



STATE OF WISCONSIN
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

**JULY 1, 2005
JUNE 30, 2007**

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



Mailing Address
18 South Thornton Avenue
P. O. Box 7870
Madison, WI 53707-7870
Telephone: (608) 266-1381
Fax: (608) 266-6930
e-mail: werc@werc.state.wi.us

State of Wisconsin
Wisconsin Employment Relations Commission

Dear Governor:

The following is the Biennial Report of the Wisconsin Employment Relations Commission for 2005-2007 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 State of Wisconsin labor relations laws.

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

Respectfully Submitted

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Handwritten signature of Judith Neumann in cursive.

Judith Neumann
Chairperson

Handwritten signature of Paul Gordon in cursive.

Paul Gordon
Commissioner

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

Susan J. M. Bauman
Commissioner

The Governor of Wisconsin

State Capitol

Madison, Wisconsin

TABLE OF CONTENTS

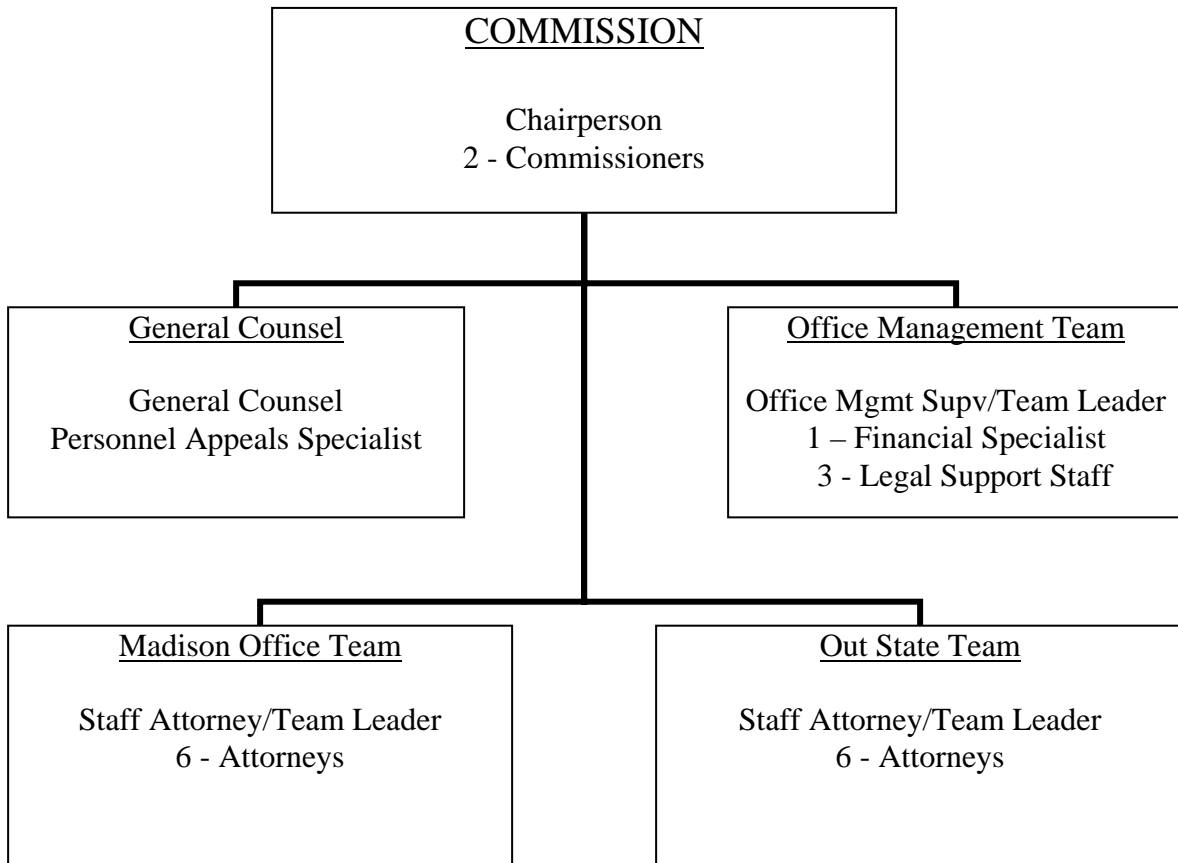
The Agency	1
Organizational Chart	2
Biennial Caseload Summary	3
Court Activity During Biennium	4
Performance Measures	5
Total Number of Cases Processed by Sector and Type	6
<u>Private Employment Cases</u>	
Unfair Labor Practice Complaint	8
Election	9
Referendum	10
Grievance Arbitration	11
Mediation	11
Declaratory Ruling	12
<u>Municipal Employment Cases</u>	
Election	13
Referendum	15
Declaratory Ruling	17
Prohibited Practice Complaint	19
Grievance Arbitration	22
Interest Arbitration (Police and Fire)	24
Interest Arbitration	27
Mediation	29
Fact Finding	31
Labor Management Cooperation	33
<u>State Employment Cases</u>	
Election	35
Referendum	35
Unfair Labor Practice Complaint	36
Grievance Arbitration	36
Mediation	37
Fact Finding	38
Declaratory Ruling	38
Labor Management Cooperation	39
<u>Personnel Appeal Cases</u>	40

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 WERC'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 WERC 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), Paul Gordon, and Susan J.M. Bauman. The WERC also has a staff of professional hearing examiner/mediator/arbitrators, as well as an Office Management Supervisor 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 consisted 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 WERC's services in this regard.

During the biennium the WERC completed the total revision of its administrative rules as they relate to the Wisconsin Employment Peace Act, Municipal Employment Relations Act, and the State Employment Labor Relations Act.

The WERC is in the process of identifying changes to the Wisconsin Statutes and existing administrative rules that will enhance our ability to meet our personnel appeal responsibilities under Sec. 230.45(1), Stats.

Major Program Goals and Objectives:

The WERC has established a performance measure by which the timeliness and effectiveness of service delivery can be evaluated (See Appendix A). Using those performance measures, the WERC continues to provide excellent mediation services, but needs to improve the timeliness of decision issuance and of the processing of personnel appeals.

Technology development continues to be a goal of the agency. The content of the website maintained by the WERC (<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 WERC's grievance awards and labor relations decisions continue to be made available on the State Bar of Wisconsin's website, as well. The WERC has encouraged its personnel and its customers to make use of e-mail whenever possible, and the WERC's new rules are designed to remove obstacles to the use of e-mail in nearly all aspects of communication to and from the WERC.

Flexible Time Work Schedules

Because many of those served by the WERC 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 WERC 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 2005 – 2007 biennium there were 2,128 new cases filed with the WERC and 2,247 cases closed. Included within the closed cases were 82 in which the Commission conducted representation votes. The Commission itself issued 132 decisions (including 58 personnel appeal decisions), the Commissioners and professional staff issued an aggregate of 235 grievance arbitration awards, and the professional staff issued 81 unfair labor practice/prohibited practice decisions.

Among the cases closed during the biennium were 821 mediation-type cases, 90% of which were voluntarily settled/closed without the need for an interest arbitration award or fact finder recommendation.

During the biennium 189 personnel appeal-type cases were closed, including 113 classification cases, 46 discipline cases, 18 non-selection cases, and 12 cases in other personnel appeals areas.

Court Activity During the Biennium

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of four (4) Commission cases. At the Circuit Court level, two (2) decisions affirmed the Commission's decision and at the Court of Appeals, two (2) Commission decisions were affirmed.

APPENDIX A

PERFORMANCE MEASURES

2006 AND 2007 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2006	Actual 2006	Goal 2007	Actual 2007
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	75%	72%	85%	59%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	70%	66%	90%	58%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	95%	88%	95%	91%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	190	228	170	172

Note: Based on fiscal year.

TOTAL CASES PROCESSED BY THE COMMISSION 2005 – 2007*

PRIVATE EMPLOYMENT CASES

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Complaint-CE	0	0	0		0	0	0		0
Complaint-Cw	1	1	1	1	1	2	1	1	2
Election-E	2	1	2	203	1	0	0		1
Election-E(u/c)	0	0	0		0	0	0		0
Referendum-R	1	0	0		1	0	0		1
Election/Referendum- Arbitration-A	39	52	54	1951	38	71	66	791	43
Mediation-M	1	2	1	4	2	3	5	540	0
Declaratory Ruling-DR	0	0	0		0	0	0		0
LMC	0	0	0		0	0	0		0
Totals:	44	56	58	2159	43	76	72	1332	47

MUNICIPAL EMPLOYMENT CASES

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Election-ME	30	46	47	1106	30	44	51	1493	23
Election-ME(u/c)	46	36	45	318	37	35	30	6674	43
Referendum-MR	0	0	0		0	0	0		0
Declaratory Ruling-DR(M)	21	10	10	56	21	7	7	0	21
Complaint-MP	177	103	94	264	186	83	105	15	164
Arbitration-MA	301	355	318	3004	334	332	352	4518	315
Interest Arbitration-MIA	68	52	69	2682	51	63	54	1811	60
Interest Arbitration- Mediation-MM	230	263	258	30159	236	205	261	20483	181
Mediation-MM	58	86	106	14257	39	60	68	6593	31
Fact Finding-FF	2	2	1	5	3	1	4	19	0
LMC-M	11	3	12	99	2	4	2	0	4
Totals:	944	956	960	51950	939	834	934	41606	842

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

STATE EMPLOYMENT CASES

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Election-SE	1	0	1	37	0	1	1	51	0
Election-SE(u/c)1	0	0	1	0	0	1			
Referendum-SR	1	0	1	3000	0	0	0		0
Complaint-PP(S)	22	18	14	7	26	8	15	929	19
Arbitration-SA	0	0	0		0	0	0		0
Mediation-SM	2	1	2	26000	1	0	0		1
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-	0	1	0		1	1	0		2
LMC-S	0	0	0		0	0	0		0
Totals:	27	20	18	29044	29	10	16	980	23

PERSONNEL APPEAL (PA) CASES

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Totals:	82	68	59	59	92	108	130	130	70
GRAND TOTAL	1097	1100	1095	83212	1102	1028	1152	44048	978

TOTAL CASES PROCESSED BY THE COMMISSION 2005 – 2007

WISCONSIN EMPLOYMENT PEACE ACT

Private Employment Respondent Complaint (Ce) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2005-2006</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2006-2007</u>		<u>Cases Pending</u>
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (Ce) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

Private Employment Union Respondent Complaint (Cw) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2005-2006</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2006-2007</u>		<u>Cases Pending</u>
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	0	0		0	0	0		0
Individual	1	1	1	1	1	2	1	1	2
Union	0	0	0		0	0	0		0
Totals	1	1	1	1	1	2	1	1	2

Disposition of Closed (Cw) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	1	1	0	0
Settled or Withdrawn	1	1	1	1
Totals	2	2	1	1

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

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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	1	1	2	203	0	0	0		0
Totals	2	1	2	203	1	0	0	0	1

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

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Petition for Election	0	0	0	0
Vote Conducted:	0	0	0	0
Bargaining Representative Selected:	0	0	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	0	0	0	0

Private Employment Referendum (R) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	1	0	0	0	1	0	0	0	1

Disposition of Closed "R" Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	0	0
All Union Agreements Authorized	0	0	0	0
All Union Agreements Rejected	0	0	0	0
Totals	0	0	0	0

Private Employment Grievance Arbitration (A) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	2	1	145	1	0	0		1
Individual	0	0	0		0	0	0		0
Jointly	11	14	12	161	13	9	15	371	7
Union	28	36	41	1645	23	62	51	420	34
Totals	39	52	54	1951	37	71	66	791	42

Disposition of Closed (A) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Award Issued:	13	599	19	405
Settled or Withdrawn	22	1147	28	207
Totals	35	1746	47	612

Private Employment Mediation (M) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	2	3	385	0
Union	1	1	1	4	1	1	2	155	0
Totals	1	2	1	4	2	3	5	540	0

Disposition of Closed (M) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Interest	1	4	4	390
Totals	1	4	5	540

Private Declaratory Ruling (DR) Cases Processed 07/01/2005 - 06/30/2007

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed "DR" Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/ Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	0	0	0	0

Private Labor Management Cooperation (LMC) Cases Processed 07/01/2005 - 06/30/2007

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	0	0	0	0	0	0	0	0	0

MUNICIPAL EMPLOYMENT RELATIONS ACT

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2005 - 06/30/2007

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	16	22	20	225	18	22	20	322	20
Employer	3	2	2	3	3	4	4	20	3
Individual	1	2	3	51	0	3	1	4	2
Jointly	0	2	2	24	0	0	0		0
Union	12	16	13	147	15	15	15	298	15
School	15	14	19	547	11	17	18	7084	11
Employer	0	1	1	1	0	1	0		1
Individual	0	0	0		0	1	1	10	0
Jointly	0	0	0		0	0	0		0
Union	15	13	18	546	11	15	17	7074	10
County	25	23	26	314	22	13	15	511	20
Employer	5	3	4	6	4	1	1	6	4
Individual	2	1	2	10	1	0	0		1
Jointly	0	1	1	9	0	0	0		0
Union	18	18	19	289	17	12	14	505	15
Village	4	12	11	95	5	14	16	140	3
Employer	0	0	0		0	0	0		0
Individual	0	1	1	2	0	1	1	2	0
Jointly	0	0	0		0	0	0		0
Union	4	11	10	93	5	13	15	138	3
Town	4	2	5	13	1	1	1	19	1
Employer	0	0	0		0	0	0		0
Individual	1	0	1	2	0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	3	2	4	11	1	1	1	19	1

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2005 - 06/30/2007 (CONTINUED)

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
VTAE Districts	7	4	5	166	6	7	5	36	8
Employer	1	0	1	11	0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	6	4	4	155	6	6	5	36	7
Misc. Municipal	5	5	6	64	4	5	6	55	3
Employer	1	0	1	1	0	0	0		0
Individual	0	0	0		0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	4	5	5	63	4	4	6	55	2
Totals	76	82	92	1424	66	79	81	8167	64

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

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Petition for Election	39	892	46	1455
Vote Conducted:	36	864	46	1455
Bargaining Representative Selected:	29	739	41	1408
Bargaining Representative Rejected:	7	125	5	47
Petition Dismissed:	3	28	0	0
Petition for Unit Clarification	14	89	5	16
Unit Clarified:	10	76	2	2
Petition Withdrawn / Dismissed:	4	13	3	14
Totals	53	981	51	1471

Municipal Employment Referendum (MR) Cases Processed

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
School	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
County	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Village	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Town	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0

Municipal Employment Referendum (MR) Cases Processed (CONTINUED)

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
VTAE Districts	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Misc. Municipal	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (MR)

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>		<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>		
City	3	2	2	56	3	5	1	0	7	
Employer	1	1	0		2	4	0		6	
Individual	0	0	0		0	0	0		0	
Jointly	0	0	0		0	0	0		0	
Union	2	1	2	56	1	1	1	0	1	
School	15	3	3	0	15	0	3	0	12	
Employer	14	2	3	0	13	0	1	0	12	
Individual	0	0	0		0	0	0		0	
Jointly	0	0	0		0	0	0		0	
Union	1	1	0		2	0	2	0	0	
County	3	2	2	0	3	1	3	0	1	
Employer	3	2	2	0	3	0	3	0	0	
Individual	0	0	0		0	0	0		0	
Jointly	0	0	0		0	0	0		0	
Union	0	0	0		0	1	0		1	
Village	0	2	2	0	0	1	0	0	1	
Employer	0	0	0		0	1	0		1	
Individual	0	0	0		0	0	0		0	
Jointly	0	1	1	0	0	0	0		0	
Union	0	1	1	0	0	0	0		0	
Town	0	0	0	0	0	0	0	0	0	
Employer	0	0	0		0	0	0		0	
Individual	0	0	0		0	0	0		0	
Jointly	0	0	0		0	0	0		0	
Union	0	0	0		0	0	0		0	

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

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
VTAE Districts	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Misc. Municipal	0	1	1	0	0	0	0		0
Employer	0	1	1	0	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	21	10	10	56	21	7	7	0	21

Disposition of Closed DR(M) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
City	2	56	1	0
Dismissed - Settled/Withdrawn	2	56	0	0
Declaratory Rulings Issued	0	0	1	0
School	2	0	2	0
Dismissed - Settled/Withdrawn	2	0	2	0
Declaratory Rulings Issued	0	0	0	0
County	2	0	3	0
Dismissed - Settled/Withdrawn	2	0	3	0
Declaratory Rulings Issued	0	0	0	0

Disposition of Closed DR(M) Cases (CONTINUED)

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Village	1	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	0	0	0
Town	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
VTAE Districts	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Misc. Municipal	1	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	0	0	0
Totals	8	56	6	0
Dismissed - Settled/Withdrawn	6	56	5	0
Declaratory Rulings Issued	2	0	1	0

Municipal Prohibited Practice (MP) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2005-2006</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2006-2007</u>		<u>Cases Pending</u>
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
City	30	29	21	80	37	14	19	4	32
Employer	0	1	0		1	1	1	0	1
Individual	4	4	1	1	7	2	4	3	5
Union	26	24	20	79	29	11	14	1	26
School	78	30	40	10	69	36	47	8	58
Employer	1	0	0		1	1	2	0	0
Individual	10	2	4	4	8	3	2	2	9
Union	67	28	36	6	60	32	43	6	49

Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	07/01/2005	2005-2006	Cases	Employees	7/1/2006	2006-2007	Cases	Employees	06/30/2007
County	55	35	25	171	65	27	33	3	59
Employer	2	1	1	0	2	0	0		2
Individual	11	1	5	5	7	2	3	2	6
Union	42	33	19	166	56	25	30	1	51
Village	2	2	2	2	2	4	3	0	3
Employer	0	1	1	1	0	0	0		0
Individual	0	0	0		0	0	0		0
Union	2	1	1	1	2	4	3	0	3
Town	6	2	2	0	6	0	1	0	5
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	6	2	2	0	6	0	1	0	5
VTAE Districts	3	1	2	1	2	2	1	0	3
Employer	0	0	0		0	0	0		0
Individual	1	0	1	1	0	0	0		0
Union	2	1	1	0	2	2	1	0	3
Misc. Municipal	3	4	2	0	5	0	1	0	4
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	3	4	2	0	5	0	1	0	4
Totals	177	103	94	264	186	83	105	15	164

Disposition of Closed (MP) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
City	15	79	12	2
Decision Issued:	3	0	2	0
Settled or Withdrawn	12	79	10	2
School	28	9	37	6
Decision Issued:	6	3	12	3
Settled or Withdrawn	22	6	25	3
County	22	169	26	3
Decision Issued:	5	2	3	0
Settled or Withdrawn	17	167	23	3
Village	2	2	3	0
Decision Issued:	1	1	0	0
Settled or Withdrawn	1	1	3	0
Town	0	0	0	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
VTAE Districts	0	0	0	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Misc. Municipal	1	0	0	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	1	0	0	0
Totals	68	259	78	11
Decision Issued:	15	6	17	3
Settled or Withdrawn	53	253	61	8

Municipal Employment Grievance Arbitration (MA) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
City									
Employer	0	2	2	2	0	0	0		2
Individual	0	0	0		0	0	0		0
Jointly	6	4	5	5	5	5	5	45	5
Union	87	79	79	535	85	81	85	630	81
	93	85	86	542	92	86	90	675	88
School									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	3	2	2	1
Jointly	12	22	20	559	14	7	15	411	6
Union	46	70	59	326	57	75	62	977	70
	58	92	79	885	71	85	79	1390	77
County									
Employer	3	0	0		3	0	2	1	1
Individual	0	0	0		0	0	0		0
Jointly	6	6	8	141	4	6	4	3	6
Union	108	129	108	595	129	118	134	2169	113
	117	135	116	736	136	124	140	2173	120
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	1	1	1	1	0	1	1	0
Union	11	17	13	54	15	14	16	86	13
	12	18	14	55	16	14	17	87	13
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	6	8	5	22	9	6	10	15	5
	6	8	5	22	9	6	10	15	5

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

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
VTAE Districts									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	630	0	0	0		0
Union	12	9	11	11	10	3	10	74	3
	12	10	12	641	10	3	10	74	3
Misc. Municipal									
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	7	6	123	4	13	6	104	11
	3	7	6	123	4	14	6	104	12
Totals	301	355	318	3004	338	332	352	4518	318

Disposition of Closed (MA) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
City	64	520	70	602
Award Issued:	29	232	25	80
Settled or Withdrawn	35	288	45	522
School	58	691	74	977
Award Issued:	19	172	24	145
Settled or Withdrawn	39	519	50	832
County	83	686	102	1504
Award Issued:	40	187	44	612
Settled or Withdrawn	43	499	58	892

Disposition of Closed (MA) Cases (CONTINUED)

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Village	10	42	13	76
Award Issued:	4	31	5	17
Settled or Withdrawn	6	11	8	59
Town	4	5	6	8
Award Issued:	1	1	2	4
Settled or Withdrawn	3	4	4	4
VTAE Districts	11	640	9	73
Award Issued:	5	5	3	3
Settled or Withdrawn	6	635	6	70
Misc. Municipal	5	122	4	102
Award Issued:	1	1	1	1
Settled or Withdrawn	4	121	3	101
Totals	235	2706	278	3342
Award Issued:	99	629	104	862
Settled or Withdrawn	136	2077	174	2480

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

	<u>Cases Pending</u> <u>07/01/2005</u>	<u>Cases Received</u> <u>2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending</u> <u>7/1/2006</u>	<u>Cases Received</u> <u>2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending</u> <u>06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	35	33	36	1396	32	32	30	1245	34
Law Enforcement	25	22	27	644	20	21	21	824	20
Fire Fighters	10	11	9	752	12	11	9	421	14
County	19	9	19	1143	9	20	12	399	17
Law Enforcement	19	8	19	1143	8	20	12	399	16
Fire Fighters	0	1	0		1	0	0		1

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

	Cases Pending 07/01/2005	Cases Received 2005-2006	Closed 2005-2006		Cases Pending 7/1/2006	Cases Received 2006-2007	Closed 2006-2007		Cases Pending 06/30/2007
			Cases	Employees			Cases	Employees	
Village	13	6	13	120	6	9	8	129	7
Law Enforcement	11	6	11	99	6	7	8	129	5
Fire Fighters	2	0	2	21	0	2	0		2
Town	1	3	1	23	3	2	3	34	2
Law Enforcement	1	3	1	23	3	2	3	34	2
Fire Fighters	0	0	0		0	0	0		0
Misc. Municipal	0	1	0		1	0	1	4	0
Law Enforcement	0	0	0		0	0	0		0
Fire Fighters	0	1	0		1	0	1	4	0
Totals	68	52	69	2682	51	63	54	1811	60

Disposition of Closed (MIA) Cases 07/01/2005 - 06/30/2006

	<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	Employee	Jointly						
City	36	1396	25	11	0	28	3	7	3	4	0
Firefighter	9	752	6	3	0	9	0	0	0	0	0
Law Enforcement	27	644	19	8	0	19	3	7	3	4	0
County	19	1143	17	1	1	10	0	9	3	2	2
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	19	1143	17	1	1	10	0	9	3	2	2

Disposition of Closed (MIA) Cases 07/01/2005 - 06/30/2006 (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	Employee	Jointly						
Village	13	120	11	2	0	11	2	2	1	1	0
Firefighter	2	21	1	1	0	2	0	0	0	0	0
Law Enforcement	11	99	10	1	0	9	2	2	1	1	0
Town	1	23	1	0	0	1	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	1	23	1	0	0	1	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Totals	69	2682	54	14	1	50	5	18	7	7	2

Disposition of Closed (MIA) Cases 07/01/2006 - 06/30/2007

	<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	Employee	Jointly						
City	30	1245	24	6	0	24	5	4	2	2	0
Firefighter	9	421	6	3	0	7	2	1	0	1	0
Law Enforcement	21	824	18	3	0	17	3	3	2	1	0
County	12	399	9	3	0	12	2	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	12	399	9	3	0	12	2	0	0	0	0
Village	8	129	7	1	0	7	1	1	0	1	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	8	129	7	1	0	7	1	1	0	1	0

Disposition of Closed (MIA) Cases 07/01/2006 - 06/30/2007 (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	Employee	Jointly						
Town	3	34	3	0	0	3	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	3	34	3	0	0	3	0	0	0	0	0
Misc. Municipal	1	4	1	0	0	0	1	0	0	0	0
Firefighter	1	4	1	0	0	0	1	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Totals	54	1811	44	10	0	46	9	5	2	3	0

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2005-2006</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2006-2007</u>		<u>Cases Pending</u>
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
City	49	58	59	2462	48	35	45	1077	38
Employer	16	16	19	371	13	17	15	308	15
Jointly	1	0	1	14	0	0	0		0
Union	32	42	39	2077	35	18	30	769	23
School	66	116	99	22284	83	69	105	12723	47
Employer	35	73	57	16896	51	21	52	8170	19
Jointly	0	1	1	11	0	2	2	720	0
Union	31	42	41	5377	32	46	51	3833	27
County	88	60	68	4418	80	87	88	5797	79
Employer	26	20	22	1109	24	24	24	1778	24
Jointly	0	1	1	32	0	0	0		0
Union	62	39	45	3277	56	63	64	4019	55
Village	11	12	15	151	8	5	10	165	3
Employer	4	1	5	55	0	2	2	72	0
Jointly	0	0	0		0	1	0		1
Union	7	11	10	96	8	2	8	93	2

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

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	07/01/2005	2005-2006	Cases	Employees	7/1/2006	2006-2007	Cases	Employees	06/30/2007
Town	5	9	6	44	8	1	7	33	2
Employer	1	0	1	13	0	0	0		0
Jointly	0	1	0		1	0	0		1
Union	4	8	5	31	7	1	7	33	1
VTAE Districts	6	3	5	646	4	3	2	625	5
Employer	2	1	1	115	2	2	2	625	2
Jointly	0	0	0		0	0	0		0
Union	4	2	4	531	2	1	0		3
Misc. Municipal	5	5	6	154	4	5	4	63	5
Employer	1	2	2	61	1	2	1	25	2
Jointly	0	0	0		0	0	0		0
Union	4	3	4	93	3	3	3	38	3
Totals	230	263	258	30159	235	205	261	20483	179

Disposition of Closed (INT/ARB) Cases 07/01/2005 - 06/30/2006

	<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	Employee	Jointly						
City	59	2462	39	19	1	48	4	9	8	1	0
School	99	22284	41	57	1	86	2	13	6	4	1
County	68	4418	45	22	1	58	4	9	5	4	0
Village	15	151	10	5	0	11	2	3	3	0	0
Town	6	44	5	1	0	6	0	0	0	0	0
VTAE Districts	5	646	4	1	0	5	0	0	0	0	0
Misc. Municipal	6	154	4	2	0	6	0	0	0	0	0
Totals	258	30159	148	107	3	220	12	34	22	9	1

Disposition of Closed (INT/ARB) Cases 07/01/2006 - 06/30/2007

	<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	Employee	Jointly						
City	45	1077	30	15	0	39	2	5	3	2	0
School	105	12723	51	52	2	104	2	1	0	1	0
County	88	5797	64	24	0	71	9	13	9	5	0
Village	10	165	8	2	0	10	0	0	0	0	0
Town	7	33	7	0	0	7	0	0	0	0	0
VTAE Districts	2	625	0	2	0	1	1	0	0	0	0
Misc. Municipal	4	63	3	1	0	3	0	1	1	0	0
Totals	261	20483	163	96	2	235	14	20	13	8	0

Municipal Employment Mediation (MM) Cases Processed

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	11	17	21	685	7	20	16	303	11
Employer	2	2	3	70	1	1	1	68	1
Individual	0	0	0		0	0	0		0
Jointly	4	7	10	383	1	10	9	115	2
Union	5	8	8	232	5	9	6	120	8
School	10	42	36	9319	16	18	26	4639	8
Employer	1	9	6	857	4	2	4	393	2
Individual	0	0	0		0	0	0		0
Jointly	4	24	20	6234	8	8	12	3357	4
Union	5	9	10	2228	4	8	10	889	2
County	28	13	34	4070	7	12	13	480	6
Employer	2	5	6	587	1	3	4	138	0
Individual	0	0	0		0	0	0		0
Jointly	14	3	13	1565	4	1	4	157	1
Union	12	5	15	1918	2	8	5	185	5

Municipal Employment Mediation (MM) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Village	2	2	3	13	1	6	5	54	2
Employer	0	0	0		0	1	1	14	0
Individual	0	0	0		0	0	0		0
Jointly	1	1	1	4	1	2	2	30	1
Union	1	1	2	9	0	3	2	10	1
Town	4	2	6	34	0	2	2	5	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	4	2	6	34	0	2	2	5	0
VTAE Districts	1	4	1	104	4	1	3	901	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	1	1	104	1	1	1	0	1
Union	0	3	0		3	0	2	901	1
Misc. Municipal	2	6	5	32	3	1	3	211	1
Employer	0	1	0		1	0	1	11	0
Individual	0	0	0		0	0	0		0
Jointly	1	3	3	22	1	0	1	100	0
Union	1	2	2	10	1	1	1	100	1
Totals:	58	86	106	14257	38	60	68	6593	30

Disposition of Closed (MM) Cases

	<u>07/01/2005 - 06/30/2006</u>						<u>07/01/2006 - 06/30/2007</u>					
	Settled by Mediation		To Final and Binding Arbitration		Neither		Settled by Mediation		To Final and Binding Arbitration		Neither	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	3	20	2	47	2	33	5	60	1	68	0	0
School	6	1011	3	183	0	0	6	810	1	320	0	0
County	4	190	4	250	0	0	0	0	0	0	0	0
Village	2	9	0	0	0	0	1	14	0	0	0	0
Town	2	3	0	0	0	0	1	3	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0	1	617	0	0
Misc. Municipal	2	18	0	0	0	0	1	100	1	100	0	0
Totals	19	1251	9	480	2	33	14	987	4	1105	0	0

Municipal Fact Finding (FF) Cases Processed

	Cases Pending <u>07/01/2005</u>	Cases Received <u>2005-2006</u>	Closed 2005-2006		Cases Pending <u>7/1/2006</u>	Cases Received <u>2006-2007</u>	Closed 2006-2007		Cases Pending <u>06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	1	1	0		2	0	2	9	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	0		2	0	2	9	0
School	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
County	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Village	1	1	1	5	1	1	2	10	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	1	5	1	1	2	10	0

Municipal Fact Finding (FF) Cases Processed (CONTINUED)

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	07/01/2005	2005-2006	Cases	Employees	7/1/2006	2006-2007	Cases	Employees	06/30/2007
Town	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
VTAE Districts	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Misc. Municipal	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	2	2	1	5	3	1	4	19	0

Disposition of Closed (FF) Cases 07/01/2005 - 06/30/2006

	<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	Employee	Jointly			
City	0	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0
Village	1	5	1	0	0	1	0	0
Town	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0
Totals	1	5	1	0	0	1	0	0

Disposition of Closed (FF) Cases 07/01/2006 - 06/30/2007

	<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	Employee	Jointly			
City	2	9	2	0	0	1	0	0
School	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0
Village	2	10	2	0	0	1	0	0
Town	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0
Totals	4	19	4	0	0	2	0	0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2005 - 06/30/2007

	<u>Cases</u> <u>Pending</u> <u>07/01/2005</u>	<u>Cases</u> <u>Received</u> <u>2005-2006</u>	<u>Closed</u> <u>2005-2006</u>		<u>Cases</u> <u>Pending</u> <u>7/1/2006</u>	<u>Cases</u> <u>Received</u> <u>2006-2007</u>	<u>Closed</u> <u>2006-2007</u>		<u>Cases</u> <u>Pending</u> <u>06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
School									
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	6	1	7	32	0	3	2	0	1
Union	0	0	0		0	0	0		0
	6	1	7	32	0	4	2	0	2
County									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	4	1	3	46	2	0	0		2
Union	0	0	0		0	0	0		0
	4	1	3	46	2	0	0		2

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2005 - 06/30/2007 (CONTINUED)

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>		<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>		
Village										
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
	0	0	0		0	0	0		0	0
Town										
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
	0	0	0		0	0	0		0	0
VTAE Districts										
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
	0	0	0		0	0	0		0	0
Misc. Municipal										
Employer	0	0	0		0	0	0		0	0
Individual	0	0	0		0	0	0		0	0
Jointly	1	1	2	21	0	0	0		0	0
Union	0	0	0		0	0	0		0	0
	1	1	2	21	0	0	0		0	0
Totals	11	3	12	99	2	4	2	0	4	4

STATE EMPLOYMENT LABOR RELATIONS ACT

State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2005 - 06/30/2007

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	0	0		0	0	0		0
Individual	1	0	1	37	0	1	1	51	0
Jointly	0	0	0		0	0	0		0
Union	1	0	0		1	0	0		1
Totals	2	0	1	37	1	1	1	51	1

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

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Petition for Election	0	0	1	51
Vote Conducted:	0	0	0	0
Bargaining Representative Selected:	0	0	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	1	51
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	0	0	1	51

State Employment Referendum (SR) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	1	0	1	3000	0	0	0		0
Totals	1	0	1	3000	0	0	0	0	0

Disposition of Closed (SR) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	1	3000	0	0
Fair-Share Agreement Approved:	1	3000	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	1	3000	0	0

State Employment Unfair Labor Practice PP(S) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	0	0		0	0	0		0
Individual	9	7	7	6	9	3	9	9	3
Union	13	11	7	1	17	5	6	920	16
Totals	22	18	14	7	26	8	15	929	19

Disposition of Closed PP(S) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	3	1	5	922
Settled or Withdrawn	6	3	8	925
Totals	9	4	13	1847

State Employment Grievance Arbitration (SA) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (SA) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Award Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

State Employment Mediation (SM) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	1	1	0	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	2	0	1	26000	1	0	0		1
Totals	2	1	2	26000	1	0	0	0	1

Disposition of Closed (SM) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Interest	1	26000	0	0
Grievance	0	0	0	0
Totals	1	26000	0	0

State Employment Fact Finding FF(S) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2005 - 06/30/2006

<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	Employee	Jointly			
0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2006 - 06/30/2007

<u>Closed</u>		<u>Initiated By</u>			Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding	Fact Finding Recommendations Issued
Cases	Employees	Union	Employee	Jointly			
0	0	0	0	0	0	0	0

State Employment Declaratory Ruling DR(S) Cases Processed

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	1	0		1	1	0		2
Totals	0	1	0	0	1	1	0	0	2

Disposition of Closed DR(S) Cases

	<u>07/01/2005 - 06/30/2006</u>		<u>07/01/2006 - 06/30/2007</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	0	0	0	0

State Employment Labor Management Cooperation (LMC-S) Cases Processed 07/01/2005 - 06/30/2007

	Cases Pending	Cases Received	Closed 2005-2006		Cases Pending	Cases Received	Closed 2006-2007		Cases Pending
	<u>07/01/2005</u>	<u>2005-2006</u>	<u>Cases</u>	<u>Employees</u>	<u>7/1/2006</u>	<u>2006-2007</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2007</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
Totals	0	0	0	0	0	0	0	0	0

PERSONNEL APPEAL CASES

Personnel Appeal (PA) Cases Processed 07/01/2005 - 06/30/2007

	<u>Cases Pending 07/01/2005</u>	<u>Cases Received 2005-2006</u>	<u>Closed 2005-2006</u>		<u>Cases Pending 7/1/2006</u>	<u>Cases Received 2006-2007</u>	<u>Closed 2006-2007</u>		<u>Cases Pending 06/30/2007</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	6	4	4	4
PA(der) Stats. 230.44 (1)(b)	34	31	23	23	42	65	90	90	17
PA(adv) Stats. 230.44 (1)(c)	35	23	21	21	37	22	25	25	34
PA(sel) Stats. 230.44 (1)(d)	11	9	12	12	8	10	6	6	12
PA(grp) Stats. 230.45 (1)(c)	1	1	1	1	1	5	5	5	1
PA(haz) Stats. 230.45 (1)(d)	0	1	0		1	0	0		1
PA(gen)	0	0	0		0	0	0		0
Total	82	68	59	59	91	108	130	130	69

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.