

STATE OF WISCONSIN
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

**JULY 1, 2007
JUNE 30, 2009**

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 2007-2009 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 labor relations laws of the State of Wisconsin.

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

A handwritten signature in cursive script, appearing to read "Judith Neumann".

Judith Neumann
Chairperson

A handwritten signature in cursive script, appearing to read "Paul Gordon".

Paul Gordon
Commissioner

A handwritten signature in cursive script, appearing to read "Susan J. M. Bauman".

Susan J. M. Bauman
Commissioner

The Governor of Wisconsin

State Capitol

Madison, Wisconsin

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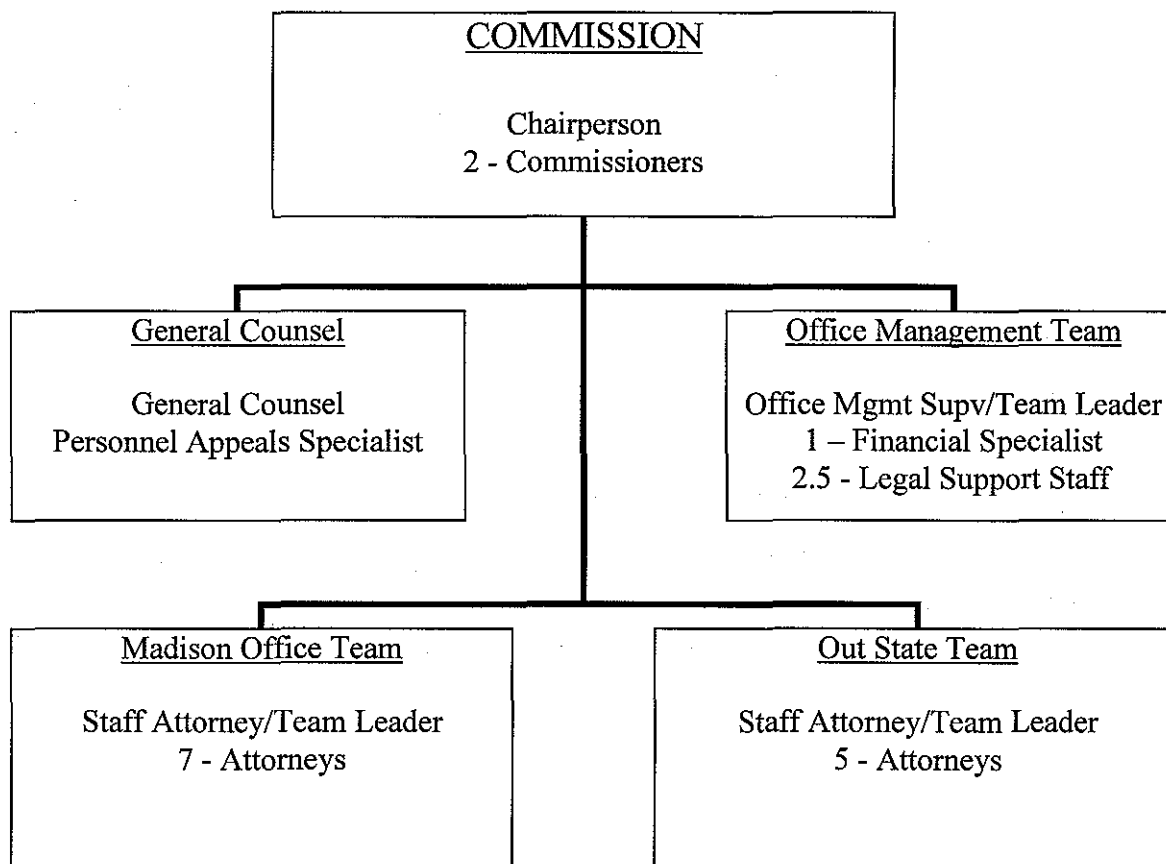
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Agency Functions and Organization:

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 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.

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 2007 – 2009 biennium there were 1,908 new cases filed with the WERC and 2,088 cases closed. Included within the closed cases were 69 in which the Commission conducted representation votes. The Commission itself issued 103 decisions (including 40 personnel appeal decisions), the Commissioners and professional staff issued an aggregate of 277 grievance arbitration awards, and the professional staff issued 46 unfair labor practice/prohibited practice decisions.

Among the cases closed during the biennium were 727 mediation-type cases, 553 of which were voluntarily settled/closed without the need for an interest arbitration award or fact finder recommendation.

During the biennium 136 personnel appeal-type cases were closed, including 42 classification cases, 51 discipline cases, 12 non-selection cases, and 31 cases in other personnel appeals areas.

Court Activity During the Biennium

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of 10 Commission cases. At the Circuit Court level, 5 decisions affirmed the Commission's decision and one Commission decision was affirmed in part and reversed in part. At the Court of Appeals, 4 Commission decisions were affirmed.

APPENDIX A

PERFORMANCE MEASURES

2008 AND 2009 GOALS AND ACTUALS

Prog No	Performance Measure	Goal 2008	Actual 2008	Goal 2009	Actual 2009
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	55%	85%	60%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	71%	90%	72%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	87%	90%	90%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	170	125	170	96

Note: Based on fiscal year.

TOTAL CASES PROCESSED BY THE COMMISSION 2007 - 2008

PRIVATE EMPLOYMENT CASES

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Complaint-Ce	0	0	0		0	0	0		0
Complaint-Cw (Individual)	2	6	2	2	6	0	4	3	2
Election-E	1	0	1	1	0	0	0		0
Election-E(u/c)	0	0	0		0	0	0		0
Referendum-R	1	0	1	0	0	0	0		0
Election/Referendum-E/R	0	0	0		0	0	0		0
Arbitration-A	43	34	54	612	23	40	32	146	31
Mediation-M	0	1	2	2	0	2	1	1	1
Declaratory Ruling-DR	0	0	0		0	0	0		0
LMC	0	0	0		0	0	0		0
Totals	48	41	60	617	29	42	37	150	34

MUNICIPAL EMPLOYMENT CASES

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Election-ME	22	39	40	1457	21	37	44	1147	14
Election-ME(u/c)	42	28	37	208	33	36	37	633	32
Referendum-MR	0	0	0		0	0	0		0
Declaratory Ruling-DR(M)	21	8	21	325	8	11	13	1	6
Complaint-MP	164	80	100	549	144	82	100	20	126
Arbitration-MA	316	379	389	6293	306	313	321	3100	298
Interest Arbitration-MIA	56	40	60	4364	36	53	50	2112	39
Interest Arbitration-INT/ARB	175	240	243	22842	173	170	223	16206	119
Mediation-MM	31	95	77	14449	49	58	67	4650	40
Fact Finding-FF	0	0	0		0	1	1	4	0
LMC-M	4	1	1	28	4	4	5	1	3
Totals	831	910	968	50515	773	765	861	27874	677

STATE EMPLOYMENT CASES

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Election-SE	0	0	0		0	0	0		0
Election-SE(u/c)	1	0	0		1	0	0		1
Referendum-SR	0	1	0		1	1	2	776	0
Complaint-PP(S)	20	10	8	24	22	4	12	4	14
Arbitration-SA	0	0	0		0	1	0		1
Mediation-SM	2	1	0		3	3	3	57	3
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-DR(S)	2	0	0		2	0	1	1	1
LMC-S	0	0	0		0	0	0		0
Totals	25	12	8	24	29	9	18	838	20

PERSONNEL APPEAL (PA) CASES

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Totals	69	56	67	75	58	73	69	71	62
GRAND TOTAL	973	1019	1103	51231	889	889	985	28933	793

TOTAL CASES PROCESSED BY THE COMMISSION 2007 – 2009

WISCONSIN EMPLOYMENT PEACE ACT

Private Employment Respondent Complaint (Ce) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
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>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

Private Employment Union Respondent Complaint (Cw) Cases Processed

	Cases Pending	Closed Received	Cases 2007-2008		Cases Pending	Closed Received	Cases 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
Employer	0	0	0		0	0	0		0
Individual	2	6	2	2	6	0	4	3	2
Union	0	0	0		0	0	0		0
Totals	2	6	2	2	6	0	4	3	2

Disposition of Closed (Cw) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	0	0	0	0
Settled or Withdrawn	1	1	3	2
Totals	1	1	3	2

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

	Cases Pending	Closed Received	Cases 2007-2008		Cases Pending	Closed Received	Cases 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	0	0	0		0	0	0		0
Individual	1	0	1	1	0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	1	0	1	1	0	0	0	0	0

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

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</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	Closed Received	Cases 2007-2008		Cases Pending	Closed Received	Cases 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	1	0	0	0	0		0
Union	0	0	0		0	0	0		0
Totals	1	0	1	0	0	0	0	0	0

Disposition of Closed "R" Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</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	Closed Received	Cases 2007-2008		Cases Pending	Closed Received	Cases 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	1	0	0		1	0	0		1
Individual	0	0	0		0	0	0		0
Jointly	7	3	9	275	1	9	2	2	8
Union	35	31	45	337	21	31	30	144	22
Totals	43	34	54	612	23	40	32	146	31

Disposition of Closed (A) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Award Issued	22	266	11	53
Settled or Withdrawn	24	265	15	77
Totals	46	531	26	130

Private Employment Mediation (M) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	1	0	2	1	1	1
Union	0	0	1	1	0	0	0		0
Totals	0	1	2	2	0	2	1	1	1

Disposition of Closed (M) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	0	0
Grievance	2	2	1	1
Totals	2	2	1	1

Private Declaratory Ruling (DR) Cases Processed 07/01/2007 - 06/30/2009

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</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>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</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 07/01/2007 - 06/30/2009

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</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 07/01/2007 - 6/30/2009

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>		<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	18	14	22	200	10	15	15	777	10
Employer	3	0	1	1	2	1	1	519	2
Individual	2	2	4	22	0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	13	12	17	177	8	13	14	258	7
School	11	18	17	204	12	16	17	444	11
Employer	1	1	2	2	0	1	1	2	0
Individual	0	2	1	4	1	0	1	120	0
Jointly	0	0	0		0	0	0		0
Union	10	15	14	198	11	15	15	322	11
County	20	24	24	530	20	24	30	442	14
Employer	4	4	5	8	3	2	3	9	2
Individual	1	0	1	7	0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	15	20	18	515	17	22	27	433	12
Village	3	7	4	29	6	5	9	58	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	1	1	7	0
Jointly	0	0	0		0	0	0		0
Union	3	7	4	29	6	4	8	51	2
Town	1	2	2	9	1	5	3	12	3
Employer	0	0	0		0	2	1	7	1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	2	2	9	1	3	2	5	2

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/2007 - 6/30/2009 (CONTINUED)

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
VTAE Districts	8	0	6	103	2	0	2	5	0
Employer	1	0	1	8	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	7	0	5	95	2	0	2	5	0
Misc. Municipal	3	2	2	590	3	8	5	42	6
Employer	0	0	0		0	1	1	1	0
Individual	1	1	1	240	1	0	1	4	0
Jointly	0	0	0		0	0	0		0
Union	2	1	1	350	2	7	3	37	6
Totals	64	67	77	1665	54	73	81	1780	46

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

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Petition for Election	33	1231	39	1082
Vote Conducted	31	1190	38	1078
Bargaining Representative Selected:	26	902	35	1047
Bargaining Representative Rejected:	5	288	3	31
Petition Dismissed	2	41	1	4
Petition for Unit Clarification	6	6	10	546
Unit Clarified	6	6	6	529
Petition Withdrawn / Dismissed	0	0	4	17
Totals	39	1237	49	1628

Municipal Employment Referendum (MR) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
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
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) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</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

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
City	7	2	4	0	5	6	5	0	6
Employer	6	1	4	0	3	3	3	0	3
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	0		2	3	2	0	3
School	12	2	14	325	0	1	1	0	0
Employer	12	1	13	325	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	1	1	0	0	1	1	0	0
County	1	3	2	0	2	3	5	1	0
Employer	0	1	0		1	3	4	0	0
Individual	0	1	0		1	0	1	1	0
Jointly	0	0	0		0	0	0		0
Union	1	1	2	0	0	0	0		0
Village	1	0	1	0	0	0	0		0
Employer	1	0	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
Town	0	0	0		0	1	1	0	0
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	0	0	0		0	0	0		0

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

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
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	0		1	0	1	0	0
Employer	0	1	0		1	0	1	0	0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	21	8	21	325	8	11	13	1	6

Disposition of Closed DR(M) Cases

	07/01/2007 - 06/30/2008		07/01/2008 - 06/30/2009	
	Cases	Employees	Cases	Employees
City	1	0	1	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	1	0	1	0
School	12	80	0	0
Dismissed - Settled/Withdrawn	2	0	0	0
Declaratory Rulings Issued	10	80	0	0
County	2	0	3	1
Dismissed - Settled/Withdrawn	2	0	1	0
Declaratory Rulings Issued	0	0	2	1
Village	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0

Disposition of Closed DR(M) Cases (CONTINUED)

07/01/2007 - 06/30/2008

07/01/2008 - 06/30/2009

	Cases	Employees	Cases	Employees
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	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	15	80	4	1
Dismissed - Settled/Withdrawn	4	0	1	0
Declaratory Rulings Issued	11	80	3	1

Municipal Prohibited Practice (MP) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
City	32	19	20	11	31	24	17	6	38
Employer	1	0	0		1	0	0		1
Individual	5	4	4	3	5	1	0		6
Union	26	15	16	8	25	23	17	6	31
School	57	27	31	304	53	24	37	5	40
Employer	0	1	0		1	1	1	0	1
Individual	9	0	2	2	7	2	4	4	5
Union	48	26	29	302	45	21	32	1	34
County	60	27	40	232	47	27	37	7	37
Employer	3	2	3	112	2	1	3	1	0
Individual	6	3	3	3	6	3	5	6	4
Union	51	22	34	117	39	23	29	0	33

Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>		<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Village	3	0	1	1	2	3	3	0	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	3	0	1	1	2	3	3	0	2
Town	5	1	3	0	3	1	2	0	2
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	5	1	3	0	3	1	2	0	2
VTAE Districts	3	5	1	0	7	2	3	2	6
Employer	0	0	0		0	0	0		0
Individual	0	5	0		5	2	3	2	4
Union	3	0	1	0	2	0	0		2
Misc. Municipal	4	1	4	1	1	1	1	0	1
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	4	1	4	1	1	1	1	0	1
Totals	164	80	100	549	144	82	100	20	126

Disposition of Closed (MP) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
City	14	3	17	6
Decision Issued	1	0	1	5
Settled or Withdrawn	13	3	16	1
School	24	304	26	3
Decision Issued	7	3	5	1
Settled or Withdrawn	17	301	21	2
County	32	150	33	8
Decision Issued	8	4	13	4
Settled or Withdrawn	24	146	20	4
Village	1	1	2	0
Decision Issued	0	0	1	0
Settled or Withdrawn	1	1	1	0
Town	1	0	2	0
Decision Issued	1	0	1	0
Settled or Withdrawn	0	0	1	0
VTAE Districts	0	0	3	2
Decision Issued	0	0	0	0
Settled or Withdrawn	0	0	3	2
Misc. Municipal	4	1	1	0
Decision Issued	1	0	1	0
Settled or Withdrawn	3	1	0	0
Totals	76	459	84	19
Decision Issued	18	7	22	10
Settled or Withdrawn	58	452	62	9

Municipal Employment Grievance Arbitration (MA) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
City									
Employer	0	2	1	112	1	1	0		2
Individual	0	0	0		0	1	1	1	0
Jointly	5	1	5	145	1	2	0		3
Union	82	111	92	1427	101	78	87	1187	92
	87	114	98	1684	103	82	88	1188	97
School									
Employer	0	0	0		0	0	0		0
Individual	1	0	1	1	0	0	0		0
Jointly	6	9	10	766	5	9	8	155	6
Union	70	65	79	1148	56	66	60	658	62
	77	74	90	1915	61	75	68	813	68
County									
Employer	1	0	1	1	0	1	1	22	0
Individual	0	0	0		0	0	0		0
Jointly	7	5	7	15	5	2	4	4	3
Union	111	156	158	2454	109	133	126	809	116
	119	161	166	2470	114	136	131	835	119
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	0	1	3	0
Union	13	12	15	57	10	9	13	32	6
	13	13	15	57	11	9	14	35	6
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	2	1	1	1
Union	5	3	7	25	1	2	2	12	1
	5	3	7	25	1	4	3	13	2

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

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>		<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
VTAE Districts									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	65	0	0	0		0
Union	3	4	4	13	3	3	4	4	2
	3	5	5	78	3	3	4	4	2
Misc. Municipal									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	1	1	0	0	0		0
Union	11	9	7	63	13	4	13	212	4
	12	9	8	64	13	4	13	212	4
Totals	316	379	389	6293	306	313	321	3100	298

Disposition of Closed (MA) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
City	88	1546	76	1067
Award Issued	26	176	32	602
Settled or Withdrawn	62	1370	44	465
School	79	1141	59	778
Award Issued	27	218	20	173
Settled or Withdrawn	52	923	39	605
County	145	2407	111	633
Award Issued	52	572	64	493
Settled or Withdrawn	93	1835	47	140

Disposition of Closed (MA) Cases (CONTINUED)

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Village	14	42	8	27
Award Issued	9	36	3	2
Settled or Withdrawn	5	6	5	25
Town	6	24	1	11
Award Issued	0	0	0	0
Settled or Withdrawn	6	24	1	11
VTAE Districts	5	78	4	4
Award Issued	1	1	2	2
Settled or Withdrawn	4	77	2	2
Misc. Municipal	6	63	8	7
Award Issued	3	2	5	4
Settled or Withdrawn	3	61	3	3
Totals	343	5301	267	2527
Award Issued	118	1005	126	1276
Settled or Withdrawn	225	4296	141	1251

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2007-2008</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2008-2009</u>		<u>Cases Pending</u>
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
City	30	13	26	3153	17	30	24	1186	23
Law Enforcement	19	8	18	1945	9	23	15	607	17
Fire Fighters	11	5	8	1208	8	7	9	579	6
County	17	17	22	1057	12	14	17	708	9
Law Enforcement	16	16	21	1037	11	14	16	690	9
Fire Fighters	1	1	1	20	1	0	1	18	0
Village	7	7	10	119	4	8	7	78	5
Law Enforcement	5	6	8	103	3	7	7	78	3
Fire Fighters	2	1	2	16	1	1	0		2

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

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
Town	2	1	2	35	1	1	1	40	1
Law Enforcement	2	0	2	35	0	1	0		1
Fire Fighters	0	1	0		1	0	1	40	0
Misc. Municipal	0	2	0		2	0	1	100	1
Law Enforcement	0	0	0		0	0	0		0
Fire Fighters	0	2	0		2	0	1	100	1
Totals	56	40	60	4364	36	53	50	2112	39

Disposition of Closed (MIA) Cases 07/01/2007 - 06/30/2008

	Closed		Initiated By			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
City	26	3153	16	10	0	16	3	10	3	6	1
Firefighter	8	1208	4	4	0	4	1	4	2	2	0
Law Enforcement	18	1945	12	6	0	12	2	6	1	4	1
County	22	1057	19	3	0	18	0	4	2	1	0
Firefighter	1	20	0	1	0	0	0	1	0	1	0
Law Enforcement	21	1037	19	2	0	18	0	3	2	0	0
Village	10	119	8	2	0	9	0	1	1	0	0
Firefighter	2	16	1	1	0	2	0	0	0	0	0
Law Enforcement	8	103	7	1	0	7	0	1	1	0	0
Town	2	35	1	0	1	2	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	2	35	1	0	1	2	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	60	4364	44	15	1	45	3	15	6	7	1

Disposition of Closed (MIA) Cases 07/01/2008 - 06/30/2009

	<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						
City	24	1186	23	1	0	21	0	3	2	1	0
Firefighter	9	579	9	0	0	9	0	0	0	0	0
Law Enforcement	15	607	14	1	0	12	0	3	2	1	0
County	17	708	13	4	0	13	1	4	3	1	0
Firefighter	1	18	1	0	0	0	0	1	1	0	0
Law Enforcement	16	690	12	4	0	13	1	3	2	1	0
Village	7	78	7	0	0	6	0	1	1	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	7	78	7	0	0	6	0	1	1	0	0
Town	1	40	1	0	0	1	0	0	0	0	0
Firefighter	1	40	1	0	0	1	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Misc. Municipal	1	100	0	1	0	1	0	0	0	0	0
Firefighter	1	100	0	1	0	1	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Totals	50	2112	44	6	0	42	1	8	6	2	0

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

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>		<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
City	37	29	36	1203	30	34	30	1025	34
Employer	15	10	16	710	9	15	7	340	17
Jointly	0	0	0		0	0	0		0
Union	22	19	20	493	21	19	23	685	17
School	45	107	94	8665	58	55	83	7914	30
Employer	18	56	37	4598	37	19	45	5294	11
Jointly	1	0	0		1	0	1	220	0
Union	26	51	57	4067	20	36	37	2400	19

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2007-2008</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2008-2009</u>		<u>Cases Pending</u>
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
County	79	79	94	10493	64	62	84	6046	42
Employer	24	18	23	1761	19	12	17	889	14
Jointly	0	0	0		0	0	0		0
Union	55	61	71	8732	45	50	67	5157	28
Village	3	12	8	101	7	10	11	87	6
Employer	0	6	2	25	4	4	5	33	3
Jointly	1	0	1	5	0	0	0		0
Union	2	6	5	71	3	6	6	54	3
Town	2	1	2	11	1	5	4	26	2
Employer	0	0	0		0	4	3	19	1
Jointly	1	0	1	10	0	0	0		0
Union	1	1	1	1	1	1	1	7	1
VTAE Districts	5	7	6	2237	6	1	5	903	2
Employer	2	1	2	965	1	1	2	383	0
Jointly	0	0	0		0	0	0		0
Union	3	6	4	1272	5	0	3	520	2
Misc. Municipal	4	5	3	132	6	3	6	205	3
Employer	2	1	2	130	1	2	2	122	1
Jointly	0	0	0		0	0	0		0
Union	2	4	1	2	5	1	4	83	2
Totals	175	240	243	22842	172	170	223	16206	119

Disposition of Closed (INT/ARB) Cases 07/01/2007 - 06/30/2008

	<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						
City	36	1203	20	16	0	28	4	6	0	6	0
School	94	8665	57	37	0	85	4	7	4	1	2
County	94	10493	71	23	0	77	8	15	8	6	1
Village	8	101	5	2	1	7	0	1	0	1	0
Town	2	11	1	0	1	1	1	1	0	1	0
VTAE Districts	6	2237	4	2	0	5	1	1	1	0	0
Misc. Municipal	3	132	1	2	0	2	1	0	0	0	0
Totals	243	22842	159	82	2	205	19	31	13	15	3

Disposition of Closed (INT/ARB) Cases 07/01/2008 - 06/30/2009

	<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						
City	30	1025	23	7	0	28	0	2	0	2	0
School	83	7914	37	45	1	80	1	2	2	0	0
County	84	6046	67	17	0	65	3	16	5	6	4
Village	11	87	6	5	0	11	0	0	0	0	0
Town	4	26	1	3	0	4	0	0	0	0	0
VTAE Districts	5	903	3	2	0	3	0	2	1	1	0
Misc. Municipal	6	205	4	2	0	6	0	0	0	0	0
Totals	223	16206	141	81	1	197	4	22	8	9	4

Municipal Employment Mediation (MM) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	07/01/2007	2007-2008	Cases	Employees	07/01/2008	2008-2009	Cases	Employees	06/30/2009
City	11	23	24	778	10	17	12	455	15
Employer	1	4	3	166	2	3	1	26	4
Individual	0	0	0		0	0	0		0
Jointly	2	9	8	108	3	9	6	258	6
Union	8	10	13	504	5	5	5	171	5
School	9	41	27	10763	23	16	27	2450	12
Employer	2	7	7	6980	2	5	6	271	1
Individual	0	0	0		0	0	0		0
Jointly	4	23	15	2989	12	6	8	821	10
Union	3	11	5	794	9	5	13	1358	1
County	6	15	10	759	11	11	14	1392	8
Employer	0	5	2	74	3	0	2	527	1
Individual	0	0	0		0	0	0		0
Jointly	1	6	2	79	5	4	9	567	0
Union	5	4	6	606	3	7	3	298	7
Village	2	3	5	28	0	8	5	67	3
Employer	0	0	0		0	2	1	2	1
Individual	0	0	0		0	0	0		0
Jointly	1	0	1	8	0	1	1	42	0
Union	1	3	4	20	0	5	3	23	2
Town	0	5	4	20	1	2	3	14	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	11	0	1	1	6	0
Union	0	4	3	9	1	1	2	8	0
VTAE Districts	2	4	5	2096	1	0	1	245	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	3	3	1346	1	0	1	245	0
Union	1	1	2	750	0	0	0		0
Misc. Municipal	1	4	2	5	3	4	5	27	2
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	3	0	3	2	9	1
Union	1	3	1	2	3	0	3	18	0
Totals	31	95	77	14449	49	58	67	4650	40

Disposition of Closed (MM) Cases

	<u>07/01/2007 - 06/30/2008</u>						<u>07/01/2008 - 06/30/2009</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	9	594	1	12	0	0	6	107	2	210	0	0
School	10	2156	1	98	1	15	13	1105	1	168	0	0
County	4	232	4	287	0	0	3	95	2	174	1	90
Village	2	15	0	0	0	0	4	65	0	0	0	0
Town	2	4	0	0	0	0	2	9	0	0	0	0
VTAE Districts	3	1146	1	850	0	0	1	245	0	0	0	0
Misc. Municipal	0	0	1	3	0	0	1	4	1	0	0	0
Totals	30	4147	8	1250	1	15	30	1630	6	552	1	90

Municipal Fact Finding (FF) Cases Processed

	Cases Pending 07/01/2007	Cases Received 2007-2008	Closed 2007-2008		Cases Pending 07/01/2008	Cases Received 2008-2009	Closed 2008-2009		Cases Pending 06/30/2009
			Cases	Employees			Cases	Employees	
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

Municipal Fact Finding (FF) Cases Processed (CONTINUED)

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Village	0	0	0		0	1	1	4	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	1	1	4	0
Town	0	0	0		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
VTAE Districts	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	1	1	4	0

Disposition of Closed (FF) Cases 07/01/2007 - 06/30/2008

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
City	0	0	0	0	0		0		0
School	0	0	0	0	0		0		0
County	0	0	0	0	0		0		0
Village	0	0	0	0	0		0		0
Town	0	0	0	0	0		0		0
VTAE Districts	0	0	0	0	0		0		0
Misc. Municipal	0	0	0	0	0		0		0
Totals	0	0	0	0	0		0		0

Disposition of Closed (FF) Cases 07/01/2008 - 06/30/2009

	<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>			
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	4	1	0	0	1	0	0
Town	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0
Totals	1	4	1	0	0	1	0	0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2007 - 6/30/2009

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>		<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</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	1	0	0		1	1	2	0	0
Individual	0	0	0		0	0	0		0
Jointly	1	0	1	28	0	3	2	0	1
Union	0	0	0		0	0	0		0
	2	0	1	28	1	4	4	0	1
County									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	2	1	0		3	0	1	1	2
Union	0	0	0		0	0	0		0
	2	1	0		3	0	1	1	2
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/2007 - 6/30/2009 (CONTINUED)

	<u>Cases Pending 07/01/2007</u>	<u>Cases Received 2007-2008</u>	<u>Closed 2007-2008</u>		<u>Cases Pending 07/01/2008</u>	<u>Cases Received 2008-2009</u>	<u>Closed 2008-2009</u>		<u>Cases Pending 06/30/2009</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
VTAE Districts									
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
Misc. Municipal									
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
Totals	4	1	1	28	4	4	5	1	3

STATE EMPLOYMENT LABOR RELATIONS ACT

State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2007 - 06/30/2009

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</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	1	0	0		1	0	0		1
Totals	1	0	0	0	1	0	0	0	1

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

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
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

State Employment Referendum (SR) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	1	0		1	1	2	776	0
Totals	0	1	0	0	1	1	2	776	0

Disposition of Closed (SR) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	1	776
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

State Employment Unfair Labor Practice PP(S) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	0	0	0		0	0	0		0
Individual	4	4	2	2	6	1	3	3	4
Union	16	6	6	22	16	3	9	1	10
Totals	20	10	8	24	22	4	12	4	14

Disposition of Closed PP(S) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	2	20	4	2
Settled or Withdrawn	3	1	5	0
Totals	5	21	9	2

State Employment Grievance Arbitration (SA) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</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	1	0		1
Totals	0	0	0	0	0	1	0	0	1

Disposition of Closed (SA) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</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 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	0		1	1	0		2
Union	1	1	0		2	2	3	57	1
Totals	2	1	0	0	3	3	3	57	3

Disposition of Closed (SM) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	3	57
Grievance	0	0	0	0
Totals	0	0	3	57

State Employment Fact Finding FF(S) Cases Processed

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</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 07/01/2007 - 06/30/2008

Cases	<u>Closed</u> Employees	<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	

Disposition of Closed FF(S) Cases 07/01/2008 - 06/30/2009

Cases	<u>Closed</u> Employees	<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	

State Employment Declaratory Ruling DR(S) Cases Processed

	<u>Cases</u> <u>Pending</u> <u>07/01/2007</u>	<u>Cases</u> <u>Received</u> <u>2007-2008</u>	<u>Closed</u> <u>2007-2008</u>		<u>Cases</u> <u>Pending</u> <u>07/01/2008</u>	<u>Cases</u> <u>Received</u> <u>2008-2009</u>	<u>Closed</u> <u>2008-2009</u>		<u>Cases</u> <u>Pending</u> <u>06/30/2009</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	2	0	0		2	0	1	1	1
Totals	2	0	0	0	2	0	1	1	1

Disposition of Closed DR(S) Cases

	<u>07/01/2007 - 06/30/2008</u>		<u>07/01/2008 - 06/30/2009</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	1	1
Totals	0	0	1	1

State Employment Labor Management Cooperation (LMC-S) Cases Processed 07/01/2007 - 6/30/2009

	<u>Cases</u> <u>Pending</u> <u>07/01/2007</u>	<u>Cases</u> <u>Received</u> <u>2007-2008</u>	<u>Closed</u> <u>2007-2008</u>		<u>Cases</u> <u>Pending</u> <u>07/01/2008</u>	<u>Cases</u> <u>Received</u> <u>2008-2009</u>	<u>Closed</u> <u>2008-2009</u>		<u>Cases</u> <u>Pending</u> <u>06/30/2009</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	0	0		0
Totals	0	0	0	0	0	0	0	0	0

PERSONNEL APPEAL CASES

Personnel Appeal (PA) Cases Processed 07/01/2007 - 6/30/2009

	Cases Pending	Cases Received	Closed 2007-2008		Cases Pending	Cases Received	Closed 2008-2009		Cases Pending
	<u>07/01/2007</u>	<u>2007-2008</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2008</u>	<u>2008-2009</u>	<u>Cases</u>	<u>Employees</u>	<u>06/30/2009</u>
PA(dmrs) Stats. 230.44 (1)(a)	4	9	6	6	7	3	6	6	4
PA(der) Stats. 230.44 (1)(b)	17	13	23	28	7	34	19	19	22
PA(adv) Stats. 230.44 (1)(c)	34	19	24	24	29	24	27	27	26
PA(sel) Stats. 230.44 (1)(d)	12	12	11	14	13	10	14	16	9
PA(grp) Stats. 230.45 (1)(c)	1	2	2	2	1	1	1	1	1
PA(haz) Stats. 230.45 (1)(d)	1	1	1	1	1	1	2	2	0
PA(gen)	0	0	0		0	0	0		0
Total	69	56	67	75	58	73	69	71	62

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.