

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

	:	Case I	No. 8563	ME-1
	:	Case II	No. 8590	ME-6
In the Matter of the Petitions of	:	Case III	No. 8597	ME-7
Various Labor Organizations	:	Case IV	No. 8604	ME-11
	:	Case V	No. 8612	ME-14
Involving Employees of the	:	Case VI	No. 8633	ME-21
	:	Case X	No. 8644	ME-26
	:	Case XII	No. 8659	ME-34
CITY OF MILWAUKEE Employed in the	:	Case XIII	No. 8672	ME-38
DEPARTMENT OF PUBLIC WORKS	:	Case XIV	No. 8736	ME-49
	:			
	:	Decision No. 6215		

DIRECTION OF ELECTIONS

Various labor organizations having petitioned the Wisconsin Employment Relations Board to conduct elections, pursuant to Section 111.70 of the Wisconsin Statutes, among certain employees of the City of Milwaukee, hereinafter referred to as the Municipal Employer, and a hearing on said petitions having been conducted at Milwaukee, Wisconsin on May 7 and 11, 1962 at the City Hall, Milwaukee, Wisconsin, the full Board being present, and during the course of the hearing the Board permitted certain additional labor organizations to intervene in the matter; and the Board having considered the evidence and the petitions and arguments of the various parties and their representatives, and being satisfied that questions have arisen concerning the appropriate collective bargaining units and concerning the representation for certain employees of the Municipal Employer;

NOW, THEREFORE, it is

DIRECTED

That elections by secret ballot shall be conducted under the direction of the Wisconsin Employment Relations Board within ninety (90) days from the date of this Directive in the following separate voting groups:

VOTING GROUP NO. 1 -- NATATORIA EMPLOYEES

All regular employes having the classifications of Natatorium Supervisors, Firemen and Natatorium Assistant employed in the various Natatoria in the Bureau of Bridges and Public Buildings in the Department of Public Works of the City of Milwaukee, excluding all other employes, confidential employes, supervisors and executives, who were employed by the City of Milwaukee on February 1, 1963, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employes desire to be represented by Local 17, Building Service Employees International Union, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 2 -- BRIDGETENDER - BOAT OPERATOR

All regular employees having the classifications of Bridge-tender and Boat Operator employed in the division of Bridges and Viaducts in the Bureau of Bridges and Public Buildings in the Department of Public Works of the City of Milwaukee, excluding all other employees, confidential employees, supervisors and executives who were employed by the City of Milwaukee on February 1, 1963, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employees desire to be represented by Local 195, International Brotherhood of Electrical Workers, AFL-CIO, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 3 -- POWER PLANT PERSONNEL

(2) All regular employes having the classifications of Maintenance Mechanic, Mechanic Helper, Fireman and Custodial Worker II employed in the Municipal Service Building, Asphalt Plant and Northwest Garage in the ~~Department of Public Buildings~~ ⁽¹⁾ division of Maintenance and Operation of Public Buildings in the Bureau of Bridges and Public Buildings in the Department of Public Works of the City of Milwaukee excluding all other employes, confidential employes, supervisors and executives who were employed by the City of Milwaukee on February 1, 1963, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employes desire to be represented by ⁽¹⁾ Local 311, International Union of Operating Engineers, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 4 -- INCINERATOR PLANTS

All regular employees having the classifications of Clerk II-Field (Scaleman), Craneman, Furnaceman, Incinerator Plant Maintenance Worker, Garbage Disposal Laborer, Garbage Collection Laborer (employed six months or more in the Incinerator Plants), Machinery Operator and Maintenance Mechanic employed in the Incinerator Plants of the Disposal Division in the Bureau of Garbage Collection and Disposal in the Department of Public Works of the City of Milwaukee excluding all other employees, confidential employees, supervisors and executives who were employed by the City of Milwaukee on February 1, 1963, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employees desire to be represented by International Brotherhood of Firemen and Oilers, Local 125-B, AFL-CIO, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 5 -- GARAGE AND REPAIR SHOP EMPLOYEES

All regular employes employed in the Northwest Garage, 5th Street Garage, Lincoln Avenue Garage, Municipal Garage, 10th Street Garage, Central Repair Shop, Southwest Repair Shop, in the Bureau of Municipal Equipment in the Department of Public Works of the City of Milwaukee excluding all other employes, confidential employes, supervisors and executives who were employed by the City of Milwaukee on February 1, 1963, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employes desire to be represented by ⁽¹⁾Auto Mechanics Lodge 510, International Association of Machinists, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 6 -- SPECIAL EQUIPMENT OPERATORS AND TRUCK DRIVERS

All regular employes having the classifications of Special Equipment Operator and Truck Driver employed in the⁽¹⁾ Equipment Operations of the Bureau of Municipal Equipment in the Department of Public Works of the City of Milwaukee, excluding all other employes, confidential employes, supervisors and executives/who were employed by the City of Milwaukee on February 1, 1963, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employes desire to be represented by² Chauffeurs, Teamsters and Helpers "General" Union, Local 200, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 7 --- SHOPS AND YARD MACHINE SHOP

All regular employes having the classifications of Machinist, Blacksmith, Laborer (Electrical Services) and City Laborer employed in the Machine Shop of Shops and Yard in the Division of Street Services of the Bureau of Traffic Engineering and Electrical Services in the Department of Public Works of the City of Milwaukee excluding all other employes, confidential employes, supervisors and executives who were employed by the City of Milwaukee on February 1, 1963, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employes desire to be represented by Local 494, International Brotherhood of Electrical Workers, or Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, or by neither, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

VOTING GROUP NO. 8 -- OVER-ALL DEPARTMENT OF PUBLIC WORKS

All regular employees employed in the various bureaus in the Department of Public Works of the City of Milwaukee excluding engineers and architects, craft employees receiving prevailing construction and building trade rates, confidential employees, supervisors and executives and also conditionally excluding the following additional positions in the following bureaus:

Bureau of Bridges and Public Buildings

Natatorium Supervisor, Fireman, Natatorium Assistant, Bridge-tender, Boat Operator, Power Plant Personnel (consisting of Maintenance Mechanic, Mechanic Helper, Fireman and Custodial Worker II employed in the Municipal Service Building, Asphalt Plant and Northwest Garage).

Bureau of Garbage Collection and Disposal

The following employees employed in the various Incinerator Plants: Clerk II-Field, Craneman, Furnaceman, Garbage Collection Laborer (Presently employed six months or more in the various Incinerator Plants), Garbage Disposal Laborer, Incinerator Plant Maintenance Worker, Machinery Operator, Maintenance Mechanic.

Bureau of Municipal Equipment

All employees employed in the Northwest Garage, 5th Street Garage, Lincoln Avenue Garage, Municipal Garage, 10th Street Garage, Central Repair Shop, Southwest Repair Shop and Equipment Operators and Truck Drivers.

Bureau of Traffic Engineering and Electrical Services

All Machine Shop employees in Shops and Yard consisting of Blacksmith, City Laborer, Laborer (Electrical Services) and Machinist.

The employees who are in this voting group shall be eligible to vote if they are employed on February 1, 1963, except such employees as may prior to the election quit their employment or be discharged for cause and such election shall be for the purpose of determining whether a majority of such employees desire to be represented by Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees, for the purposes of conferences and negotiations with the City of Milwaukee on questions of wages, hours and conditions of employment.

Where a majority of the eligible employees in the various voting groups listed below select the labor organization appearing opposite each voting group as their bargaining representative, the employees in each of said voting groups will constitute a separate collective bargaining unit:

- Voting Group No. 1 - Local 17, Building Service Employees International Union
- Voting Group No. 2 - Local 195, International Brotherhood of Electrical Workers, AFL-CIO
- Voting Group No. 3 - Local 311, International Union of Operating Engineers
- Voting Group No. 4 - International Brotherhood of Firemen and Oilers, Local 125-B, AFL-CIO
- Voting Group No. 5 - Auto Mechanics Lodge 510, International Association of Machinists
- Voting Group No. 6 - Chauffeurs, Teamsters and Helpers "General" Union, Local 200
- Voting Group No. 7 - Local 494, International Brotherhood of Electrical Workers

Where a majority of the eligible employees in any of the above noted voting groups do not select the particular labor organization appearing opposite each voting group, then the employees in the particular voting group shall be included in Voting Group No. 8, which consists generally of employees employed in the Department of Public Works of the City of Milwaukee and for whom representation is sought by Milwaukee District Council 48 (and its appropriate locals), American Federation of State, County and Municipal Employees. If a majority of the employees in voting group No. 8 select the latter organization as their representative, said voting group will constitute a separate collective bargaining unit.

Given under our hands and seal at the City of Madison, Wisconsin this 18th day of January, 1963.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By Morris Slavney /s/
Morris Slavney, Chairman

SEAL

J. E. Fitzgibbon /s/
J. E. Fitzgibbon, Commissioner

Arvid Anderson /s/
Arvid Anderson, Commissioner

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

<p>-----</p> <p>In the Matter of the Petitions of Various Labor Organizations Involving Employees of the CITY OF MILWAUKEE Employed in the DEPARTMENT OF PUBLIC WORKS</p> <p>-----</p>	<p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p> <p>:</p>	<p>Case I No. 8563 ME-1</p> <p>Case II No. 8590 ME-6</p> <p>Case III No. 8597 ME-7</p> <p>Case IV No. 8604 ME-11</p> <p>Case V No. 8612 ME-14</p> <p>Case VI No. 8633 ME-21</p> <p>Case X No. 8644 ME-26</p> <p>Case XII No. 8659 ME-34</p> <p>Case XIII No. 8672 ME-38</p> <p>Case XIV No. 8736 ME-49</p> <p>Decision No. 6215</p>
--	--	---

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS

Following the enactment of Section 111.70 of the Wisconsin Statutes, various labor organizations, having their offices in Milwaukee, Wisconsin, filed petitions with the Board requesting the Board to conduct elections among certain employees of the City of Milwaukee to determine bargaining representatives of said employees for the purpose of engaging in conferences and negotiations with the representatives of the City of Milwaukee on questions of wages, hours and conditions of employment. The City of Milwaukee employs its employees in various separate departments and bureaus. The petitions related to employees employed in the eleven bureaus of the Department of Public Works, and employees employed in various other departments of the Municipal Employer. This Direction deals with only those employees employed in the various bureaus in the Department of Public Works. Subsequently the Board will issue Directions of Election involving employees in the remaining departments of the Municipal Employer.

Each petition has been treated as a separate case. The petitions which were filed affecting employees in the Department of Public Works are as follows:

Case I
No. 8563 ME-1

On March 12, 1962 International Brotherhood of Firemen and Oilers, Local 125-B, AFL-CIO, filed a petition relating to employees in the Incinerator Plants including Firemen in the Bureau of Garbage Collection and Disposal in the Department of Public Works.

Case II
No. 8590 ME-6

On March 30, 1962 Local 1203, American Federation of State, County and Municipal Employees, AFL-CIO, affiliated with Milwaukee District Council 48, AFSCME, filed a petition relating to Garbage Collection and Disposal Laborers employed in the Bureau of Garbage Collection and Disposal. During the course of the hearing representatives of Local 1203 and Milwaukee District Council 48 were in agreement that Milwaukee District Council 48 would represent the local during the course of the proceedings and thereupon Local 1203 withdrew its petition.

Case III
No. 8597 ME-7

On April 2, 1962 Milwaukee District Council 48, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as District Council 48, filed a petition relating to certain employees in the eleven bureaus of the Department of Public Works. In addition this petition also related to employees employed in other departments.

Case IV
No. 8604 ME-11

On April 3, 1962 Building Service Employees International Union, AFL-CIO, Local 17, filed a petition relating to employees in the Natatoria in the Bureau of Bridges and Public Buildings in the Department of Public Works.

Case V
No. 8612 ME-14

On April 9, 1962 International Union of Operating Engineers, Local No. 311, filed a petition relating to all Power Plant Personnel in the Bureau of Bridges and Public Buildings.

Case VI
No. 8633 ME-21

On April 17, 1962 the Association of Graduate and Registered Engineers of Milwaukee filed its petition relating to all graduate and/or registered engineers and architects employed by the Municipal Employer. There are engineers and architects employed in the Department of Public Works as well as in other departments.

Case X
No. 8644 ME-26

On April 26, 1962 Chauffeurs, Teamsters and Helpers "General" Union, Local

200, filed a petition relating to Truck Drivers employed in the Bureau of Municipal Equipment in the Department of Public Works.

Case XII
No. 8659 ME-34

On May 1, 1962 Local No. 47, Inspectors, Foremen and Supervisors, AFSCME, AFL-CIO, filed its petition relating to employees in the Bureau of Engineering in the Department of Public Works and in other departments not material to this direction. On May 21, 1962 said Local withdrew its petition as it related to the employees in the Department of Public Works inasmuch as District Council 48, would represent said Local in the matter.

Case XIII
No. 8672 ME-38

On May 8, 1962 International Association of Machinists District No. 10, filed its petition relating to Maintenance Mechanics, Mechanic Helpers, Automotive Mechanics and related positions employed in the various departments of the Municipal Employer including the Department of Public Works. During the course of the hearing said labor organization amended its petition to indicate that Automotive Lodge No. 510, International Association of Machinists, desired to represent certain Garage and Repair Shop employees employed in the Bureau of Municipal Equipment in the Department of Public Works and that said employees should constitute a separate collective bargaining unit.

Case XIV
No. 8736 ME-49

On June 18, 1962 Local 195, International Brotherhood of Electrical Workers, AFL-CIO, filed its petition relating to Bridge Operators and Tenders in the employ of the Bureau of Bridges and Public Buildings in the Department of Public Works.

MOTIONS TO INTERVENE

During the course of the hearing the Board, on motion, permitted other labor organizations to intervene in the proceeding since said organizations claimed to represent certain employees employed in the Department of Public Works. Said organizations are as follows:

Asphalt Workers, Local 988, AFL-CIO, claims to represent certain employees in the Bureau of Street and Sewer Maintenance.

Local 494, International Brotherhood of Electrical Workers, claims to represent certain employees employed in the Bureau of Traffic Engineering and Electrical Services.

City and County Public Services Employees' Union claimed to represent various employees throughout the Department of Public Works, however, on September 22, 1962 said organization, by letter, indicated that it desired to withdraw from the proceedings and did not desire to appear on any ballot in any election conducted among the employees of the Municipal Employer.

It should be noted that District Council 48 is composed of various local unions whose membership are employed in various bureaus of the Department of Public Works of the City of Milwaukee. The jurisdiction of said locals are as follows:

- Local No. 33 - Department of Public Works Employees, City of Milwaukee. Membership comprises the Bureau of Bridges and Public Buildings, Bureau of Street Sanitation, Bureau of Forestry, Bureau of Municipal Equipment, Bureau of Street and Sewer Maintenance, Bureau of Electrical Services, Bureau of Traffic Engineers, Harbor Commission and the Housing Authority. The latter two are not in the Department of Public Works.
- Local No. 47 - City of Milwaukee Inspectors, Foremen and Supervisors. Membership includes employees in the Department of Public Works.
- Local No. 428 - City of Milwaukee Clerical Employees. Membership includes the Department of Public Works and other departments of the City of Milwaukee.
- Local No. 550 - City of Milwaukee, Water Department Employees. Membership includes all Water Department employees with the exception of employees in the Pumping and Filtration plants and Booster Stations.
- Local No. 952 - City of Milwaukee, Pumping and Filtration Plant Employees. Membership includes pumping plants, filtration plants, and booster stations of the Water Department.
- Local No. 1203 - City of Milwaukee, Garbage Department Employees. Membership includes garbage collection laborers in the Bureau of Garbage Collection and Disposal.

Local No. 1238 - City of Milwaukee Professional and Technical Employees. Membership includes employees largely in the Department of Public Works.

Since District Council 48 and its officials generally represent the various local unions in matters dealing with wages, hours and working conditions relating to the membership of said locals, and to avoid confusion at the polls the Board shall not include the name of any specific local affiliated with the American Federation of State, County and Municipal Employees but rather the term "District Council 48 (and its appropriate locals)" will appear on the various ballots in the voting groups where involved.

Eligibles, Voting Groups and Units

During the course of the hearing various issues were raised with respect to the eligibility of employees based on conflicting claims of supervisory and confidential functions allegedly performed by various employees. At the hearing the parties stipulated that the Board could determine such issues by examining job description sheets, examination announcements, and the like, furnished to the Board by the Municipal Employer. There was also limited testimony taken with regard to said issues. In October, 1962 Robert C. Garnier, City Personnel Director, furnished the Board with six volumes of such material. The Board has reviewed the evidence adduced during the course of the hearing and the material furnished in accordance with the aforementioned stipulation. The pages attached hereto as an Appendix reflect the Board's rationale and determination in resolving the issues with respect to eligibility, voting groups and appropriate collective bargaining units. It is to be noted that in the Board's discussion and conclusion with regard to the issue on eligibles there appears the following symbols which reflect the data noted:

- (s) - Stipulated by the parties as being supervisory.
- (c) - Stipulated by the parties as being confidential.
- (xs) - Disputed position found by the Board to be supervisory.

The Board desires to take this opportunity to commend the representatives and counsel of the various labor and employe organizations and the representatives

of the Municipal Employer who participated in the hearing. Their cooperation during and following the hearing and their agreement on certain issues which have been eliminated has assisted the Board in the difficult task of determining the issues with respect to eligibility, voting groups and collective bargaining units. The Board has no reason to anticipate that the parties will be less cooperative in arranging the mechanics with respect to the various elections directed herein and with respect to the physical conduct of the balloting.

Dated at Madison, Wisconsin, this 18th day of January, 1963.

WISCONSIN EMPLOYMENT RELATIONS BOARD

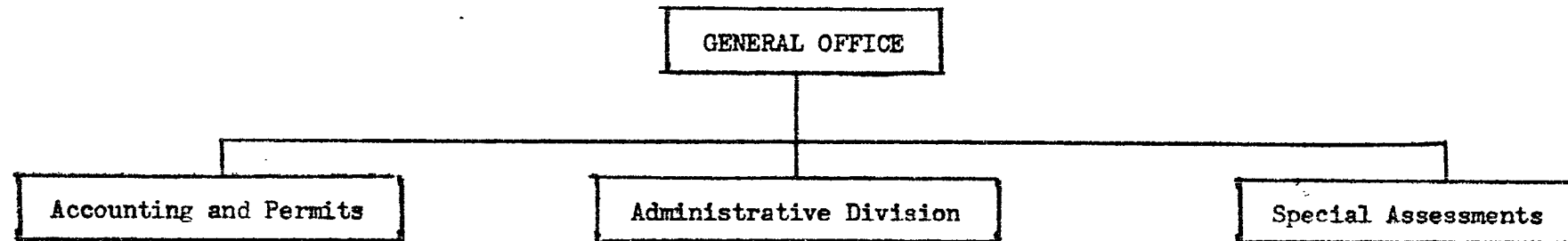
By Morris Slavney /s/
Morris Slavney, Chairman

J. E. Fitzgibbon /s/
J. E. Fitzgibbon, Commissioner

Arvid Anderson /s/
Arvid Anderson, Commissioner

GENERAL OFFICE

The organization of the General Office in the Department of Public Works is as follows:

Eligibles

The parties stipulated that eight (8) positions in the General Office are supervisory and one (1) position is confidential, and, are, therefore, to be excluded from the eligibles in any voting group. The Municipal Employer claimed five (5) additional positions are supervisory and should also be excluded. The Board finds that only one (1) of said claimed supervisory positions performs such supervisory functions to be excluded from the eligibles. The following positions and incumbents thereof are to be excluded from the eligibles in any voting group:

Accounting and Permits

(s) Accountant III (Hempe)

Administrative Division

(s) Commissioner (Schmidt)
 (s) Dep. Commissioner (Tacke)
 (s) Supervising Engineer (Sherburne)
 (s) Engineer in Charge of
 Coordination (Roethig)
 (s) Personnel Technician IV (Trindl)
 (s) Admin. Assistant II (Mulroy)
 (s) Admin. Assistant I (Walsh)
 (c) Clerk Stenographer III (Perla)

Special Assessments

(xs) Civil Engineer IV (Janicki)

Voting Groups and Units

District Council 48 desires to include all eligible employes in the General Office as part of the over-all unit in the Department of Public Works.

The Association of Graduate and Registered Engineers of Milwaukee requests that all professional engineering personnel employed in the General Office be included in a city-wide unit of engineers and architects.

The Board concludes that the eligible civil engineering classifications in the General Office are filled by professional employes engaged in the "craft" of engineering, and, therefore, said classifications are to be included in the city-wide unit of engineers and architects. The remaining eligible positions are to be included in the Department of Public Works voting group.

The following classifications are to be considered eligible in the Department of Public Works voting group:

Accounting and Permits

Account Clerk II, I
Clerk IV, III
Clerk Typist I

Administrative Division

Clerk Stenographer I

Special Assessments

Assessment Technician

The following classifications are to be included in the city-wide unit of engineers and architects:

Administrative Division

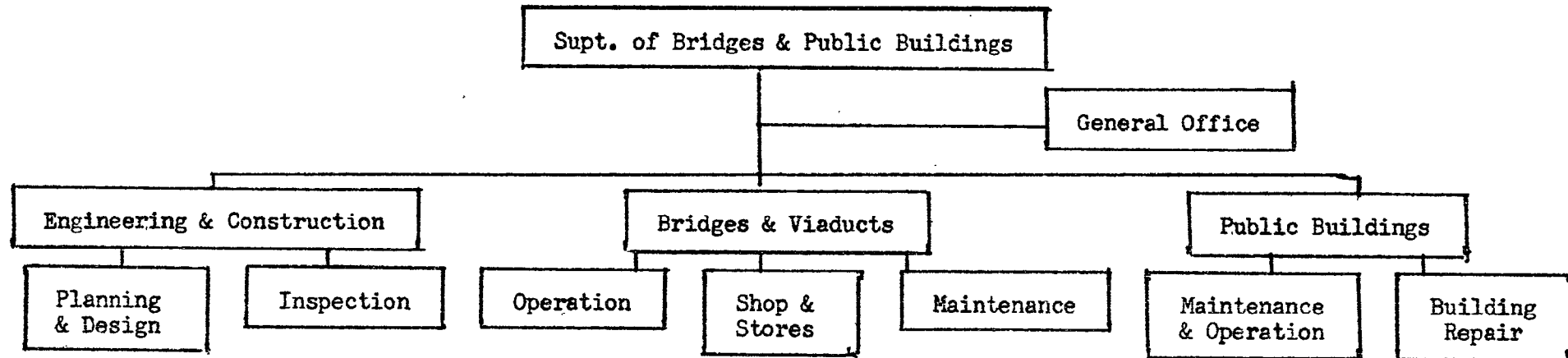
Civil Engineer IV, III

Special Assessments

Civil Engineer III

BUREAU OF BRIDGES AND PUBLIC BUILDINGS

The Bureau of Bridges and Public Buildings is included in the Department of Public Works and its organization is as follows:



Eligibles

The parties stipulated that nine (9) positions were supervisory and are to be excluded from the eligibles in any voting group. Forty-nine (49) positions, nine (9) presently being vacant, are in issue as to supervisory.

The Board has reviewed the various job description material furnished by the Municipal Employer with regard to such disputed positions and has determined that only seven (7) of the disputed positions perform such supervisory functions so as to be excluded from the eligibles. The following positions and incumbents thereof are to be excluded from the eligibles in any voting group:

SUPT. OF BRIDGES & PUBLIC BUILDINGS

(s) Superintendent (Ashton)
(s) Asst. Superintendent (Heger)

GENERAL OFFICE

(s) Admin. Assistant II (Figge)

ENGINEERING & CONSTRUCTIONPlanning and Design

(s) Chief Struct. Des. (Batalden)
 (xs) Civil Engineer IV (Malos)
 (xs) Civil Engineer IV (Spencer)
 (xs) Architect IV (Wallsworth)
 (xs) Mechanical Engineer IV (vacant)

Inspection

(xs) Const. Engineer IV (Rasmussen)

BRIDGES AND VIADUCTS

(xs) Bridges Supervisor (Andrews)

Operation

(s) Bridgetender Foreman (Wolff)

Shops and Stores

(None)

Maintenance

(In "craft" for which there is
no petition)

PUBLIC BUILDINGS

(s) Bldg. Main. Supvr. IV (Zirwes)

Maintenance and Operation

(xs) Eng. in Charge, Minor Station
 (Pountain, Kullaw, Rhodes,
 Olson)
 (s) Bldg. Service Supvr. (vacant)
 (s) Cust. Work. Supvr. I (Borowski,
 Mascari)

No. 6215

Voting Groups and Units

District Council 48 desires to include all eligible employes in the bureau, except the Bridgetenders employed in the "Operation" division of "Bridges and Viaducts", in an over-all Department of Public Works Unit.

The Association of Graduate and Registered Engineers of Milwaukee requests that all professional engineering and architectural personnel be included in a city-wide unit of engineers and architects.

Local 17, Building Service Employees Union, requests that the personnel employed in the "Natatoria", which is part of the "Public Buildings" division in the bureau be considered a separate bargaining unit.

Local 195, International Brotherhood of Electrical Workers, requests a separate unit of Bridgetenders employed in the "Operation" division of "Bridges and Viaducts".

District No. 10, International Association of Machinists, requests that Maintenance Mechanics and Mechanic Helpers employed in "Maintenance and Operation" of the "Public Buildings" division be included in a city-wide unit of Maintenance Mechanics and Mechanic Helpers.

Local 311, Operating Engineers, requests a separate unit consisting of power plant personnel, limited to the classifications of Engineer in Charge of Minor Station, Maintenance Mechanic and Helper and Fireman employed in "Maintenance and Operation" in "Public Buildings".

20

Appendix

The Board concludes that the eligible engineering and architectural classifications employed in the bureau are occupied by professional engineering and architectural "craft" employes, and, therefore, are to be included in the city-wide unit of engineers and architects. The classifications so affected are as follows:

ENGINEERING AND CONSTRUCTION

Planning and Design
Civil Engineer III, II, I
Architectural Designer III, II, I
Mechanical Engineer II, I

The Board finds that the six (6) "Natatoria" are collectively treated as a separate division or department of "Maintenance and Operation" in "Public Buildings" and for that reason the Board shall permit all eligible employes employed in the various "Natatoria" to determine for themselves, since they are not craft employes, whether they desire to establish themselves as a separate collective bargaining unit. They will be given the choice to determine whether they desire to be represented by Local 17, Building Service Employees Union, or District Council 48, or by neither. If a majority favor Local 17 as their bargaining representative, a separate bargaining unit of the "Natatoria" employes will be established. If a majority do not so vote, their ballots will be included in the over-all voting group of the Department of Public Works. The following classifications of employes will be included in the "Natatoria" voting group:

PUBLIC BUILDINGS

Maintenance & Operation

Natatoria
Natatorium Supervisor
Fireman
Natatorium Assistant

With respect to the request of Local 195, International Brotherhood of Electrical Workers, the Board finds that "Operation" in "Bridges and Viaducts" is treated as a separate division or department. However, that the position of Boat Operator is also employed in the division along with Bridgetenders. Since the Bridgetenders do not constitute a craft, they cannot be separated for the purposes of voting from the other eligible employes in the division.

District Council 48 indicated that it did not desire Bridgetenders to be included in the over-all Department of Public Works voting group. However, since such employes are not "craft" employes they have a right to determine for themselves as to whether or not they desire to constitute a separate unit. Therefore, the employes in this voting group are given the choice as to whether they desire to be represented by Local 195, International Brotherhood of Electrical Workers, or District Council 48, or by neither. If a majority favor Local 195 as their bargaining representative, a separate bargaining unit will be established for the division. If not, their votes will be included in the over-all voting group of the Department of Public Works. The employes eligible in this voting group are as follows:

BRIDGES & VIADUCTS

Operation

Bridge Tender

Boat Operator

No. 6215

With respect to the petition of Local 311, Operating Engineers, we find that power plant personnel are employed in "Maintenance and Operation" in "Public Buildings" at three locations, the Municipal Service Building, the Asphalt Plant, and the Northwest Garage. Although technically not considered as a separate division or department in the organizational chart established for the Bureau of Bridges and Public Buildings, we consider the power plant personnel by the very nature of their function to constitute a "separate" department so as to establish a separate voting group. Local 311, Operating Engineers, desires to include in said voting group the Engineers in Charge of Minor Stations, the Maintenance Mechanics and Mechanic Helpers and Fireman employed in said three locations. We have found the Engineers in Charge of Minor Stations to be supervisory. In addition to the Fireman employed at the three locations there is a Maintenance Mechanic and a Mechanic Helper and two Custodial Workers II employed at the Municipal Service Building. We conclude that in addition to the Fireman, Maintenance Mechanic and Mechanic Helper that the Custodial Worker II classification be included in said voting group, since the employees occupying the latter classification are part of the employment complement of the power plants. The power plant employees will be given the choice as to whether they desire to be represented by Local 311, Operating Engineers, or the District Council 48, or by neither of said labor organizations. If a majority favor Local 311 as their bargaining representative the power plant employees will establish themselves as a separate collective bargaining unit, otherwise their votes will be included in the over-all voting group of the Department of Public Works. The following classifications of employees will be included in the power plant group for voting purposes:

- 22 -

PUBLIC BUILDINGS

Maintenance & Operation

Municipal Service Building

Maintenance Mechanic

Mechanic Helper

Fireman

Custodial Worker II

Asphalt Plant

Fireman

Northwest Garage

Fireman

With respect to the petition of District No. 10, International Association of Machinists, Maintenance Mechanics and Mechanic Helper classifications are employed in "Maintenance and Operation" of the "Public Buildings" division. The Board has reviewed job description material furnished by the Municipal Employer relating to the classification of Maintenance Mechanics and Mechanic Helpers and we have concluded that the individuals occupying such classifications are not "craft" employees. These positions are filled by individuals having a variety of skills, having no homogeneous characteristics throughout the various bureaus. The

Appendix

skills are varied and do not require training and experience which characterize craft employes. Therefore the classifications of Maintenance Mechanics and Mechanic Helpers will be included in the over-all voting group of the Department of Public Works.

No. 6215

SUPT. OF BRIDGES & PUBLIC BUILDINGS

None

ENGINEERINGS & CONSTRUCTION

Planning & Design

Draftsman IV, III

Eng. Tech. III

Inspection

Pub. Works Insp. II

Bridges & Building Insp.

BRIDGES & VIADUCTS

Clerk II

Operation

None

Shop & Stores

Stores Clerk III

Bridge Laborer

City Laborer

Maintenance

Bridge Laborer

City Laborer

PUBLIC BUILDINGS

Maintenance & Operation

Main. Mechanic (except Municipal Service Building)

Elevator Operator II

Casemaker

Cust. Worker III, II, I (does not include Cust. Worker II at

Municipal Service Building)

Watchman

Building Repair

None

There are various "craft" employes who receive the prevailing rate employed in the Bureau. No question of representation has been raised with regard to said employes, and therefore they shall be excluded from the eligibles in any voting group. They are as follows:

BRIDGES & VIADUCTS

Maintenance

Carpentry Foreman

Carpenter

Cement Finisher

Ironworker Foreman

Ironworker

Painter Foreman, Ironwork

Painter, Chgmn., Bridge & Iron

Painter, Bridge & Iron

PUBLIC BUILDINGS

Building Repair

Carpentry Foreman

Carpenter

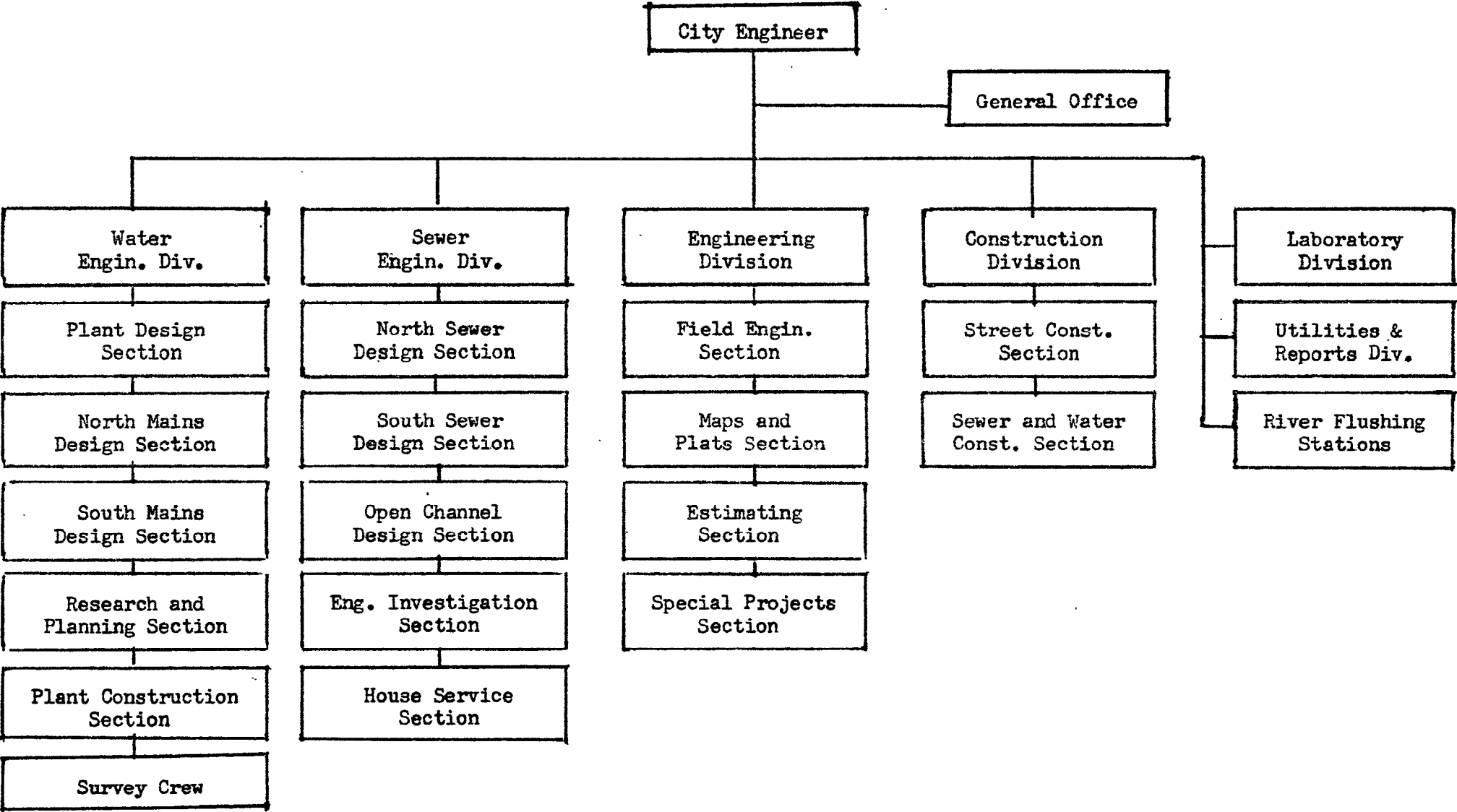
Painter Foreman, House

Painter Chgmn., House

Painter

BUREAU OF ENGINEERS

The Bureau of Engineers is included in the Department of Public Works and its organization is as follows:



Eligibles

The parties stipulated that eight (8) positions in the Bureau of Engineers are supervisory and therefore said positions are to be excluded from the eligibles in any unit. One hundred and four (104) positions are in issue as to being supervisory and there is also an issue as to whether one (1) employee is a confidential employee. The Board has reviewed the various job description material furnished by the Municipal Employer with regard to the disputed positions and has concluded that, of the claimed supervisory positions, only thirty nine (39) positions have such supervisory characteristics so as to exclude them from the eligibles and we have also concluded that the claimed confidential employee does not perform such confidential duties so as to exclude her from being eligible. The positions and incumbents thereof contained in the following tabulation are to be excluded as being supervisory:

CITY ENGINEER

(s) City Engineer (Goetsch)
(s) Asst. City Eng. (McCullough)

GENERAL OFFICE

(s) Admin. Asst. III (Glienne)

WATER ENGINEERING DIVISION

(s) Engineer in Charge (Hammann)
(xs) Spec. Asst. Eng. in Charge (Ihling)

Plant Design Section

(xs) Mechanical Engineer IV (Wege)

North Mains Design Section

(xs) Civil Engineer IV (Colberg)
(xs) Civil Engineer III (Kalisz)

South Mains Design Section

(xs) Civil Engineer IV (Schmitz)
(xs) Civil Engineer III (Ernster)

Research & Planning Section

(xs) Civil Engineer III (Preston)

Plant Construction Section

(xs) Civil Engineer IV (Bjorquist)

SEWER ENGINEERING DIVISION

(s) Engineer in Charge (Hirsch)
(xs) Civil Engineer V (Prawdzik)

North Sewer Design Section

(xs) Civil Engineer IV (DeKarske)
(xs) Civil Engineer III (Trost)
(xs) Civil Engineer III (Dew)
(xs) Draftsman V (Schwei)

South Sewer Design Section

(xs) Civil Engineer IV (Wichman)
(xs) Civil Engineer III (Jaworski)
(xs) Civil Engineer III (Krchma)
(xs) Civil Engineer II (Themmes)

Open Channel Design Section

(xs) Civil Engineer IV (Vosswinkel)
(xs) Civil Engineer III (Holley)
(xs) Sewer Research Eng. (Goldfien)
(xs) Civil Engineer III (Alberts)

Field Engineering Section

(None)

House Service Section

(xs) Civil Engineer III (Ramaker)

ENGINEERING DIVISION

(s) Engineer in Charge (Klotz)

Field Engineering Section

(xs) Civil Engineer V (Heiser)
(xs) Eng. Technician VI (Krug)
(xs) Civil Eng. IV (Johnson, Wegner,
Haas, Matzat)
(xs) Civil Engineer III (Weiland)

Maps and Plats Section

(xs) Civil Engineer IV (Fisler)
(xs) Civil Engineer III (Seehawer)

Estimating Section

(xs) Engineering Technician VI (Braeger)

Special Projects Section

(xs) Civil Engineer IV (Lazewski)
(xs) Civil Engineer III (Hunholz, Kuemmel,
Severson)

LABORATORY DIVISION

(xs) Materials Engineer V (Hahn)

RIVER FLUSHING STATIONS

(None)

SURVEY CREW

(None)

UTILITIES AND REPORTS DIVISION

(s) Utilities Engineer (Breimeister)
 (xs) Civil Engineer III (Lattin)

CONSTRUCTION DIVISION

Street Construction Section
 (xs) Civil Engineer V (Joers)
 (xs) Civil Engineer IV (Wapp, Seidel,
 Shapiro)
 (xs) Civil Engineer III (Balconi, DeMers,
 Fuhr, Krafcheck, Mills, White)

Sewer & Water Construction Section
 (xs) Civil Engineer V (Gerschke)
 (xs) Civil Engineer IV (Manske, Richter)
 (xs) Civil Engineer III (Hirsch, Schroeter)

No. 6215

Voting Groups

District Council 48 desires to include, as part of the Department of Public Works unit, all eligible employes in the Bureau of Engineers.

The Association of Graduate and Registered Engineers of Milwaukee requests that all professional engineering personnel employed in the Bureau of Engineers be included in a "city-wide" unit of engineers and architects.

The Board concludes that the various civil and mechanical engineering classifications are filled by professional employes engaged in the "craft" of engineering, and, therefore, are to be included in the "city-wide" unit of engineers and architects. The Board also concludes that "engineering technician" classifications IV through VI are to be included in the same unit for the reason that the incumbents thereof are performing duties requiring an experience equivalent to the formal training of the engineers. All the remaining eligible employes in the bureau will be included in the Department of Public Works voting group.

- 26 -

The following classifications are to be considered eligible in the over-all voting group in the Department of Public Works:

GENERAL OFFICE

Administrative Assistant I
 Account Clerk II, I
 Clerk Stenographer II, I
 Clerk Typist II
 Telephone Operator

UTILITIES & REPORTS DIVISION

(None)
RIVER FLUSHING STATIONS
 Oilers

LABORATORY DIVISION

Clerk Stenographer I
 Clerk Typist I
 Chemist II
 Test. Laboratory Assistant III, II, I

Appendix

ENGINEERING DIVISION

Field Engineering Section
Engineering Technician III, II, I

Maps and Plats Section
Clerk Typist II
Engineering Abstractor II, I
Draftsman V, IV, III, II, I
Dup. Equipment Operator II, I
Clerk I

Estimating Section
Engineering Technician III
Clerk Typist II

Special Projects Section
Draftsman IV, I
Engineering Technician III

CONSTRUCTION DIVISION

Admin. Assistant II
Clerk Typist II

Street Construction Section
Clerk Typist II
Public Works Inspector II, I
Engineering Technician III

Sewer and Water Construction Section
Public Works Inspector II, I
Engineering Technician III

WATER ENGINEERING DIVISION

Administrative Assistant I
Clerk Stenographer I

Plant Design Section
Draftsman IV

North Mains Design Section
Draftsman V, IV, III, II, I

South Mains Design Section
Draftsman V, IV, III, II, I

Research & Planning Section
Draftsman IV

Plant Construction Section
(None)

Survey Crew
Draftsman III, II
Engineering Technician III

SEWER ENGINEERING DIVISION

Clerk Stenographer II

North Sewer Design Section
Draftsman IV, III

South Sewer Design Section
Engineering Technician I
Draftsman, IV, III, II, I

Open Channel Design Section
(None)

Field Engineering Section
Engineering Technician III, II, I
Draftsman IV, III, II

House Service Section
Draftsman V, IV, III, I

The following classifications are to be included in the "city-wide" unit of engineers and architects:

WATER ENGINEERING DIVISION

Civil Engineer III

Plant Design Section

Mechanical Engineer III, I

Civil Engineer IV, III, II

Electrical Engineer III

Eng. Tech. IV

North Mains Design Section

Engin. Tech. VI, IV

Civil Engineer II

South Mains Design Section

Civil Engineer III (Except Ernster)

Civil Engineer I

Engineering Technician V

Research & Planning Section

Civil Engineer II, I

Eng. Tech. V

Plant Construction Section

Civil Engineer III, II, I

Survey Crew

Civil Engineer II, I

ENGINEERING DIVISION

Field Engineering Section

Engineering Technician VI

(Except Krug), V, IV

Civil Engineer II, I

Maps and Plats Section

Civil Engineer II

Estimating Section

Civil Engineer II, I

Eng. Tech. IV

Special Projects Section

Civil Engineer II, I

CONSTRUCTION DIVISION

Street Construction Section

Civil Engineer II, I

Sewer & Water Const. Section

Civil Engineer I

UTILITIES & REPORTS DIVISION

(None)

SEWER ENGINEERING DIVISION

North Sewer Design Section

Civil Engineer II, I

Eng. Tech. IV

South Sewer Design Section

Civil Engineer II (Except Themmes)

Civil Engineer I

Engineering Technician V

Open Channel Design Section

Civil Engineer II, I

Field Engineering Section

Civil Engineer II, I

Eng. Tech. V, IV

House Service Section

(None)

LABORATORY DIVISION

Civil Engineer I

Materials Engineer II

RIVER FLUSHING STATIONS

(None)

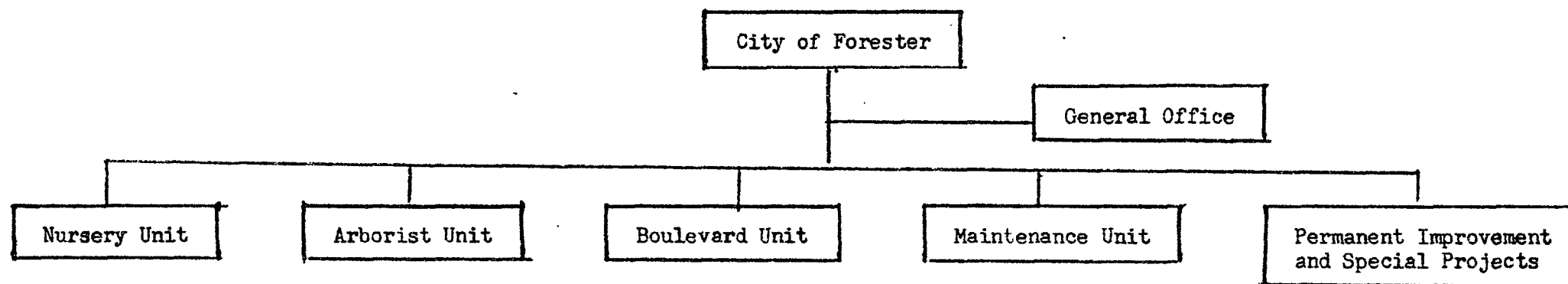
No. 6215

- 28 -

Appendix

BUREAU OF FORESTRY

The organization of the Bureau of Forestry, which is included in the Department of Public Works, is as follows:



Eligibles

The parties stipulated that seven (7) classifications in the bureau were supervisory, and, therefore to be excluded from the eligibles in any unit. The Municipal Employer contends that seventeen (17) additional positions in four (4) classifications should also be excluded as supervisory. The Board finds the following positions, and incumbents thereof, to be supervisory and therefore to be excluded from the eligibles in any unit.

CITY FORESTER

(s) City Forester (Rayner)
(s) Asst. City Forester (Stoeckman)

NURSERY UNIT

(s) Nursery Supervisor (Roehr)

ARBORIST UNIT

(s) Arborist Dist. Super. (Niven, Kerr, Stoeckman, Weymeir)
(xs) Arborist III (Scharch, Huettl, Miller, Mehegan)

GENERAL OFFICE

(s) Admin. Asst. I (Graves)

BOULEVARD UNIT

(s) Parks Supervisor (Hansen, Godin)
(xs) Park Foreman (Kaiser, Frankowski (s) Parks Supervisor (Vacant)
(Wroblewski, Davis)

MAINTENANCE UNIT

(s) Main. Mech. Foreman (Kautz)

PERMANENT IMPROVEMENT AND SPECIAL PROJECTS

The Board concludes that the remaining claimed supervisory positions, Nursery Foreman in the "Nursery Unit" and the Arborist II positions in the "Arborist Unit", are not so supervisory as to be excluded from the eligibles.

Voting Groups and Units

District Council 48 desires to include all eligible employees in the entire bureau as part of the over-all Department of Public Works unit.

District No. 10, International Association of Machinists, would include the four Maintenance Mechanics employed in the "Maintenance Unit" of the bureau as part of an over-all "craft" unit of Maintenance Mechanics. We refer to our previous discussion of such request concerning similar classifications in the Bureau of Bridges and Public Buildings. Therefore, the classification of Maintenance Mechanic in the Bureau of Forestry will be included in the over-all voting group of the Department of Public Works. The following classifications are to be considered eligible in the Department of Public Works voting group:

CITY FORESTER

Forestry Technician

NURSERY UNIT

Nursery Foreman
Arborist I
City Laborer

ARBORIST UNIT

Arborist II, I

GENERAL OFFICE

Account Clerk II, I
Engineering Draftsman II
Clerk-Steno. I

BOULEVARD UNIT

Spec. Forestry Laborer
City Laborer

MAINTENANCE UNIT

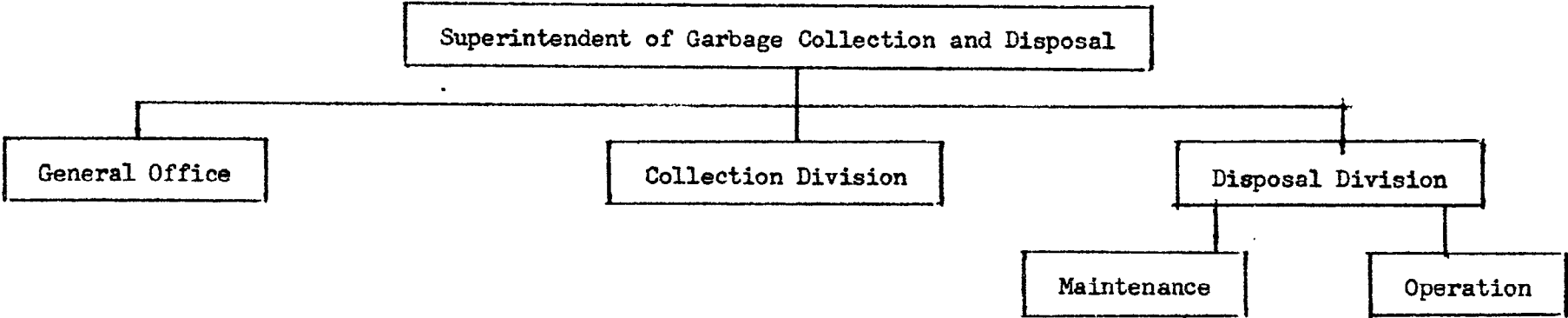
Maintenance Mechanic
Spec. Forestry Laborer
City Laborer

PERMANENT IMPROVEMENT
AND SPECIAL PROJECTS

Labor Foreman I
Spec. Forestry Laborer
City Laborer

BUREAU OF GARBAGE COLLECTION AND DISPOSAL

The Bureau of Garbage Collection and Disposal is included in the Department of Public Works and its organization is as follows:



Eligibles

The parties stipulated that nineteen (19) positions in the bureau are supervisory and, therefore, to be excluded from the eligibles in any unit. The Municipal Employer contends that eight (8) additional positions in two (2) classifications should also be excluded as supervisory. The Board finds the following positions and incumbents thereof to be supervisory, and, therefore, to be excluded from the eligibles in any unit.

SUPT. OF GARBAGE
COLLECTION AND DISPOSAL

- (s) Supt. of Garb. Coll. & Disposal (Geisheker)
- (s) Asst. Supt. of Garb. Coll. & Disposal (Weiss)

GENERAL OFFICE

- (s) Acct. Clerk II (Caplan)

COLLECTION DIVISION

- (s) Garb. Coll. Supvr. (Krausc, Schleifer, Deuster, Waxgraber, Timmerman, Freimann, Parker, Lower, Cajski, Hinz, Thompson, Waida, vacant)

DISPOSAL DIVISION

- (s) Eng. in Charge, Disposal Div. (Youngquist)
- (s) Asst. Eng. in Charge, Disposal Div. (Jens)

Operation

- (xs) Op. Eng. II (Incinerator Plants) (Douglas, Thiel, Richter, Slye, Schultz, Rutkowski, Bracy)

Maintenance

- (None)

Voting Groups and Units

District Council 48 desires to include all eligible employes in the entire bureau as part of the over-all Department of Public Works unit.

District 10, International Association of Machinists would include the four (4) Maintenance Mechanics employed in the "Disposal Division" of the bureau as part of an over-all "craft" unit of Maintenance Mechanics. We refer to our previous discussion of such requests concerning similar classifications in the Bureau of Bridges and Public Buildings.

International Brotherhood of Firemen and Oilers, Local 125-B, contends that all eligible employes employed in the "Operation" section of the "Disposal Division" of the bureau which consists of the three Incinerator Plants operated by the bureau together with those employes classified as Clerk II-Field and referred to as Scalemen in the "General Office" and all employes classified as Garbage Collection Laborers in "Collection Division", who have worked at the Incinerator Plants for a substantial period of time constitute a separate voting group. It claims that the two classifications although not in "Operations" should be included in such voting group since they perform their duties at the Incinerator Plant. The Board concludes that the "Operations" section of the "Disposal Division" including the Scalemen and Garbage Collection Laborers work and constitute a separate and functionally distinct department of the bureau since the Scalemen perform clerical work at the incinerators relating to the checking in and weighing of garbage and that the Garbage Collection Laborers sought to be included also perform work at the incinerators, and, therefore, the Scalemen and those Garbage Collection Laborers who have been employed at the incinerators for at least six months prior to the election shall constitute a separate voting group. Said employes will be given the opportunity to determine whether or not they desire to be represented by International Brotherhood of Firemen and Oilers, Local 125-B, or District Council 48, or by neither of such organizations. If a majority selects Local 125-B said voting group shall constitute a separate collective bargaining unit. If a majority do not select Local 125-B the employes in this voting group shall be included in the over-all voting group of the Department of Public Works. The Incinerator Plants voting group consists of the following classifications:

OPERATION

Clerk II-Field
Craneman
Furnaceman
Incin. Plant Maint. Worker
Garb. Disp. Laborer
Machinery Operator
Maint. Mechanic
Garbage Collection Laborer (employed
6 months or more in Incin. Plants)

The following "craft" classifications are also employed in the bureau, however, since no labor organization claims to represent such employes they shall not be included in any voting group:

DISPOSAL DIVISION

Maintenance
Firebrick Mason

BGC&D-2.

No. 6215

- 32 -

Appendix

The following classifications shall be included in the over-all voting group of the Department of Public Works:

GENERAL OFFICE

Clerk IV
Acct. Clerk II, I
Clerk II-Field (Vordran)
Clerk Typist II

COLLECTION DIVISION

Garb. Coll. Laborer

DISPOSAL DIVISION

Maintenance
Boiler Repairman
Maint. Mechanic
Incin. Plaint Maint. Worker
Maint. Mech. Foreman

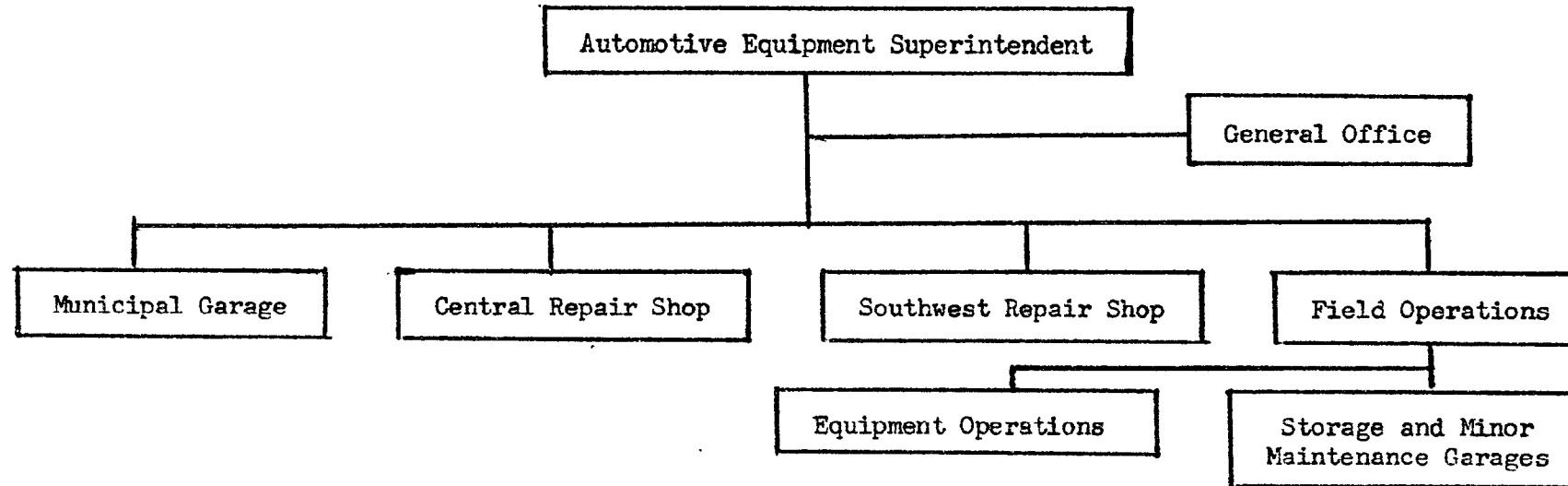
No. 6215

- 33 -

Appendix

BUREAU OF MUNICIPAL EQUIPMENT

The Bureau of Municipal Equipment is included in the Department of Public Works and its organization is as follows:



Eligibles

The parties stipulated that twenty two (22) positions in this bureau were supervisory and that one (1) position was confidential, and therefore said twenty three classifications are to be excluded from the eligibles in any voting group. The Municipal Employer claimed that eight (8) additional positions were supervisory. The Board has examined the job description material furnished by Municipal Employer and concludes that the eight (8) positions in dispute do not possess sufficient supervisory characteristics so as to exclude them from the eligibles. The following positions and incumbents thereof are to be excluded from the eligibles in any voting group:

AUTOMOTIVE EQUIPMENT SUPERVISOR

(s) Auto. Equip. Supt. (Wright)
(s) Asst. Auto. Equip. Supt.(vacant)

GENERAL OFFICE

(s) Admin. Asst. II (Altenbach)
(c) Clerk-Steno. I (Ullenberg)

SOUTHWEST REPAIR SHOP

(s) Auto. Mech. Foreman (Kostecki)
(s) Asst. Auto. Mech. Fmm. (Driebel)

CENTRAL REPAIR SHOP

(s) Auto. Mech. Supvr. (Schaefer)
 (s) Auto. Mech. Fmn. (Halvorsen,
 Lueck, Schultz)
 (s) Machinist (Carlson)
 (s) Stores Supvr. (Kutz)
 (s) Asst. Auto. Mech. Fmn.
 (Wenzel, Karll, Becherer)

MUNICIPAL GARAGE

(s) Auto. Mech. Supvr. (Jensen)
 (s) Auto. Mech. Fmn. (Tellier)
 (s) Stores Clerk III (Mark)

FIELD OPERATIONS

(s) Equip. Op. Supvr. III (Grund)
 (s) Equip. Op. Supvr. II (Miller,
 Dobrient, Kiefert, Wright)

Equipment Operations

(None)

Storage & Minor Maintenance Garage

(None)

Voting Groups and Units

Auto Mechanics Lodge 510, International Association of Machinists, requested a separate unit of Auto Electricians, Auto Mechanics, Auto. Mechanics Helpers and Body Repairmen employed in the Bureau of Municipal Equipment, contending that such classifications constitute "craft" employees. The Board has reviewed the evidence with respect to said classifications and concludes that they do not constitute "craft" employees as contemplated by Sec. 111.70, Wis. Stats. Lodge 510 indicated that if the Board should find that no "craft" severance was permissible that the Board should then establish a departmental group consisting of said classifications. The repair and service of automotive and similar equipment is performed by employees in the Municipal Garage, the Central Repair Shop, the Southwest Repair Shop, the Northwest Garage, the 5th Street Garage, the 10th Street Garage, and the Lincoln Avenue Garage. It should be noted that a city ordinance established the bureau in three separate divisions, the General Office, the Service Division and the Repair Division, the latter consisting of garages and repair shops. Therefore, the eligible employees employed in the various garages and repair shops do constitute a separate voting group. Said employees will be given the opportunity to determine whether or not they desire to be represented by Lodge 510, International Association of Machinists, or District Council 48, or by neither of such organizations. If a majority selects Lodge 510 said voting group shall constitute a separate collective bargaining unit. If a majority does not select No. 510 the employees in this voting group shall be included in the over-all voting group of the Department of Public Works. The Repair Division voting group consists of the following classifications:

Northwest Garage

Auto. Mechanic
 Auto. Mech. Helper
 Spec. Mun. Equip. Laborer
 Garage Attendant
 City Laborer

5th Street Garage

Auto. Mechanic
 Auto. Mech. Helper
 Garage Attendant
 City Laborer

Lincoln Avenue Garage

Auto. Mechanic
 Auto. Mech. Helper
 Garage Attendant
 City Laborer

No. 6215

- 35 -

Appendix

MUNICIPAL GARAGE

Asst. Auto. Mech. Fmn.
 Auto. Mechanic
 Auto. Mech. Helper
 Garage Attendant
 City Laborer
 Auto. Electrician
 Asst. Garage Foreman
 Tire Repairman II, I
 Stores Clerk II, I
 Spec. Mun. Equip. Laborer

CENTRAL REPAIR SHOP

Clerk II
 Auto. Mechanic
 Auto. Mech. Helper
 Garage Attendant
 City Laborer
 Main. Mechanic
 Blacksmith
 Mechanic Helper
 Auto. Electrician
 Asst. Auto. Mech. Foreman
 Stores Clerk III, II, I
 City Laborer
 Upholsterer
 Upholsterer Helper

SOUTHWEST REPAIR SHOP

Body Repair Man
 Main. Mechanic
 Auto. Mechanic
 Auto. Mech. Helper
 Mechanic Helper
 Stores Clerk II
 City Laborer

10th Street Garage

Auto. Mechanic
 Auto. Mech. Helper
 Garage Attendant

Teamsters Local 200 has requested a separate unit consisting of Truck Drivers who drive vehicles over and under $3\frac{1}{2}$ tons. The Board does not consider employees driving trucks as "craft" as contemplated in Sec. 111.70, Wis. Stats. and therefore, in order to establish a separate voting group, the employees must be employed in a separate department or division. The Truck Drivers are employed in the division of "Equipment Operations" as part of the larger department of "Field Operations". In the division of "Equipment Operations", in addition to the two Truck Driver classifications requested by Local 200, there are also employed Special Equipment Operators, a Clamshell Operator, Crane Operators, Roller Engine Men, and Tractor, Bulldozer and End-loader Operators. All but the Truck Drivers and Special Equipment Operators are considered by the parties to be "craft" employees. Therefore, the Clamshell Operator, Crane Operators, Roller Engine Men and Tractor, Bulldozer and End-loader Operators are to be excluded from any voting group since there has been no claim by any organization to represent such "craft" employees. This would result in a residual voting group in this division consisting of Special Equipment Operators and the Truck Drivers. Therefore, the appropriate voting group herein consists of said classifications and they shall be given the opportunity to determine for themselves whether they desire to constitute a separate bargaining unit. They will be given the opportunity to vote for Teamsters Local 200, or District Council 48, or neither of said labor organizations. If a majority select Teamsters Local 200, they shall be deemed to constitute a separate appropriate collective bargaining unit. If a majority reject Teamsters Local 200, the voting group shall be considered as part of the over-all Department of Public Works voting group. The classifications eligible to participate in this voting group are as follows:

Equipment Operations

Spec. Equip. Operator
 Truck Driver ($3\frac{1}{2}$ ton and over)
 Truck Driver (under $3\frac{1}{2}$ ton)

The following employes in the Bureau of Municipal Equipment have been considered by the Municipal Employer as "craft" employes and since no labor organization has requested to represent such employes there is no question concerning their representation at this time and they shall be excluded from any voting group:

CENTRAL REPAIR SHOP

Roller Repairman

SOUTHWEST REPAIR SHOP

Painter

EQUIPMENT OPERATIONS

Clamshell Operator
Crane Operator
Roller Engine Man
Tractor Operator
Bulldozer Operator
End-load Operator

The following classifications shall be included in the over-all Department of Public Works voting group:

GENERAL OFFICE

Account Clerk II, I
Clerk-Typist II, I
(excluding Ullenberg)

FIELD OPERATIONS

Clerk Dispatcher
Clerk II (Field)
Driver Training Instruc.
Field Service Man
Spec. Mun. Equip. Laborer

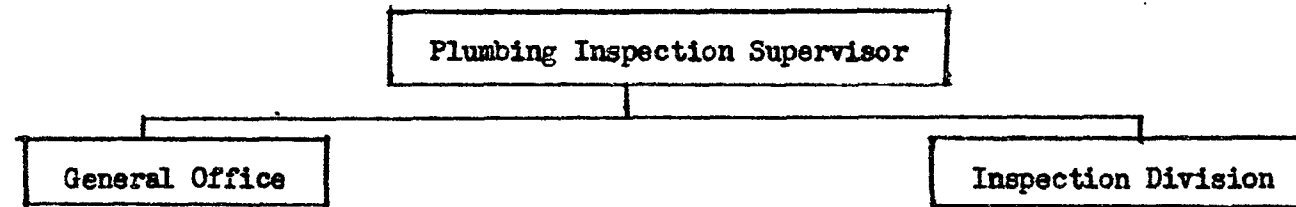
No. 6215

- 37 -

Appendix

BUREAU OF PLUMBING INSPECTION

The Bureau of Plumbing Inspection is included in the Department of Public Works and its organization is as follows:



Eligibles

The issue of eligibles in this bureau was not discussed during the course of the hearing, however, it is apparent from the "Visual Organizational Inventory" prepared by the Municipal Employer that there are two (2) supervisors in the bureau and they shall be excluded from the eligibles in any voting group. Said positions are as follows:

PLUMBING INSPECTION SUPERVISOR

- (b) Plumb. Insp. Supervisor (Flint)
- (b) Asst. Plumb. Insp. Supvr.
(Cludius)

Voting Groups and Units

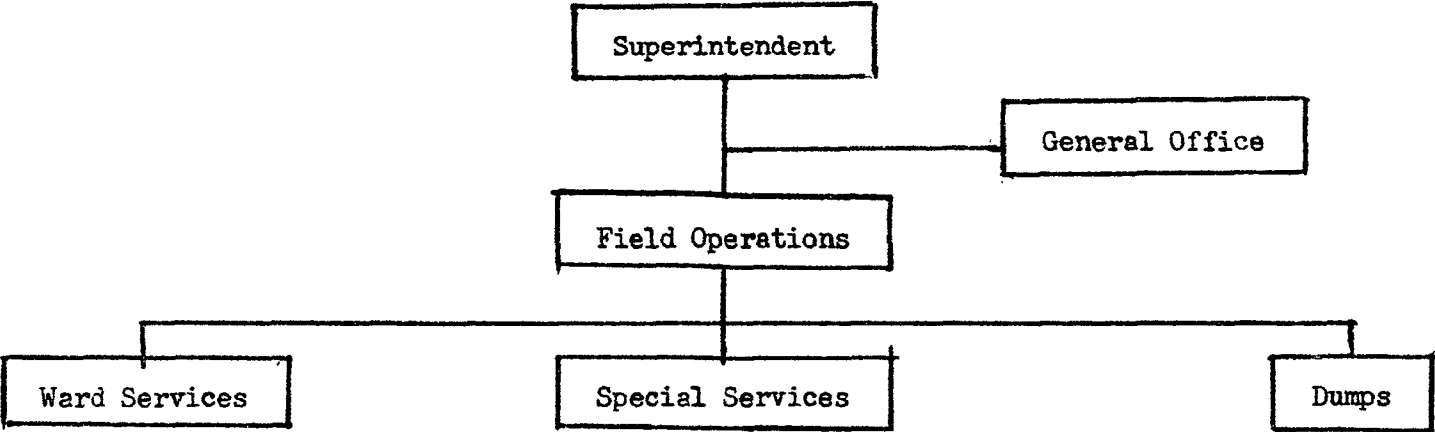
District Council 48 desires to exclude the personnel of this bureau from the Department of Public Works voting group. In addition to the supervisory positions above noted, the bureau employs certain stenographic and clerical help along with Plumbing Inspectors. Persons filling the Plumbing Inspector position are required to be journeyman plumbers and therefore such employees can only be included in a unit consisting of the plumbing "craft", and since no representation is claimed for such employees the Board shall direct no elective concerning them, however the Board concludes that the stenographic and clerical employees shall be eligible to participate in the over-all Department of Public Works voting group. Such positions are as follows:

GENERAL OFFICE

- Admin. Assistant I
- Clerk Typist III
- Clerk Steno. I

BUREAU OF STREET SANITATION

The Bureau of Street Sanitation is included in the Department of Public Works and its organization is as follows:



Eligibles

The parties stipulated that twenty three (23) positions were to be excluded from the eligibles because of their supervisory function. An Accountant I in the General Office, twenty one (21) Assistant Ward Foremen in Ward Services, five (5) Labor Foremen I in Ward Services and two (2) Labor Foremen II in Special Services are in issue with regard to supervision. The Board finds the following positions and the incumbents thereof to be supervisory and therefore excluded from the eligibles in any unit:

SUPERINTENDENT

- (s) Superintendent (Rheinfrank)
- (s) Asst. Supt. (Maegli)

GENERAL OFFICE

- (xs) Accountant I (Bartusch)

FIELD OPERATIONS

- (s) Refuse Disposal Supervisor (Schmidt)

Ward Services

- (s) Ward Foreman (Welcenbach, Werlein, Bunker, Castelli, Weber, Buchner, Brandes, Lobdall, Schumann, Haegle, Alberti, Cryulik, Markowski, Kania, Kebis, Skubal, Mackin, Dryden, Chropkowski, Guendert)

Special Services

- (None)

Dumps

- (None)

The Board concludes that the claimed supervisory positions of Labor Foreman I in Ward Services and Special Services are working foremen and therefore are to be included among the eligibles. The Board has concluded to permit the Assistant Ward Foremen to vote by challenged ballot since it cannot make final determination as to the eligibility of the incumbents of said positions for the reason that the information contained in the job descriptions is insufficient for a proper determination.

No. 6215

Voting Groups and Units

District Council 48 contends that all eligible employes in the bureau, excluding "craft" employes, should be included in the over-all unit of the Department of Public Works.

The Board concludes that all eligible employes with the Bureau of Street Sanitation, with the exception of the Carpenter employed in "Special Services", shall be considered as part of the over-all Department of Public Works unit.

The following classifications are to be included in over-all voting group of the Department of Public Works:

GENERAL OFFICE

Account Clerk II, I
Clerk Steno. II
Clerk Typist II
Clerk III, II

FIELD OPERATIONS

Ward Services

Asst. Ward Foreman
(by challenged ballot)
Labor Foreman I
City Laborer

Special Services

Stores Clerk I
Labor Foreman I
City Laborer

Dumps

City Laborer

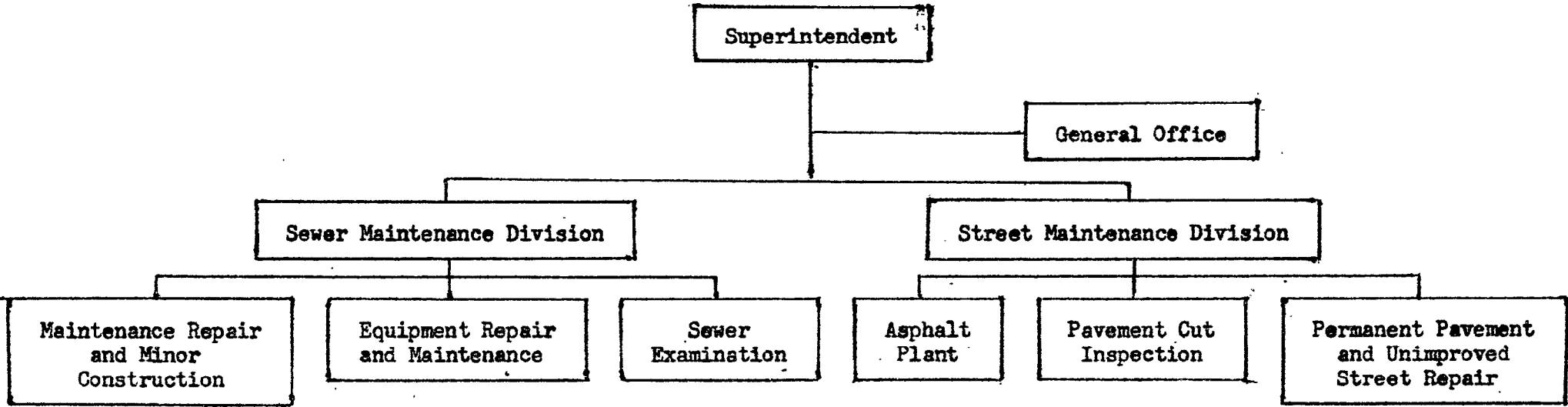
- 40 -

Appendix

BUREAU OF STREET AND SEWER MAINTENANCE

No. 6215

The Bureau of Street and Sewer Maintenance is included in the Department of Public Works and its organization is as follows:



- 41 -

Eligibles

The parties stipulated that twenty six (26) positions in the bureau were supervisory and that one (1) was confidential, and therefore that said twenty seven (27) positions were to be excluded from the eligibles in any voting group. The Municipal Employer contends that six (6) additional positions, occupied by thirty two (32) incumbents are also supervisory and should be excluded from the eligibles. The Board has concluded that of these six positions only four are supervisory and therefore the incumbents thereof shall also be excluded from the eligibles. The following tabulation reflects the employees to be excluded as either supervisory or confidential: (Although the Board's attention was not directed thereto, it finds that two (2) additional positions, the Street Repair Foreman in the "Asphalt Plant" are supervisory. These positions are marked "(b)" in the tabulation.)

SUPERINTENDENT

(s) Superintendent (Burmeister)

GENERAL OFFICE

(s) Admin. Assistant II (West)
(c) Clerk Typist I (Manzel)

Appendix

SEWER MAINTENANCE DIVISION

- (s) Asst. Supt. of Sewer Maint.
(Spore)
- (s) Sewers Supvr. II (Pfannerstill)

- Maintenance Repair &
Minor Construction
- (s) Sewers Supvr. I (Brawand,
Englehardt, Ronco, Clark,
Kumnow)
- (xs) Sewer Foreman III (Baroldi,
Nornberg, Boetcher, Sansone)

Equipment Repair
& Maintenance
(None)

- Sewer Examination
- (s) Sewer Foreman III (Gasse)

STREET MAINTENANCE DIVISION

- (s) Asst. Supt. of Street Maint. (Anderson)
- (xs) Street Repair Supt. II (Hawley)
- (s) Asphalt Plant Supt. (Schaefer, Wisniewski)

- Asphalt Plant
- (b) Street Repair Fmn. (F Casper,
Holton)

- Pavement Cut Inspection
- (s) Pave Cut Insp. II (Krysinski)

- Permanent Pavement and
Unimproved Street Repair
- (xs) Street Repair Dist. Supvr. (Dropik,
Hegmann, Sievers, Smukowski,
Wegner)
- (s) Street Repair Fmn. (Diekow, Gordon,
R Casper, O'Connell, Sconsett,
Whitman, Zaczek, Rutkowski, Loth)
- (xs) Labor Foreman III (Bosetti, Brzycki,
Kindler, Lemanczyk, Lewandowski,
Nowak, Schallert, Skiera, Tabaka)
- (s) Street Repair Supvr. (Dederich)
- (s) Unim. Street Repair Supvr. (Brady)

Voting Groups and Units

District Council 48 desires to include all eligible employes in the bureau, with the exception of "craft" employes, in the over-all Department of Public Works unit.

The Association of Graduate and Registered Engineers of Milwaukee requests that all professional engineering and architectural personnel be included in a "city-wide" unit of engineers and architects.

Asphalt Workers Local 988 contends that the Asphalt Rakers, Asphalt Ironers and Laborers who are working along with said classifications, all employed in "Permanent Pavement and Unimproved Street Repair" constitute a separate unit.

District 10, International Association of Machinists, requests that the Maintenance Mechanic and Mechanic Helper classifications in the bureau be included in a "city-wide" unit of Maintenance Mechanics and Mechanic Helpers. Said positions are employed in "Equipment Repair and Maintenance" and in the "Shop" of the "Street Maintenance Division". The reference is directed to the Board's discussion with regard to a similar request concerning similar employes in the "Bureau of Bridges and Public Buildings". We have determined that said classifications do not constitute a separate voting group.

With respect to the desires of Asphalt Workers, Local 988, the Board concludes that the Asphalt Workers and Asphalt Ironers are "craft" employees since they are treated as such by the Municipal Employer and are receiving the prevailing construction trade rates. As a result, said two classifications constitute a separate and distinct collective bargaining unit. The Special Street Repair Laborers and City Laborers apparently are working in the same division of "Asphalt Repairs (Large)" and cannot be considered as part of the "craft" and therefore are to be excluded from the eligibles in such "craft" unit. The following classifications are considered eligible in said "craft" unit:

PERMANENT PAVING &
UNIMPROVED STREET REPAIR

Asphalt Raker
Asphalt Ironer

The following classifications are to be included in the "city-wide" unit of engineers and architects:

SEWER MAINTENANCE DIVISION

Civil Engineer II

STREET MAINTENANCE DIVISION

Civil Engineer II

The following "craft" classifications are also employed in the bureau, however since no labor organization claims to represent such employees they shall not be included in any voting group. They are as follows:

SEWER MAINTENANCE DIVISION

Maintenance Repair &
Minor Construction
Sewer Mason

Equipment Repair
& Maintenance
Carpenter

STREET MAINTENANCE DIVISION

Asphalt Plant
Engineman

Permanent Pavement and
Unimproved Street Repair
Cement Finisher

The following classifications shall be included in the over-all voting group of the Department of Public Works:

GENERAL OFFICE

Admin. Asst. I
Acct. Clerk II, I
Clerk Typist II
Clerk Typist I (except Menzel)

SEWER MAINTENANCE DIVISION

Clerk Steno. III
Clerk III

Maintenance Repair &
Minor Construction

Sewer Foreman II, I
Labor Foreman I
Spec. Sewer Laborer
Sewer Pipe Layer
Mason Helper
Sewer Laborer
Clerk II
Sewer Yard Man

Equipment Repair
& Maintenance

Maint. Mechanic
Mech. Helper

Sewer Examination

Sewer Foreman II
Sewer Examiner

STREET MAINTENANCE DIVISION

Eng. Tech. III
Clerk III
Maint. Mechanic
Mech. Helper
City Laborer
Spec. Street Repr. Laborer

Asphalt Plant

Asphalt Plant Helper & Oper.
Spec. Street Repr. Laborer
Labor Foreman I
City Laborer

Pavement Cut Inspection

Pavement Cut Insp. I

Permanent Pavement &

Unimproved Street Repair

Spec. Street Repr. Laborer
City Laborer
Labor Foreman II, I
Cement Finisher Helper
Macadam Raker

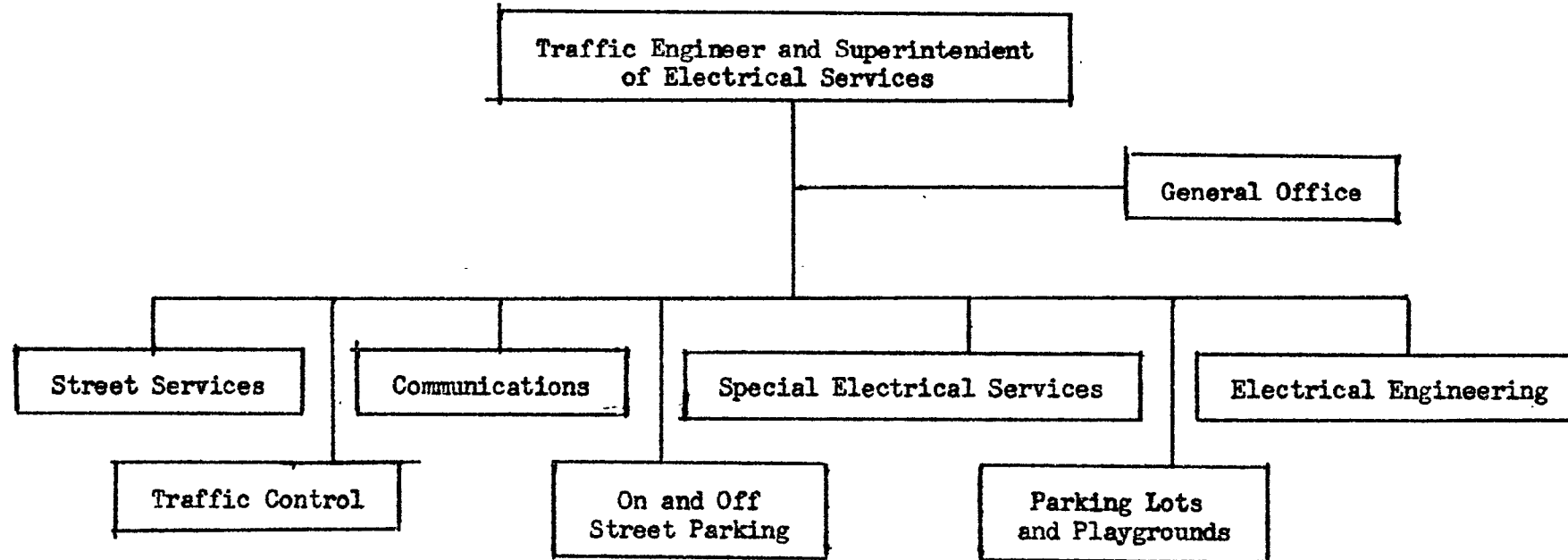
No. 6215

- 44 -

Appendix

BUREAU OF TRAFFIC ENGINEERING AND ELECTRICAL SERVICES

The Bureau of Traffic Engineering and Electrical Services is included in the Department of Public Works and its organization is as follows:



Eligibles

The parties stipulated that eighteen (18) positions are supervisory and one (1) position is confidential, and that, therefore, the incumbents of said positions are excluded from the eligibles. The Municipal Employer contends that twenty seven (27) additional positions are also supervisory and should be excluded from the eligibles in any voting group. The following positions and incumbents are excluded from the eligibles in any voting group:

TRAFFIC ENGINEER
& SUPERINTENDENT
OF ELECTRICAL SERVICES

- (s) Traffic Eng. & Supt. of Elec. Services (Bruening)
- (s) Asst. Supt. of Traffic Eng. & Elec. Services (Leiser)

GENERAL OFFICE

- (s) Admin. Ass't. II (Moench)
- (s) Acct. Clerk II (Dane)
- (s) Clerk Steno. IV (Jenski)
- (c) Clerk Steno. III (Fredericks)

STREET SERVICES

(s) Elec. Serv. Supvr. III (Jaeger)
 (xs) Stores Supvr. (Milonczyk)
 (s) Elec. Serv. Supvr. I (Humphrey, Foucault and Iwen)
 (s) Elec. Serv. Supvr. II (Essenmacher)
 (s) Traffic Sign Foreman (Stauber)
 (s) Machine Shop Foreman (Klaman)

TRAFFIC CONTROL

(xs) Traffic Cont. Eng. II (Zachek)

COMMUNICATIONS

(xs) Elec. Engineer II (Buske)
 (s) Elec. Serv. Supvr. II
 (s) Elec. Serv. Supvr. I (Kos, Ditscheit)

SPECIAL ELECTRICAL SERVICES

(s) Elec. Serv. Supvr. II (Maciolek, Albrecht)

ON AND OFF STREET PARKING

(xs) Traffic Cont. Eng. IV (Wantsch)

ELECTRICAL ENGINEERING

(xs) Elec. Engineer V (Klumb)
 (xs) Elec. Engineer IV (Pleyte)
 (xs) Elec. Engineer III (Benes)

PARKING LOTS & PLAYGROUNDS

(xs) Civil Engineer V (Plumb)
 (xs) Civil Engineer III (Dallman)
 (xs) Labor Foreman III (Kaczmarek)

Voting Groups and Units

District Council 48 desires to include all eligible employees in the bureau in an over-all Department of Public Works unit.

The Association of Graduate and Registered Engineers of Milwaukee requests that all professional engineering and architectural personnel be included in a city-wide unit of engineers and architects.

Local 494, International Brotherhood of Electrical Workers, contends that employees employed in the "Machine Shop" of the "Shops and Yard" of the division of "Street Services" constitute an appropriate collective bargaining unit.

District No. 10, International Association of Machinists, contends that the classifications of Machine Shop Foreman, Machinists, Mechanic Helper and Maintenance Worker employed in what it described as "Electrical Services Division" be included in a unit of Maintenance Mechanics and Mechanic Helpers employed by the Municipal Employer. Reference is made to the Board's discussion with respect to this claimed unit in the portion of this memorandum dealing with the "Bureau of Bridges and Public Buildings" where we determined that said classifications do not constitute a separate voting group or unit.

With respect to the desire of Local 494, I.B.E.W., the Board concludes that the employees in the "Machine Shop" can be considered a separate department of "Shops and Yard" of the division of "Street Services" of the bureau. The Board shall permit all eligible employees in the "Machine Shop" to determine for themselves whether they desire to establish themselves as a separate collective bargaining unit. They will be given the choice to determine whether they are to be represented by Local 494, International Brotherhood of Electrical Workers, or District Council 48, or by neither. If a majority favor Local 494 as their bargaining representative a separate bargaining unit of the "Machine Shop" employees will be established. If a majority do not so vote the ballots of the employees in this voting group will be included in the over-all voting group of the Department of Public Works. The following classifications of employees will be included in the "Machine Shop" voting group:

STREET SERVICES

Shops and Yard
Machine Shop
 Machinist
 Blacksmith
 Laborer (Elec. Serv.)
 City Laborer

The Board concludes that the eligible engineering classification employed in the Bureau are occupied by professional engineering "craft" employes, and, therefore, are to be included in the "city-wide" unit of engineers and architects. The classifications so affected are as follows:

STREET SERVICES

(None)

ELECTRICAL ENGINEERING

Elec. Engineer II, I
 Eng. Tech. IV

PARKING LOTS AND PLAYGROUNDS

Eng. Tech. V
 Civil Engineer I

COMMUNICATIONS

Elec. Engineer II, I

TRAFFIC CONTROL

Eng. Tech. IV
 Traffic Cont. Eng. II (other than
 Zachek)
 Traffic Cont. Eng. I

SPECIAL ELECTRICAL SERVICES

(None)

ON AND OFF STREET PARKING

Traffic Cont. Eng. I
 Eng. Tech. IV

There are various "craft" employes who receive the prevailing rate employed in the bureau. No question of representation has been raised with regard to said employes, and, therefore, they shall be excluded from the eligibles in any voting group. They are as follows:

GENERAL OFFICE

(None)

SPECIAL ELECTRICAL SERVICES

Elec. Mechanic
 Elec. Mech. Helper

STREET SERVICES

Elec. Mechanic
 Elec. Mech. Helper
 Sewer Mason
 Cement Finisher
 Painter
 Carpenter

COMMUNICATIONS

Elec. Mechanic
 Elec. Mech. Helper
 Painter

ELECTRICAL ENGINEERING

(None)

TRAFFIC CONTROL

(None)

ON AND OFF STREET PARKING

(None)

PARKING

(1)

The following classifications of employees employed in the bureau will be included in Department of Public Works:

GENERAL OFFICE

Admin. Asst. I
Acct. Clerk II
Clerk II
Acct. Clerk I
Test. Lab. Asst. III
Clerk Steno. III(except Fredericks)
Clerk Steno. II, I
Clerk Typist II

COMMUNICATIONS

Eng. Draftsman IV, III, II, I
Laborer (Elec. Serv.)
Machinist
Clerk IV
Stores Clerk I

ON AND OFF STREET PARKING

Eng. Draftsman III, II, I

STREET SERVICES

Stores Clerk II, I
Maint. Worker
Laborer (Elec. Serv.)
(Except in Machine Shop)
City Laborer
(Except in Machine Shop)
Clerk II(Field)
Mason Helper
Pipe Layer
Spec. Laborer (Elec. Serv.)
Maint. Worker
Machinist
(Except in Machine Shop)
Parking Meter Repairman II, I

TRAFFIC CONTROL

Eng. Draftsman IV, III, II, I
Eng. Tech. III, I

PARKING

Eng. D.
Eng. T.
Parking
Labor
Labore:
City L.
Maint.

SPECIAL

Clerk
Stores

ELECTRIC

Eng. D.
Eng. T.

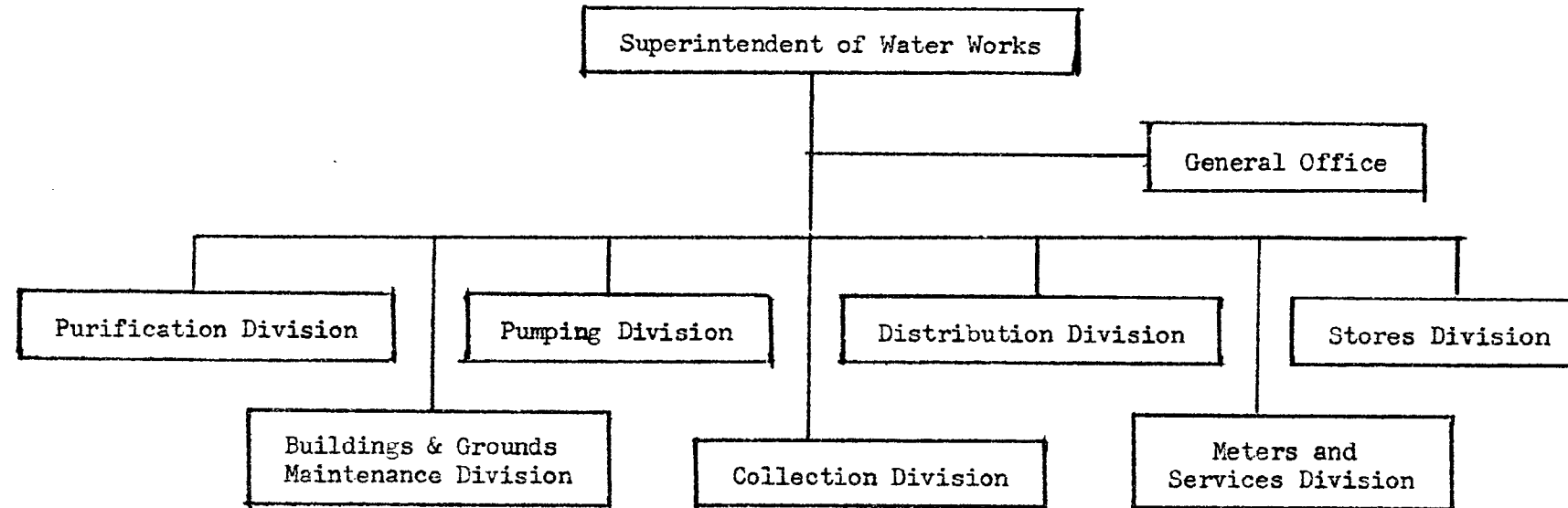
WATER DEPARTMENT

No. 6215

- 49 -

Appendix

The organization of the Water Department in the Department of Public Works is as follows:



Eligibles

The parties stipulated that thirty (30) positions in the Water Department were supervisory and that two (2) positions therein are confidential and therefore are to be excluded from the eligibles in any voting group. Thirty nine (39) additional positions in eight (8) classifications were claimed by the Municipal Employer as being supervisory. The following positions and incumbents have been found by the Board to be excluded from the eligibles in any unit:

SUPERINTENDENT OF WATER WORKS

(s) Superintendent (Rynders)
(s) Asst. Supt. (Becker)
(s) Water Works Op. Supvr. (Miller)

GENERAL OFFICE

(s) Admin. Asst. V (Mely)
(s) Admin. Asst. III (Zaydell)
(c) Clerk Steno. III (Pozorski)

DISTRIBUTION DIVISION

(s) Water Distrib. Supvr. IV (Nissen)
(s) Water Distrib. Supvr. III (Diel)
(s) Water Distrib. Supvr. II
(Martens, Herman)

PURIFICATION DIVISION

(s) Walter Filt. Supt. (Thomas)
 (s) Asst. Water Filt. Supt.
 (Underwood, Antflinger)
 (s) Chief Water Filt. Op.
 (Slosser, Steele)
 (s) Chemist II (Dolan, Beck)

METER & SERVICE DIVISION

(s) Meter & Ser. Supvr. (Middlemas)
 (xs) Asst. Meter & Ser. Supvr. (Guyot)
 (xs) Meter Repair Fmn. (vacant)

PUMPING DIVISION

(s) Power Plant Eng. II (vacant)
 (s) Power Plant Eng. I (Roehr)
 (s) Op. Eng. & Mach. III (Luetngen,
 Dembrinski)
 (s) Keeper of Resvr. (vacant)

STORES DIVISION

(s) Water Mat. Supvr. (Shomler)

COLLECTION DIVISION

(s) Supvr. Wtr. Assess. & Coll.
 (Snell)
 (s) Acct. II (Kempka, Theis)
 (c) Clerk Steno. III (Petran)
 (s) Teller II (Baivier)
 (s) Meter Reader Supvr. (Eick)
 (s) Meter Reader IV (Rtg)
 (Weickardt)

BUILDINGS & GROUNDS MAINTENANCE DIVISION

(s) Struc. & Grounds Supvr. (Williams)

It should be noted that the twelve (12) positions of Water Filter Operator in Charge in the "Purification Division"; the seventeen (17) positions of Operating Engineer and Machinist II in the "Pumping Division"; and the five (5) positions of Water Distribution Foreman II in the "Distribution Division", were among those positions claimed to be supervisory by the Municipal Employer. The job description sheets furnished by the Municipal Employer do not furnish sufficient evidence for the Board to properly determine whether said positions are supervisory. Therefore the incumbents of said positions will be permitted to vote, subject to challenge by the Board.

Voting Groups

District Council 48 desires to include all eligible employees in the Water Department in the over-all Department of Public Works unit.

The Association of Graduate and Registered Engineers of Milwaukee requests that all professional engineering personnel be included in the "city-wide" unit of engineers and architects.

District No. 10, International Association of Machinists desires to include the Machinists, Operating Engineers and Machinists II and I, Blacksmith, Power Plant Mechanic, Maintenance Mechanic, Mechanic Helper and Maintenance Worker in an over-all "craft" unit of Maintenance Mechanics. We refer to our previous discussion of this organization's request to establish a separate "craft" unit for the Maintenance Mechanics in the Bureau of Bridges and Public Buildings. We determined that such classifications do not constitute a "craft" and therefore the classifications cannot constitute a separate unit.

The following classification is to be included in the "city-wide" unit of engineers and architects:

GENERAL OFFICE

Mechanical Engineer I

The following classifications are to be considered eligible in the over-all voting group in the Department of Public Works:

BUILDINGS & GROUNDS
MAINTENANCE DIVISION

Labor Foreman II
Spec. Bldgs. & Grounds Laborer
Reservoir Guard
City Laborer

PURIFICATION DIVISION

Clerk Steno. III
Acct. Clerk I
Water Filter Op. in Charge
(by challenged ballot)
Filter Plant Laborer
Machinist
Filt. Plant Mechanic
Cust. Worker II
Oper. Engineer I
Chemist I
Water Bacteriologist
Chemical Lab. Tech.
Laboratory Helper
Water Filt. Op. II, I
METER & SERVICES DIVISION

Clerk IV, III
Clerk Typist III, I
Draftsman IV, III, II, I
Air Cond. & Wtr. Ser. Insp.
Asst. Meter Repr. Foreman
Meter Repairman III, II, I
Meter Shop Laborer
Maintenance Worker

GENERAL OFFICE

Acct. II, I
Acct. Clerk II, I
Clerk III
Clerk Typist III, II, I

PUMPING DIVISION

Clerk Typist III
Oper. Eng. & Mach. II
(by challenged ballot)
Oper. Eng. & Mach. I
Oper. Engineer I
Oiler, Major Sta.
Fireman, Major Sta.
Power Plant Laborer
Power Plant Blacksmith
Power Plant Boiler Repairman
Power Plant Steam Fitter
Maintenance Mechanic
Maintenance Worker
Power Plant Mechanic
Mechanic Helper
Booster Sta. Op. II, I
City Laborer
Plant Operator II, I

COLLECTION DIVISION

Teller I
Clerk Typist II, I
Acct. Clerk II, I
Field Inv. I
Meter Reader IV, III, II, I

STORES DIVISION

Stores Clerk III, I
Labor Foreman II
W. S. Serviceman I
Spec. Pipe Yard Laborer

DISTRIBUTION DIVISION

Clerk IV, III
Draftsman I
Machinist
Blacksmith
Maintenance Mechanic
Maintenance Worker
Mechanic Helper
W. S. Trench Laborer
Field Inv. II
Caulker II, I
W. S. Serviceman II, I
W. S. Night Serviceman
Hydrant Serviceman
Tapper
Water Dist. Foreman I
Water Dist. Foreman II
(by challenged ballot)

It should be noted that there are two positions of Plumbing Inspector employed in the "Meter and Services Division". These positions require that the individual occupying same be a journeyman plumber and, therefore, said classification is excluded from the eligibles in any unit because they are "craft" and, further, because no labor organization claims to represent such "craft".