

STATE OF WISCONSIN  
**EMPLOYMENT RELATIONS COMMISSION**

**BIENNIAL REPORT**

**JULY 1, 2003  
JUNE 30, 2005**

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



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**State of Wisconsin  
Wisconsin Employment Relations Commission**

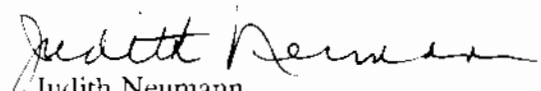
Dear Governor:

The following is the Biennial Report of the Wisconsin Employment Relations Commission for 2003-2005 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.

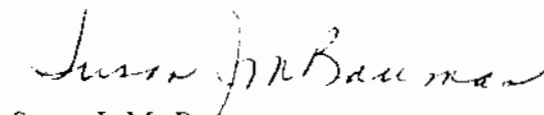
As a Commission, we look forward to maintaining that hard working reputation through the continued exercise of diligence and professionalism in the performance of our duties.

Respectfully Submitted

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

  
Judith Neumann  
Chairperson

  
Paul Gordon  
Commissioner

  
Susan J. M. Bauman  
Commissioner

The Governor of Wisconsin

State Capitol

Madison, Wisconsin

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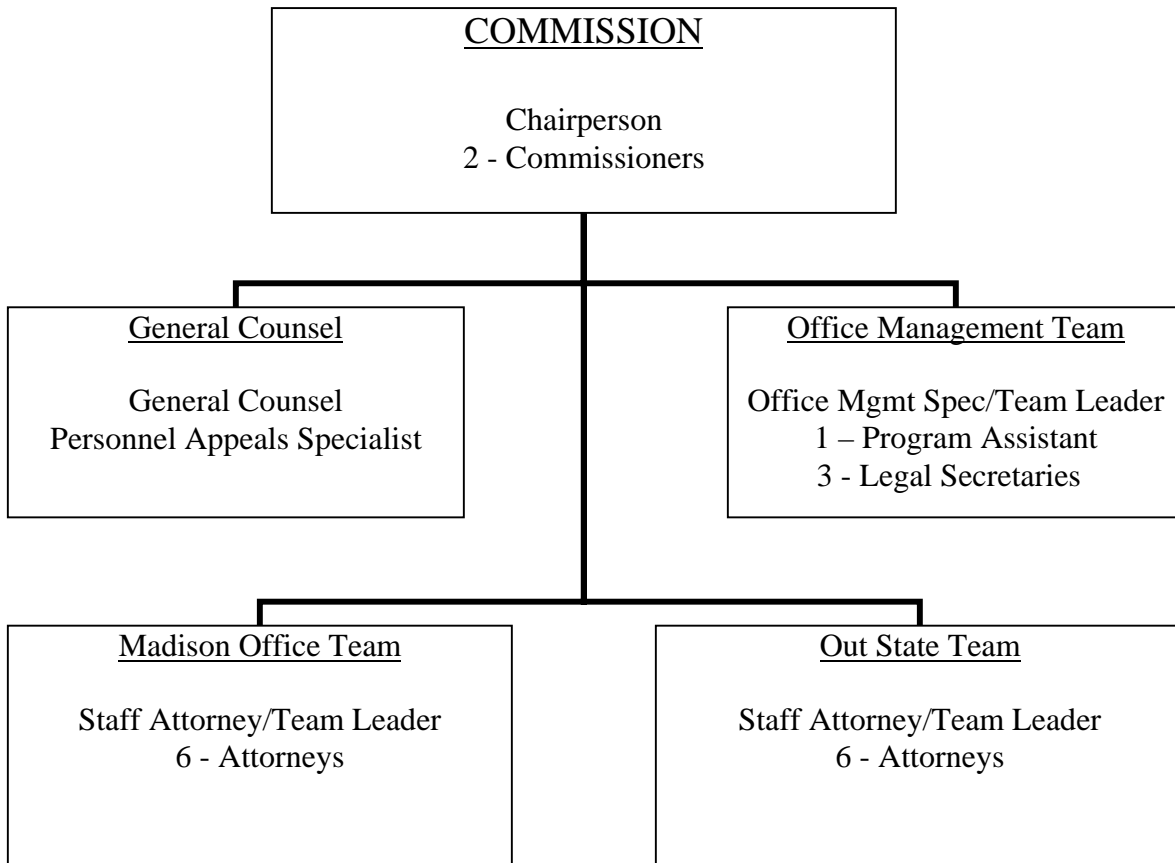
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## **Agency Functions and Organization:**

**Functions:** The primary mission of the Wisconsin Employment Relations Commission (WERC) is to promote peaceful labor relations and collective bargaining throughout the State of Wisconsin and thereby avoid the costly consequences of strikes and lockouts and other interruptions of services and production. To accomplish its mission, the WERC has jurisdiction over certain private sector labor relations matters under the Wisconsin Employment Peace Act (WEPA) (Subchapter 1, Chapter 111, Wis. Stats.), over municipal labor relations under the Municipal Employment Relations Act (MERA) (Subchapter IV, Chapter 111, Wis. Stats.), over state labor relations under the State Employment Labor Relations Act (SELRA) (Subchapter V, Chapter 111, Wis. Stats.), and over appeals of certain state personnel actions under Sec. 230.45 (1), Stats. The Commission's labor relations work includes conducting elections to determine bargaining units and bargaining representatives and conducting referenda regarding all-union, maintenance of membership, and fair share agreements; issuing decisions regarding unfair labor practice, election, unit clarification, and declaratory ruling cases; mediating collective bargaining disputes; and providing arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements. The Agency also issues decisions regarding appeals of certain state personnel actions, and provides labor management consensus bargaining training, designed to enable the parties to work together to achieve common goals.

**Organization:** The WERC 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. Throughout the biennium the Commissioners were Judith Neumann (Chairperson), appointed in April 2003, Paul Gordon, appointed in May 2003, and Susan J.M. Bauman, appointed in June 2003. All three have been confirmed by the Senate and continue to serve as Commissioners. The WERC also has a staff of professional hearing examiner/mediator/arbitrators, as well as an Office Management Specialist and support personnel. The Agency's organization is charted as follows:

WISCONSIN EMPLOYMENT RELATIONS COMMISSION  
**Organization Chart**



**Performance and Operations during the Biennium:**

During the biennium, the WERC staff was reduced by one attorney position and one support staff position from the previous biennium, leaving a staff of 16 professional employees, one Office Management Specialist, and 3.5 support staff. The WERC has continued to follow a strategic plan that expresses its commitment to improving the quality and the timeliness of its services and to actively seeking the input of the users of the Agency's services in this regard.

During the biennium the Agency also undertook a complete rewriting and updating of its rules for adoption in the Wisconsin Administrative Code, and at the close of the biennium was in the final formatting stage before the final adoption process.

With the passage of 2003 Wis. Act 33 that became effective July 26, 2003, the Commission began processing cases arising from certain state civil service employment actions, involving hazardous employment injury benefits; certain kinds of non-contractual grievances; classification, examination and appointment issues; and disciplinary actions involving unrepresented employees. The Commission refers to these cases, reflected in Sec. 230.45(1), Stats., as personnel appeals (PA). The Agency is in the process of identifying proposed changes to the Wisconsin Statutes in view of its new responsibility for these appeals.

### **Major Program Goals and Objectives:**

The Commission has updated its performance measures to more accurately track its statutory purposes and goals. Outreach Forums, Labor Law Conferences and internal training sessions have been initiated or continued. All Agency professional staff have had personnel appeal (PA) cases added to their caseloads and approximately one-third of the decisions issued by the Commission were PA appeals.

Technology development continues to be a goal of the agency. The content of the website maintained by the Agency (<http://werc.wi.gov>) has been expanded to include substantial full-text searchable archives of labor relations decisions, grievance awards, municipal interest awards and personnel appeal decisions. The Agency's grievance awards and labor relations decisions continue to be made available on the State Bar of Wisconsin's website, as well. The Agency has encouraged its personnel and its customers to make use of e-mail whenever possible, and the proposed revised Agency rules are designed to remove obstacles to the use of e-mail in nearly all aspects of communication to and from the Agency.

### **Flexible Time Work Schedules**

Because many of those served by the Agency are members of locally elected governing bodies, a good deal of the work is performed in the evening or at late afternoon meetings in locations throughout the State. This requires all Commissioners and professional staff to have flexible working hours and to coordinate meeting, hearing, and writing schedules. With a very high professional-to-support staff ratio, support staff hours and schedules are occasionally adjusted to meet the needs of the Agency and to respond to the normal operating hours expected of State agencies. In addition, support staff employee hours are adjusted from time to time to accommodate the personal/family needs of those employees.

## **Biennial Caseload Summary**

During the 2003 – 2005 biennium there were 2333 new cases filed with the Commission and 2306 cases closed. Included within the closed cases were 98 in which the Commission conducted representation votes. The Commission itself issued 126 decisions (including 44 personnel appeal decisions), the Commissioners and professional staff issued an aggregate of 275 grievance arbitration awards, and the professional staff issued 40 unfair labor practice/prohibited practice decisions.

There were also 547 mediation-type cases closed involving municipalities (including interest arbitration investigations but excluding police and fire department cases). Of those 488 or 89% resulted in voluntary settlements during Commission mediation. There were also 125 mediation-type cases closed involving police and fire personnel, of which 102 or 81% were resolved voluntarily through the Commission's mediation efforts.

In July 2003 the Commission inherited 53 pending personnel appeal (PA) cases from the former Personnel Commission. An additional 170 personnel appeals were filed with the Commission during the biennium (included in the 223 new cases). Of the 223 personnel appeal cases on the Commission docket in July 2003, 139 were closed during the biennium, including 77 classification cases, 41 discipline cases, 11 non-selection cases, and 10 cases in other personnel appeals areas.

## **Court Activity During the Biennium**

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of seven (7) Commission cases. At the Circuit Court level, three (3) decisions affirmed the Commission's decision and one (1) reversed the Commission. In the Court of Appeals, two (2) Commission decisions were affirmed and one (1) decision was reversed.

**TOTAL CASES PROCESSED BY THE COMMISSION 2003 – 2005\***

***PRIVATE EMPLOYMENT CASES***

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Complaint-CE	0	0	0		0	0	0		0
Complaint-Cw (Individual)	1	0	0		1	0	0		1
Election-E	3	0	0		3	2	2	139	3
Election-E(u/c)	0	0	0		0	0	0		0
Referendum-R	1	0	0		1	0	0		1
Election/Referendum-E/R									
Arbitration-A	43	42	45	405	40	52	52	782	40
Mediation-M	2	0	0		2	3	4	17	1
Declaratory Ruling-DR	0	0	0		0	0	0		0
LMC	0	1	1	4	0	0	0		0
<b>Totals:</b>	<b>50</b>	<b>43</b>	<b>46</b>	<b>409</b>	<b>47</b>	<b>57</b>	<b>58</b>	<b>938</b>	<b>46</b>

***MUNICIPAL EMPLOYMENT CASES***

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Election-ME	50	66	59	1098	57	56	67	1498	46
Election-ME(u/c)	59	33	38	4859	54	38	38	2181	54
Referendum-MR	0	0	0		0	1	1	4	0
Declaratory Ruling-DR(M)	26	9	2	0	33	10	8	0	35
Complaint-MP	159	116	81	20	194	95	103	2006	186
Arbitration-MA	304	402	379	2892	327	338	364	4638	301
Interest Arbitration-MIA	55	75	61	2836	69	67	64	4296	72
Interest Arbitration-INT/ARB	270	253	283	19084	240	260	258	19531	242
Mediation-MM	48	102	86	8277	64	82	88	6876	58
Fact Finding-FF	3	2	2	14	3	1	1	4	3
LMC-M	43	10	22	250	31	14	33	391	12
<b>Totals:</b>	<b>1017</b>	<b>1068</b>	<b>1013</b>	<b>39330</b>	<b>1072</b>	<b>962</b>	<b>1025</b>	<b>41425</b>	<b>1009</b>

\*This data is computer generated and may contain minor errors.



**STATE EMPLOYMENT CASES**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Election-SE	0	1	1	2000	0	2	1	910	1
Election-SE(u/c)	1	2	0		3	2	4	735	1
Referendum-SR	0	0	0		0	1	0		1
Complaint-PP(S)	21	10	4	26	27	11	13	9	25
Arbitration-SA	0	0	0		0	0	0		0
Mediation-SM	0	1	0		1	2	1	0	2
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-DR(S)	0	1	0		1	0	1	0	0
LMC-S	0	0	0		0	0	0		0
<b>Totals:</b>	<b>22</b>	<b>15</b>	<b>5</b>	<b>2026</b>	<b>32</b>	<b>18</b>	<b>20</b>	<b>1654</b>	<b>30</b>

**PERSONNEL APPEAL (PA) CASES**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>Totals:</b>	<b>53</b>	<b>112</b>	<b>59</b>	<b>62</b>	<b>104</b>	<b>58</b>	<b>80</b>	<b>80</b>	<b>83</b>

**GRAND TOTALS**      **1142**      **1238**      **1123**      **41827**      **1257**      **1095**      **1183**      **44097**      **1169**

**TOTAL CASES PROCESSED BY THE COMMISSION 07/01/03 – 06/30/05**

**WISCONSIN EMPLOYMENT PEACE ACT**

**Private Employment Respondent Complaint (Ce) Cases Processed**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
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>

**Disposition of Closed (Ce) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<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>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Private Employment Union Respondent Complaint (Cw) Cases Processed**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
Employer	0	0	0		0	0	0		0
Individual	1	0	0		1	0	0		1
Union	0	0	0		0	0	0		0
<b>Totals</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

**Disposition of Closed (Cw) Cases**

	<b><u>07/01/2003 - 06/30/2004</u></b>		<b><u>07/01/2004 - 06/30/2005</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 2003-2004</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2004-2005</u>		<u>Cases Pending</u>
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
Employer	0	0	0		0	0	0		0
Individual	1	0	0		1	0	0		1
Jointly	0	0	0		0	0	0		0
Union	2	0	0		2	2	2	139	2
<b>Totals</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>139</b>	<b>3</b>

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

	<b><u>07/01/2003 - 06/30/2004</u></b>		<b><u>07/01/2004 - 06/30/2005</u></b>	
	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>Petition for Election</b>	0	0	2	139
<b>Vote Conducted:</b>	0	0	1	39
<b>Bargaining Representative Selected:</b>	0	0	1	39
<b>Bargaining Representative Rejected:</b>	0	0	0	0
<b>Petition Dismissed:</b>	0	0	1	100
<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>0</b>	<b>0</b>	<b>2</b>	<b>139</b>

**Private Employment Referendum (R) Cases Processed**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	0		1	0	0		1
Union	0	0	0		0	0	0		0
<b>Totals</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

**Disposition of Closed "R" Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Referendum Conducted:	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 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	14	8	13	231	9	14	12	313	11
Union	29	34	32	174	31	38	40	469	29
<b>Totals</b>	<b>43</b>	<b>42</b>	<b>45</b>	<b>405</b>	<b>40</b>	<b>52</b>	<b>52</b>	<b>782</b>	<b>40</b>

**Disposition of Closed (A) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
Award Issued:	10	12	20	53
Settled or Withdrawn	35	160	32	404
<b>Totals</b>	<b>45</b>	<b>172</b>	<b>52</b>	<b>457</b>

**Private Employment Mediation (M) Cases Processed**

	Cases Pending <u>07/01/2003</u>	Cases Received <u>2003-2004</u>	Closed 2003-2004		Cases Pending <u>07/01/2004</u>	Cases Received <u>2004-2005</u>	Closed 2004-2005		Cases Pending <u>06/30/2005</u>
			Cases	Employees			Cases	Employees	
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	2	0	0		2	0	2	10	0
Union	0	0	0		0	3	2	7	1
<b>Totals</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>17</b>	<b>1</b>

**Disposition of Closed (M) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	4	17
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>17</b>

**Private Declaratory Ruling (DR) Cases Processed 07/01/2003 - 06/30/2005**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
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>

**Disposition of Closed "DR" Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Dismissed - Settled/ Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Private Labor Management Cooperation (LMC) Cases Processed 07/01/2003 - 06/30/2005**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
Employer	0	1	1	4	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>1</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**MUNICIPAL EMPLOYMENT RELATIONS ACT**

**Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2003 - 06/30/2005**

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2003-2004</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2004-2005</u>		<u>Cases Pending</u>
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
<b>City</b>	<b>29</b>	<b>29</b>	<b>27</b>	<b>436</b>	<b>31</b>	<b>21</b>	<b>28</b>	<b>2566</b>	<b>24</b>
Employer	3	0	1	6	2	1	0		3
Individual	2	3	3	21	2	1	0		3
Jointly	0	0	0		0	0	0		0
Union	24	26	23	409	27	19	28	2566	18
<b>School</b>	<b>22</b>	<b>14</b>	<b>23</b>	<b>153</b>	<b>13</b>	<b>22</b>	<b>17</b>	<b>414</b>	<b>18</b>
Employer	4	0	4	12	0	0	0		0
Individual	1	0	1	20	0	3	3	46	0
Jointly	0	0	0		0	0	0		0
Union	17	14	18	121	13	19	14	368	18
<b>County</b>	<b>41</b>	<b>29</b>	<b>27</b>	<b>5286</b>	<b>43</b>	<b>24</b>	<b>36</b>	<b>419</b>	<b>31</b>
Employer	9	4	5	93	8	2	3	5	7
Individual	1	2	0		3	4	2	25	5
Jointly	1	0	0		1	0	1	0	0
Union	30	23	22	5193	31	18	30	389	19
<b>Village</b>	<b>3</b>	<b>12</b>	<b>8</b>	<b>48</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>45</b>	<b>5</b>
Employer	1	0	1	13	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	2	12	7	35	7	8	10	45	5
<b>Town</b>	<b>8</b>	<b>6</b>	<b>9</b>	<b>23</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>11</b>	<b>6</b>
Employer	0	0	0		0	0	0		0
Individual	0	1	0		1	1	1	1	1
Jointly	0	0	0		0	0	0		0
Union	8	5	9	23	4	5	4	10	5

**Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2003 - 06/30/2005 (CONTINUED)**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
<b>VTAE Districts</b>	<b>1</b>	<b>4</b>	<b>0</b>		<b>5</b>	<b>6</b>	<b>4</b>	<b>179</b>	<b>7</b>
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	4	0		5	5	4	179	6
<b>Misc. Municipal</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>45</b>	<b>9</b>
Employer	0	0	0		0	1	0		1
Individual	1	0	1	7	0	2	2	17	0
Jointly	0	0	0		0	0	0		0
Union	4	5	2	4	7	4	3	28	8
<b>Totals</b>	<b>109</b>	<b>99</b>	<b>97</b>	<b>5957</b>	<b>111</b>	<b>94</b>	<b>105</b>	<b>3679</b>	<b>100</b>

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

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>Petition for Election</b>	43	932	60	1434
<b>Vote Conducted:</b>	39	889	57	1366
<b>Bargaining Representative Selected:</b>	31	795	51	1276
<b>Bargaining Representative Rejected:</b>	8	94	6	90
<b>Petition Dismissed:</b>	4	43	3	68
<b>Petition for Unit Clarification</b>	12	146	4	2
<b>Unit Clarified:</b>	6	14	3	2
<b>Petition Withdrawn / Dismissed:</b>	6	132	1	0
<b>Totals</b>	<b>55</b>	<b>1078</b>	<b>64</b>	<b>1436</b>



**Municipal Employment Referendum (MR) Cases Processed**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<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>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>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>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)**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
<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>1</b>	<b>1</b>	<b>4</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	1	1	4	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>1</b>	<b>1</b>	<b>4</b>	<b>0</b>

**Disposition of Closed (MR) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
<b>Referendum Conducted:</b>	0	0	1	4
<b>Fair-Share Agreement Approved</b>	0	0	1	4
<b>Fair-Share Agreement Not Approved</b>	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>4</b>

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

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>City</b>	<b>4</b>	<b>4</b>	<b>0</b>		<b>8</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>8</b>
Employer	3	2	0		5	0	0		5
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	2	0		3	1	1	0	3
<b>School</b>	<b>18</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>19</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>21</b>
Employer	17	1	0		18	3	2	0	19
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	1	0	1	2	1	0	2
<b>County</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>5</b>
Employer	2	1	1	0	2	3	1	0	4
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	2	0		3	0	2	0	1
<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 Declaratory Ruling DR(M) Cases Processed (CONTINUED)**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>VTAE Districts</b>	<b>1</b>	<b>0</b>	<b>0</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>
Employer	0	0	0		0	1	1	0	0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	0	0		1	0	0		1
<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>26</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>33</b>	<b>10</b>	<b>8</b>	<b>0</b>	<b>35</b>

**Disposition of Closed DR(M) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
<b>City</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>School</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>
Dismissed - Settled/Withdrawn	1	0	2	0
Declaratory Rulings Issued	0	0	1	0
<b>County</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	0	0	0

**Disposition of Closed DR(M) Cases (CONTINUED)**

**07/01/2003 - 06/30/2004**

**07/01/2004 - 06/30/2005**

	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>Village</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>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
<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>2</b>	<b>0</b>	<b>5</b>	<b>0</b>
Dismissed - Settled/Withdrawn	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>
Declaratory Rulings Issued	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>

**Municipal Prohibited Practice (MP) Cases Processed**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>City</b>	<b>43</b>	<b>21</b>	<b>20</b>	<b>2</b>	<b>44</b>	<b>18</b>	<b>27</b>	<b>1708</b>	<b>35</b>
Employer	2	0	2	0	0	1	1	0	0
Individual	8	0	2	2	6	1	3	3	4
Union	33	21	16	0	38	16	23	1705	31
<b>School</b>	<b>57</b>	<b>50</b>	<b>34</b>	<b>10</b>	<b>73</b>	<b>40</b>	<b>33</b>	<b>253</b>	<b>80</b>
Employer	4	1	1	0	4	0	3	0	1
Individual	8	6	4	3	10	2	1	1	11
Union	45	43	29	7	59	38	29	252	68

**Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
<b>County</b>	<b>36</b>	<b>38</b>	<b>13</b>	<b>6</b>	<b>61</b>	<b>29</b>	<b>33</b>	<b>38</b>	<b>57</b>
Employer	0	1	0		1	2	1	0	2
Individual	9	6	2	5	13	6	8	10	11
Union	27	31	11	1	47	21	24	28	44
<b>Village</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>2</b>
Employer	0	1	0		1	0	1	0	0
Individual	0	0	0		0	0	0		0
Union	7	1	5	1	3	3	4	3	2
<b>Town</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>6</b>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	5	1	2	0	4	3	1	0	6
<b>VTAE Districts</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>
Employer	0	0	0		0	0	0		0
Individual	3	0	2	1	1	0	0		1
Union	1	3	1	0	3	0	1	0	2
<b>Misc. Municipal</b>	<b>7</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>3</b>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	1	1	1	0
Union	7	1	4	0	4	1	2	3	3
<b>Totals</b>	<b>159</b>	<b>116</b>	<b>81</b>	<b>20</b>	<b>194</b>	<b>95</b>	<b>103</b>	<b>2006</b>	<b>186</b>

**Disposition of Closed (MP) Cases**

	<b><u>07/01/2003 - 06/30/2004</u></b>		<b><u>07/01/2004 - 06/30/2005</u></b>	
	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>City</b>	<b>15</b>	<b>1</b>	<b>25</b>	<b>5</b>
Decision Issued:	1	0	6	3
Settled or Withdrawn	14	1	19	2
<b>School</b>	<b>31</b>	<b>8</b>	<b>28</b>	<b>253</b>
Decision Issued:	7	3	4	2
Settled or Withdrawn	24	5	24	251
<b>County</b>	<b>10</b>	<b>6</b>	<b>29</b>	<b>36</b>
Decision Issued:	4	5	7	6
Settled or Withdrawn	6	1	22	30
<b>Village</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>3</b>
Decision Issued:	1	1	0	0
Settled or Withdrawn	4	0	3	3
<b>Town</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
Decision Issued:	0	0	0	0
Settled or Withdrawn	1	0	1	0
<b>VTAE Districts</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
Decision Issued:	2	1	0	0
Settled or Withdrawn	0	0	1	0
<b>Misc. Municipal</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>1</b>
Decision Issued:	2	0	1	1
Settled or Withdrawn	1	0	1	0
<b>Totals</b>	<b>67</b>	<b>17</b>	<b>89</b>	<b>298</b>
Decision Issued:	<b>17</b>	<b>10</b>	<b>18</b>	<b>12</b>
Settled or Withdrawn	<b>50</b>	<b>7</b>	<b>71</b>	<b>286</b>

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

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>City</b>									
Employer	1	0	1	0	0	0	0		0
Individual	0	0	0		0	1	1	1	0
Jointly	6	7	7	52	6	7	7	544	6
Union	79	98	99	424	78	96	86	698	88
	<b>86</b>	<b>105</b>	<b>107</b>	<b>476</b>	<b>84</b>	<b>104</b>	<b>94</b>	<b>1243</b>	<b>94</b>
<b>School</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	14	10	16	164	8	16	11	23	13
Union	56	83	82	741	57	52	61	804	48
	<b>70</b>	<b>93</b>	<b>98</b>	<b>905</b>	<b>65</b>	<b>68</b>	<b>72</b>	<b>827</b>	<b>61</b>
<b>County</b>									
Employer	1	1	0		2	2	1	76	3
Individual	0	0	0		0	0	0		0
Jointly	9	19	21	69	7	7	8	78	6
Union	102	145	123	1134	124	126	145	1854	105
	<b>112</b>	<b>165</b>	<b>144</b>	<b>1203</b>	<b>133</b>	<b>135</b>	<b>154</b>	<b>2008</b>	<b>114</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	1	0		1
Union	11	15	12	23	14	11	16	110	9
	<b>11</b>	<b>15</b>	<b>12</b>	<b>23</b>	<b>14</b>	<b>12</b>	<b>16</b>	<b>110</b>	<b>10</b>
<b>Town</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	2	1	0	2	0	2	3	0
Union	6	7	2	16	11	5	9	77	7
	<b>7</b>	<b>9</b>	<b>3</b>	<b>16</b>	<b>13</b>	<b>5</b>	<b>11</b>	<b>80</b>	<b>7</b>



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

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>VTAE Districts</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	0	1	1	0
Union	8	9	6	22	11	11	10	363	12
	<b>8</b>	<b>10</b>	<b>6</b>	<b>22</b>	<b>12</b>	<b>11</b>	<b>11</b>	<b>364</b>	<b>12</b>
<b>Misc. Municipal</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	0		1	0	1	1	0
Union	9	5	9	247	5	3	5	5	3
	<b>10</b>	<b>5</b>	<b>9</b>	<b>247</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>3</b>
<b>Totals</b>	<b>304</b>	<b>402</b>	<b>379</b>	<b>2892</b>	<b>327</b>	<b>338</b>	<b>364</b>	<b>4638</b>	<b>301</b>

**Disposition of Closed (MA) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
<b>City</b>	<b>91</b>	<b>451</b>	<b>85</b>	<b>1117</b>
Award Issued:	32	46	23	336
Settled or Withdrawn	59	405	62	781
<b>School</b>	<b>91</b>	<b>874</b>	<b>63</b>	<b>580</b>
Award Issued:	35	494	23	54
Settled or Withdrawn	56	380	40	526
<b>County</b>	<b>126</b>	<b>1555</b>	<b>133</b>	<b>1897</b>
Award Issued:	53	688	57	485
Settled or Withdrawn	73	867	76	1412

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

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
<b>Village</b>	<b>12</b>	<b>23</b>	<b>15</b>	<b>108</b>
Award Issued:	4	10	6	17
Settled or Withdrawn	8	13	9	91
<b>Town</b>	<b>3</b>	<b>16</b>	<b>8</b>	<b>19</b>
Award Issued:	0	0	3	13
Settled or Withdrawn	3	16	5	6
<b>VTAE Districts</b>	<b>6</b>	<b>22</b>	<b>11</b>	<b>364</b>
Award Issued:	3	14	3	3
Settled or Withdrawn	3	8	8	361
<b>Misc. Municipal</b>	<b>8</b>	<b>246</b>	<b>6</b>	<b>6</b>
Award Issued:	0	0	3	3
Settled or Withdrawn	8	246	3	3
<b>Totals</b>	<b>337</b>	<b>3187</b>	<b>321</b>	<b>4091</b>
Award Issued:	<b>127</b>	<b>1252</b>	<b>118</b>	<b>911</b>
Settled or Withdrawn	<b>210</b>	<b>1935</b>	<b>203</b>	<b>3180</b>

**Municipal Police and Fire Interest Arbitration (MIA) Cases Processed**

	<u>Cases Pending</u> <u>07/01/2003</u>	<u>Cases Received</u> <u>2003-2004</u>	<u>Closed</u> <u>2003-2004</u>		<u>Cases Pending</u> <u>07/01/2004</u>	<u>Cases Received</u> <u>2004-2005</u>		<u>Closed</u> <u>2004-2005</u>		<u>Cases Pending</u> <u>06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>		<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>	
<b>City</b>	<b>29</b>	<b>37</b>	<b>29</b>	<b>1236</b>	<b>37</b>	<b>32</b>	<b>31</b>	<b>2787</b>	<b>38</b>	
Law Enforcement	19	30	22	712	27	21	20	2089	28	
Fire Fighters	10	7	7	524	10	11	11	698	10	
<b>County</b>	<b>13</b>	<b>18</b>	<b>19</b>	<b>1370</b>	<b>12</b>	<b>21</b>	<b>14</b>	<b>1243</b>	<b>19</b>	
Law Enforcement	13	18	19	1370	12	20	13	1217	19	
Fire Fighters	0	0	0		0	1	1	26	0	

**Municipal Police and Fire Interest Arbitration (MIA) Cases Processed (CONTINUED)**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	07/01/2003	2003-2004	Cases	Employees	07/01/2004	2004-2005	Cases	Employees	06/30/2005
<b>Village</b>	<b>7</b>	<b>13</b>	<b>6</b>	<b>50</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>176</b>	<b>14</b>
Law Enforcement	7	12	6	50	13	11	12	162	12
Fire Fighters	0	1	0		1	3	2	14	2
<b>Town</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>75</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>85</b>	<b>1</b>
Law Enforcement	5	5	6	75	4	0	3	43	1
Fire Fighters	0	1	0		1	0	1	42	0
<b>Misc. Municipal</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>105</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>0</b>
Law Enforcement	0	1	0		1	0	1	5	0
Fire Fighters	1	0	1	105	0	0	0		0
<b>Totals</b>	<b>55</b>	<b>75</b>	<b>61</b>	<b>2836</b>	<b>69</b>	<b>67</b>	<b>64</b>	<b>4296</b>	<b>72</b>

**Disposition of Closed (MIA) Cases 07/01/2003 - 06/30/2004**

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
<b>City</b>	<b>29</b>	<b>1236</b>	<b>26</b>	<b>2</b>	<b>1</b>	<b>22</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>4</b>	<b>0</b>
Firefighter	7	524	6	1	0	6	0	1	0	1	0
Law Enforcement	22	712	20	1	1	16	1	6	3	3	0
<b>County</b>	<b>19</b>	<b>1370</b>	<b>18</b>	<b>1</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	19	1370	18	1	0	15	0	4	3	1	0

**Disposition of Closed (MIA) Cases 07/01/2003 - 06/30/2004 (CONTINUED)**

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
<b>Village</b>	<b>6</b>	<b>50</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	6	50	6	0	0	4	0	2	1	1	0
<b>Town</b>	<b>6</b>	<b>75</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	6	75	5	1	0	4	1	2	0	1	1
<b>Misc. Municipal</b>	<b>1</b>	<b>105</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
Firefighter	1	105	1	0	0	0	0	1	0	1	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
<b>Totals:</b>	<b>61</b>	<b>2836</b>	<b>56</b>	<b>4</b>	<b>1</b>	<b>45</b>	<b>2</b>	<b>16</b>	<b>7</b>	<b>8</b>	<b>1</b>

**Disposition of Closed (MIA) Cases 07/01/2004 - 06/30/2005**

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
<b>City</b>	<b>31</b>	<b>2787</b>	<b>25</b>	<b>5</b>	<b>1</b>	<b>27</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>0</b>
Firefighter	11	698	7	3	1	8	0	3	1	2	0
Law Enforcement	20	2089	18	2	0	19	0	1	0	1	0
<b>County</b>	<b>14</b>	<b>1243</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Firefighter	1	26	1	0	0	1	0	0	0	0	0
Law Enforcement	13	1217	11	2	0	13	0	0	0	0	0
<b>Village</b>	<b>14</b>	<b>176</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
Firefighter	2	14	2	0	0	2	0	0	0	0	0
Law Enforcement	12	162	10	2	0	11	0	1	0	1	0

**Disposition of Closed (MIA) Cases 07/01/2004 - 06/30/2005 (CONTINUED)**

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
<b>Town</b>	<b>4</b>	<b>85</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
Firefighter	1	42	1	0	0	1	0	0	0	0	0
Law Enforcement	3	43	3	0	0	2	0	1	0	0	1
<b>Misc. Municipal</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	1	5	0	1	0	0	0	1	0	1	0
<b>Totals</b>	<b>64</b>	<b>4296</b>	<b>53</b>	<b>10</b>	<b>1</b>	<b>57</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>1</b>

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

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>City</b>	<b>67</b>	<b>44</b>	<b>66</b>	<b>1830</b>	<b>45</b>	<b>46</b>	<b>37</b>	<b>3979</b>	<b>54</b>
Employer	28	19	32	842	15	15	12	801	18
Jointly	1	0	0		1	1	0		2
Union	38	25	34	988	29	30	25	3178	34
<b>School</b>	<b>90</b>	<b>119</b>	<b>101</b>	<b>12312</b>	<b>108</b>	<b>80</b>	<b>120</b>	<b>9025</b>	<b>68</b>
Employer	41	73	58	9825	56	40	62	5574	34
Jointly	1	1	0		2	1	3	726	0
Union	48	45	43	2487	50	39	55	2725	34
<b>County</b>	<b>79</b>	<b>65</b>	<b>84</b>	<b>4337</b>	<b>60</b>	<b>96</b>	<b>65</b>	<b>4974</b>	<b>91</b>
Employer	20	16	19	802	17	22	13	1278	26
Jointly	0	0	0		0	0	0		0
Union	59	49	65	3535	43	74	52	3696	65
<b>Village</b>	<b>12</b>	<b>16</b>	<b>14</b>	<b>106</b>	<b>14</b>	<b>15</b>	<b>17</b>	<b>182</b>	<b>12</b>
Employer	5	2	3	15	4	3	2	32	5
Jointly	0	0	0		0	0	0		0
Union	7	14	11	91	10	12	15	150	7

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

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
<b>Town</b>	<b>9</b>	<b>0</b>	<b>8</b>	<b>52</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>19</b>	<b>5</b>
Employer	5	0	5	39	0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	4	0	3	13	1	5	2	19	4
<b>VTAE Districts</b>	<b>2</b>	<b>2</b>	<b>0</b>		<b>4</b>	<b>9</b>	<b>6</b>	<b>827</b>	<b>7</b>
Employer	1	1	0		2	4	3	484	3
Jointly	0	0	0		0	0	0		0
Union	1	1	0		2	5	3	343	4
<b>Misc. Municipal</b>	<b>11</b>	<b>7</b>	<b>10</b>	<b>447</b>	<b>8</b>	<b>8</b>	<b>11</b>	<b>525</b>	<b>5</b>
Employer	4	3	4	313	3	4	6	454	1
Jointly	0	0	0		0	0	0		0
Union	7	4	6	134	5	4	5	71	4
<b>Totals</b>	<b>270</b>	<b>253</b>	<b>283</b>	<b>19084</b>	<b>240</b>	<b>260</b>	<b>258</b>	<b>19531</b>	<b>242</b>

**Disposition of Closed (INT/ARB) Cases 07/01/2003 - 06/30/2004**

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
<b>City</b>	66	1830	34	32	0	54	0	12	6	5	0
<b>School</b>	104	12359	43	58	0	100	3	4	3	1	0
<b>County</b>	84	4337	65	19	0	67	2	16	10	4	2
<b>Village</b>	14	106	11	3	0	14	0	0	0	0	0
<b>Town</b>	8	52	3	5	0	8	0	0	0	0	0
<b>VTAE Districts</b>	0	0	0	0	0	0	0	0	0	0	0
<b>Misc. Municipal</b>	10	447	6	4	0	9	0	1	0	1	0
<b>Totals</b>	<b>286</b>	<b>19131</b>	<b>162</b>	<b>121</b>	<b>0</b>	<b>252</b>	<b>5</b>	<b>33</b>	<b>19</b>	<b>11</b>	<b>2</b>

**Disposition of Closed (INT/ARB ) Cases 07/01/2004 - 06/30/2005**

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
<b>City</b>	37	3979	25	12	0	35	0	2	2	0	0
<b>School</b>	123	9206	55	62	3	111	4	11	8	2	0
<b>County</b>	65	4974	52	13	0	63	2	2	1	0	1
<b>Village</b>	17	182	15	2	0	16	0	1	0	1	0
<b>Town</b>	2	19	2	0	0	1	0	1	0	0	1
<b>VTAE Districts</b>	6	827	3	3	0	3	1	2	0	2	0
<b>Misc. Municipal</b>	11	525	5	6	0	7	0	4	2	2	0
<b>Totals</b>	<b>261</b>	<b>19712</b>	<b>157</b>	<b>98</b>	<b>3</b>	<b>236</b>	<b>7</b>	<b>23</b>	<b>13</b>	<b>7</b>	<b>2</b>

**Municipal Employment Mediation (MM) Cases Processed**

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2003-2004</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2004-2005</u>		<u>Cases Pending</u>
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
<b>City</b>	<b>18</b>	<b>26</b>	<b>28</b>	<b>921</b>	<b>16</b>	<b>11</b>	<b>16</b>	<b>1026</b>	<b>11</b>
Employer	1	4	2	41	3	4	5	52	2
Individual	0	0	0		0	0	0		0
Jointly	6	13	14	401	5	2	3	664	4
Union	11	9	12	479	8	5	8	310	5
<b>School</b>	<b>17</b>	<b>50</b>	<b>38</b>	<b>6711</b>	<b>29</b>	<b>25</b>	<b>44</b>	<b>4281</b>	<b>10</b>
Employer	4	7	5	664	6	1	6	713	1
Individual	0	0	0		0	0	0		0
Jointly	8	24	20	5258	12	14	22	2337	4
Union	5	19	13	789	11	10	16	1231	5
<b>County</b>	<b>6</b>	<b>16</b>	<b>11</b>	<b>338</b>	<b>11</b>	<b>31</b>	<b>14</b>	<b>1299</b>	<b>28</b>
Employer	2	1	1	32	2	3	3	270	2
Individual	0	0	0		0	0	0		0
Jointly	2	6	3	125	5	13	4	265	14
Union	2	9	7	181	4	15	7	764	12

**Municipal Employment Mediation (MM) Cases Processed (CONTINUED)**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>Village</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>21</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>12</b>	<b>2</b>
Employer	1	3	3	19	1	1	2	8	0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	1	0		1
Union	0	1	1	2	0	3	2	4	1
<b>Town</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>18</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	1	1	18	1	0	1	1	0
Union	0	0	0		0	4	0		4
<b>VTAE Districts</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>258</b>	<b>1</b>	<b>0</b>	<b>0</b>		<b>1</b>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	0		1	0	0		1
Union	2	0	2	258	0	0	0		0
<b>Misc. Municipal</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>10</b>	<b>5</b>	<b>6</b>	<b>9</b>	<b>257</b>	<b>2</b>
Employer	0	1	0		1	0	1	1	0
Individual	0	0	0		0	0	0		0
Jointly	2	2	2	10	2	2	3	120	1
Union	0	2	0		2	4	5	136	1
<b>Totals</b>	<b>48</b>	<b>102</b>	<b>86</b>	<b>8277</b>	<b>64</b>	<b>82</b>	<b>88</b>	<b>6876</b>	<b>58</b>



**Disposition of Closed (MM) Cases**

	<b><u>07/01/2003 - 06/30/2004</u></b>						<b><u>07/01/2004 - 06/30/2005</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>	17	351	2	35	1	90	9	224	0	0	1	3
<b>School</b>	19	5653	7	497	0	0	27	2347	5	520	1	33
<b>County</b>	6	152	2	36	0	0	3	217	0	0	0	0
<b>Village</b>	4	21	0	0	0	0	3	10	0	0	0	0
<b>Town</b>	1	18	0	0	0	0	0	0	0	0	1	1
<b>VTAE Districts</b>	0	0	2	258	0	0	0	0	0	0	0	0
<b>Misc. Municipal</b>	1	6	1	4	0	0	6	142	1	100	1	10
<b>Totals</b>	<b>48</b>	<b>6201</b>	<b>14</b>	<b>830</b>	<b>1</b>	<b>90</b>	<b>48</b>	<b>2940</b>	<b>6</b>	<b>620</b>	<b>4</b>	<b>47</b>

**Municipal Fact Finding (FF) Cases Processed**

	Pending 07/01/2003	Cases Received 2003-2004	Cases 2003-2004		Closed Pending 07/01/2004	Cases Received 2004-2005		Cases 2004-2005		Closed Pending 06/30/2005	Cases
			Cases	Employees		Cases	Employees	Cases	Employees		
<b>City</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</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	1	1	1	2	1	0	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		
<b>County</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		
<b>Village</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</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	2	1	1	12	2	1	1	4	2		

**Municipal Fact Finding (FF) Cases Processed (CONTINUED)**

	<u>Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Cases 2003-2004 Cases</u>	<u>Employees</u>	<u>Closed Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Cases 2004-2005 Cases</u>	<u>Employees</u>	<u>Closed Pending 06/30/2005</u>	<u>Cases</u>
<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>3</b>	<b>2</b>	<b>2</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>3</b>	

**Disposition of Closed (FF) Cases 07/01/2003 - 06/30/2004**

	<u>Closed</u>		<u>Initiated By</u>			<u>Resolved Prior to Fact Finding Order</u>	<u>Resolved Prior to Issuance of Fact Finding Recommendations</u>	<u>Fact Finding Recommendations Issued</u>
	<u>Cases</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>	<u>Jointly</u>			
<b>City</b>	1	2	1	0	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	12	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>14</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Disposition of Closed (FF) Cases 07/01/2004 - 06/30/2005**

	<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>	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>1</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2003 - 06/30/2005**

	<u>Cases</u> <u>Pending</u> <u>07/01/2003</u>	<u>Cases</u> <u>Received</u> <u>2003-2004</u>	<u>Closed</u> <u>2003-2004</u>		<u>Cases</u> <u>Pending</u> <u>07/01/2004</u>	<u>Cases</u> <u>Received</u> <u>2004-2005</u>	<u>Closed</u> <u>2004-2005</u>		<u>Cases</u> <u>Pending</u> <u>06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<b>City</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	2	0	1	17	1	0	1	0	0
Union	0	0	0		0	0	0		0
	<b>2</b>	<b>0</b>	<b>1</b>	<b>17</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
<b>School</b>									
Employer	1	0	0		1	0	1	14	0
Individual	0	0	0		0	0	0		0
Jointly	22	8	12	69	18	9	20	240	7
Union	0	0	0		0	0	0		0
	<b>23</b>	<b>8</b>	<b>12</b>	<b>69</b>	<b>19</b>	<b>9</b>	<b>21</b>	<b>254</b>	<b>7</b>
<b>County</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	15	2	9	164	8	4	8	131	4
Union	0	0	0		0	0	0		0
	<b>15</b>	<b>2</b>	<b>9</b>	<b>164</b>	<b>8</b>	<b>4</b>	<b>8</b>	<b>131</b>	<b>4</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>

**Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2003 - 06/30/2005 (CONTINUED)**

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
<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>
<b>VTAE Districts</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	2	0	0		2	0	2	6	0
Union	0	0	0		0	0	0		0
	<b>2</b>	<b>0</b>	<b>0</b>		<b>2</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>
<b>Misc. Municipal</b>									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	0		1	1	1	0	1
Union	0	0	0		0	0	0		0
	<b>1</b>	<b>0</b>	<b>0</b>		<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Totals</b>	<b>43</b>	<b>10</b>	<b>22</b>	<b>250</b>	<b>31</b>	<b>14</b>	<b>33</b>	<b>391</b>	<b>12</b>

**STATE EMPLOYMENT LABOR RELATIONS ACT**

**State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2003 - 06/30/2005**

	<u>Cases Pending</u> <u>07/01/2003</u>	<u>Cases Received</u> <u>2003-2004</u>	<u>Closed</u> <u>2003-2004</u>		<u>Cases Pending</u> <u>07/01/2004</u>	<u>Cases Received</u> <u>2004-2005</u>	<u>Closed</u> <u>2004-2005</u>		<u>Cases Pending</u> <u>06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Employer	0	0	0		0	0	0		0
Individual	0	1	1	2000	0	1	0		1
Jointly	1	0	0		1	0	1	0	0
Union	0	2	0		2	3	4	1645	1
<b>Totals</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2000</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>1645</b>	<b>2</b>

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

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
<b>Petition for Election</b>	0	0	1	910
<b>Vote Conducted:</b>	0	0	1	910
<b>Bargaining Representative Selected:</b>	0	0	1	910
<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	2	735
<b>Unit Clarified:</b>	0	0	2	735
<b>Petition Withdrawn / Dismissed:</b>	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1645</b>

**State Employment Referendum (SR) Cases Processed**

	<u>Cases Pending</u> <u>07/01/2003</u>	<u>Cases Received</u> <u>2003-2004</u>	<u>Closed</u> <u>2003-2004</u>		<u>Cases Pending</u> <u>07/01/2004</u>	<u>Cases Received</u> <u>2004-2005</u>	<u>Closed</u> <u>2004-2005</u>		<u>Cases Pending</u> <u>06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	1	0		1
<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 (SR) Cases**

	<b><u>07/01/2003 - 06/30/2004</u></b>		<b><u>07/01/2004 - 06/30/2005</u></b>	
	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>Referendum Conducted:</b>	0	0	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 2003-2004</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2004-2005</u>		<u>Cases Pending</u>
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
Employer	0	0	0		0	0	0		0
Individual	11	2	0		13	2	3	3	12
Union	10	8	4	26	14	9	10	6	13
<b>Totals</b>	<b>21</b>	<b>10</b>	<b>4</b>	<b>26</b>	<b>27</b>	<b>11</b>	<b>13</b>	<b>9</b>	<b>25</b>

**Disposition of Closed PP(S) Cases**

	<b><u>07/01/2003 - 06/30/2004</u></b>		<b><u>07/01/2004 - 06/30/2005</u></b>	
	<b>Cases</b>	<b>Employees</b>	<b>Cases</b>	<b>Employees</b>
<b>Decision Issued</b>	0	0	5	4
<b>Settled or Withdrawn</b>	3	1	8	5
<b>Totals</b>	<b>3</b>	<b>1</b>	<b>13</b>	<b>9</b>

**State Employment Grievance Arbitration (SA) Cases Processed**

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2003-2004</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2004-2005</u>		<u>Cases Pending</u>
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
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 (SA) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
Award Issued	0	0	0	0
Settled or Withdrawn	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**State Employment Mediation (SM) Cases Processed**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	0	1	0	0
Union	0	0	0		0	2	0		2
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>2</b>

**Disposition of Closed (SM) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	1	0
Grievance	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>

**State Employment Fact Finding FF(S) Cases Processed**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
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 07/01/2003 - 06/30/2004**

<u>Closed</u> Cases	<u>Employees</u>	<u>Initiated By</u>			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 07/01/2004 - 06/30/2005**

<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
0	0	0	0	0	0	0	0

**State Employment Declaratory Ruling DR(S) Cases Processed**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	1	0		1	0	1	0	0
<b>Totals</b>	<b>0</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>



**Disposition of Closed DR(S) Cases**

	<u>07/01/2003 - 06/30/2004</u>		<u>07/01/2004 - 06/30/2005</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	1	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>

**State Employment Labor Management Cooperation (LMC-S) Cases Processed 07/01/2003 - 06/30/2005**

	Cases Pending	Cases Received	Closed 2003-2004		Cases Pending	Cases Received	Closed 2004-2005		Cases Pending
	<u>07/01/2003</u>	<u>2003-2004</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2004</u>	<u>2004-2005</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2005</u>
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>

## PERSONNEL APPEAL CASES

### Personnel Appeal (PA) Cases Processed 07/01/2003 - 06/30/2005

	<u>Cases Pending 07/01/2003</u>	<u>Cases Received 2003-2004</u>	<u>Closed 2003-2004</u>		<u>Cases Pending 07/01/2004</u>	<u>Cases Received 2004-2005</u>	<u>Closed 2004-2005</u>		<u>Cases Pending 06/30/2005</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
PA(dmrs) Stats. 230.44 (1)(a)	1	3	2	2	2	1	2	2	1
PA(der) Stats. 230.44 (1)(b)	24	70	41	44	53	18	36	36	35
PA(adv) Stats. 230.44 (1)( c)	23	24	13	13	34	30	28	28	36
PA(sel) Stats. 230.44 (1)(d)	4	10	2	2	12	8	9	9	11
PA(grp) Stats. 230.45 (1)( c)	0	2	0		2	1	2	2	1
PA(haz) Stats. 230.45 (1)(d)	1	2	0		3	0	3	3	0
PA(gen)	0	1	1	1	0	0	0		0
<b>Totals</b>	<b>53</b>	<b>112</b>	<b>59</b>	<b>62</b>	<b>106</b>	<b>58</b>	<b>80</b>	<b>80</b>	<b>84</b>

**Notes:**

230.44 (1) (a). Appeals of personnel decisions made by the Administrator of the Division of Merit Recruitment and Selection, including civil service examinations.

230.44 (1) (b). Appeals of certain actions taken by the Director of the Office of State Employment Relations, primarily relating to position classifications.

230.44 (1) (c). Appeals of certain disciplinary actions taken against non-represented civil service employees.

230.44 (1) (d). Appeals of certain actions related to the hiring process in the classified service, primarily selection decisions.

230.45 (1) (c). Appeals of decisions denying hazardous duty benefits.

230.45 (1) (d). Fourth-step grievances of non-represented employees.