

STATE OF WISCONSIN  
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

JULY 1, 2009  
JUNE 30, 2011

James R. Scott  
Chairman  
Judith Neumann  
Commissioner  
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Commissioner



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State of Wisconsin  
Wisconsin Employment Relations Commission

The Honorable Scott Walker  
Office of the Governor  
115 East, State Capitol  
Madison, WI 53702

Dear Governor:

The following is the Biennial Report of the Wisconsin Employment Relations Commission for the 2009-2011 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

Handwritten signature of James R. Scott in black ink.

James R. Scott  
Chairman

Handwritten signature of Judith Neumann in black ink.

Judith Neumann  
Commissioner

Handwritten signature of Rodney G. Pasch in black ink.

Rodney G. Pasch  
Commissioner

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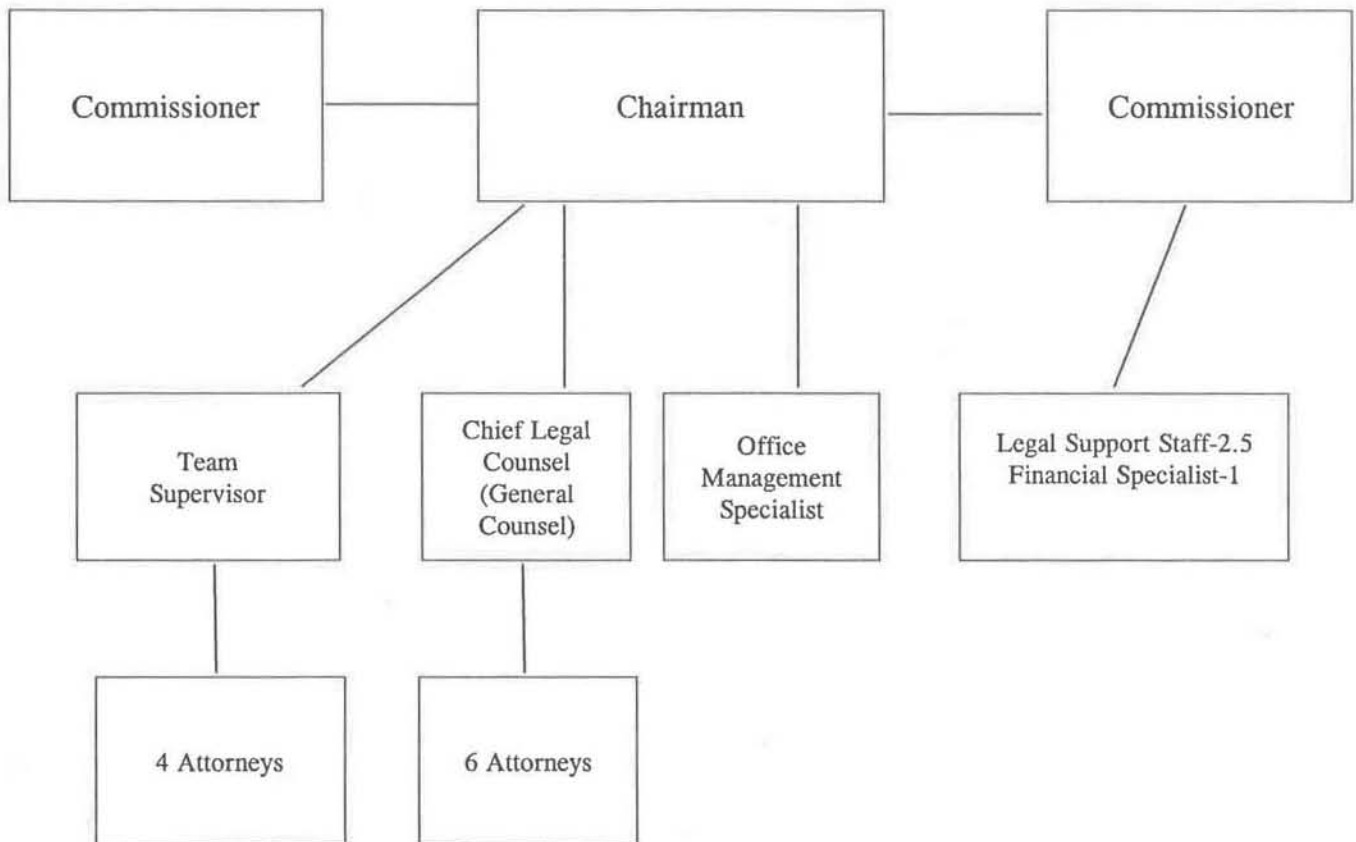
### **Agency Functions and Organization:**

**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 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. The WERC also has a staff of professional hearing examiner/mediator/arbitrators, as well as administrative 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, and 4.5 administrative 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 2009 – 2011 biennium there were 1,809 new cases filed with the WERC and 1,928 cases closed. Included within the closed cases were 48 in which the Commission conducted representation votes. The Commission itself issued 92 decisions (including 45 personnel appeal decisions), the Commissioners and professional staff issued an aggregate of 263 grievance arbitration awards, and the professional staff issued 30 unfair labor practice/prohibited practice decisions.

Among the cases closed during the biennium were 704 mediation-type cases, 596 of which were voluntarily settled/closed without the need for an interest arbitration award or fact finder recommendation.

During the biennium 111 personnel appeal-type cases were closed, including 29 classification cases, 44 discipline cases, 17 non-selection cases, and 21 cases in other personnel appeals areas.

### **Court Activity During the Biennium**

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of 6 Commission cases. At the Circuit Court level, 4 decisions affirmed the Commission's decision. At the Court of Appeals, 2 Commission decisions were reversed.

## PERFORMANCE MEASURES

### 2010 AND 2011 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2010	Actual 2010	Goal 2011	Actual 2011
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	77%	85%	66%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	77%	90%	73%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	88%	90%	95%
1.	Median number of calendar days from opening to closing of Personnel appeal cases.	170	218		
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. <sup>1</sup>			90%	89%

Note: Based on fiscal year.

<sup>1</sup>Previously the Commission has tracked its performance regarding its personnel appeal jurisdiction by counting the number of days from opening to closing each case. That measure was appropriate while the Commission was adjusting to the newly-added personnel appeal work load, because the agency's goal was to gradually reduce the amount of processing time attributable to training and learning the new material. At this time the agency has had sufficient experience with personnel appeals to allow the agency to begin tracking its performance in personnel appeals the same way it tracks its performance in other statutory areas, i.e., in terms of the percentage of written drafts and decisions that meet timeliness standards.



# TOTAL CASES PROCESSED BY THE COMMISSION 2009-2011

## *Private Employment Cases*

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Complaint-Cw (Individual)	2	1	0		3	0	2	3
Complaint-Ce	5	3	1	0	7	2	5	2
Election-E	0	0	0		0	1	1	80
Election-E(u/c)	0	0	0		0	0	0	
Referendum-R	0	0	0		0	0	0	
Election/Referendum-E/R								
Arbitration-A	33	45	49	2302	29	55	45	551
Mediation-M	1	1	2	2	0	3	2	22
Declaratory Ruling-DR	0	0	0		0	0	0	
LMC	0	0	0		0	0	0	
<b>Totals</b>	<b>41</b>	<b>50</b>	<b>52</b>	<b>2304</b>	<b>39</b>	<b>61</b>	<b>55</b>	<b>658</b>

## *Municipal Employment Cases*

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Election-ME	16	29	31	625	14	25	25	875
Election-ME(u/c)	33	25	24	234	34	7	18	107
Referendum-MR	0	0	0		0	0	0	
Declaratory Ruling-DR(M)	6	6	5	0	7	11	10	0
Complaint-MP	127	76	86	16	117	82	70	14
Arbitration-MA	303	378	354	5404	327	232	347	3089
Interest Arbitration-MIA	41	37	48	1766	30	63	41	1347
Interest Arbitration-INT/ARB	118	200	160	15483	158	233	278	23973
Mediation-MM	40	77	69	6679	48	79	104	17384
Fact Finding-FF	0	0	0		0	0	0	
LMC-M	3	3	5	29	1	2	2	10
<b>Totals</b>	<b>687</b>	<b>831</b>	<b>782</b>	<b>30236</b>	<b>736</b>	<b>734</b>	<b>895</b>	<b>46799</b>

### State Employment Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Election-SE	0	3	3	5170	0	0	0	
Election-SE(u/c)	1	5	1	1	5	0	0	
Referendum-SR	0	1	0		1	0	0	
Complaint-PP(S)	13	12	14	7	11	10	2	3
Arbitration-SA	1	3	3	1	1	2	0	
Mediation-SM	3	1	4	0	0	0	0	
Fact Finding-FF(S)	0	0	0		0	0	0	
Declaratory Ruling-DR(S)	1	0	0		1	0	1	1
LMC-S	0	0	0		0	0	0	
<b>Totals</b>	<b>19</b>	<b>25</b>	<b>25</b>	<b>5179</b>	<b>19</b>	<b>12</b>	<b>3</b>	<b>4</b>

### Faculty and Academic Staff Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Election-FE	1	8	4	5171	5	0	0	1337
Election-FE(u/c)	0	0	0		0	0	0	
Referendum-FR	0	0	0		0	0	0	
Complaint-FP	0	0	0		0	2	0	
Arbitration-FA	0	0	0		0	0	0	
Mediation-FM	0	0	0		0	0	0	
<b>Totals</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>5171</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>1337</b>

### Personnel Appeal (PA) Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
<b>Totals</b>	<b>63</b>	<b>46</b>	<b>66</b>	<b>66</b>	<b>43</b>	<b>42</b>	<b>45</b>	<b>45</b>
<b>GRAND TOTAL</b>	<b>811</b>	<b>960</b>	<b>929</b>	<b>42956</b>	<b>842</b>	<b>851</b>	<b>998</b>	<b>48843</b>

# TOTAL CASES PROCESSED BY THE COMMISSION 2009 – 2011

## *WISCONSIN EMPLOYMENT PEACE ACT*

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	1	0	0		1	0	1	1
Union	4	3	1	0	6	2	4	1
<b>Totals</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>2</b>

### Disposition of Closed (Ce) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Decision Issued:	0	0	1	1
Settled or Withdrawn	1	0	3	2
<b>Totals</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>3</b>

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	2	1	0		3	0	2	3
Union	0	0	0		0	0	0	
<b>Totals</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>3</b>

Disposition of Closed (Cw) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	2	3
Totals	0	0	2	3

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			Cases	Employees			Cases	Employees
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	1	1	80
Totals	0	0	0	0	0	1	1	80

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

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Petition for Election	0	0	1	80
Vote Conducted:	0	0	1	80
Bargaining Representative Selected:	0	0	1	80
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	1	80

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Disposition of Closed (R) Cases**

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Referendum Conducted:	0	0	0	0
All Union Agreements Authorized:	0	0	0	0
All Union Agreements Rejected:	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Private Employment Grievance Arbitration (A) Cases Processed**

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
Employer	1	1	2	1	0	0	0	
Individual	0	0	0		0	0	0	
Jointly	9	12	9	9	12	15	12	156
Union	23	32	38	2292	17	40	33	395
<b>Totals</b>	<b>33</b>	<b>45</b>	<b>49</b>	<b>2302</b>	<b>29</b>	<b>55</b>	<b>45</b>	<b>551</b>



Disposition of Closed (A) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Award Issued:	15	1133	14	31
Settled or Withdrawn	22	1084	27	513
<b>Totals</b>	<b>37</b>	<b>2217</b>	<b>41</b>	<b>544</b>

Private Employment Mediation (M) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	1	1	2	2	0	1	0	
Union	0	0	0		0	2	2	22
<b>Totals</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>22</b>

Disposition of Closed (M) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	0	0
Grievance	2	2	2	22
<b>Totals</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>22</b>

**Private Declaratory Ruling (DR) Cases Processed**

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Disposition of Closed (DR) Cases**

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Dismissed - Settled/ Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Private Labor Management Cooperation (LMC) Cases Processed**

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

# MUNICIPAL EMPLOYMENT RELATIONS ACT

## Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
<b>City</b>	<b>11</b>	<b>15</b>	<b>11</b>	<b>55</b>	<b>15</b>	<b>10</b>	<b>13</b>	<b>689</b>
Employer	2	0	0		2	0	0	
Individual	1	1	1	0	1	0	0	
Jointly	0	0	0		0	0	0	
Union	8	14	10	55	12	10	13	689
<b>School</b>	<b>11</b>	<b>8</b>	<b>10</b>	<b>129</b>	<b>9</b>	<b>7</b>	<b>6</b>	<b>65</b>
Employer	0	2	1	0	1	0	0	
Individual	0	1	1	20	0	4	1	20
Jointly	0	0	0		0	0	0	
Union	11	5	8	109	8	3	5	45
<b>County</b>	<b>16</b>	<b>15</b>	<b>14</b>	<b>195</b>	<b>17</b>	<b>10</b>	<b>16</b>	<b>107</b>
Employer	2	1	1	1	2	1	1	1
Individual	0	0	0		0	1	0	
Jointly	0	0	0		0	0	0	
Union	14	14	13	194	12	8	15	106
<b>Village</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>26</b>	<b>1</b>	<b>5</b>	<b>5</b>	<b>58</b>
Employer	0	1	0		1	0	1	0
Individual	0	0	0		0	2	2	44
Jointly	0	0	0		0	0	0	
Union	2	2	4	26	0	3	2	14
<b>Town</b>	<b>3</b>	<b>6</b>	<b>7</b>	<b>138</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>9</b>
Employer	1	1	2	8	0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	2	5	5	130	2	0	1	9

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed (CONTINUED)

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010		Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011	
			Cases	Employees			Cases	Employees
VTAE Districts	0	6	2	2	4	0	2	54
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	6	2	2	4	0	2	54
Misc. Municipal	6	1	7	314	0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	1	1	7	0	0	0	
Jointly	0	0	0		0	0	0	
Union	6	0	6	307	0	0	0	
Totals	49	54	55	859	48	32	43	982

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

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Petition for Election	22	525	20	399
Vote Conducted:	22	525	20	399
Bargaining Representative Selected:	16	223	16	374
Bargaining Representative Rejected:	6	302	4	25
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	2	9
Unit Clarified:	0	0	2	9
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	22	525	22	408

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
<b>City</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>School</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>County</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Village</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Town</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>VTAE Districts</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Misc. Municipal</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Totals</b>	0	0	0	0	0	0	0	0



Disposition of Closed (MR) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
<b>City</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>0</b>
Employer	3	1	2	0	2	3	2	0
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	3	3	2	0	4	0	0	
<b>School</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>0</b>
Employer	0	1	1	0	0	4	4	0
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	1	1	0
<b>County</b>	<b>0</b>	<b>1</b>	<b>0</b>		<b>1</b>	<b>3</b>	<b>3</b>	<b>0</b>
Employer	0	1	0		1	3	3	0
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Village</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Town</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
<b>VTAE Districts</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Misc. Municipal</b>	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Totals</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>7</b>	<b>11</b>	<b>10</b>	<b>0</b>

Disposition of Closed DR(M) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
<b>City</b>	0	0	1	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	1	0
<b>School</b>	1	0	1	0
Dismissed - Settled/Withdrawn	1	0	1	0
Declaratory Rulings Issued	0	0	0	0
<b>County</b>	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Village</b>	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0

Disposition of Closed DR(M) Cases (CONTINUED)

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
<b>Town</b>	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>VTAE Districts</b>	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Misc. Municipal</b>	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Totals</b>	1	0	2	0
Dismissed - Settled/Withdrawn	1	0	1	0
Declaratory Rulings Issued	0	0	1	0

Municipal Prohibited Practice (MP) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
<b>City</b>	39	25	24	2	40	21	20	4
Employer	1	0	0		1	1	1	0
Individual	6	3	2	2	7	5	4	3
Union	32	22	22	0	32	15	15	1
<b>School</b>	40	28	31	2	37	34	24	4
Employer	1	2	2	0	1	1	2	0
Individual	5	1	1	1	5	3	2	2
Union	34	25	28	1	31	30	20	2
<b>County</b>	37	18	27	5	28	18	16	2
Employer	0	1	0		1	0	0	
Individual	4	2	4	4	2	1	2	2
Union	33	15	23	1	26	17	14	0

Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Village	2	2	0		4	1	1	0
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	1	0	
Union	2	2	0		4	0	1	0
Town	2	2	3	7	1	2	2	0
Employer	0	0	0		0	0	0	
Individual	0	1	1	6	0	0	0	
Union	2	1	2	1	1	2	2	0
VTAE Districts	6	0	1	0	5	4	6	4
Employer	0	0	0		0	1	1	0
Individual	4	0	0		4	0	3	4
Union	2	0	1	0	1	3	2	0
Misc. Municipal	1	1	0		2	2	1	0
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	1	1	0		2	2	1	0
<b>Totals</b>	<b>127</b>	<b>76</b>	<b>86</b>	<b>16</b>	<b>117</b>	<b>82</b>	<b>70</b>	<b>14</b>

Disposition of Closed (MP) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
City	19	2	17	2
Decision Issued:	0	0	2	0
Settled or Withdrawn	19	2	15	2
School	25	1	22	4
Decision Issued:	2	1	2	1
Settled or Withdrawn	23	0	20	3

Disposition of Closed (MP) Cases (CONTINUED)

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
<b>County</b>	<b>24</b>	<b>4</b>	<b>15</b>	<b>3</b>
Decision Issued:	3	1	2	1
Settled or Withdrawn	21	3	13	2
<b>Village</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
Decision Issued:	0	0	1	0
Settled or Withdrawn	0	0	0	0
<b>Town</b>	<b>3</b>	<b>7</b>	<b>2</b>	<b>0</b>
Decision Issued:	0	0	0	0
Settled or Withdrawn	3	7	2	0
<b>VTAE Districts</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>5</b>
Decision Issued:	0	0	1	1
Settled or Withdrawn	1	0	6	4
<b>Misc. Municipal</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	1	0
<b>Totals</b>	<b>72</b>	<b>14</b>	<b>65</b>	<b>14</b>
Decision Issued:	5	2	8	3
Settled or Withdrawn	67	12	57	11



Municipal Employment Grievance Arbitration (MA) Cases Processed

		<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
				<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
City	Employer	2	0	0		2	0	2	113
	Individual	0	0	0		0	1	1	1
	Jointly	3	5	3	62	5	0	3	69
	Union	92	93	103	2904	82	40	63	460
		97	98	106	2966	89	41	69	643
School	Employer	0	1	0		1	0	1	93
	Individual	0	0	0		0	1	0	
	Jointly	6	7	6	56	7	13	12	99
	Union	62	72	70	933	64	46	78	1149
		68	80	76	989	72	60	91	1341
County	Employer	0	0	0		0	0	0	
	Individual	0	0	0		0	0	0	
	Jointly	3	5	3	3	5	0	5	64
	Union	120	166	152	1201	134	114	152	501
		123	171	155	1204	139	114	157	565
Village	Employer	0	0	0		0	0	0	
	Individual	0	0	0		0	0	0	
	Jointly	0	1	0		1	0	1	15
	Union	6	16	8	24	14	9	15	63
		6	17	8	24	15	9	16	78
Town	Employer	0	0	0		0	0	0	
	Individual	0	0	0		0	0	0	
	Jointly	1	0	0		1	0	1	1
	Union	1	0	1	1	0	0	0	
		2	0	1	1	1	0	1	1

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
<b>VTAE Districts</b>								
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	1	1	1	0	0	0	
Union	3	3	3	2	3	4	5	109
	3	4	4	3	3	4	5	109
<b>Misc. Municipal</b>								
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	4	8	4	217	8	4	8	352
	4	8	4	217	8	4	8	352
<b>Totals</b>	<b>303</b>	<b>378</b>	<b>354</b>	<b>5404</b>	<b>327</b>	<b>232</b>	<b>347</b>	<b>3089</b>

Disposition of Closed (MA) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
<b>City</b>	<b>87</b>	<b>2474</b>	<b>62</b>	<b>424</b>
Award Issued:	29	99	25	237
Settled or Withdrawn	58	2375	37	187
<b>School</b>	<b>64</b>	<b>301</b>	<b>78</b>	<b>1076</b>
Award Issued:	17	95	28	221
Settled or Withdrawn	47	206	50	855
<b>County</b>	<b>126</b>	<b>1139</b>	<b>139</b>	<b>421</b>
Award Issued:	50	589	70	151
Settled or Withdrawn	76	550	69	270
<b>Village</b>	<b>7</b>	<b>23</b>	<b>14</b>	<b>76</b>
Award Issued:	5	14	5	58
Settled or Withdrawn	2	9	9	18

Disposition of Closed (MA) Cases (CONTINUED)

		<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
		Cases	Employees	Cases	Employees
Town		1	1	1	1
	Award Issued:	0	0	0	0
	Settled or Withdrawn	1	1	1	1
VTAE Districts		4	3	5	109
	Award Issued:	2	2	1	105
	Settled or Withdrawn	2	1	4	4
Misc. Municipal		4	217	5	131
	Award Issued:	1	1	0	0
	Settled or Withdrawn	3	216	5	131
Totals		293	4158	304	2238
	Award Issued	104	800	129	772
	Settled or Withdrawn	189	3358	175	1466

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

		<u>Cases</u> <u>Pending</u> <u>07/01/2009</u>	<u>Cases</u> <u>Received</u> <u>2009-2010</u>	<u>Closed</u> <u>2009-2010</u> <u>Cases</u>	<u>Employees</u>	<u>Cases</u> <u>Pending</u> <u>07/01/2010</u>	<u>Cases</u> <u>Received</u> <u>2010-2011</u>	<u>Closed</u> <u>2010-2011</u> <u>Cases</u>	<u>Employees</u>
City		25	19	26	1195	18	25	23	948
	Law Enforcement	17	12	17	578	12	19	19	862
	Fire Fighters	8	7	9	617	6	6	4	86
County		9	9	11	426	7	22	8	239
	Law Enforcement	9	8	11	426	6	22	8	239
	Fire Fighters	0	1	0		1	0	0	
Village		5	7	8	120	4	14	9	143
	Law Enforcement	3	6	6	109	3	12	8	133
	Fire Fighters	2	1	2	11	1	2	1	10

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

		<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
				<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
<b>Town</b>		1	1	2	21	0	1	0	
	Law Enforcement	1	1	2	21	0	1	0	
	Fire Fighters	0	0	0		0	0	0	
<b>Misc. Municipal</b>		1	1	1	4	1	1	1	17
	Law Enforcement	0	1	0		1	1	1	17
	Fire Fighters	1	0	1	4	0	0	0	
<b>Totals</b>		41	37	48	1766	30	63	41	1347

Disposition of Closed (MIA) Cases 07/01/2009 - 06/30/2010

		<u>Closed</u>		<u>Initiated By</u>			<u>Resolved In Investigation</u>	<u>Settled By Arbitrator</u>	<u>Awards Issued</u>	<u>Employer C Selected</u>
		<u>Cases</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>	<u>Jointly</u>				
<b>City</b>		26	1195	21	5	0	19	3	4	3
	Firefighter	9	617	7	2	0	6	1	2	2
	Law Enforcement	17	578	14	3	0	13	2	2	1
<b>County</b>		11	426	6	5	0	8	0	4	1
	Firefighter	0	0	0	0	0	0	0	0	0
	Law Enforcement	11	426	6	5	0	8	0	4	1
<b>Village</b>		8	120	5	3	0	7	0	1	0
	Firefighter	2	11	2	0	0	2	0	0	0
	Law Enforcement	6	109	3	3	0	5	0	1	0
<b>Town</b>		2	21	2	0	0	2	0	0	0
	Firefighter	0	0	0	0	0	0	0	0	0
	Law Enforcement	2	21	2	0	0	2	0	0	0
<b>Misc. Municipal</b>		1	4	1	0	0	1	0	0	0
	Firefighter	1	4	1	0	0	1	0	0	0
	Law Enforcement	0	0	0	0	0	0	0	0	0
<b>Totals</b>		48	1766	35	13	0	37	3	9	4

Disposition of Closed (MIA) Cases 07/01/2010 - 06/30/2011

	<u>Closed</u>		<u>Initiated By</u>			<u>Resolved In Investigation</u>	<u>Settled By Arbitrator</u>	<u>Awards Issued</u>	<u>Employer Selected</u>
	<u>Cases</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>	<u>Jointly</u>				
<b>City</b>	<b>23</b>	<b>948</b>	<b>14</b>	<b>9</b>	<b>0</b>	<b>21</b>	<b>1</b>	<b>2</b>	<b>2</b>
Firefighter	4	86	1	3	0	4	0	0	0
Law Enforcement	19	862	13	6	0	17	1	2	2
<b>County</b>	<b>8</b>	<b>239</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>0</b>
Firefighter	0	0	0	0	0	0	0	0	0
Law Enforcement	8	239	6	2	0	6	0	2	0
<b>Village</b>	<b>9</b>	<b>143</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>
Firefighter	1	10	0	1	0	1	0	0	0
Law Enforcement	8	133	6	2	0	8	0	0	0
<b>Town</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Firefighter	0	0	0	0	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0
<b>Misc. Municipal</b>	<b>1</b>	<b>17</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Firefighter	0	0	0	0	0	0	0	0	0
Law Enforcement	1	17	0	1	0	1	0	0	0
<b>Totals</b>	<b>41</b>	<b>1347</b>	<b>26</b>	<b>15</b>	<b>0</b>	<b>37</b>	<b>1</b>	<b>4</b>	<b>3</b>

Municipal Employment Interest Arbitration (INT/ARB) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
<b>City</b>	<b>33</b>	<b>24</b>	<b>35</b>	<b>3322</b>	<b>22</b>	<b>35</b>	<b>36</b>	<b>1603</b>
Employer	17	12	18	2623	11	7	14	784
Jointly	0	0	0		0	0	0	
Union	16	12	17	699	11	28	22	819
<b>School</b>	<b>30</b>	<b>108</b>	<b>56</b>	<b>6738</b>	<b>82</b>	<b>107</b>	<b>145</b>	<b>16048</b>
Employer	11	58	24	3606	46	32	59	5513
Jointly	0	0	0		0	0	0	
Union	19	50	32	3132	36	75	86	10535



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

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010		Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011	
			Cases	Employees			Cases	Employees
<b>County</b>	<b>42</b>	<b>47</b>	<b>48</b>	<b>3167</b>	<b>41</b>	<b>71</b>	<b>74</b>	<b>5509</b>
Employer	13	16	12	425	17	25	26	1404
Jointly	0	0	0		0	0	0	
Union	29	31	36	2742	24	46	48	4105
<b>Village</b>	<b>6</b>	<b>14</b>	<b>12</b>	<b>178</b>	<b>8</b>	<b>9</b>	<b>14</b>	<b>178</b>
Employer	3	6	4	83	5	3	5	66
Jointly	0	0	0		0	0	0	
Union	3	8	8	95	3	6	9	112
<b>Town</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>26</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>5</b>
Employer	1	0	1	5	0	0	0	
Jointly	0	0	0		0	0	0	
Union	1	2	2	21	1	2	1	5
<b>VTAE Districts</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2019</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>282</b>
Employer	0	1	1	1000	0	3	2	282
Jointly	0	0	0		0	0	0	
Union	2	0	2	1019	0	2	0	
<b>Misc. Municipal</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>33</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>348</b>
Employer	1	1	1	25	1	0	1	0
Jointly	0	0	0		0	0	0	
Union	2	3	2	8	3	4	5	348
<b>Totals:</b>	<b>118</b>	<b>200</b>	<b>160</b>	<b>15483</b>	<b>158</b>	<b>233</b>	<b>278</b>	<b>23973</b>

Disposition of Closed (INT/ARB) Cases 07/01/2009 - 06/30/2010

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Select
	Cases	Employees	Union	Employer	Jointly				
City	35	3322	17	18	0	32	2	2	2
School	56	6738	32	24	0	51	1	5	2
County	48	3167	36	12	0	40	3	8	4
Village	12	178	8	4	0	11	0	1	0
Town	3	26	2	1	0	3	0	0	0
VTAE Districts	3	2019	2	1	0	1	1	1	0
Misc. Municipal	3	33	2	1	0	3	0	0	0
Totals:	160	15483	99	61	0	141	7	17	14

Disposition of Closed (INT/ARB) Cases 07/01/2010 - 06/30/2011

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Select
	Cases	Employees	Union	Employer	Jointly				
City	36	1603	22	14	0	31	1	4	1
School	145	16048	86	59	0	141	2	3	2
County	74	5509	48	26	0	70	2	4	4
Village	14	178	9	5	0	14	1	0	0
Town	1	5	1	0	0	1	0	0	0
VTAE Districts	2	282	0	2	0	2	0	0	0
Misc. Municipal	6	348	5	1	0	3	1	2	0
Totals:	278	23973	171	107	0	262	7	13	7

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

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
<b>City</b>	<b>15</b>	<b>15</b>	<b>23</b>	<b>808</b>	<b>7</b>	<b>12</b>	<b>9</b>	<b>1130</b>
Employer	4	1	4	58	1	2	1	850
Individual	0	0	0		0	0	0	
Jointly	6	6	10	396	2	3	4	108
Union	5	8	9	354	4	7	4	172
<b>School</b>	<b>12</b>	<b>39</b>	<b>22</b>	<b>3797</b>	<b>29</b>	<b>35</b>	<b>59</b>	<b>14487</b>
Employer	2	6	3	1176	5	4	7	7609
Individual	0	0	0		0	0	0	
Jointly	10	25	15	2221	20	18	36	4931
Union	0	8	4	400	4	13	16	1947
<b>County</b>	<b>8</b>	<b>8</b>	<b>14</b>	<b>602</b>	<b>2</b>	<b>21</b>	<b>20</b>	<b>1333</b>
Employer	1	0	1	90	0	4	4	116
Individual	0	0	0		0	0	0	
Jointly	0	6	5	120	1	7	7	328
Union	7	2	8	392	1	10	9	889
<b>Village</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>57</b>	<b>5</b>	<b>5</b>	<b>7</b>	<b>46</b>
Employer	1	2	1	7	2	0	1	2
Individual	0	0	0		0	0	0	
Jointly	0	1	1	8	0	1	1	15
Union	2	3	2	42	3	4	5	29
<b>Town</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>7</b>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	1	1	4	0	0	0	
Union	0	1	0		1	3	3	7
<b>VTAE Districts</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>1295</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>248</b>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	2	1	95	1	0	1	248
Union	0	1	1	1200	0	1	0	
<b>Misc. Municipal</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>116</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>133</b>
Employer	1	1	1	112	1	0	1	3
Individual	0	0	0		0	0	0	
Jointly	1	2	2	4	1	1	2	113
Union	0	1	0		1	1	2	17
<b>Totals</b>	<b>40</b>	<b>77</b>	<b>69</b>	<b>6679</b>	<b>48</b>	<b>79</b>	<b>104</b>	<b>17384</b>

Disposition of Closed (MM) Cases

	<u>07/01/2009 - 06/30/2010</u>						<u>07/01/2010 - 06/30/2011</u>			
	<u>Settled by Mediation</u>		<u>To Final and Binding Arbitration</u>		<u>Neither</u>		<u>Settled by Mediation</u>		<u>To Final and Binding Arbitration</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	8	171	1	307	0	0	5	255	1	3
School	10	944	3	1173	0	0	36	4314	11	2766
County	6	195	2	185	1	56	14	931	0	0
Village	3	22	0	0	0	0	4	31	1	4
Town	1	4	0	0	0	0	3	7	0	0
VTAE Districts	1	95	0	0	0	0	0	0	1	248
Misc. Municipal	1	3	1	112	0	0	2	113	1	3
Totals	30	1434	7	1777	1	56	64	5651	15	3024

Municipal Fact Finding (FF) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2009-2010</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2010-2011</u>	
	<u>07/01/2009</u>	<u>2009-2010</u>	<u>Cases</u>	<u>Employees</u>	<u>07/01/2010</u>	<u>2010-2011</u>	<u>Cases</u>	<u>Employees</u>
City	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
School	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
County	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	

Municipal Fact Finding (FF) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Village	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Town	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
VTAE Districts	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Misc. Municipal	0	0	0		0	0	0	
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Totals	0	0	0	0	0	0	0	0

Disposition of Closed (FF) Cases 07/01/2009 - 06/30/2010

	<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 Fin Recommendati</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	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0

**Disposition of Closed (FF) Cases 07/01/2010 - 06/30/2011**

	<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 Find Recommend 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	0	0	0	0	0	0	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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Municipal Labor Management Cooperation (LMC-M) Cases Processed**

		<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
				<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
City	Employer	0	0	0		0	0	0	
	Individual	0	0	0		0	0	0	
	Jointly	0	0	0		0	0	0	
	Union	0	0	0		0	0	0	
		0	0	0		0	0	0	
School	Employer	0	1	1	1	0	0	0	
	Individual	0	0	0		0	0	0	
	Jointly	1	1	2	0	0	1	1	0
	Union	0	0	0		0	0	0	
		1	2	3	1	0	1	1	0
County	Employer	0	0	0		0	0	0	
	Individual	0	0	0		0	0	0	
	Jointly	2	0	1	10	1	1	1	10
	Union	0	0	0		0	0	0	
		2	0	1	10	1	1	1	10

Municipal Labor Management Cooperation (LMC-M) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
<b>Village</b>								
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
	0	0	0		0	0	0	
<b>Town</b>								
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
	0	0	0		0	0	0	
<b>VTAE Districts</b>								
Employer	0	1	1	18	0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
	0	1	1	18	0	0	0	
<b>Misc. Municipal</b>								
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
	0	0	0		0	0	0	
<b>Totals</b>	<b>3</b>	<b>3</b>	<b>5</b>	<b>29</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>10</b>

## STATE EMPLOYMENT LABOR RELATIONS ACT

### State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2009 - 6/30/2011

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010 Cases	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Employees
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	1	8	4	5171	5	0	0	
<b>Totals</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>5171</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Petition for Election	3	5170	0	0
Vote Conducted:	3	5170	0	0
Bargaining Representative Selected:	3	5170	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
<b>Totals</b>	<b>3</b>	<b>5170</b>	<b>0</b>	<b>0</b>

### State Employment Referendum (SR) Cases Processed

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010 Cases	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Employees
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	0	1	0		1	0	0	
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>



Disposition of Closed (SR) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

State Employment Unfair Labor Practice PP(S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	4	3	4	4	3	2	0	
Union	9	9	10	3	8	8	2	3
<b>Totals</b>	<b>13</b>	<b>12</b>	<b>14</b>	<b>7</b>	<b>11</b>	<b>10</b>	<b>2</b>	<b>3</b>

Disposition of Closed PP(S) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	4	2	1	1
Settled or Withdrawn	9	4	1	2
<b>Totals</b>	<b>13</b>	<b>6</b>	<b>2</b>	<b>3</b>

State Employment Grievance Arbitration (SA) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	1	1	1	0	0	0	
Union	1	2	2	0	1	2	0	
<b>Totals</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>

Disposition of Closed (SA) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Award Issued:	1	1	0	0
Settled or Withdrawn	0	0	0	0
Totals	1	1	0	0

State Employment Mediation (SM) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	2	1	3	0	0	0	0	
Union	1	0	1	0	0	0	0	
Totals	3	1	4	0	0	0	0	0

Disposition of Closed (SM) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Interest	1	0	0	0
Grievance	1	0	0	0
Totals	2	0	0	0

State Employment Fact Finding FF(S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Totals	0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2009 - 06/30/2010

Cases	<u>Closed</u>	Union	<u>Initiated By</u>		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Find Recommen Issues
	Employees		Employer	Jointly			
0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2010 - 06/30/2011

Cases	<u>Closed</u>	Union	<u>Initiated By</u>		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Find Recommen Issues
	Employees		Employer	Jointly			
0	0	0	0	0	0	0	0

State Employment Declaratory Ruling DR(S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			Cases	Employees			Cases	Employees
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	1	0	0		1	0	1	1
<b>Totals</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>

Disposition of Closed DR(S) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

State Employment Labor Management Cooperation (LMC-S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Totals	0	0	0	0	0	0	0	0

## FACULTY AND ACADEMIC STAFF LABOR RELATIONS ACT

### Faculty and Academic Staff Election (FE) and Unit Clarification FE(u/c) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	1	8	4	5171	5	0	0	
<b>Totals</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>5171</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Disposition of Closed (FE) and FE(u/c) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Petition for Election	0	0	5	1337
Vote Conducted:	0	0	5	1337
Bargaining Representative Selected:	0	0	5	1337
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
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1337</b>

### Faculty and Academic Staff Referendum (FR) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Disposition of Closed (FR) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</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

Faculty and Academic Staff Unfair Labor Practice (FP) Cases Processed

	Cases Pending <u>07/01/2009</u>	Cases Received <u>2009-2010</u>	Closed 2009-2010		Cases Pending <u>07/01/2010</u>	Cases Received <u>2010-2011</u>	Closed 2010-2011	
			Cases	Employees			Cases	Employees
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Union	0	0	0		0	2	0	
Totals:	0	0	0	0	0	2	0	0

Disposition of Closed (FP) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Decision Issued	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

Faculty and Academic Staff Grievance Arbitration (FA) Cases Processed

	Cases Pending <u>07/01/2009</u>	Cases Received <u>2009-2010</u>	Closed 2009-2010		Cases Pending <u>07/01/2010</u>	Cases Received <u>2010-2011</u>	Closed 2010-2011	
			Cases	Employees			Cases	Employees
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Totals	0	0	0	0	0	0	0	0

Disposition of Closed (FA) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Award Issued	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

Faculty and Academic Staff Mediation (FM) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0	
Jointly	0	0	0		0	0	0	
Union	0	0	0		0	0	0	
Totals	0	0	0	0	0	0	0	0

Disposition of Closed (FM) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Interest	0	0	0	0
Grievance	0	0	0	0
Totals	0	0	0	0

## PERSONNEL APPEAL CASES

### Personnel Appeal (PA) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011</u>	
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>
PA(dmrs) Stats. 230.44 (1)(a)	4	8	9	9	3	4	5	5
PA(der) Stats. 230.44 (1)(b)	22	8	19	19	11	3	10	10
PA(adv) Stats. 230.44 (1)(c)	27	21	30	30	18	16	14	14
PA(sel) Stats. 230.44 (1)(d)	9	6	6	6	9	12	11	10
PA(grp) Stats. 230.45 (1)(c)	1	1	1	1	1	4	4	5
PA(haz) Stats. 230.45 (1)(d)	0	2	1	1	1	1	0	
PA(gen)	0	0	0		0	2	1	1
<b>Total</b>	<b>63</b>	<b>46</b>	<b>66</b>	<b>66</b>	<b>43</b>	<b>42</b>	<b>45</b>	<b>45</b>

**Notes:**

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

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

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

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

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

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