

STATE OF WISCONSIN
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

**JULY 1, 1999
JUNE 30, 2001**

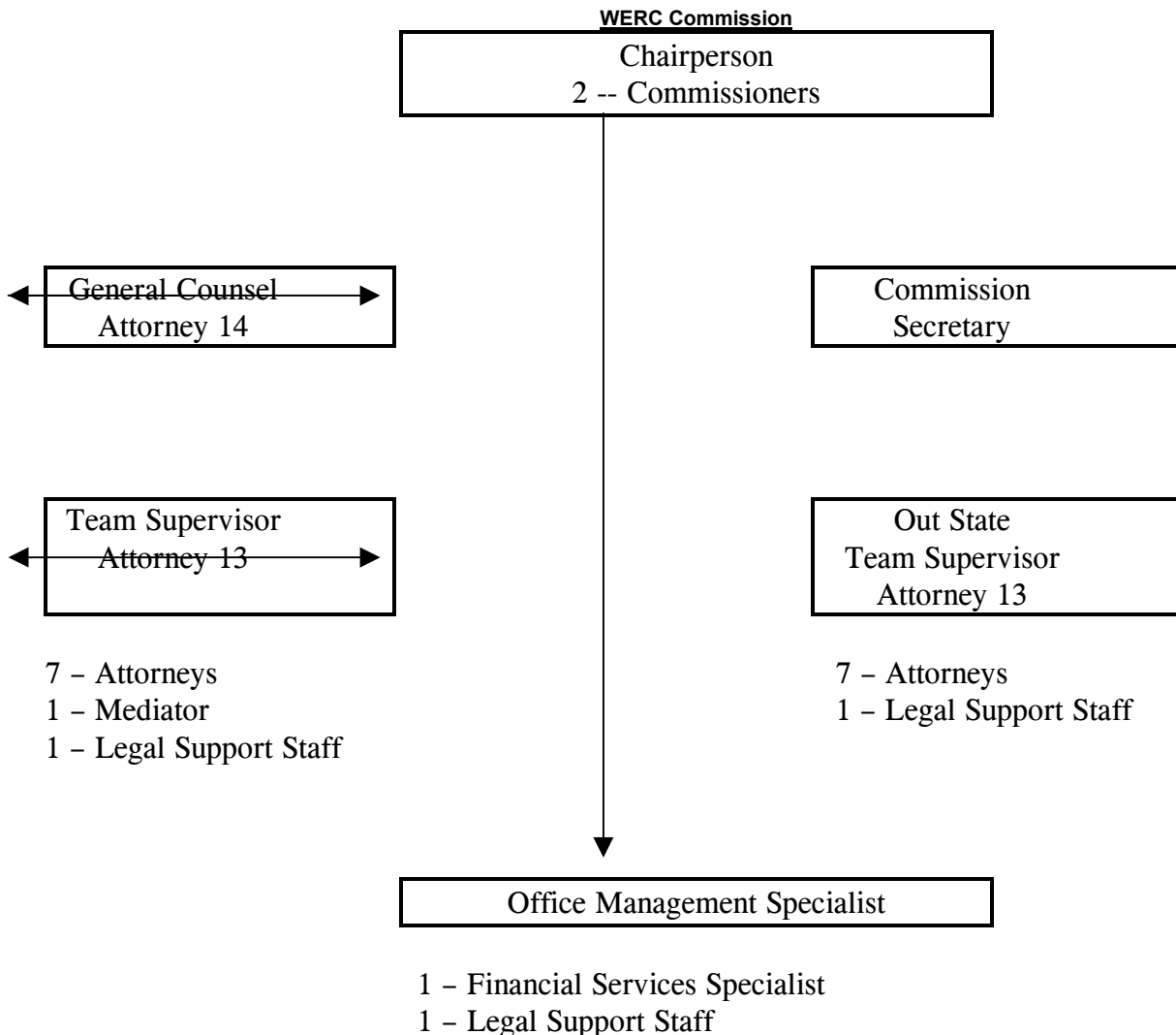
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The Agency:

Organization: The Wisconsin Employment Relations Commission consists of three commissioners appointed by the Governor, with the consent of the Senate, for six-year terms, with one commissioner designated by the Governor to serve as chairperson for a two-year term. At the commencement of the biennium the commissioners were: James R. Meier (Chairperson), A. Henry Hempe and Paul A. Hahn. In January of 2002 James R. Meier resigned his position. In March of 2002 Steven R. Sorenson was appointed as Chairperson. Therefore the current commission is: Steven R. Sorenson (Chairperson), A. Henry Hempe and Paul A. Hahn. The Commission's organization is "charted" as follows:

**Wisconsin Employment Relations Commission
Organization Chart**



The Commission during the biennium functioned under a strategic plan that outlines the goals and purpose of the Commission. Those established goals and purposes are to promote peaceful labor relations and collective bargaining in private, municipal and state employment through the processes established by the Wisconsin Employment Peace Act, the Municipal Employment Relations Act, and the State Employment Labor Relations Act, (Subchapters I, IV and V of Chapter 111, Wisconsin Statutes) and avoid the costly consequences of strikes and lockouts and other interruptions of services and production. The Commission conducts elections to determine bargaining units and bargaining representatives, referenda with respect to all union, maintenance of membership and fair share agreements, and issues decisions in the adjudication of unfair labor practices, election, unit clarification, declaratory ruling cases. It also mediates collective bargaining disputes and provides arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements.

The agency also provides services through labor management consensus bargaining training. This portion of the program continues to expand under the direction of the Commission and other members of the professional staff. The establishment of a best practices initiative “is an example of the activities of the labor management consensus bargaining program.”

Technology development has also been a goal of the agency. The website which is maintained by the agency (<http://badger.state.wi.us/agencies/werc>) has experienced an increasing number of hits and has become an effective communication tool of the agency. The agency also publishes CD-ROM disks on which the municipal interest arbitration awards are issued. The agency has an agreement with the State Bar of Wisconsin wherein the State Bar of Wisconsin publishes all current decisions of the agency on its website. Grievance arbitration awards and commission decisions can also be found on the website and through a CD-ROM subscription.

The Commission has enunciated its continued commitment to improving the quality and the timeliness of its services. During the past biennium, the Commission and its staff has seen a continuation of its quality of service and the timeliness of that service.

Biennial Caseload Summary

During the 1999-2001, there were 2,355 new cases filed with the Commission, and 2,345 cases were closed. Included within the closed cases were 6 wherein the Commission issued declaratory rulings and 103 where representation votes were conducted. Also, during the biennium, the Commission staff issued 345 grievance arbitration awards and 61 unfair labor practice/prohibited practice decisions. As part of the closed cases, there were 519 closed INT/ARB cases involving municipalities excluding police and fire department cases and of those 446 or 86% resulted in voluntary settlements following the Commission investigation (intensive mediation). There were also 119 municipal interest arbitration cases involving police and fire of which 106 or 90% were resolved voluntarily during the Commission’s investigation.

Court Activity During the Biennium

During the biennium, decisions from the Wisconsin courts yielded a final disposition of nine (9) Commission cases. At the circuit court level, three (3) decisions affirmed the Commission's decision and one (1) decision was reversed. In the Court of Appeals, four (4) Commission decisions were affirmed and one (1) decision was reversed.

TOTAL CASES PROCESSED BY THE COMMISSION 1999 – 2001*

PRIVATE EMPLOYMENT CASES

	<u>Cases Pending 07/01/1999</u>	<u>Cases Received 1999-2000</u>	<u>Closed 1999-2000</u>		<u>Cases Pending 7/1/2000</u>	<u>Cases Received 2000-2001</u>	<u>Closed 2000-2001</u>		<u>Cases Pending 06/30/2001</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Complaint-Ce	9	8	6	1	11	10	9	3	12
Complaint-Cw (Individual)	3	1	2	2	2	0	0		2
Election-E	0	4	4	18	0	2	1	3	1
Election-E(u/c)	0	0	0		0	0	0		0
Referendum-R	0	0	0		0	0	0		0
Arbitration-A	64	76	84	672	56	90	86	1133	60
Mediation-M	4	6	7	407	3	14	11	273	6
Declaratory Ruling-DR	2	1	1	0	2	1	0		3
TOTALS	82	96	104	1100	74	117	107	1412	84

MUNICIPAL EMPLOYMENT CASES

	<u>Cases Pending 07/01/1999</u>	<u>Cases Received 1999-2000</u>	<u>Closed 1999-2000</u>		<u>Cases Pending 7/1/2000</u>	<u>Cases Received 2000-2001</u>	<u>Closed 2000-2001</u>		<u>Cases Pending 06/30/2001</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Election-ME	34	63	65	1762	32	76	78	3550	30
Election-ME(u/c)	57	47	53	3397	51	44	39	521	56
Referendum-MR	1	1	2	129	0	1	1	250	0
Declaratory Ruling-DR(M)	31	12	17	373	26	12	13	49	25
Complaint-MP	152	125	113	1523	164	91	84	58	171
Arbitration-MA	270	430	420	4524	283	358	371	3458	270
Interest Arbitration-MIA	50	62	74	2020	39	67	55	2436	51
Interest Arbitration-INT/ARB	204	280	296	21358	186	225	205	17348	206
Mediation-MM	38	101	95	13571	43	79	71	6508	51
Fact Finding-FF	2	2	4	7	1	1	1	2	1
LMC-M	21	16	13	76	24	22	18	227	28
TOTALS	860	1139	1152	48740	849	976	936	34407	889

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

STATE EMPLOYMENT CASES

	<u>Cases Pending 07/01/1999</u>	<u>Cases Received 1999-2000</u>	<u>Closed 1999-2000</u>		<u>Cases Pending 7/1/2000</u>	<u>Cases Received 2000-2001</u>	<u>Closed 2000-2001</u>		<u>Cases Pending 06/30/2001</u>
			<u>Cases</u>	<u>Employees</u>			<u>Cases</u>	<u>Employees</u>	
Election-SE	2	0	2	1	0	1	1	4700	0
Election-SE(u/c)	3	1	0		4	1	2	0	3
Referendum-SR	1	0	1	245	0	0	0		0
Complaint-PP(S)	35	8	16	38	27	9	17	511	19
Arbitration-SA	2	1	2	2	1	2	1	1	2
Mediation-SM	0	2	1	2400	1	1	2	1801	0
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-DR(S)	0	1	0		1	0	1	0	0
LMC-S	0	0	0		0	0	0		0
TOTALS	43	13	22	2686	34	14	24	7013	24
GRAND TOTALS	<u>985</u>	<u>1248</u>	<u>1278</u>	<u>52526</u>	<u>957</u>	<u>1107</u>	<u>1067</u>	<u>42832</u>	<u>997</u>

TOTAL CASES PROCESSED BY THE COMMISSION 07/01/99 – 06/30/01

WISCONSIN EMPLOYMENT PEACE ACT

Private Employment Respondent Complaint (Ce) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Employer	0	1	1	0	0	2	0		2
Individual	1	0	0		1	0	0		1
Union	8	7	5	1	10	8	9	3	9
Totals	9	8	6	1	11	10	9	3	12

Disposition of Closed (Ce) Cases

07/01/1999 - 06/30/2000

07/01/2000 - 06/30/2001

	Cases	Employees	Cases	Employees
Decision Issued:	3	0	3	1
Settled or Withdrawn	2	1	6	2
Totals	5	1	9	3

Private Employment Union Respondent Complaint (Cw) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Employer	0	0	0		0	0	0		0
Individual	3	1	2	2	2	0	0		2
Union	0	0	0		0	0	0		0
Totals	3	1	2	2	2	0	0	0	2

Disposition of Closed (Cw) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	2	2	0	0
Settled or Withdrawn	0	0	0	0
Totals	2	2	0	0

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	0	4	4	18	0	1	1	3	0
Totals	0	4	4	18	0	2	1	3	1

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

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Petition for Election	4	18	1	3
Vote Conducted:	2	6	1	3
Bargaining Representative Selected:	1	2	0	0
Bargaining Representative Rejected:	1	4	1	3
Petition Dismissed:	2	12	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	4	18	1	3

Private Employment Referendum (R) Cases Processed

	Cases Pending	Cases Received	Closed 1999-2000		Cases Pending	Cases Received	Closed 2000-2001		Cases Pending
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
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 "R" Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	2	1	2	6	1	0	1	1
Individual	0	0	0		0	0	0		0
Jointly	12	13	16	14	9	20	19	780	10
Union	50	62	66	652	46	70	66	352	50
Totals	64	76	84	672	56	90	86	1133	60

Disposition of Closed (A) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Award Issued:	32	101	24	114
Settled or Withdrawn	51	569	57	692
Totals	83	670	81	806

Private Employment Mediation (M) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	0	4	1	350	3	12	10	251	5
Union	4	2	6	57	0	2	1	22	1
Totals	4	6	7	407	3	14	11	273	6

Disposition of Closed (M) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Interest	2	24	6	244
Totals	7	407	11	273

Private Declaratory Ruling (DR) Cases Processed 07/01/1999 - 06/30/2001

	Cases Pending	Cases Received	Closed 1999-2000		Cases Pending	Cases Received	Closed 2000-2001		Cases Pending
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	2	1	1	0	2	1	0	
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	2	1	1	0	2	1	0	0	3

Disposition of Closed "DR" Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Dismissed - Settled/ Withdrawn	1	0	0	0
Declaratory Rulings Issued	0	0	0	0
Totals	1	0	0	0

MUNICIPAL EMPLOYMENT RELATIONS ACT

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/1999 - 06/30/2001

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	26	25	31	574	20	21	20	190	21
Employer	7	6	8	253	5	2	5	16	2
Individual	1	1	1	36	1	1	1	7	1
Jointly	0	1	0		1	1	2	27	0
Union	18	17	22	285	13	17	12	140	18
School	20	27	28	3360	19	28	28	335	19
Employer	1	4	2	3	3	0	1	0	2
Individual	0	1	0		1	4	4	106	1
Jointly	0	0	0		0	0	0		0
Union	19	22	26	3357	15	24	23	229	16
County	29	34	35	1111	28	26	27	460	27
Employer	5	3	4	134	4	7	6	45	5
Individual	1	1	2	78	0	0	0		0
Jointly	0	0	0		0	1	0		1
Union	23	30	29	899	24	18	21	415	21
Village	6	11	13	71	4	28	22	79	10
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	1	1	3	0
Jointly	0	0	0		0	0	0		0
Union	6	11	13	71	4	26	21	76	9
Town	3	9	8	27	4	10	10	59	4
Employer	0	1	0		1	0	1	15	0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	3	8	8	27	3	10	9	44	4

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed 07/01/1999 - 06/30/2001 (CONTINUED)

	<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>
	<u>Pending</u>	<u>Received</u>	<u>1999-2000</u>		<u>Pending</u>	<u>Received</u>	<u>2000-2001</u>		<u>Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
VTAE Districts	4	0	1	8	3	1	3	2350	1
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	4	0	1	8	3	0	3	2350	0
Misc. Municipal	3	4	2	8	5	6	7	598	4
Employer	0	0	0		0	3	2	540	1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	3	4	2	8	5	3	5	58	3
Totals	91	110	118	5159	83	120	117	4071	86

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

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Petition for Election	61	1804	68	3510
Vote Conducted:	50	1689	50	3059
Bargaining Representative Selected:	45	1537	43	3004
Bargaining Representative Rejected:	5	152	7	55
Petition Dismissed:	11	115	18	451
Petition for Unit Clarification	14	2648	7	279
Unit Clarified:	13	348	5	8
Petition Withdrawn / Dismissed:	1	2300	2	271
Totals	75	4452	75	3789

Municipal Employment Referendum (MR) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
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	1	0	1	115	0	1	1	250	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	1	115	0	1	1	250	0
Union	0	0	0		0	0	0		0
County	0	0	1		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	1		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	1		0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0

Municipal Employment Referendum (MR) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
VTAE Districts	0	0	1		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	2	14	0	0	0		0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	14	0	0	0		0
Union	0	0	0		0	0	0		0
Totals	1	1	2	129	0	1	1	250	0

Disposition of Closed (MR) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	2	129	1	250
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	10	4	9	317	5	1	3	0	3
Employer	9	3	9	317	3	1	1	0	3
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	0		2	0	2	0	0

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
School	17	4	6	33	15	4	3	0	18
Employer	17	2	5	32	14	4	3	0	15
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	2	1	1	1	0	0		1
County	3	3	1	15	5	3	5	48	21
Employer	3	2	0		5	3	5	48	3
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	1	1	15	0	0	0		0
Village	1	0	1	8	0	1	0		22
Employer	1	0	1	8	0	1	0		1
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		22
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	1	0		1	3	2	1	22
Employer	0	1	0		1	0	1	0	0
Individual	0	0	0		0	1	1	1	0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	2	0		2
Misc. Municipal	0	0	0		0	0	0		22
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	31	12	17	373	26	12	13	49	3

Disposition of Closed DR(M) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
City	9	317	3	0
Dismissed - Settled/Withdrawn	9	317	2	0
Declaratory Rulings Issued	0	0	1	0
School	6	33	3	0
Dismissed - Settled/Withdrawn	4	32	3	0
Declaratory Rulings Issued	2	1	0	0
County	1	15	5	48
Dismissed - Settled/Withdrawn	1	15	3	48
Declaratory Rulings Issued	0	0	2	0
Village	1	8	0	0
Dismissed - Settled/Withdrawn	1	8	0	0
Declaratory Rulings Issued	0	0	0	0
Town	0	0	0	0
Dismissed - Settled/Withdrawn	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
VTAE Districts	0	0	1	0
Dismissed - Settled/Withdrawn	0	0	1	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	17	373	12	48
Dismissed - Settled/Withdrawn	15	372	9	48
Declaratory Rulings Issued	2	1	3	0

Municipal Prohibited Practice (MP) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	37	34	30	146	41	21	24	39	38
Employer	1	2	1	0	2	2	2	0	2
Individual	5	5	3	4	7	3	4	3	6
Union	31	27	26	142	32	16	18	36	30
School	59	56	46	1372	69	38	37	9	70
Employer	2	3	0		5	0	3	0	2
Individual	9	2	3	2	8	7	3	3	12
Union	48	51	43	1370	56	31	31	6	56
County	36	26	29	3	33	23	18	5	38
Employer	1	2	1	0	2	0	1	1	1
Individual	3	2	1	2	4	1	1	1	4
Union	32	22	27	1	27	22	16	3	33
Village	7	2	4	0	5	0	0		5
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	7	2	4	0	5	0	0		5
Town	3	2	2	0	3	1	0		4
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	3	2	2	0	3	1	0		4
VTAE Districts	10	4	2	2	12	3	3	3	12
Employer	0	0	0		0	0	0		0
Individual	9	1	1	1	9	1	3	3	7
Union	1	3	1	1	3	2	0		5
Misc. Municipal	0	1	0		1	5	2	2	4
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	1	1	1	0
Union	0	1	0		1	4	1	1	4
Totals	152	125	113	1523	164	91	84	58	171

Disposition of Closed (MP) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
City	30	147	24	40
Decision Issued:	6	132	7	1
Settled or Withdrawn	24	15	17	39
School	46	1372	37	8
Decision Issued:	10	4	8	3
Settled or Withdrawn	36	1368	29	5
County	33	3	17	5
Decision Issued:	7	1	1	1
Settled or Withdrawn	26	2	16	4
Village	4	0	0	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	4	0	0	0
Town	2	0	0	0
Decision Issued:	0	0	0	0
Settled or Withdrawn	2	0	0	0
VTAE Districts	2	2	4	4
Decision Issued:	0	0	2	2
Settled or Withdrawn	2	2	2	2
Misc. Municipal	0	0	1	1
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	1	1
Totals	117	1524	83	58
Decision Issued:	23	137	18	7
Settled or Withdrawn	94	1387	65	51

Municipal Employment Grievance Arbitration (MA) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City									
Employer	2	1	2	2	1	1	1	1	1
Individual	0	0	0		0	0	0		0
Jointly	9	21	17	17	13	5	13	97	5
Union	78	124	121	1994	81	89	97	1180	73
	89	146	140	2013	95	95	111	1278	79
School									
Employer	0	0	0		0	0	0		0
Individual	0	1	0		1	1	2	2	0
Jointly	11	17	15	225	13	12	14	504	11
Union	53	77	83	1427	49	73	77	600	45
	64	95	98	1652	63	86	93	1106	56
County									
Employer	1	1	2	2	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	6	11	12	16	6	11	11	317	6
Union	88	149	140	585	97	129	128	409	98
	95	161	154	603	103	140	139	726	104
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	7	0	1	0		1
Union	9	10	13	24	6	14	10	29	10
	9	11	14	31	6	15	10	29	11
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	3	3	4	13	2	4	2	5	4
	3	3	4	13	2	4	2	5	4

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
VTAE Districts									
Employer	1	0	1	1	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	1	0	2	0		2
Union	8	8	6	209	10	5	7	306	8
	9	9	8	211	10	7	7	306	10
Misc. Municipal									
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	5	2	1	4	10	9	8	5
	1	5	2	1	4	11	9	8	6
Totals	270	430	420	4524	283	358	371	3458	270

Disposition of Closed (MA) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
City	134	1953	104	1264
Award Issued:	62	1241	39	425
Settled or Withdrawn	72	712	65	839
School	97	1652	87	1085
Award Issued:	36	324	24	143
Settled or Withdrawn	61	1328	63	942
County	151	593	132	719
Award Issued:	62	121	46	462
Settled or Withdrawn	89	472	86	257

Disposition of Closed (MA) Cases (CONTINUED)

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Village	14	31	8	22
Award Issued:	7	12	5	12
Settled or Withdrawn	7	19	3	10
Town	4	13	2	5
Award Issued:	2	2	0	0
Settled or Withdrawn	2	11	2	5
VTAE Districts	8	211	6	305
Award Issued:	4	4	1	1
Settled or Withdrawn	4	207	5	304
Misc. Municipal	2	1	7	6
Award Issued:	0	0	1	1
Settled or Withdrawn	2	1	6	5
Totals	410	4454	346	3406
Award Issued:	173	1704	116	1044
Settled or Withdrawn	237	2750	230	2362

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	19	30	33	1123	17	34	29	1433	22
Law Enforcement	14	23	25	646	13	25	22	990	16
Fire Fighters	5	7	8	477	4	9	7	443	6
County	18	20	23	702	15	17	17	892	15
Law Enforcement	18	20	23	702	15	16	17	892	14
Fire Fighters	0	0	0		0	1	0		1

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Village	8	9	13	121	4	8	4	61	8
Law Enforcement	8	8	13	121	3	8	4	61	7
Fire Fighters	0	1	0		1	0	0		1
Town	5	3	5	74	3	8	5	50	6
Law Enforcement	3	1	3	10	1	7	4	17	4
Fire Fighters	2	2	2	64	2	1	1	33	2
Misc. Municipal	0	0	0		0	0	0		0
Law Enforcement	0	0	0		0	0	0		0
Fire Fighters	0	0	0		0	0	0		0
Totals	50	62	74	2020	39	67	55	2436	51

Disposition of Closed (MIA) Cases 07/01/1999 - 06/30/2000

	<u>Closed</u>		<u>Initiated By</u>			<u>Resolved In Investigation</u>	<u>Settled By Arbitrator</u>	<u>Awards Issued</u>	<u>Employer Offer Selected</u>	<u>Union Offer Selected</u>	<u>Consent Award</u>
	<u>Cases</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>	<u>Jointly</u>						
City	33	1123	31	2	0	30	1	2	0	0	1
Firefighter	8	477	8	0	0	8	0	0	0	0	0
Law Enforcement	25	646	23	2	0	22	1	2	0	0	1
County	23	702	18	2	0	18	0	5	3	1	1
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	23	702	18	2	0	18	0	5	3	1	1
Village	13	121	13	0	0	10	1	2	1	1	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	13	121	13	0	0	10	1	2	1	1	0
Town	5	74	4	0	0	3	0	2	0	2	0
Firefighter	2	64	1	0	0	0	0	2	0	2	0
Law Enforcement	3	10	3	0	0	3	0	0	0	0	0

Disposition of Closed (MIA) Cases 07/01/1999 - 06/30/2000 (CONTINUED)

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
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:	74	2020	66	4	0	61	2	11	4	4	2

Disposition of Closed (MIA) Cases 07/01/2000 - 06/30/2001

	<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	29	1433	22	5	1	23	1	6	5	2	0
Firefighter	7	443	4	3	0	5	0	2	2	0	0
Law Enforcement	22	990	18	2	1	18	1	4	3	2	0
County	17	892	16	1	0	14	1	3	2	1	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	17	892	16	1	0	14	1	3	2	1	0
Village	4	61	4	0	0	4	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	4	61	4	0	0	4	0	0	0	0	0

Disposition of Closed (MIA) Cases 07/01/2000 - 06/30/2001 (CONTINUED)

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
Town	5	50	4	0	0	5	0	0	0	0	0
Firefighter	1	33	0	0	0	1	0	0	0	0	0
Law Enforcement	4	17	4	0	0	4	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	55	2436	46	6	1	46	2	9	7	3	0

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	34	42	43	1786	33	55	41	4614	47
Employer	3	8	5	71	6	10	9	180	7
Jointly	0	0	0		0	1	1	240	0
Union	31	34	38	1715	27	44	31	4194	40
School	70	132	129	9645	71	78	84	6887	65
Employer	29	56	58	4606	26	26	27	3131	25
Jointly	0	1	0		1	1	0		2
Union	41	75	71	5039	44	51	57	3756	38
County	85	79	101	7018	63	66	60	3523	69
Employer	15	17	21	1384	11	13	13	957	11
Jointly	0	0	0		0	0	0		0
Union	70	62	80	5634	52	53	47	2566	58

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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Village	5	9	10	86	4	12	4	17	12
Employer	1	2	2	20	1	3	2	7	2
Jointly	0	0	0		0	0	0		0
Union	4	7	8	66	3	9	2	10	10
Town	3	5	3	18	5	3	5	44	3
Employer	1	0	1	2	0	2	0		2
Jointly	0	0	0		0	0	0		0
Union	2	5	2	16	5	1	5	44	1
VTAE Districts	5	6	6	2634	5	3	5	1800	3
Employer	0	3	2	2094	1	1	1	400	1
Jointly	0	1	0		1	0	0		1
Union	5	2	4	540	3	2	4	1400	1
Misc. Municipal	2	7	4	171	5	8	6	463	7
Employer	0	2	1	32	1	3	1	325	3
Jointly	0	0	0		0	0	0		0
Union	2	5	3	139	4	5	5	138	4
Totals	204	280	296	21358	186	225	205	17348	206

Disposition of Closed (INT/ARB) Cases 07/01/1999 - 06/30/2000

	<u>Closed</u>		<u>Initiated By</u>			<u>Resolved In Investigation</u>	<u>Settled By Arbitrator</u>	<u>Awards Issued</u>	<u>Employer Offer Selected</u>	<u>Union Offer Selected</u>	<u>Consent Award</u>
	<u>Cases</u>	<u>Employees</u>	<u>Union</u>	<u>Employer</u>	<u>Jointly</u>						
City	44	1790	38	5	0	31	2	11	5	3	2
School	129	9645	71	58	0	120	7	4	2	1	1
County	102	7056	80	21	0	76	2	24	14	9	1
Village	10	86	8	2	0	9	1	0	0	0	0

Disposition of Closed (INT/ARB) Cases 07/01/1999 - 06/30/2000 (CONTINUED)

	<u>Closed</u>		<u>Initiated By</u>			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
Town	3	18	2	1	0	3	0	0	0	0	0
VTAE Districts	6	2634	4	2	0	5	0	1	1	0	0
Misc. Municipal	4	171	3	1	0	3	0	1	0	1	0
Totals	298	21400	206	90	0	247	12	41	22	14	4

Disposition of Closed (INT/ARB) Cases 07/01/2000 - 06/30/2001

	<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	46	5038	31	9	1	43	3	1	1	0	0
School	91	7440	57	27	0	85	2	6	3	2	0
County	60	3523	47	13	0	51	4	5	1	4	0
Village	5	22	2	2	0	5	0	0	0	0	0
Town	7	48	5	0	0	5	0	2	0	1	1
VTAE Districts	6	1976	4	1	0	5	0	1	1	0	0
Misc. Municipal	6	463	5	1	0	5	1	1	0	1	0
Totals	221	18510	151	53	1	199	10	16	6	8	1

Municipal Employment Mediation (MM) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	8	18	12	1694	14	22	21	1140	15
Employer	0	1	0		1	1	1	57	1
Individual	0	0	0		0	0	0		0
Jointly	5	7	8	1498	4	13	11	552	6
Union	3	10	4	196	9	8	9	531	8
School	15	54	49	9563	19	35	34	3280	20
Employer	1	7	5	2151	3	0	3	1374	0
Individual	0	0	0		0	0	0		0
Jointly	9	26	21	5547	13	20	21	1605	12
Union	5	21	23	1865	3	15	10	301	8
County	4	14	15	1022	3	8	4	76	7
Employer	0	1	1	300	0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	1	9	10	662	0	6	2	45	4
Union	3	4	4	60	3	1	2	31	2
Village	3	4	5	13	2	7	3	9	6
Employer	1	1	2	0	0	2	1	5	1
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	4	2	4	3
Union	2	2	3	13	1	1	0		2
Town	5	2	7	22	0	3	3	22	0
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	3	0	3	3	22	0
Union	5	1	6	19	0	0	0		0
VTAE Districts	2	6	4	1244	4	1	4	1926	1
Employer	0	2	1	400	1	0	1	1400	0
Individual	0	0	0		0	0	0		0
Jointly	1	3	2	750	2	1	2	355	1
Union	1	1	1	94	1	0	1	171	0

Municipal Employment Mediation (MM) Cases Processed (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Misc. Municipal	1	3	3	13	1	3	2	55	2
Employer	0	1	1	2	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	3	1	6	2
Union	1	2	2	11	1	0	1	49	0
Totals	38	101	95	13571	43	79	71	6508	51

Disposition of Closed (MM) Cases

	<u>07/01/1999 - 06/30/2000</u>						<u>07/01/2000 - 06/30/2001</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>		<u>Neither</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	7	1022	2	535	1	82	18	751	3	389	0	0
School	36	6836	11	2473	1	174	25	1338	7	1890	2	52
County	13	767	2	255	0	0	4	76	0	0	0	0
Village	4	9	1	4	0	0	2	5	1	4	0	0
Town	4	12	2	9	0	0	3	22	0	0	0	0
VTAE Districts	3	844	1	400	0	0	3	1755	1	171	0	0
Misc. Municipal	2	12	0	0	0	0	2	55	0	0	0	0
Totals	69	9502	19	3676	2	256	57	4002	12	2454	2	52

Municipal Fact Finding (FF) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City	2	0	2	4	0	1	0		1
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	2	0	2	4	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	2	2	3	1	0	1	2	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	2	2	3	1	0	1	2	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	2	2	4	7	1	1	1	2	1

Disposition of Closed (FF) Cases 07/01/1999 - 06/30/2000

	<u>Closed</u>		<u>Initiated By</u>			Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Cases	Employees	Union	Employer	Jointly			
City	2	4	2	0	0	2	0	0
School	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0
Village	2	3	2	0	0	2	0	0
Town	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0
Totals	4	7	4	0	0	4	0	0

Disposition of Closed (FF) Cases 07/01/2000 - 06/30/2001

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

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/1999 - 06/30/2001

	<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>	<u>Cases</u>	<u>Closed</u>		<u>Cases</u>
	<u>Pending</u>	<u>Received</u>	<u>1999-2000</u>	<u>Employees</u>	<u>Pending</u>	<u>Received</u>	<u>2000-2001</u>	<u>Employees</u>	<u>Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
City									
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	2	3	1	10	4	1	1	0	4
Union	0	1	0		1	0	0		1
	2	4	1	10	5	2	1	0	6
School									
Employer	1	2	0		3	1	3	39	1
Individual	0	0	0		0	0	0		0
Jointly	14	6	10	66	10	12	10	111	12
Union	0	0	0		0	1	0		1
	15	8	10	66	13	14	13	150	14
County									
Employer	0	0	0		0	1	0		1
Individual	0	0	0		0	0	0		0
Jointly	1	1	1	0	1	2	1	25	2
Union	0	0	0		0	0	0		0
	1	1	1	0	1	3	1	25	3
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
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	2	2	1	0	3	1	2	32	2
Union	0	0	0		0	1	0		1
	2	2	1	0	3	2	2	32	3

Municipal Labor Management Cooperation (LMC-M) Cases Processed 07/01/1999 - 06/30/2001 (CONTINUED)

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Misc. Municipal									
Employer	0	0	0		0	0	0		0
Individual	0	1	0		1	0	0		1
Jointly	1	0	0		1	1	1	20	1
Union	0	0	0		0	0	0		0
	1	1	0		2	1	1	20	2
Totals	21	16	13	76	24	22	18	227	28

STATE EMPLOYMENT LABOR RELATIONS ACT

State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/1999 - 06/30/2001

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	5	1	2	1	4	1	3	4700	2
Totals	5	1	2	1	4	2	3	4700	3

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

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Petition for Election	1	0	1	4700
Vote Conducted:	0	0	0	0
Bargaining Representative Selected:	0	0	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	1	0	1	4700
Petition for Unit Clarification	0	0	2	0
Unit Clarified:	0	0	2	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	1	0	3	4700

State Employment Referendum (SR) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Union	1	0	1	245	0	0	0		0
Totals	1	0	1	245	0	0	0	0	0

Disposition of Closed (SR) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	1	245	0	0
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

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	0	0	0		0	0	0	
Individual	13	2	6	7	9	4	5	5	8
Union	22	6	10	31	18	5	12	506	11
Totals	35	8	16	38	27	9	17	511	19

Disposition of Closed PP(S) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	5	8	7	6
Settled or Withdrawn	12	31	10	505
Totals	17	39	17	511

State Employment Grievance Arbitration (SA) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	1	0	1	1	0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	1	1	1	1	2	1	1	2
Totals	2	1	2	2	1	2	1	1	2

Disposition of Closed (SA) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Award Issued:	0	0	0	0
Settled or Withdrawn	2	2	1	1
Totals	2	2	1	1

State Employment Mediation (SM) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	0	2	1	2400	1	1	2	1801	0
Union	0	0	0		0	0	0		0
Totals	0	2	1	2400	1	1	2	1801	0

Disposition of Closed (SM) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</u>	
	Cases	Employees	Cases	Employees
Interest	1	2400	1	1800
Grievance	0	0	1	1
Totals	1	2400	2	1801

State Employment Fact Finding FF(S) Cases Processed

	<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 1999-2000</u>		<u>Cases Pending</u>	<u>Cases Received</u>	<u>Closed 2000-2001</u>		<u>Cases Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
	Employer	0	0	0		0	0	0	
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/1999 - 06/30/2000

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

Disposition of Closed FF(S) Cases 07/01/2000 - 06/30/2001

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

State Employment Declaratory Ruling DR(S) Cases Processed

	<u>Cases</u> <u>Pending</u>	<u>Cases</u> <u>Received</u>	<u>Closed</u> <u>1999-2000</u>		<u>Cases</u> <u>Pending</u>	<u>Cases</u> <u>Received</u>	<u>Closed</u> <u>2000-2001</u>		<u>Cases</u> <u>Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
Employer	0	1	0		1	0	1	0	0
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	1	0	0	1	0	1	0	0

Disposition of Closed DR(S) Cases

	<u>07/01/1999 - 06/30/2000</u>		<u>07/01/2000 - 06/30/2001</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	0
Totals	0	0	1	0

State Employment Labor Management Cooperation (LMC-S) Cases Processed 07/01/1999 - 06/30/2001

	<u>Cases</u> <u>Pending</u>	<u>Cases</u> <u>Received</u>	<u>Closed</u> <u>1999-2000</u>		<u>Cases</u> <u>Pending</u>	<u>Cases</u> <u>Received</u>	<u>Closed</u> <u>2000-2001</u>		<u>Cases</u> <u>Pending</u>
	07/01/1999	1999-2000	Cases	Employees	7/1/2000	2000-2001	Cases	Employees	06/30/2001
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