
In the Matter of the Petition of

LACROSSE CITY EMPLOYEES, LOCAL 180,
BUILDING SERVICE EMPLOYEES INTERNATIONAL
UNION

Involving Employees of

CITY OF LACROSSE

Appearances:

DIRECTION OF ELECTION

NOW, THEREFORE, it is


That an election by secret ballot 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 of the City of La Crosse, excluding members of the Fire Department and Policemen, all craft and professional employes, supervisors and confidential employes, who were employed by City of La Crosse on December 1, 1966, 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 La Crosse City Employees, Local 180, Building Service Employees International Union, for the purposes of conferences and negotiations with the City of La Crosse on questions of wages, hours and conditions of employment.

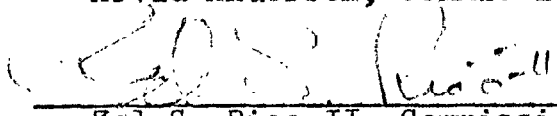
Given under our hands and seal at the
City of Madison, Wisconsin, this 2nd
day of December, 1966.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By


Morris Slavney, Chairman


Arvid Anderson, Commissioner


Zel S. Rice II, Commissioner

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

In the Matter of the Petition of
LACROSSE CITY EMPLOYEES, LOCAL 180,
BUILDING SERVICE EMPLOYEES INTERNATIONAL
UNION.
Involving Employees of
CITY OF LACROSSE

Case II
No. 11116 ME-275
Decision No. 7833

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTION

During the course of the hearing, the parties agreed to the composition of the appropriate collective bargaining unit as that described in the Direction. However, during the course of the hearing, an issue arose as to whether employees occupying the classification of Civil Engineer I are professional employees, and thus to be excluded from the unit because of such classification. ^{1/}

The City employs two engineering classifications - Civil Engineer I and Civil Engineer II. The Civil Engineer II position requires the incumbents thereof to perform, under supervision, difficult and responsible civil engineering and related work as required. The job descriptions sets forth, as desirable training, graduation from an accredited university or college with a major in civil engineering and at least one year of experience in the field of civil engineering. One of the two persons occupying the Civil Engineer II classification is a graduate civil engineer, while the remaining employee is not a graduate engineer, although he is a licensed land surveyor. The pay of the Civil Engineer II position ranges from \$575.00 to \$675.00 per month.

^{1/} City of Wausau, Dec. No. 6276, 3/63.

The Civil Engineer I position, as indicated in the job description requires the person occupying that position to perform engineering work of a routine professional nature in the field of civil engineering and related work as required, all under supervision. Civil Engineers I act as chief of survey parties, lay out construction projects, prepare maps and drawings of the construction projects and do the physical inspection of projects. They are required to prepare estimates and specifications and issue inspection reports. The job description sets forth desirable prerequisites for the position as being graduation from an accredited university or college with a major in civil engineering. No experience in civil engineering is required. The pay of the Civil Engineer I ranges from \$525.00 to \$625.00 per month. The duties of the Civil Engineer I approximate the duties of the Civil Engineer II except that the duties of the latter position are more difficult. It is significant that the top of the pay range of the Civil Engineer I falls approximately in the midway point of the range of the Civil Engineer II.

It is the conclusion of the Board that the persons occupying the positions of Civil Engineer I and Civil Engineer II are professional, and under the Act professional employees cannot be included in any unit of employees other than those engaged in their own profession. Therefore, the persons occupying the Civil Engineer I and II positions are excluded from the unit in which the election has been directed, and as a result, they are not eligible to participate in said election.

Dated at Madison, Wisconsin, this 2nd day of December, 1966.

WISCONSIN EMPLOYMENT RELATIONS BOARD

By Morris Slavney
Morris Slavney, Chairman

Arvid Anderson
Arvid Anderson, Commissioner

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