VTAE Districts	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Misc. Municipal	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	1	1	122	0	0	0	0	0

Disposition of Closed (MR) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	1	122	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City	1	2	1	0	2	2	2	0	2
Employer	1	2	1	0	2	1	2	0	1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	1	0		1
School	2	6	3	403	5	2	3	0	4
Employer	1	5	2	403	4	1	2	0	3
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	1	0	1	1	1	0	1
County	2	2	1	650	3	1	2	3	2
Employer	2	2	1	650	2	0	2	3	1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	1	0		1
Village	1	1	1	0	1	0	1	0	0
Employer	1	1	1	0	1	0	1	0	0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Town	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
VTAE Districts	1	0	0		1	0	1	0	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	0	0		1	0	1	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Misc. Municipal	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	7	11	6	1053	12	5	9	3	8

Disposition of Closed DR(M) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
City	1	0	2	0
Dismissed - Settled/Withdrawn	0	0	1	0
Declaratory Rulings Issued	1	0	1	0
School	3	403	3	0
Dismissed - Settled/Withdrawn	3	403	3	0
Declaratory Rulings Issued	0	0	0	0
County	1	650	2	3
Dismissed - Settled/Withdrawn	1	650	1	3
Declaratory Rulings Issued	0	0	1	0
Village	1	0	1	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	0	1	0
Town	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0

Disposition of Closed DR(M) Cases (CONTINUED)

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
VTAE Districts	0	0	1	0
Dismissed - Settled/Withdrawn	0	0	1	0
Declaratory Rulings Issued	0	0	0	0
Misc. Municipal	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	6	1053	9	3
Dismissed - Settled/Withdrawn	4	1053	6	3
Declaratory Rulings Issued	2	0	3	0

Municipal Prohibited Practice (MP) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City	29	18	27	4	20	39	26	13	33
Employer	2	1	2	0	1	2	1	0	2
Individual	3	3	2	3	4	4	3	4	5
Union	24	14	23	1	15	33	22	9	26
School	49	32	46	18	35	35	34	10	36
Employer	1	1	1	0	1	2	0		3
Individual	5	3	4	7	4	2	5	5	1
Union	43	28	41	11	30	31	29	5	32

Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
County	30	26	29	4	27	27	27	5	27
Employer	1	1	1	0	1	1	2	0	0
Individual	3	6	4	2	5	5	2	2	8
Union	26	19	24	2	21	21	23	3	19
Village	4	7	4	0	7	4	5	3	6
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	4	7	4	0	7	4	5	3	6
Town	3	1	4	0	0	4	0		4
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	3	1	4	0	0	4	0		4
VTAE Districts	10	2	9	5	3	1	2	0	2
Employer	0	0	0		0	0	0		0
Individual	5	0	5	5	0	1	0		1
Union	5	2	4	0	3	0	2	0	1
Misc. Municipal	2	1	0		3	3	1	0	5
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	2	1	0		3	3	1	0	5
Totals	127	87	119	31	95	113	95	31	113

Disposition of Closed (MP) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
City	27	4	26	13
Decision Issued:	6	1	4	4
Settled or Withdrawn	21	3	22	9
School	46	18	34	10
Decision Issued:	7	1	7	2
Settled or Withdrawn	39	17	27	8
County	28	4	28	5
Decision Issued:	5	1	2	0
Settled or Withdrawn	23	3	25	5
Village	4	0	5	3
Decision Issued:	0	0	1	2
Settled or Withdrawn	4	0	4	3
Town	4	0	0	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	4	0	0	0
VTAE Districts	9	5	2	0
Decision Issued:	4	5	1	0
Settled or Withdrawn	5	0	1	0
Misc. Municipal	0	0	1	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	1	0
Totals	119	31	95	31
Decision Issued:	22	8	15	8
Settled or Withdrawn	96	23	80	23

Municipal Employment Grievance Arbitration (MA) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City									
Employer	0	1	0		1	0	1	1	0
Individual	0	0	0		0	0	0		0
Jointly	5	9	8	49	6	7	7	5	6
Union	73	97	105	1635	65	111	100	945	76
	78	107	113	1684	72	118	108	951	82
School									
Employer	0	0	0		0	1	1	1	0
Individual	0	0	0		0	0	0		0
Jointly	11	8	11	210	8	19	14	196	13
Union	42	95	70	678	67	81	95	1006	53
	53	103	81	888	75	101	110	1203	66
County									
Employer	0	1	0		1	0	0		1
Individual	0	0	0		0	0	0		0
Jointly	6	11	15	290	2	21	14	228	9
Union	88	120	118	2665	90	129	127	1094	92
	94	132	133	2955	93	150	141	1322	102
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	3	0		4	0	4	35	0
Union	10	18	20	80	8	17	14	45	11
	11	21	20	80	12	17	18	80	11
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	1	0		1
Union	3	3	3	17	3	7	5	44	5
	3	3	3	17	3	8	5	44	6

Municipal Employment Grievance Arbitration (MA) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
VTAE Districts									
Employer	0	0	0		0	1	1	1	0
Individual	0	0	0		0	0	0		0
Jointly	2	0	2	2	0	0	0		0
Union	7	6	8	346	5	7	5	4	7
	9	6	10	348	5	8	6	5	7
Misc. Municipal									
Employer	1	0	1	0	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	3	3	9	1
Union	5	7	6	126	6	7	4	2	9
	6	8	7	126	7	10	7	11	10
Totals	254	380	367	6098	267	412	395	3616	284

Disposition of Closed (MA) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
City	113	1909	108	840
Award Issued:	39	834	21	469
Settled or Withdrawn	74	1075	87	371
School	75	885	104	1198
Award Issued:	29	227	39	86
Settled or Withdrawn	46	658	71	1112

Disposition of Closed (MA) Cases (CONTINUED)

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
County	126	2349	132	1314
Award Issued:	45	879	37	91
Settled or Withdrawn	88	1470	104	1223
Village	20	72	18	79
Award Issued:	3	11	4	31
Settled or Withdrawn	17	61	14	48
Town	3	17	5	36
Award Issued:	0	0	0	0
Settled or Withdrawn	3	17	5	36
VTAE Districts	10	177	6	4
Award Issued:	4	3	2	1
Settled or Withdrawn	6	174	4	3
Misc. Municipal	7	126	7	3
Award Issued:	2	0	1	1
Settled or Withdrawn	5	126	6	2
Totals	361	5535	395	3474
Award Issued:	122	1954	104	679
Settled or Withdrawn	234	3581	291	2795

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
		07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
		City	22	31	24	770	29	34	34	4182
	Law Enforcement	16	24	19	432	21	26	28	3936	19
	Fire Fighters	6	7	5	338	8	8	6	246	10
County	14	19	18	703	15	17	20	1231	12	
	Law Enforcement	13	19	17	653	15	17	20	1231	12
	Fire Fighters	1	0	1	50	0	0	0		0
Village	8	12	11	95	9	8	10	119	7	
	Law Enforcement	7	9	9	78	7	8	8	100	7
	Fire Fighters	1	3	2	17	2	0	2	19	0
Town	6	3	4	63	5	3	4	128	4	
	Law Enforcement	4	1	3	55	2	3	1	16	4
	Fire Fighters	2	2	1	8	3	0	3	112	0
Misc. Municipal	0	2	1	9	1	0	0			1
	Law Enforcement	0	1	1	9	0	0	0		0
	Fire Fighters	0	1	0		1	0	0		1
	Totals:	50	67	58	1640	59	62	68	5660	53

Disposition of Closed (MIA) Cases 07/01/2001 - 06/30/2002

		<u>Closed</u>		<u>Initiated By</u>			<u>Resolved In Consent Investigation</u>	<u>Settled By Arbitrator</u>	<u>Awards Issued</u>	<u>Employer Offer Selected</u>	<u>Union Offer Selected</u>	
		<u>Cases Award</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>	<u>Jointly</u>						
	Firefighter	5	338	3	2	0	5	0	0	0	0	0
	Law Enforcement	19	432	17	2	0	15	0	3	1	2	0
County	18	703	16	2	0	15	0	3	2	1	0	
	Firefighter	1	50	0	1	0	1	0	0	0	0	0
	Law Enforcement	17	653	16	1	0	14	0	3	2	1	0

Disposition of Closed (MIA) Cases 07/01/2001 - 06/30/2002 (CONTINUED)

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Consent Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	
	Cases Award	Employees	Union	Employer	Jointly						
Village	11	95	10	1	0	7	0	2	1	1	0
Firefighter	2	17	2	0	0	2	0	0	0	0	0
Law Enforcement	9	78	8	1	0	5	0	2	1	1	0
Town	4	63	3	1	0	1	0	3	1	2	0
Firefighter	1	8	1	0	0	0	0	1	1	0	0
Law Enforcement	3	55	2	1	0	1	0	2	0	2	0
Misc. Municipal	1	9	1	0	0	1	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	1	9	1	0	0	1	0	0	0	0	0
Totals	58	1640	50	8	0	44	0	11	5	6	0

Disposition of Closed (MIA) Cases 07/01/2002 - 06/30/2003

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Consent Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	
	Cases Award	Employees	Union	Employer	Jointly						
City	34	4182	32	2	0	30	0	2	1	0	1
Firefighter	6	246	5	1	0	5	0	1	1	0	0
Law Enforcement	28	3936	27	1	0	25	0	1	0	0	1
County	20	1231	19	1	0	14	0	3	2	1	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	20	1231	19	1	0	14	0	3	2	1	0
Village	10	119	8	2	0	7	0	3	1	2	0
Firefighter	2	19	1	1	0	1	0	1	1	0	0
Law Enforcement	8	100	7	1	0	6	0	2	0	2	0

Disposition of Closed (MIA) Cases 07/01/2002 - 06/30/2003 (CONTINUED)

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Consent Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	
	Cases Award	Employees	Union	Employer	Jointly						
Town	4	128	3	1	0	1	0	3	2	1	0
Firefighter	3	112	2	1	0	1	0	2	1	1	0
Law Enforcement	1	16	1	0	0	0	0	1	1	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Totals	68	5660	62	6	0	52	0	11	6	4	1

Municipal Employment Interest-Arbitration (INT/ARB) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City	46	49	61	5476	34	68	37	1890	65
Employer	7	7	9	381	5	27	4	41	28
Jointly	0	1	1	43	0	2	1	0	1
Union	39	41	51	5052	29	39	32	1849	36
School	57	237	135	17643	159	103	181	25976	81
Employer	22	166	73	13464	115	45	124	22277	36
Jointly	1	4	2	100	3	0	3	753	0
Union	34	67	60	4079	41	58	54	2946	45
County	68	86	81	9348	73	71	65	6672	79
Employer	11	23	16	1615	18	15	13	914	20
Jointly	0	0	0		0	1	1	120	0
Union	57	63	65	7733	55	55	51	5638	59
Village	11	14	18	195	7	16	12	75	11
Employer	2	2	3	19	1	6	2	9	5
Jointly	0	0	0		0	0	0		0
Union	9	12	15	176	6	10	10	66	6

Municipal Employment Interest-Arbitration (INT/ARB) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Town	3	5	3	18	5	7	3	24
Employer	2	1	2	9	1	5	1	6	5
Jointly	0	0	0		0	0	0		0
Union	1	4	1	9	4	2	2	18	4
VTAE Districts	3	4	5	314	2	2	2	389	2
Employer	1	1	1	99	1	0	0		1
Jointly	1	0	1	0	0	0	0		0
Union	1	3	3	215	1	2	2	389	1
Misc. Municipal	5	5	5	253	5	10	6	154	9
Employer	1	2	0		3	2	3	135	2
Jointly	0	0	0		0	0	0		0
Union	4	3	5	253	2	8	3	19	7
Totals	193	400	308	33247	285	277	306	35180	256

Disposition of Closed (INT/ARB) Cases 07/01/2001 - 06/30/2002

	<u>Closed</u>		<u>Initiated By</u>			<u>Resolved In Consent Investigation</u>	<u>Settled By Arbitrator</u>	<u>Awards Issued</u>	<u>Employer Offer Selected</u>	<u>Union Offer Selected</u>	
	<u>Cases Award</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>							
				<u>Jointly</u>							
City	61	5476	51	9	1	56	0	6	2	2	0
School	135	17643	60	73	2	105	0	11	9	1	1
County	81	9348	65	16	0	69	0	6	4	3	1
Village	18	195	15	3	0	15	0	3	2	1	0
Town	3	18	1	2	0	1	0	1	1	1	0
VTAE Districts	5	410	3	1	1	5	0	1	0	1	0
Misc. Municipal	5	253	5	0	0	5	0	0	0	0	0
Totals	30	33343	200	104	4	256	0	28	18	9	2

Disposition of Closed (INT/ARB) Cases 07/01/2002 - 06/30/2003

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Consent Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	
	Cases Award	Employees	Union	Employer	Jointly						
City	37	1900	32	4	1	31	0	4	2	1	1
School	181	26055	54	124	3	129	0	7	6	1	0
County	65	6672	51	13	1	54	0	4	3	1	0
Village	12	75	10	2	0	9	0	2	1	1	0
Town	3	24	2	1	0	3	0	0	0	0	0
VTAE Districts	2	389	2	0	0	2	0	0	0	0	0
Misc. Municipal	6	154	3	3	0	5	0	0	0	0	0
Totals	306	35269	154	147	5	233	0	17	12	4	1

Municipal Employment Mediation (MM) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City	13	28	28	3575	13	22	19	1654	16
Employer	1	3	3	2334	1	1	1	85	1
Individual	0	0	0		0	0	0		0
Jointly	5	12	11	438	6	10	11	1489	5
Union	7	13	14	803	6	11	7	80	10
School	19	50	35	7736	34	44	61	8781	17
Employer	0	7	1	12	6	5	7	3033	4
Individual	0	0	0		0	0	0		0
Jointly	11	19	15	6213	15	24	32	3991	7
Union	8	24	19	1511	13	15	22	1757	6
County	7	26	11	683	22	9	23	1258	8
Employer	1	11	3	98	9	2	8	105	3
Individual	0	0	0		0	0	0		0
Jointly	4	8	5	420	7	2	7	432	2
Union	2	7	3	165	6	5	8	721	3

Municipal Employment Mediation (MM) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Village	6	3	5	21	4	2	5	23	1
Employer	1	1	0		2	2	3	18	1
Individual	0	0	0		0	0	0		0
Jointly	3	2	4	20	1	0	1	1	0
Union	2	0	1	1	1	0	1	4	0
Town	0	4	1	1	3	3	5	17	1
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	2	1	1	1	2	2	11	1
Union	0	2	0		2	1	3	6	0
VTAE Districts	0	3	3	138	0	3	1	850	2
Employer	0	1	1	0	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	93	0	1	1	850	0
Union	0	1	1	45	0	2	0		2
Misc. Municipal	2	2	2	17	2	4	4	22	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	2	1	2	17	1	4	3	16	2
Union	0	1	0		1	0	1	6	0
Totals	47	116	85	12171	78	87	118	12605	47

Disposition of Closed (MM) Cases

	<u>07/01/2001 - 06/30/2002</u>						<u>07/01/2002 - 06/30/2003</u>					
	Settled by Mediation		To Final and Binding Arbitration		Neither		Settled by Mediation		To Final and Binding Arbitration		Neither	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	25	3131	3	444	0	0	15	1639	2	13	2	2
School	23	7062	12	674	0	0	47	7191	11	1378	2	132
County	10	673	1	10	0	0	21	1226	1	0	0	0
Village	5	21	0	0	0	0	4	11	0	0	1	12
Town	1	1	0	0	0	0	4	16	1	1	0	0
VTAE Districts	3	138	0	0	0	0	1	850	0	0	0	0
Misc. Municipal	2	17	0	0	0	0	3	16	1	6	0	0
Totals	69	11043	16	1128	0	0	95	10949	16	1398	5	146

Municipal Fact Finding (FF) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	City	1	0	1	5	0	1	0	0
Employer	1	0	1	5	0	0	0	0	0
Individual	0	0	0		0	0	0	0	0
Jointly	0	0	0		0	0	0	0	0
Union	0	0	0		0	1	0	0	1
School	0	0	0		0	0	0	0	0
Employer	0	0	0		0	0	0	0	0
Individual	0	0	0		0	0	0	0	0
Jointly	0	0	0		0	0	0	0	0
Union	0	0	0		0	0	0	0	0

Municipal Fact Finding (FF) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
County	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Village	0	4	1	4	3	1	2	5	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	4	1	4	3	1	2	5	2
Town	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
VTAE Districts	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Misc. Municipal	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	1	4	2	9	3	2	2	5	3

Disposition of Closed (FF) Cases 07/01/2001 - 06/30/2002

	<u>Closed</u>		<u>Initiated By</u>			Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Cases	Employees	Union	Employer	Jointly			
City	1	5	0	1	0	1	0	0
School	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0
Village	1	4	1	0	0	1	0	0
Town	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0
Totals	2	9	1	1	0	2	0	0

Disposition of Closed (FF) Cases 07/01/2002 - 06/30/2003

	<u>Closed</u>		<u>Initiated By</u>			Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Cases	Employees	Union	Employer	Jointly			
City	0	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0
Village	2	5	2	0	0	2	0	0
Town	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0
Totals	2	5	2	0	0	2	0	0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2001 - 06/30/2003

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
City									
Employer	1	0	0		1	0	1	0	0
Individual	0	0	0		0	0	0		0
Jointly	3	3	1	0	5	0	4	27	1
Union	1	0	0		1	0	1	16	0
	5	3	1	0	7	0	6	43	1
School									
Employer	1	0	1	10	0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	9	5	6	127	8	17	7	103	18
Union	1	0	1	4	0	0	0		0
	11	5	8	141	8	18	7	103	19
County									
Employer	1	0	0		1	0	1	26	0
Individual	0	0	0		0	0	0		0
Jointly	2	6	3	65	5	14	4	138	15
Union	0	0	0		0	0	0		0
	3	6	3	65	6	14	5	164	15
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2001 - 06/30/2003 (CONTINUED)

	<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>
	<u>Pending</u>	<u>Received</u>	<u>2001-2002</u>	<u>2001-2002</u>	<u>Pending</u>	<u>Received</u>	<u>2002-2003</u>	<u>2002-2003</u>	<u>Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
VTAE Districts									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	2	0	1	0	1	2	1	8	2
Union	1	0	1	0	0	0	0		0
	3	0	2	0	1	2	1	8	2
Misc. Municipal									
Employer	0	0	0		0	0	0		0
Individual	1	0	0		1	0	1	7	0
Jointly	0	1	0		1	0	1	7	0
Union	0	0	0		0	0	0		0
	1	1	0		2	0	2	14	0
Totals	23	15	14	206	24	34	21	332	37

STATE EMPLOYMENT LABOR RELATIONS ACT

State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2001 - 06/30/2003

	<u>Cases Pending</u> 07/01/2001	<u>Cases Received</u> 2001-2002	<u>Closed 2001-2002</u>		<u>Cases Pending</u> 07/1/2002	<u>Cases Received</u> 2002-2003	<u>Closed 2002-2003</u>		<u>Cases Pending</u> 06/30/2003
			Cases	Employees			Cases	Employees	
Employer	0	0	0		0	0	0		0
Individual	1	0	0		1	0	1	3	0
Jointly	0	0	0		0	0	0		0
Union	2	0	0		2	1	3	1675	0
Totals	3	0	0	0	3	1	4	1678	0

Disposition of Closed (SE) and SE(u/c) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Petition for Election	0	0	0	0
Vote Conducted:	0	0	0	0
Bargaining Representative Selected:	0	0	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	1	800
Unit Clarified:	0	0	1	800
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	0	0	1	800

State Employment Referendum (SR) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Union	0	1	1	8100	0	0	0		0
Totals	0	1	1	8100	0	0	0	0	0

Disposition of Closed (SR) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	1	8100	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

State Employment Unfair Labor Practice PP(S) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	0	0		0	0	0	
Individual	0	1	0		1	2	0		3
Union	9	4	7	1	6	6	4	0	8
Totals	9	5	7	1	7	8	4	0	11

Disposition of Closed PP(S) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	1	0	0	0
Settled or Withdrawn	6	1	3	0
Totals	7	1	3	0

State Employment Grievance Arbitration (SA) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	2	0	2	1	0	0	0		0
Totals:	2	0	2	1	0	0	0	0	0

Disposition of Closed (SA) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
	Award Issued:	1	1	0
Settled or Withdrawn	1	0	0	0
Totals	2	1	0	0

State Employment Mediation (SM) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (SM) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	0	0
Grievance	0	0	0	0
Totals	0	0	0	0

State Employment Fact Finding FF(S) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2001 - 06/30/2002

Closed Cases	Employees	Initiated By			Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
		Union	Employer	Jointly			
0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2002 - 06/30/2003

Closed		Initiated By			Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
0	0	0	0	0	0	0	0

State Employment Declaratory Ruling DR(S) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	1	1	1	0	0	0		0
Totals	0	1	1	1	0	0	0	0	0

Disposition of Closed DR(S) Cases

	<u>07/01/2001 - 06/30/2002</u>		<u>07/01/2002 - 06/30/2003</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	1	0	0
Totals	1	1	0	0

State Employment Labor Management Cooperation (LMC-S) Cases Processed 07/01/2001 - 06/30/2003

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2001-2002</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2002-2003</u>		<u>Cases Pending</u>
	07/01/2001	2001-2002	Cases	Employees	07/1/2002	2002-2003	Cases	Employees	06/30/2003
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	0	0	0	0