

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 black ink.

Judith Neumann  
Chairperson

Handwritten signature of Paul Gordon in black ink.

Paul Gordon  
Commissioner

Handwritten signature of Susan J. M. Bauman in black ink.

Susan J. M. Bauman  
Commissioner

The Governor of Wisconsin

State Capitol

Madison, Wisconsin

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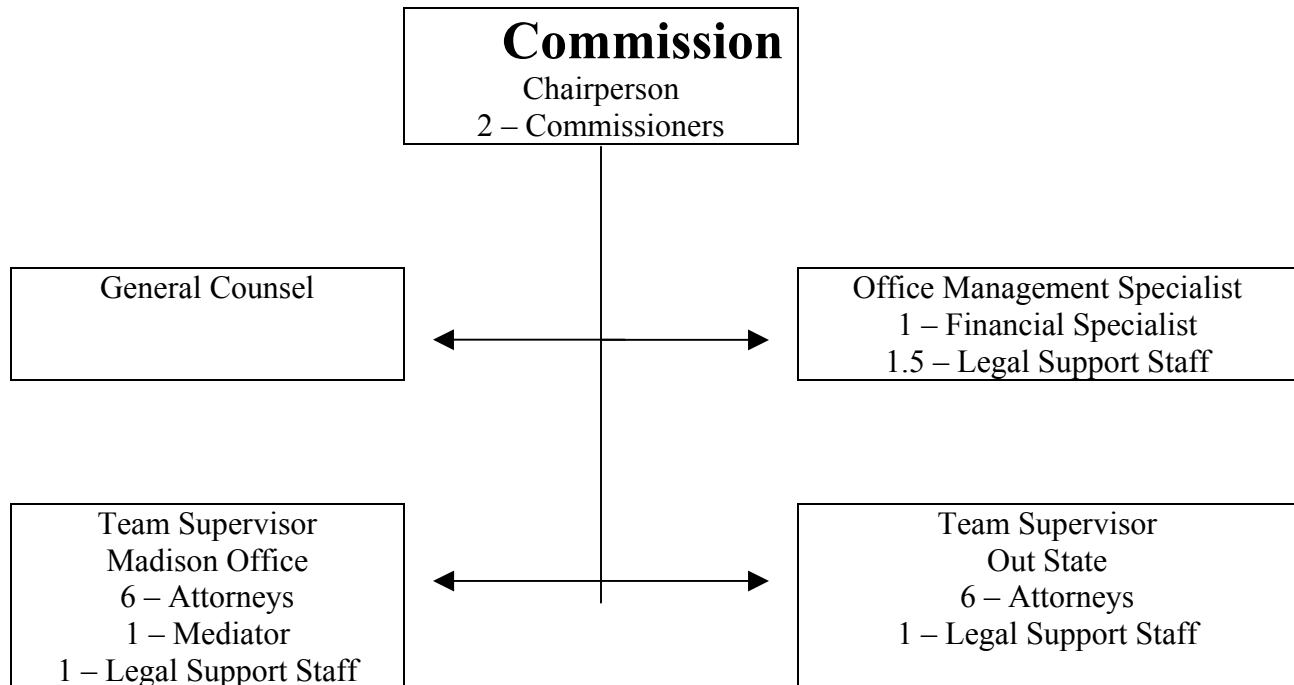
**The Agency:**

**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 a 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 (<http://werc.wi.gov>) 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
<b>TOTALS:</b>	<b>69</b>	<b>96</b>	<b>116</b>	<b>5643</b>	<b>49</b>	<b>65</b>	<b>70</b>	<b>2259</b>	<b>44</b>

**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
<b>TOTALS:</b>	<b>766</b>	<b>1195</b>	<b>1057</b>	<b>56176</b>	<b>904</b>	<b>1101</b>	<b>1107</b>	<b>58738</b>	<b>898</b>

• 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</u>		<u>Cases Pending 7/1/2002</u>	<u>Cases Received 2002-2003</u>	<u>Closed 2002-2003</u>		<u>Cases Pending 06/30/2003</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</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
<b>TOTALS:</b>	<b>14</b>	<b>7</b>	<b>11</b>	<b>8103</b>	<b>10</b>	<b>9</b>	<b>8</b>	<b>1678</b>	<b>11</b>
<b>GRAND TOTALS</b>	<b><u>849</u></b>	<b><u>1298</u></b>	<b><u>1184</u></b>	<b><u>69922</u></b>	<b><u>963</u></b>	<b><u>1175</u></b>	<b><u>1185</u></b>	<b><u>62675</u></b>	<b><u>953</u></b>



**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
<b>Totals</b>	<b>9</b>	<b>10</b>	<b>15</b>	<b>6</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>6</b>

**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
<b>Decision Issued:</b>	6	0	0	0
<b>Settled or Withdrawn</b>	9	6	3	0
<b>Totals</b>	<b>15</b>	<b>6</b>	<b>3</b>	<b>0</b>

**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
<b>Totals</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Disposition of Closed (Cw) Cases**

	<b><u>07/01/2001 - 06/30/2002</u></b>		<b><u>07/01/2002 - 06/30/2003</u></b>	
	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>Decision Issued:</b>	0	0	0	0
<b>Settled or Withdrawn</b>	0	0	0	0
<b>Totals</b>	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
<b>Totals:</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>1</b>

**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
<b>Petition for Election</b>	1	4	1	1
<b>Vote Conducted:</b>	1	4	1	1
Bargaining Representative Selected:	1	4	0	0
Bargaining Representative Rejected:	0	0	1	1
<b>Petition Dismissed:</b>	0	0	0	0
<b>Petition for Unit Clarification</b>	0	0	0	0
<b>Unit Clarified:</b>	0	0	0	0
<b>Petition Withdrawn / Dismissed:</b>	0	0	0	0
<b>Totals</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>

**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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>

**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
<b>Referendum Conducted:</b>	0	0	0	0
All Union Agreements Authorized:	0	0	0	0
All Union Agreements Rejected:	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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
<b>Totals</b>	<b>52</b>	<b>77</b>	<b>89</b>	<b>1561</b>	<b>40</b>	<b>57</b>	<b>61</b>	<b>1347</b>	<b>36</b>

**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>
	<b>Award Issued:</b>	23	308	25
<b>Settled or Withdrawn</b>	61	1248	29	775
<b>Totals</b>	<b>84</b>	<b>1556</b>	<b>54</b>	<b>1326</b>

**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
<b>Totals</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>2993</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>0</b>

**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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>

**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
<b>Totals</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1078</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>900</b>	<b>0</b>

**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
<b>Totals</b>	<b>2</b>	<b>1078</b>	<b>1</b>	<b>900</b>

**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
<b>City</b>	<b>12</b>	<b>25</b>	<b>14</b>	<b>152</b>	<b>23</b>	<b>30</b>	<b>29</b>	<b>462</b>	<b>24</b>
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
<b>School</b>	<b>17</b>	<b>23</b>	<b>21</b>	<b>771</b>	<b>19</b>	<b>29</b>	<b>25</b>	<b>390</b>	<b>23</b>
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
<b>County</b>	<b>17</b>	<b>38</b>	<b>36</b>	<b>542</b>	<b>19</b>	<b>29</b>	<b>16</b>	<b>233</b>	<b>32</b>
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
<b>Village</b>	<b>9</b>	<b>17</b>	<b>13</b>	<b>52</b>	<b>13</b>	<b>6</b>	<b>17</b>	<b>148</b>	<b>2</b>
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
<b>Town</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>18</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>8</b>
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
<b>VTAE Districts</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>		<b>2</b>
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
<b>Misc. Municipal</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>63</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>72</b>	<b>6</b>
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
<b>Totals</b>	<b>64</b>	<b>114</b>	<b>97</b>	<b>1599</b>	<b>81</b>	<b>109</b>	<b>93</b>	<b>1306</b>	<b>97</b>

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

**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
<b>City</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>School</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>122</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>County</b>	<b>0</b>	<b>0</b>	<b>1</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Village</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Town</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>VTAE Districts</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Misc. Municipal</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>122</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Disposition of Closed (MR) Cases**

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

**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
<b>City</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>
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
<b>School</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>403</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>4</b>
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
<b>County</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>650</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>2</b>
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
<b>Village</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
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
<b>Town</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>VTAE Districts</b>	<b>1</b>	<b>0</b>	<b>0</b>		<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
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
<b>Misc. Municipal</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Totals</b>	<b>7</b>	<b>11</b>	<b>6</b>	<b>1053</b>	<b>12</b>	<b>5</b>	<b>9</b>	<b>3</b>	<b>8</b>

**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
<b>City</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>
Dismissed - Settled/Withdrawn	0	0	1	0
Declaratory Rulings Issued	1	0	1	0
<b>School</b>	<b>3</b>	<b>403</b>	<b>3</b>	<b>0</b>
Dismissed - Settled/Withdrawn	3	403	3	0
Declaratory Rulings Issued	0	0	0	0
<b>County</b>	<b>1</b>	<b>650</b>	<b>2</b>	<b>3</b>
Dismissed - Settled/Withdrawn	1	650	1	3
Declaratory Rulings Issued	0	0	1	0
<b>Village</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	0	1	0
<b>Town</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>VTAE Districts</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
Dismissed - Settled/Withdrawn	0	0	1	0
Declaratory Rulings Issued	0	0	0	0
<b>Misc. Municipal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Totals</b>	<b>6</b>	<b>1053</b>	<b>9</b>	<b>3</b>
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
<b>City</b>	<b>29</b>	<b>18</b>	<b>27</b>	<b>4</b>	<b>20</b>	<b>39</b>	<b>26</b>	<b>13</b>	<b>33</b>
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
<b>School</b>	<b>49</b>	<b>32</b>	<b>46</b>	<b>18</b>	<b>35</b>	<b>35</b>	<b>34</b>	<b>10</b>	<b>36</b>
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
<b>County</b>	<b>30</b>	<b>26</b>	<b>29</b>	<b>4</b>	<b>27</b>	<b>27</b>	<b>27</b>	<b>5</b>	<b>27</b>
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
<b>Village</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>6</b>
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
<b>Town</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>		<b>4</b>
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
<b>VTAE Districts</b>	<b>10</b>	<b>2</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>
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
<b>Misc. Municipal</b>	<b>2</b>	<b>1</b>	<b>0</b>		<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>5</b>
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
<b>Totals</b>	<b>127</b>	<b>87</b>	<b>119</b>	<b>31</b>	<b>95</b>	<b>113</b>	<b>95</b>	<b>31</b>	<b>113</b>

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

**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
<b>City</b>									
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
	<b>78</b>	<b>107</b>	<b>113</b>	<b>1684</b>	<b>72</b>	<b>118</b>	<b>108</b>	<b>951</b>	<b>82</b>
<b>School</b>									
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
	<b>53</b>	<b>103</b>	<b>81</b>	<b>888</b>	<b>75</b>	<b>101</b>	<b>110</b>	<b>1203</b>	<b>66</b>
<b>County</b>									
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
	<b>94</b>	<b>132</b>	<b>133</b>	<b>2955</b>	<b>93</b>	<b>150</b>	<b>141</b>	<b>1322</b>	<b>102</b>
<b>Village</b>									
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
	<b>11</b>	<b>21</b>	<b>20</b>	<b>80</b>	<b>12</b>	<b>17</b>	<b>18</b>	<b>80</b>	<b>11</b>
<b>Town</b>									
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
	<b>3</b>	<b>3</b>	<b>3</b>	<b>17</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>44</b>	<b>6</b>

**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
<b>VTAE Districts</b>									
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
	<b>9</b>	<b>6</b>	<b>10</b>	<b>348</b>	<b>5</b>	<b>8</b>	<b>6</b>	<b>5</b>	<b>7</b>
<b>Misc. Municipal</b>									
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
	<b>6</b>	<b>8</b>	<b>7</b>	<b>126</b>	<b>7</b>	<b>10</b>	<b>7</b>	<b>11</b>	<b>10</b>
<b>Totals</b>	<b>254</b>	<b>380</b>	<b>367</b>	<b>6098</b>	<b>267</b>	<b>412</b>	<b>395</b>	<b>3616</b>	<b>284</b>

**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>
<b>City</b>	<b>113</b>	<b>1909</b>	<b>108</b>	<b>840</b>
Award Issued:	39	834	21	469
Settled or Withdrawn	74	1075	87	371
<b>School</b>	<b>75</b>	<b>885</b>	<b>104</b>	<b>1198</b>
Award Issued:	29	227	39	86
Settled or Withdrawn	46	658	71	1112



**Disposition of Closed (MA) Cases (CONTINUED)**

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

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

**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>						
<b>City</b>		<b>24</b>	<b>770</b>	<b>20</b>	<b>4</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>
	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
<b>County</b>		<b>18</b>	<b>703</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
	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						
<b>Village</b>	<b>11</b>	<b>95</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
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
<b>Town</b>	<b>4</b>	<b>63</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>
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
<b>Misc. Municipal</b>	<b>1</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Totals</b>	<b>58</b>	<b>1640</b>	<b>50</b>	<b>8</b>	<b>0</b>	<b>44</b>	<b>0</b>	<b>11</b>	<b>5</b>	<b>6</b>	<b>0</b>

**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						
<b>City</b>	<b>34</b>	<b>4182</b>	<b>32</b>	<b>2</b>	<b>0</b>	<b>30</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>
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
<b>County</b>	<b>20</b>	<b>1231</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
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
<b>Village</b>	<b>10</b>	<b>119</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>
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						
<b>Town</b>	<b>4</b>	<b>128</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>
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
<b>Misc. Municipal</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Totals</b>	<b>68</b>	<b>5660</b>	<b>62</b>	<b>6</b>	<b>0</b>	<b>52</b>	<b>0</b>	<b>11</b>	<b>6</b>	<b>4</b>	<b>1</b>

**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
<b>City</b>	<b>46</b>	<b>49</b>	<b>61</b>	<b>5476</b>	<b>34</b>	<b>68</b>	<b>37</b>	<b>1890</b>	<b>65</b>
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
<b>School</b>	<b>57</b>	<b>237</b>	<b>135</b>	<b>17643</b>	<b>159</b>	<b>103</b>	<b>181</b>	<b>25976</b>	<b>81</b>
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
<b>County</b>	<b>68</b>	<b>86</b>	<b>81</b>	<b>9348</b>	<b>73</b>	<b>71</b>	<b>65</b>	<b>6672</b>	<b>79</b>
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
<b>Village</b>	<b>11</b>	<b>14</b>	<b>18</b>	<b>195</b>	<b>7</b>	<b>16</b>	<b>12</b>	<b>75</b>	<b>11</b>
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
	<b>Town</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>18</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>24</b>
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
<b>VTAE Districts</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>314</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>389</b>	<b>2</b>
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
<b>Misc. Municipal</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>253</b>	<b>5</b>	<b>10</b>	<b>6</b>	<b>154</b>	<b>9</b>
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
<b>Totals</b>	<b>193</b>	<b>400</b>	<b>308</b>	<b>33247</b>	<b>285</b>	<b>277</b>	<b>306</b>	<b>35180</b>	<b>256</b>

**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>						
<b>City</b>	61	5476	51	9	1	56	0	6	2	2	0
<b>School</b>	135	17643	60	73	2	105	0	11	9	1	1
<b>County</b>	81	9348	65	16	0	69	0	6	4	3	1
<b>Village</b>	18	195	15	3	0	15	0	3	2	1	0
<b>Town</b>	3	18	1	2	0	1	0	1	1	1	0
<b>VTAE Districts</b>	5	410	3	1	1	5	0	1	0	1	0
<b>Misc. Municipal</b>	5	253	5	0	0	5	0	0	0	0	0
<b>Totals</b>	<b>30</b>	<b>33343</b>	<b>200</b>	<b>104</b>	<b>4</b>	<b>256</b>	<b>0</b>	<b>28</b>	<b>18</b>	<b>9</b>	<b>2</b>

**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						
<b>City</b>	37	1900	32	4	1	31	0	4	2	1	1
<b>School</b>	181	26055	54	124	3	129	0	7	6	1	0
<b>County</b>	65	6672	51	13	1	54	0	4	3	1	0
<b>Village</b>	12	75	10	2	0	9	0	2	1	1	0
<b>Town</b>	3	24	2	1	0	3	0	0	0	0	0
<b>VTAE Districts</b>	2	389	2	0	0	2	0	0	0	0	0
<b>Misc. Municipal</b>	6	154	3	3	0	5	0	0	0	0	0
<b>Totals</b>	<b>306</b>	<b>35269</b>	<b>154</b>	<b>147</b>	<b>5</b>	<b>233</b>	<b>0</b>	<b>17</b>	<b>12</b>	<b>4</b>	<b>1</b>

**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
<b>City</b>	<b>13</b>	<b>28</b>	<b>28</b>	<b>3575</b>	<b>13</b>	<b>22</b>	<b>19</b>	<b>1654</b>	<b>16</b>
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
<b>School</b>	<b>19</b>	<b>50</b>	<b>35</b>	<b>7736</b>	<b>34</b>	<b>44</b>	<b>61</b>	<b>8781</b>	<b>17</b>
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
<b>County</b>	<b>7</b>	<b>26</b>	<b>11</b>	<b>683</b>	<b>22</b>	<b>9</b>	<b>23</b>	<b>1258</b>	<b>8</b>
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
<b>Village</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>21</b>	<b>4</b>	<b>2</b>	<b>5</b>	<b>23</b>	<b>1</b>
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
<b>Town</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>17</b>	<b>1</b>
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
<b>VTAE Districts</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>138</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>850</b>	<b>2</b>
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
<b>Misc. Municipal</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>17</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>22</b>	<b>2</b>
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
<b>Totals</b>	<b>47</b>	<b>116</b>	<b>85</b>	<b>12171</b>	<b>78</b>	<b>87</b>	<b>118</b>	<b>12605</b>	<b>47</b>

**Disposition of Closed (MM) Cases**

	<b><u>07/01/2001 - 06/30/2002</u></b>						<b><u>07/01/2002 - 06/30/2003</u></b>					
	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
<b>City</b>	25	3131	3	444	0	0	15	1639	2	13	2	2
<b>School</b>	23	7062	12	674	0	0	47	7191	11	1378	2	132
<b>County</b>	10	673	1	10	0	0	21	1226	1	0	0	0
<b>Village</b>	5	21	0	0	0	0	4	11	0	0	1	12
<b>Town</b>	1	1	0	0	0	0	4	16	1	1	0	0
<b>VTAE Districts</b>	3	138	0	0	0	0	1	850	0	0	0	0
<b>Misc. Municipal</b>	2	17	0	0	0	0	3	16	1	6	0	0
<b>Totals</b>	<b>69</b>	<b>11043</b>	<b>16</b>	<b>1128</b>	<b>0</b>	<b>0</b>	<b>95</b>	<b>10949</b>	<b>16</b>	<b>1398</b>	<b>5</b>	<b>146</b>

**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
	<b>City</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
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
<b>School</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>County</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Village</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>
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
<b>Town</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>VTAE Districts</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Misc. Municipal</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
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
<b>Totals</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>9</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>3</b>

**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			
<b>City</b>	1	5	0	1	0	1	0	0
<b>School</b>	0	0	0	0	0	0	0	0
<b>County</b>	0	0	0	0	0	0	0	0
<b>Village</b>	1	4	1	0	0	1	0	0
<b>Town</b>	0	0	0	0	0	0	0	0
<b>VTAE Districts</b>	0	0	0	0	0	0	0	0
<b>Misc. Municipal</b>	0	0	0	0	0	0	0	0
<b>Totals</b>	<b>2</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>

**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			
<b>City</b>	0	0	0	0	0	0	0	0
<b>School</b>	0	0	0	0	0	0	0	0
<b>County</b>	0	0	0	0	0	0	0	0
<b>Village</b>	2	5	2	0	0	2	0	0
<b>Town</b>	0	0	0	0	0	0	0	0
<b>VTAE Districts</b>	0	0	0	0	0	0	0	0
<b>Misc. Municipal</b>	0	0	0	0	0	0	0	0
<b>Totals</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>

**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
<b>City</b>									
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
	<b>5</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>6</b>	<b>43</b>	<b>1</b>
<b>School</b>									
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
	<b>11</b>	<b>5</b>	<b>8</b>	<b>141</b>	<b>8</b>	<b>18</b>	<b>7</b>	<b>103</b>	<b>19</b>
<b>County</b>									
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
	<b>3</b>	<b>6</b>	<b>3</b>	<b>65</b>	<b>6</b>	<b>14</b>	<b>5</b>	<b>164</b>	<b>15</b>
<b>Village</b>									
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
	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
<b>Town</b>									
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
	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>

**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
<b>VTAE Districts</b>									
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
	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>2</b>
<b>Misc. Municipal</b>									
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
	<b>1</b>	<b>1</b>	<b>0</b>		<b>2</b>	<b>0</b>	<b>2</b>	<b>14</b>	<b>0</b>
<b>Totals</b>	<b>23</b>	<b>15</b>	<b>14</b>	<b>206</b>	<b>24</b>	<b>34</b>	<b>21</b>	<b>332</b>	<b>37</b>

**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</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
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
<b>Totals</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1678</b>	<b>0</b>

**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>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
<b>Petition for Election</b>	0	0	0	0
<b>Vote Conducted:</b>	0	0	0	0
<b>Bargaining Representative Selected:</b>	0	0	0	0
<b>Bargaining Representative Rejected:</b>	0	0	0	0
<b>Petition Dismissed:</b>	0	0	0	0
<b>Petition for Unit Clarification</b>	0	0	1	800
<b>Unit Clarified:</b>	0	0	1	800
<b>Petition Withdrawn / Dismissed:</b>	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>800</b>

**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
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>8100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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
<b>Referendum Conducted:</b>	1	8100	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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
<b>Totals</b>	<b>9</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>11</b>

**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
<b>Decision Issued:</b>	1	0	0	0
<b>Settled or Withdrawn</b>	6	1	3	0
<b>Totals</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>0</b>

**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
<b>Totals:</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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>
	<b>Award Issued:</b>	1	1	0
<b>Settled or Withdrawn</b>	1	0	0	0
<b>Totals</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>

**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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Disposition of Closed (SM) Cases**

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

**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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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

**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
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**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
<b>Totals</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>

**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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>