

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

In the Matter of the Petition of :
JANESVILLE EDUCATION ASSOCIATION : Case I
Involving Employees of : No. 9569 ME-134
JANESVILLE BOARD OF EDUCATION : Decision No. 6678

Appearances:

Mr. Fred R. Holt, District Administrator, for the Municipal
Employer.
Mr. Howard J. Friske, President, for the Association.

DIRECTION OF ELECTION

The above named Petitioner having petitioned the Wisconsin
Employment Relations Board to conduct an election pursuant to
Section 111.70 of the Wisconsin Statutes, among certain employees
of the above named Municipal Employer; and a hearing on such
petition having been conducted at Janesville, Wisconsin, on March
13, 1964 by Arvid Anderson, Commissioner; and the Board having
considered the evidence and being satisfied that a question has
arisen concerning representation for certain employees of the
Municipal Employer named above;

NOW, THEREFORE, it is

DIRECTED

That an election by secret ballot shall be conducted under
the direction of the Wisconsin Employment Relations Board within
sixty (60) days from the date of this Directive in the collective
bargaining unit consisting of all regular full-time and all regular
part-time certificated teaching personnel employed by the
Janesville Board of Education including guidance counselors,
teaching principals, speech and hearing specialists and librarians

but excluding per diem teachers, psychologists, interns, recreational directors, and all other employes, supervisors and administrators who were employed by the Municipal Employer on March 20, 1964, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether or not a majority of such employes desire to be represented by the Janesville Education Association for the purposes of conferences and negotiations with the above named Municipal Employer on questions of wages, hours and conditions of employment.

Given under our hands and seal at
the City of Madison, Wisconsin this
20th day of March, 1964.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By Morris Slavney
Morris Slavney, Chairman

Arvid Anderson
Arvid Anderson, Commissioner

Zel S. Rice II
Zel S. Rice II, Commissioner

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MEMORANDUM ACCOMPANYING DIRECTION OF ELECTION

The Petitioner requests an election to be conducted in a bargaining unit consisting of all regular teaching personnel teaching at least fifty per cent of a full teaching schedule. In two previous cases involving teaching personnel the Board excluded teachers who taught less than fifty per cent of a full teaching schedule.

In Milwaukee Board of Vocational and Adult Education (Dec. No. 6343, 5/63) the Board made such exclusions for the reason that the municipal employer involved had throughout the years established conditions of employment for teachers teaching more than fifty per cent of a regular teaching schedule, and as such, had in fact created what constituted separate divisions involving its teaching personnel. In addition the Board excluded certain employees, although having teaching certificates, from the eligibles in the collective bargaining unit and who were otherwise regularly employed, for the reason that their participation in classroom teaching was less than fifty per cent of the regular teaching schedule.

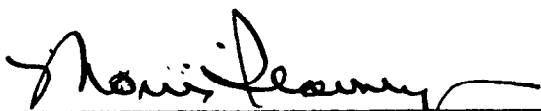
In Board of School Directors of Milwaukee (Dec. No. 6595, 12/63), the two labor organizations involved and the municipal employer agreed to exclude teachers who taught less than fifty per cent of a regular teaching schedule.


Where there are issues with respect to the eligibles in an appropriate collective bargaining unit, the Board will usually include as eligible in a unit consisting of regular full-time certificated teaching personnel those certificated teachers who are regularly employed on a part-time basis and those who, although not directly engaged in normal classroom teaching, work directly with students or with teachers, other than in a supervisory capacity, in support of the educational program. During the course of the hearing herein the parties agreed to exclude psychologists, interns and recreational directors from the eligibles.

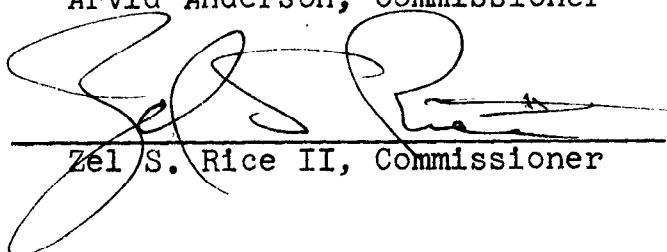
Therefore we have determined that the collective bargaining unit appropriate for the conduct of the election herein consists of all regular full-time and all regular part-time certificated teaching personnel employed by the Janesville Board of Education including guidance counselors, teaching principals, speech and hearing specialists and librarians and we have determined to exclude all other employes, supervisors and administrators.

Dated at Madison, Wisconsin this 20th day of March, 1964.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By 
Morris Slavney, Chairman


Arvid Anderson, Commissioner


Zel S. Rice II, Commissioner