

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

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In the Matter of the Petition of	:	
	:	
ANTIGO FIRE FIGHTERS LOCAL 1000,	:	
INTERNATIONAL ASSOCIATION OF FIRE	:	Case IV
FIGHTERS, AFL-CIO	:	No. 10729 ME-234
	:	Decision No. 7560
Involving Employes of	:	
	:	
CITY OF ANTIGO	:	
	:	
	:	

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Appearances:

Mr. Robert Ruf, President, and Mr. Ray Kirsch, for  
the Petitioner.  
Mayor Rueben Krause, and Gus Winter, City Attorney,  
for the Municipal Employer.

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 employes of the Fire Department of the City of Antigo; and a hearing on such petition having been conducted at Antigo, Wisconsin on April 13, 1966, by Zel S. Rice II, Commissioner; and the Board having considered the evidence and being satisfied that a question has arisen concerning representation for the employes of the Fire Department of the City of Antigo;

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 employes in the Fire Department of the City of Antigo, except the Chief, Assistant Chief and Captain (Night Shift), who were employed by the

Municipal Employer on April 21, 1966, 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 Antigo Fire Fighters Local 1000, International Association of Fire Fighters, AFL-CIO 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 21<sup>st</sup> day of April, 1966.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By *Morris Slavney*  
Morris Slavney, Chairman

*Arvid Andersen*  
Arvid Andersen, Commissioner

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





Neither the Chief nor the Assistant Chief are ordinarily present at the night shift. The Captain (Night Shift) has the primary responsibility for the operation of that shift.

The Assistant Chief and the Captain (Night Shift) have the power to effectively recommend discipline, promotion or discharge subject to the approval of the Chief and the Police and Fire Commission. While the Captain (Day Shift) is occupied by an employe with greater seniority than the Captain (Night Shift) and may receive additional compensation as a result of his longevity, he does not perform the supervisory duties performed by the Captain (Night Shift).

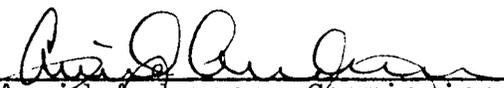
Ordinarily, especially in previous cases involving Fire Departments, the Board has excluded certain entire classifications as being supervisory for the reason that the classification has been given supervisory duties by the Municipal Employer. This was the case involving the City of Milwaukee<sup>1/</sup>. However, for some reason or other, the Municipal Employer herein has imposed supervisory duties upon the Captain (Night Shift) and has not imposed the same supervisory responsibilities on the Captain (Day Shift).

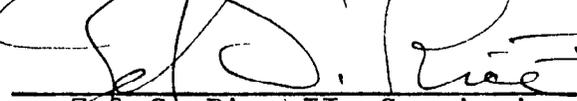
We are further satisfied that the Lieutenant, who is employed on the Night Shift, does not perform any supervisory duties except in the absence of the Captain (Night Shift). Our determination therefore excludes the Chief, Assistant Chief and Captain (Night Shift) from the unit as being supervisory and they are therefore not eligible to participate in the election.

Dated at Madison, Wisconsin, this <sup>21<sup>st</sup></sup> day of April, 1966.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By   
Morris Slavney, Chairman

  
Arvid Anderson, Commissioner

  
Zel S. Rice II, Commissioner

1/ City of Milwaukee, Dec. No. 6476, 8/63