

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of
WISCONSIN STATE EMPLOYEES ASSOCIATION,
AFSCME, AFL-CIO, and its appropriate Locals
Involving Certain Employees of the
DEPARTMENT OF INDUSTRY, LABOR AND HUMAN
RELATIONS

Case II
No. 11379 SE-7
Decision No. 8346

DIRECTION OF ELECTION

Petition having been filed with the Wisconsin Employment Relations Commission by the Wisconsin State Employees' Association, AFSCME, AFL-CIO, and its affiliated locals, requesting that an election be conducted pursuant to Section 111.83 of the State Employment Labor Relations Act, in a collective bargaining unit consisting of all employees in the employ of the Department of Industry, Labor and Human Relations (formerly the Industrial Commission), excluding supervisors, limited-term and confidential employees; and a hearing on such petition having been conducted by the Commission on May 12, 1967, at Madison, Wisconsin, and the Commission having considered the evidence, arguments and briefs of counsel, and being satisfied that a question of representation has arisen concerning employees of said State Employer;

NOW, THEREFORE, it is

DIRECTED

That an election by secret ballot shall be conducted under the direction of the Wisconsin Employment Relations Commission within sixty (60) days from the date of this directive in a collective bargaining unit consisting of all regular full-time and regular part-time classified employees of the Department of Industry, Labor

No. 8346

and Human Relations, excluding supervisors, Attorney-Examiners I and II, limited-term and confidential employees, who were employed by said State Employer on January 11, 1968, except such employees 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 said employees desires to be represented for the purposes of collective bargaining by the Wisconsin State Employees' Association.

Given under our hands and seal
at the City of Madison, Wisconsin
this *12th* day of *January* 1968.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

Morris Slayney

Morris Slayney, Chairman

Zel S. Rice II

Zel S. Rice II, Commissioner

William R. Wilberg

William R. Wilberg, Commissioner

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS BOARD

MEMORANDUM ACCOMPANYING DIRECTIONS OF ELECTIONS
INVOLVING PROFESSIONAL NURSES AND ATTORNEY-EXAMINERS IN THE
EMPLOY OF VARIOUS AGENCIES OF THE STATE OF WISCONSIN,
AND CERTAIN EMPLOYEES IN THE EMPLOY OF THE
DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
OF THE STATE OF WISCONSIN

The Wisconsin Employment Relations Commission has today directed elections among professional nurses and Attorney-Examiners in the employ of the various agencies of the State of Wisconsin, and among certain employees in the Department of Industry, Labor and Human Relations of the State of Wisconsin. Since the evidence presented in said proceedings and the arguments of counsel set forth therein affect common issues, the Commission has prepared this Memorandum, which is common to the three proceedings which initiated the Directions issued today.

Prior hereto the Wisconsin Employment Relations Commission has directed elections among employees employed in various state agencies in proceedings which did not involve issues with respect to professional employees or with respect to whether bargaining units should or should not consist of employees employed in more than one single State agency. For the first time since the effective date of the State Employment Labor Relations Act, issues have arisen as to whether employees of separate professions may constitute single appropriate bargaining units, either on a departmental or State-wide basis, either apart from or together with other professional employees, and either apart from or together with non-professional employees on a departmental basis. In the proceeding initiated by the Wisconsin Hearing Examiners Association, Inc., hereinafter referred to as WHEA, said employee organization seeks a unit consisting of Attorney-Examiners employed in the Department of Industry, Labor and Human Relations,^{1/} Department of Health and Social Services,^{2/} and in the

Public Service Commission. In the proceeding initiated by the Wisconsin State Employees Association and its appropriate locals, hereinafter jointly referred to as WSEA, the latter organization seeks an election in a unit consisting of all employees, both professional and non-professional, in the employ of the Department of Industry, Labor and Human Relations, and as an alternative, it would exclude Attorney-Examiners from such an overall departmental unit. In the third case, the Wisconsin Nurses Association, Inc., hereinafter referred to as the WNA, seeks one unit consisting of all professional nurse classifications, excluding supervisory positions, employed throughout State employment, in seven separate State agencies.^{3/}

The various State agencies involved in these proceedings, with the exception of the Department of Industry, Labor and Human Relations,^{4/} together with the Division of Employment Relations of the Department of Administration, acting on its own behalf and on behalf of the various state agencies, has proposed an overall plan for bargaining units of state employees to the effect that all classified employees in each separate department or agency should constitute a single collective bargaining unit; or, in the alternative, that employees in each department or agency could possibly constitute four separate bargaining units as follows:

1. Blue collar employees
2. White collar employees
3. Professional employees
4. Craft employees (With a preference that craft employees be included in the "blue collar" unit)

As a further alternative, the Division of Employment Relations proposes that certain professions in one department or agency could be included in one unit to the exclusion of other professionals in the department or agency.

Further, with respect to the WNA petition, the representatives of the various agencies and the Division of Employment Relations propose, should the Commission not find a departmental overall professional employee unit appropriate, two other approaches to the unit issue: (1) two separate units composed of nurses in the University Hospitals, and of nurses employed in Public Welfare, and a

^{3/} University of Wisconsin (Hospitals), Health and Social Services (Board of Health and Public Welfare), State Universities, Public Instruction, Regulation & Licensing (Board of Nursing), and Veterans Affairs.

^{4/} The Department of Industry, Labor and Human Relations indicated that it took no position with regard to unit issues.

unit of nurses employed in each remaining agency being joined by other professionals within each department, and (2) departmental units of nurses only. Arguments of the parties with respect to the appropriate unit or units will be reflected more fully subsequently in this Memorandum.

BACKGROUND

Some twenty-three thousand classified employes of the State, employed in thirty-one departments and agencies are subject to the provisions of SELRA. Said employes are generally employed in four types of classifications, white collar, blue collar, professional, and craft. There are some fifty to sixty separate professional classifications in the classified service. Of the three agencies involved in the instant petitions, the Department of Industry, Labor and Human Relations employs, in addition to 769 employes in the three remaining types of classifications, 286 employes in 19 professional classifications, of which 61 employes are employed in five professional classifications which are unique to said department. The Department of Health and Social Services, created by the Kellett Plan, includes, among others, the former Department of Public Welfare and the Division of Health (formerly Board of Health), each with separate appointing authorities. Public Welfare employs 6,773 non-supervisory employes in all four types of classifications. It employs some 1,662 employes in 52 professional classifications, and 707 of these employes are employed in 17 professional classifications unique to said department. The Division of Health employs 346 non-supervisory employes, 159 in 32 professional classifications, and 13 of said employes are employed in three professional classifications unique to said division. The University of Wisconsin, another State employer involved in these proceedings as a result of the employment of professional nurses in University Hospitals, has 5,232 non-supervisory employes in all four types of classifications. It employs 618 professionals in 30 professional classes, 342 of whom are employed in four classifications unique to the UW. The Department of Veterans Affairs employs 305 non-supervisory classified employes in all four types of classifications, including 20 employes in seven professional classifications, none of which are unique to this State agency. The Public Service Commission employs, among its 129 non-supervisory employes, 61 employes in 11 professional classifications, 20 of whom are employed in four professional classifications unique to said commission. The Department of Public

Instruction employs 336 non-supervisory classified employees in all four types of classifications. Ninety-seven are employed in 18 professional classifications, 17 in five professional classifications unique to said department. The Board of Nursing, which has a separate appointing authority in the Department of Regulation and Licensing, employs 13 employees in professional nursing and white collar classifications.

The WNA Petition

University Hospitals

The various colleges and schools on the University of Wisconsin, Madison campus are under the final supervision of the Chancellor of the University. Said colleges and schools include the Medical Center, Agriculture, Engineering, Letters & Science, Business, Education, Graduate, Law, Medicine, Pharmacy, International Programs and Summer Sessions. The Medical Center consist of five component organizational units, namely, Medical School, University Hospitals, Psychiatric Institute, School of Nursing, and State Laboratory of Hygiene. The professional nurses covered by the WNA petition consist of approximately 350 Graduate Nurse - General Hospital positions in the nursing service, ranging from Graduate Nurse - General Hospital I through V. In addition, there are approximately 400 non-professional classifications employed in the nursing service, such as aides and orderlies, as well as some clerical employees.

The University Hospital(s) is an acute general teaching hospital. It not only is engaged in the treatment of problems within the sphere of medicine, but also plays a vital role in the education of physicians and nurses, the latter, in the School of Nursing. Presently there are approximately 225 young men and women serving as interns and resident physicians in the hospital, all working toward their medical degrees. In addition, approximately 100 graduates annually receive their Bachelor's Degree in the field of nursing, and their training toward that degree is consummated to some extent with patients in the hospital. The hospital also provides a clinical setting for students working towards degrees in medical technology, dietetics, physical therapy and the like. No other State agency employing graduate nurses is engaged in any similar educational programs. All graduate nurses in the employ of University Hospitals are classified as Graduate Nurse - General Hospital. Nurses employed in the remaining State Agencies are classified either as Graduate Nurses or Public Health Nurses. The nature of the nursing care provided by the professional nurses

in the employ of the University Hospitals is more varied and generally more complex than such care provided by professional nurses in other State employment. Transfers to and from the University Hospitals by professional nurses from or to other State agencies are relatively small. The majority of new hires or quits come from or go to nursing positions in similar hospitals, rather than from or to other State agencies. Appendix "A" illustrates the fields of medicine in which the University Hospitals nurses perform their duties, and the number of nurses so involved as well as non-professional positions employed in nursing care.

Public Welfare

Public Welfare, under the Kellett Act now within the Department of Health and Social Services, operates 18 institutions throughout the State. Graduate Nurses, along with other professionals, are employed in said institutions. As of June 1967, there were approximately 350 Graduate Nurses II through VI actively employed in the various institutions, with approximately 80 vacancies in said classifications. The nature of the institutions operated by the department are varied, and the professional nurses in the employ of the department perform their duties in four types of work situations: mental hospitals, colonies, correctional institutions, and as consultants, involving individuals who are mentally ill, emotionally disturbed or mentally retarded. In addition to matters relating to the health of such patients, nurses employed in the correctional institutions are involved primarily in physical care, while those employed in psychiatric institutions are involved with psychiatric care. In some of the institutions the nurses perform their duties where the security of the employes as well as of the patient is involved, such as the State Prison at Waupun, and at those institutions where the patients are mentally ill.

The personnel management functions of the department are under the primary supervision of the Personnel Officer, who is located in Madison. He has four assistants performing duties in personnel, and 15 of the institutions have their own personnel officers who are responsible to the Superintendent of each institution. The per-

Department of Veteran Affairs

The policies of the Department of Veteran Affairs, a separate department within State government, are set by a part-time governing board. The principle administrative officer of this department is its Chairman. The department's primary function is to provide health, education and economic assistance to veterans and their dependents who are residents of the State. In that connection, the department operates an institution identified as the Grand Army Home at King, Wisconsin, where Graduate Nurses II and III are employed in geriatric and hospital functions. Presently, the various nurses involved, 13 in number, perform direct nursing care. The nursing service is a division under the direct supervision of the Medical Director, and is one of the five departments in operation at this institution. There are other professionals employed under the direction of the Medical Director, such as a staff physician and a staff dentist. There is also a professional social worker attached to the Home.

Division of Nurses

The Division of Nurses, a separate appointing authority in the Department of Regulation and Licensing, is under the direction and supervision of a part-time Board of Nursing, and deals in the area of consultation, nursing education and practice. It also evaluates institutions conducting programs for nursing education and in the registration and licensing of professional nurses. The division employs 13 employees in all, five of whom are Graduate Nurses, including the Director of the division. The non-supervisory nurses are classified as Graduate Nurse IV, V and VI. Two act as consultants in nursing education, spending a majority of their time in accreditation and potential for programs for schools of nursing. An additional nurse serves as a consultant in nursing practice and law enforcement, while the other is concerned with registering and licensing of nurses. While the office of the division is located in Madison, the nurses in the division travel considerably throughout the state in the performance of their duties. No other professional employee classifications are employed in the division.

Department of Public Instruction

The Department of Public Instruction, which is the State agency having program responsibilities for public school education throughout the State, is under the direction and supervision of the State

Superintendent of Public Instruction. Among the functions performed and operated by the department is a program for handicapped children, and in that regard the department operates a school for the visually handicapped at Janesville and a school for the deaf at Delavan. The functions, powers and duties relating to said schools are vested in the State Superintendent. In addition to other professional employees employed at said schools, there is one Graduate Nurse II and one Graduate Nurse I employed at Janesville, and a Graduate Nurse III employed at Delavan. Said professional nurses provide the necessary health care for the youngsters enrolled at the schools, and in that regard they work very closely with local public health nurses, county nurses, and local physicians in seeing that the child involved receives the required and prescribed medical treatment. There is also the classification of Health Education Specialist employed in the department, required to be filled by a Graduate Nurse. There are four employees in this classification, who are directly responsible to a Program Administrator and to a Medical Director. The duties of the Health Education Specialist are primarily confined to health education on a State-wide basis.

State Board of Health

At the time of the filing of the WNA petition, the State Board of Health was a separate agency. Under the Kellett Reorganization Act it is now considered a division attached to the Department of Health and Social Services. However, the management functions of the division are under the direction and supervision of supervisory personnel in the division, which employs a number of professional employees, including Graduate Nurses whose headquarters are stationed in various districts throughout the state. A majority of the nurses are employed in consultative work, while others work with county public health nurses and with migrant workers and the like. Some of the nurses inspect hospitals and nursing homes for licensing purposes. There is only one Graduate Nurse involved in direct nursing service, and such employee is employed in a mobile unit. The consultative function is performed in the fields of education, chronic diseases, occupational health, maternal and child care, training of public health nurses and tuberculosis. The nurses are classified either as Graduate Nurse III, IV and VI, or Public Health Nurse III, IV, V and VI.

State Universities

State Universities, which operate the State University system other than the University of Wisconsin, is governed by a Board of Regents. Professional nurses classified as Graduate Nurse II and III are employed at the various campuses throughout the system in student health centers. Four of the schools employ physicians on their staffs, while the remaining five use a clinic service where the physicians visit the campus on specified days on a contract basis. In eight schools, nurses who serve on the faculty and teach, also perform their duties in the student health service. In addition, there are two schools where some 10 to 15 registered nurses are engaged in teaching students who are entering the nursing profession. Such teaching personnel are in the unclassified service, and as such are not subject to the State employment bargaining law. There are also nursing personnel employed in limited-term employment on duty at two of the schools. The services performed by the nurses in the State University system are similar to those performed by nursing personnel in occupational health, rather than in direct patient care. The working conditions of the nurses in the various schools are under the supervision of the Business Administrator of that particular school, in conjunction with higher school officials.

The WHEA Petition

The WHEA has proposed, as an appropriate unit, all employees classified as Attorney-Examiners employed by the State. At the time of the hearing, said classifications, consisting of Attorney-Examiner I and II, were employed in three separate State agencies, namely, 15 in the Department of Industry, Labor and Human Relations (formerly the Industrial Commission), two in the Department of Health and Social Services (Public Welfare) and five in the Public Service Commission.

In characterizing the work of the Attorney-Examiner I classification, the Bureau of Personnel, in 1963, defined the classification as follows:

"This is professional legal work conducting hearings and preparing findings and recommendations. An employee in this class conducts hearings and makes rulings in cases of limited difficulty and complexity in an assigned regulatory program or a program which requires adjudicative proceedings. Employees work within established precedents, interpretations, procedures and regulations and receive general supervision

from an attorney or examiner of higher grade who reviews the work through appeal procedures, conferences and reports."

Qualifications for the position include the special requirement of the eligibility to practice law in Wisconsin. The duties of the Attorney-Examiner II classification require a higher degree of responsibility, in that the legal work is described as being "highly responsible", and the cases involved, instead of being considered of "limited difficulty and complexity," were described as being "difficult and complex." Employees in the Attorney-Examiner II classification further are described as being "employees who work independently" and "who receive direction of a board, attorney, or commission of a higher grade through conferences and reports." The Attorney-Examiner II classification also requires the eligibility to practice law in Wisconsin.

In addition to the Attorney-Examiner classification series, other positions in the classified state service requiring a law degree are the classifications of Assistants Attorney General, I through V, some 30 in number, all employed in the Department of Justice (formerly Attorney General), and Attorneys I through VI, some 34 in number, employed in 15 separate agencies,^{5/} and some 17 unique classifications employed in five separate agencies.^{6/}

Department of Industry, Labor and Human Relations

The Attorney-Examiners employed in the Department of Industry, Labor and Human Relations are employed primarily in two separate fields, Workmen's Compensation and Unemployment Compensation. On occasion Attorney-Examiners may conduct hearings involving fair employment practices, employment agency applications, disputed apprenticeship cases, and alleged violations of wage rates on state work. The duties performed by the Attorney-Examiners conform with those duties described heretofore as characteristic of the classification. A significant percentage of workmen's compensation cases involve claims filed by state employees, resulting from injuries received by them in the performance of their official duties, and as a result,

^{5/} Agriculture-3, Conservation-3, Higher Educ. Aids Comm.-1, Industrial Commission-5, Insurance Commission-1, Motor Vehicle Commission-1, Public Instruction-1, Public Welfare-5, Real Estate Brokers Board-3, Board of Architects & Engineers-1, Resource Development-1, Dept. of Securities-1, Secretary of State-2, Taxation-9, Veterans Affairs-2.

^{6/} Industrial Commission-2, Legislative Reference Bureau-9, Public Service-1, Revisor of Statutes-3, Taxation-2.

attorneys from the department involved, or the Attorney General's office, represent the state in contested complaint cases in hearings before the Attorney-Examiners. Many of the hearings conducted by Attorney Examiners, both in unemployment and workmen's compensation cases, involve employees in private employment who are represented by either union officials affiliated with the AFL-CIO or other unaffiliated unions, or their legal counsel. It should be noted herein that the WHEA is an unaffiliated employee organization, while the WSEA is affiliated with the AFL-CIO.

All but one of the Attorney-Examiners in the employ of the Department of Industry, Labor and Human Relations work out of Madison, and those employed in Madison spend approximately 50% of their time in performing their duties outside of Madison. Their research and drafting of decisions are prepared in Madison. They are accompanied on their hearings by court reporters in the employ of the department, except in some hearings in Milwaukee, a court reporter located in Milwaukee reports the hearing. The decisions of the Attorney-Examiners are subject to appeal and review by the Commissioners of the department, and in turn, their decisions are subject to review by the courts of the State.

Those working conditions which are required bargainable subjects under the State Employment Labor Relations Act are generally uniformly applied to all employees of the department where those conditions are applicable. Employees, while in travel status, of course, have different conditions of employment. Attorney-Examiners in the department are not separately supervised, for those in supervisory positions also supervise other attorneys and white collar employees employed in their respective divisions.

Public Service Commission

The Attorney-Examiners in the employ of the Public Service Commission perform their duties in conformity with the definition of the classification as noted above, and in that regard, conduct hearings and issue decisions involving motor carrier, railroad and public utility regulations, and the water law through the State. The Attorney-Examiners are all stationed in Madison and generally spend approximately one-third of their time traveling and conducting hearings throughout the State. All the Attorney-Examiners are under the direct supervision of the Chief Counsel, with the three Commissioners having final authority. Hearings are scheduled by the departmental Secretary.

The Attorney-Examiners spend the vast majority of their time in the conduct of hearings and the preparation of decisions for consideration by the Commission. On rare occasions they may act as staff counsel for the Commission in hearings before other Attorney-Examiners in the department. The Chief Counsel of the Commission, in many cases, appears as counsel for the Commission in hearings conducted by the Attorney-Examiners involving the regulations of public utilities and the railroad and water law. Other professional employees in the employ of the Commission, such as Engineers, Accountants and Rate Analysts, on occasion accompany the Attorney-Examiners to various hearings and appear as expert witnesses during the course thereof. The professional employees in those cases may and do prepare drafts of decisions in cases involving their specialty for consideration by the Attorney-Examiner in the preparation of this decision for Commission consideration. However, in hearings involving motor carrier regulations, decisions are prepared solely by the Attorney-Examiners. An Attorney-Examiner called by the WHEA as a witness testified that approximately one-half of his hearings involved matters relating to motor carrier regulations, and the decisions therein were prepared solely by him. With respect to those matters subject to collective bargaining under the law, there appears to be no distinction in the conditions involving the employment of the Attorney-Examiners in the performance of their duties, with the possible exception of the scheduling of vacations which depend more or less on the hearing load schedule of the particular Attorney-Examiner involved, and except those conditions arising as the result of travel status.

Public Welfare

The two Attorney-Examiners employed by Public Welfare in the Department of Health and Social Services adjudicate relief disputes between political subdivisions of the State under Chapter 49 of the Wisconsin Statutes. The decisions rendered with respect thereto are appealable to the various circuit courts in the State. The Attorney-Examiners in this department make their own schedules and are accompanied to the hearings by court reporters. Generally the conditions of employment, subject to bargaining under the law, are uniformly applied throughout the department.

Conduct of Hearings by Attorneys Other Than Attorney-Examiners

There are 14 attorneys employed in seven separate State agencies

not classified as Attorney-Examiners, who on occasion, conduct hearings with respect to various regulations administered by their respective departments. However, it was not established that any of said 14 individuals spend sufficient amount of time in the conduct of such hearings and related duties to be included in any unit of Attorney-Examiners.

The WSEA Petition

In the petition filed with respect to the employees of the Department of Industry, Labor and Human Relations, the WSEA alleged the appropriate unit to consist of all employees therein except limited-term, confidential employees and supervisors. The WSEA proposed that the Attorney-Examiner classification also be excluded from the desired unit. At the time of the hearing, the department employed approximately 1045 employees in its nine divisions. There are some 286 professionals in the department, including six Attorneys and 16 Attorney-Examiners. The majority of the department's employees are located at Madison. The Division of Employment Service maintains 31 district and branch offices throughout the State, with three of such offices at separate locations in Madison and at two separate locations in Milwaukee. The Unemployment Compensation Division maintains 26 district offices, with two in Madison and four in Milwaukee, and in addition, operates part-time offices in four separate locations in the State.

For the past number of years the WSEA, through its Locals 1, 145, 611, and 809, has traditionally represented various members who have been employed in the department. The jurisdiction of each of such locals has been more or less established as a result of the locations of the various divisions in the department. Local 1, as a general rule, has its membership in the main office. Local 145 generally has among its membership those employed in the Unemployment Compensation and Statistical Division, which were located for quite some time separately from the main office. The membership of Local 809 consists of employees in the Employment Service, while Local 611 represents employees in the Milwaukee offices of the department.

POSITIONS OF THE PARTIES

With Respect to Separate Units For Separate Professions

The WNA proposes that nurses be included in a bargaining unit

separate and apart from other State employes, professional and non-professional alike. It argues that (1) nurses have very little in common with other employes and therefore the greater community of interest lies with nurses generally, rather than with other professional and non-professional employes, (2) working conditions of nurses, such as work schedules and shift assignments are of necessity different than other professional employes, (3) the "chain of command" with respect to nurses is organized differently than it is for other professional and the non-professional employes, and (4) the WNA limits its membership to registered professional nurses and it would be unable to properly represent other classified employes if they were to be combined with nurses in a bargaining unit.

The WHEA opposes the inclusion of other professional and non-professional employes in a unit of Attorney-Examiners. It contends that (1) the fact that the Bureau of Personnel had established the Attorney-Examiners in a separate and distinct classification indicates that the duties performed by them were and are distinct and unique from duties performed by those in the Attorney classification and, of course, those in the remaining professional classifications in State service, (2) the inclusion of Attorney and Assistant Attorney General classifications in a unit of Attorney-Examiner would create a conflict of interest since employes in the former two classifications appear as counsel for various State agencies in hearings conducted by the Attorney-Examiners, (3) the inclusions of other professional classifications in a unit with the Attorney-Examiners is not feasible since their interests are dissimilar and that possible conflicts of interest may arise as it may with the attorneys, and (4) if the Attorney-Examiners are to have the freedom not to be forced into a unit not of their choosing, they should not be left without any representation but should have the freedom to associate together for bargaining purposes.

The WSEA, in support of its petition with respect to the Department of Industry, Labor and Human Relations, contends that the most appropriate unit should be the broadest possible since the WSEA has historically been organized on an industrial basis and has successfully represented all classifications of employes in said department, and further, that the great bulk of positions in the department are so similar to the professional positions that a realistic community of interest exists through the department. However, WSEA does not oppose a separate unit of Attorney-Examiners, recognizing a potential conflict

of interest with other professionals because of the adjudicative features of their duties.

The State is opposed to the separation of the professions, except when a single profession is unique in job function as it relates to the required bargainable subjects under the Act, and in that regard the State contends that nurses and Attorney-Examiners in those areas are not so unique from other professionals in their respective agencies.^{7/}

With Respect to Units
Crossing Agency Lines

In support of its position that the unit should consist of all professional nurses employed by the State in its various agencies, the WNA argues that (1) the professional nurses have an identifiable community of interest regardless in what agency they are employed, in that general education and licensing requirements are uniform, that they have common education and training programs, and that they attend the same seminars, workshops and educational training programs and that their community of interest is further reflected in that the working conditions of a great majority of the nurses who are in direct patient care are similar in that they are employed on a 24-hour-a-day and 7-day-a-week basis, (2) Section 111.81(3) of the Act provides that employees in a single profession may constitute a separate and single unit, and that "'employees engaged in a single or several departments, divisions, institutions,...or occupational groupings' may constitute an appropriate unit.", (3) 450 of approximately 705 registered nurses have executed authorizations for representation on behalf of the WNA, and that they have indicated a desire for a single overall bargaining unit, and (4) since the ultimate authority for the State in matters of collective bargaining is centralized in the Division of Employment Relations^{8/}, and because of the community of interest of nurses and such single authority, the bargaining process would be more efficient with one unit rather than many.

The WHEA argues that the sections of the Act pertaining to the establishment of the bargaining unit permits the WERC to exercise its discretion in the establishment of a bargaining unit, and that it may establish such a unit which does cross agency lines, and in that

^{7/} As an alternative the State proposed two separate units of nurses only in University Hospitals and Public Welfare.

^{8/} Sec. 111.80(4).

regard, urges the Commission to establish a unit consisting of the Attorney-Examiners in the three departments involved. It also argues that the Attorney-Examiners are employees engaged in a single profession having a separate and distinct community of interest.

The WSEA, which in these proceedings has indicated no interest with respect to the petition filed by the nurses, does not oppose the WHEA's position with respect to a unit of Attorney-Examiners employed in the three separate agencies. It would combine the Attorney-Examiners employed in Public Welfare and the Public Service Commission with those employed in the Department of Industry, Labor and Human Relations on the basis that the number of Attorney-Examiners employed in the first two mentioned agencies are de minimus.

The State is opposed to any unit which crosses agency lines. It argues that while there is a measure of state-wide standardization with respect to methods of appointment, there is an absence of standardized working conditions and employment conditions among the agencies. In support of such position it cites Section 16.105(2)(b), which permits variations in each department as to salaries in recognition of dissimilar working conditions, and Section 16.275(7) which permits variations in hours of work in each department. It further points out that individual appointing authorities naturally tend to concern themselves in their employment relations only with those matters within their own departments and not with respect to the overall operations of the entire state government. Further, each agency's negotiation of an agreement will be different because of the scope of bargaining issues set forth in the Act, and bargaining must be had within the framework imposed by departmental authority, with each appointing officer having discretion on a wide variety of bargaining subjects. The State further argues that it would be practically impossible for the Division of Employment Relations to establish an effective grievance procedure which would encompass separate appointing authorities and the experience of the personnel in the latter Division with respect to its relationship as contemplated in the Act has indicated difficulties in attempting to persuade the various appointing authorities to reach a common understanding with respect to positions to be taken in those areas bargainable under the Act.

STATUTORY PROVISIONS WITH RESPECT
TO UNIT DETERMINATION

There are various statutory provisions in the State Employment Labor Relations Act and other provisions of the Wisconsin Statutes which the Wisconsin Employment Relations Commission must consider in establishing bargaining units among State employees. The material provisions of SELRA are ss. 111.80(4), 111.81(3), 111.81(13), 111.89, 111.90, and 111.91.

There are specific statutes pertaining to the various state agencies establishing the right and duty of the various appointing authorities involved herein to manage employees employed in their various agencies,^{9/} and there are also additional statutes which have a general application to all state agencies, such as s. 20.901, which establishes departmental autonomy with respect to hiring subordinates, prescribing duties and fixing compensation subject to the Civil Service Law; s. 16.105(2), permitting variations in each department as to salaries in recognition of dissimilar working conditions; and s. 16.275(7), permitting variations as to hours of work within each department when the conditions of employment cannot be fulfilled by adhering to the standard basis of employment. Chapter 75, Wisconsin Laws of 1967 (Kellelt Reorganization Plan) does not in our opinion have any substantial effect on the discretionary authority of the various appointing authorities.

ROLE OF THE DIVISION OF EMPLOYMENT RELATIONS

Pursuant to s. 111.80(4), the State Director of Personnel has established a Division of Employment Relations for the purpose of implementing the policy set forth in said section, namely, "to encourage the practices and procedure of collective bargaining in State employment subject to the requirements of the public service and related laws, rules and policies governing state employment." The Division of Employment Relations, which has been operative since the effective date of the Act, is "responsible for establishing and maintaining, wherever practicable, consistent employment relations policies and practices throughout the State service." We believe that the statute intended that the primary function of the Division of Employment Relations is to provide professional and expert services

^{9/} Wis. Stats., Chapters 36, 37, 45, 46, 101, 140 and 149.

to the various state agencies with respect to the latters' rights and duties under the Act, and to assist them in negotiating collective bargaining agreements, in establishing grievance and arbitration procedures, in representing them in proceedings before the Wisconsin Employment Relations Commission, and in mediation, arbitration and fact finding.

Since the statute contemplates that the Division of Employment Relations participate with the various state agencies in collective bargaining with the bargaining representatives of the employes of such state agencies, and since the statute requires that collective bargaining agreements can be effective only upon approval of the Division of Employment Relations, the latter division is expected to exercise an important role with respect to the establishment, where practical, of consistent employment relations policies and practices, and, along with the various appointing authorities, in negotiating conditions of employment bargainable under the Act, subject, of course, to the right of appointing authorities to utilize and manage their personnel in the most appropriate and efficient manner possible in the exercise of their discretionary authority in carrying out their statutory mandates and goals. The role of the Division of Employment Relations, as contemplated in the statute, is not, in itself, determinative in establishing appropriate collective bargaining units in State employment.

DISCUSSION

In the administration of the Wisconsin Employment Peace Act and the Municipal Employment Labor Relations Law, the Wisconsin Employment Relations Commission has no discretion with respect to the establishment of appropriate collective bargaining units involving employes and employers subject to the latter labor relations laws. The WEPA defines the unit as all of the employes of an employer, except where employes engaged in a separate department, division, craft or plant desire to establish themselves as a separate bargaining unit, they are given the opportunity to do so in a self-determinative election.^{10/} In such cases our function requires a determination as to whether, in fact, such employes constitute a separate department, division, craft or plant.^{11/} Such a procedure also governs the establishment of units

^{10/} Sec. 111.02(6); Beaumont Hotel, (3630) 11/53.

^{11/} Ibid.

under the municipal labor relations statute.^{12/} However, the State Employment Labor Relations Act contains no such strict limitations with respect to the establishment of appropriate units and does, in fact, grant this agency administrative discretion with regard thereto.^{13/} The exercise of such discretion, however, requires full consideration of the policies expressed in the statute, with due regard to the rights and obligations created thereunder. The Act encourages collective bargaining in State employment and protects the right of State employes to associate with others for that purpose. In that regard it recognizes the need for orderly and constructive employment relations and the efficient administration of the State government.

In a direction of an election involving employes of University of Wisconsin-Milwaukee, issued in November 1967,^{14/} which was the first State employment case involving unit issues, the Commission stated as follows:

"We believe that excessive fragmentation of bargaining units in state employment collective bargaining will not effectuate the policies of the state employment collective bargaining law. However, this does not necessarily mean that the Commission will establish the largest possible unit claimed to be appropriate by the party seeking to establish same. There must be such an existing separate community of interest among the employes in the desired unit as will persuade the Commission to permit the employes to determine for themselves whether they desire to constitute a separate unit or which the Commission itself will establish as being appropriate. This community of interest may be reflected in various ways, such as the nature of the function of the department or division of the State Employer in which the employes are employed, the nature of the duties performed by the employes in issue, the skills involved, separate supervision in significant levels of supervision, and the similarity or dis-similarity in conditions of employment."

In the above cited case, unit issues developed with respect to employes of only one state agency. Two of the employee organizations in the instant proceeding seek units of professional employes employed in more than one state agency, and, therefore, additional factors affecting the "community of interest" test, as well as others, must

^{12/} Sec. 111.70(4)(d); Milwaukee County (7134) 5/65.

^{13/} University of Wisconsin - Milwaukee-(8296) 11/67.

^{14/} Decision No. 8296.

be considered. As a result, the community of interest of such professional employees may be affected by geographical locations of places of employment, whether there is an interchange of employees, whether there is any common supervision, whether there is a similarity of conditions of employment, whether there is any coordination of employment relations policies, the history, if any, of employee representation on a multi-department level, and other possible factors.

In the University of Wisconsin-Milwaukee proceeding, the Commission established a unit of building trades craftsmen separate and apart from all other employees of said state employer

"because of the nature of their specialized skills utilized in performing work characteristic of the craft performed by no other employees, and because of the fact that their wages are on prevailing rates, have a sufficient community of interest separate and apart from the remaining employees performing duties in the maintenance and operation of the facilities involved. Furthermore, one of the organizations seeking to represent said craft employees traditionally has represented building trade employees in separate and distinct bargaining units in private and municipal employment, and in that regard, the prevailing rates being paid by University of Wisconsin-Milwaukee to the craft employees in its employ were negotiated by such organizations in private employment negotiations."

While craft employees are not involved herein, those factors which the Commission considered in the University of Wisconsin-Milwaukee case with respect to craft employees should, in our opinion, also be considered with respect to the establishment of units involving professional employees.

We are first confronted with the position of the State agencies and the Division of Employment Relations that all employees, blue collar, white collar, professional and craft, of a single state agency constitute a single collective bargaining unit, or in the alternative, with respect to professional employees, that all professional employees in the employ of a single State agency be combined in a separate "professional" unit.

A review of the statutory definition of the term "collective bargaining unit" indicates that the Commission may establish units of

professional employees.^{15/} We are satisfied, because of the nature of the specialized skills utilized in performing their duties, that employees engaged in recognized and identifiable professions may constitute units separate and apart from all other employees, including other professional employees. We are satisfied that the record establishes that both Nurses and Attorney-Examiners have a sufficient separate community of interest, at least in individual state agencies, separate and apart from the remaining employees employed in those agencies. In addition, with respect to the nurses, the organization seeking to represent them, the WNA, has as its members only those engaged in professional nursing, and the WHEA has been established for the purpose of representing only Attorney-Examiners. The needs of professional employees vary widely depending upon the profession and their varying interests and goals. To combine all professionals in one bargaining unit would discourage participation of professional associations in collective bargaining, and thus affect the right of professional employees to affiliate with organizations of their own choosing.

Now, whether all Nurses and Attorney-Examiners in State employment should be combined in Separate Nurses' and Attorney-Examiners' units is a more difficult issue. The fact that such professional employees are employed by more than one State agency has an impact on the community of interest factor affecting the establishment of an appropriate bargaining unit.

With respect to the position of the WNA that all Nurses in State employment should constitute a single collective bargaining unit, the "plus" factors in support of WNA's position are that the employees sought in the multi-state agency unit are members of a distinct and separate profession which, in itself, creates a community of interest, as previously recognized by the State in the classification of such employees, and the fact that the WNA claims to represent Nurses in all seven State agencies. However, there are "minus" factors affecting such community of interest.

As indicated, the Nurses are employed in seven separate State agencies. The Nurses employed by the University of Wisconsin Hospitals and the Division of Nursing are employed in Madison only.

^{15/} Section 111.81(9) sets forth a detailed definition of the term "professional employee."

The Nurses of the former State agency perform all their duties in Madison. Those employed in the latter agency are in travel status. Nurses employed by the remaining five state agencies are employed at locations throughout the State. Those employed in Public Welfare are employed at institutions in eighteen separate locations, including Madison. Nurses in the Department of Veterans Affairs are employed at King. Those in the Department of Public Instruction perform duties at Janesville and Delavan. Some of the Nurses employed by the Board of Health are headquartered in various districts throughout the State, while others may work out of Madison in travel status. Nurses in the employ of the State Universities perform their duties in the cities where the State Universities are located. There is no integration among Nurses in one agency with Nurses in other agencies, and, as a matter of fact, there is little or no integration of Nurses in one agency which employs such professionals at various locations throughout the State. There has been no showing of consistent working conditions, which are matters of collective bargaining under the Act, among the Nurses employed in the various agencies, and there is an indication in the record that there may be a lack of consistency in those bargainable areas of employment among Nurses employed in the single larger agencies, such as Public Welfare, where local working conditions are established by the superintendents of the various institutions maintained and operated by that department. In addition, while the qualifications for the various professional nurse classifications in similar pay ranges are common in said classifications, the duties performed by them vary as a result of the differing professional activities of the seven agencies involved, as indicated heretofore in this Memorandum. Furthermore, the number of nurses' positions in the seven agencies varies as follows:^{16/}

Public Welfare	372
University Hospitals	337
Board of Health	27
Veteran Affairs	12
State Universities	9
Division of Nursing	4
Public Instruction	3

While it may be argued that a single multi-state agency unit of nurses, if a bargaining representative is selected, would expedite the process and mechanics of collective bargaining, it is apparent, because of the variance in programs of some of the agencies involved,

that such an argument is theoretical rather than realistic.

With respect to the Attorney-Examiners, the "plus" factors favoring a multi-state agency unit are identical to those involved in the Nurses' unit. The WHEA has established a community of interest because of the nature of the profession as previously recognized by the Bureau of Personnel. The record discloses that the WHEA has among its membership Attorney-Examiners employed in the three agencies involved, and furthermore, the WHEA membership is presently limited to Attorney-Examiners in State employment. There are "minus" factors with respect to the community of interest argument as it pertains to the Attorney-Examiners. They are employed in three separate agencies and are subject to separate and distinct personnel policies and working conditions. There is no integration among departments, although all Attorney-Examiners headquartered in their various agencies are all located in Madison. However, a significant percentage of their duties are performed away from departmental headquarters.

Because of the Statutory separation of the various departments and their functions, and because of the statutory recognition of the authority of the appointing officers to manage their respective departments, especially with respect to those conditions of employment bargainable under the Act, there exists at this time no substantial community of managerial interest among the separate State agencies affecting or involving the bargainable conditions of employment, all of which are in the discretionary authority of the individual appointing officers. As such, in the past, the individual appointing officers established their own departmental working conditions.

While in certain areas of State employment there has been a form of representation by various employe organizations prior to the effective date of the Act involved herein, there has been no extensive collective bargaining history by any employe organization. In the areas of employment bargainable under the Act, there is evidence that the WSEA has represented its membership employed in the various State agencies involved in these proceedings. There is no evidence indicating that prior to the enactment of the Act the WNA performed any significant functions normally performed by a "labor" organization, and the WHEA came into existence only after the effective date of the Act, and no organization prior thereto represented the Attorney-Examiners for any purpose relating to their employment.

Considering all the factors necessary in establishing bargaining

units including the role and function of the Division of Employment Relations, we are satisfied that the "minus" factors affecting the community of interest of the separate professions herein outweigh the "plus" factors, and that while there may exist a community of interest among the distinct professional employees employed by the various State agencies, the community of interest is such that, in our opinion, the policies of the Act would, at this time, best be effectuated by establishing separate units of Nurses and separate units of Attorney-Examiners on an individual State agency level. In addition, the establishment of multi-agency bargaining units would tend to result in a diminution of the authority of the individual appointing authorities to establish and maintain such working conditions necessary to manage and operate their particular agencies. While individual appointing authorities are concerned generally with the operation of State government, they are primarily concerned with the operation of their respective departments. This is as it should be, and we are of the opinion that multi-agency units would tend to weaken the overall purposes which have led to the establishment and continuation of State government on separate agency levels.

ISSUES WITH RESPECT TO CONFIDENTIAL
AND SUPERVISORY EMPLOYEES

During the course of the hearing on the petition filed by WHEA, no issue arose with respect to any claim that any of the Attorney-Examiners should be excluded from any unit on the ground that any of them were supervisors. Likewise, during the course of the hearing on the WSEA petition, no issue arose concerning the confidential or supervisory status of any employee therein. The Commission suggests that, upon receipt of a copy hereof, that representatives of the respective employee organizations and of the agencies involved confer with respect to the matter of eligibility and advise the Commission within thirty (30) days from the issuance hereof of those positions which they agree should be included in the various units and those positions which they cannot agree as to their confidential or supervisory status.

With respect to the petition filed by the WNA, during the course of the hearing issues arose with respect to whether the nurses in the employ of the Division of Nursing were performing a confidential function, and whether certain classifications of nurses employed at University of Wisconsin Hospitals and in the institution operated

Public Welfare, were supervisory.

While the Division of Nurses obtains and maintains personnel information with regard to nurses practicing their profession in the State of Wisconsin, either as employees of various State agencies or in the employ of private and municipal hospitals and institutions, we conclude that such information does not pertain to the employer-employee relationship, which would normally exclude employees from units of employees, generally. In other words, the nurses in the employ of the Division of Nurses are not privy to managerial confidences exercised by supervisors and department heads in the employer-employee relationship and, therefore, the nurses employed in the Division of Nurses are not confidential employees.

With respect to the supervisory issues involving nurses, the Commission will in the near future, issue a Supplemental Direction of Elections setting forth its determination with regard thereto. We see no reason for delaying the election involving State employees other than the nurses until such determination has been made, and as a result, we have directed that the elections in the Attorney-Examiner units and in the unit involving the Department of Industry, Labor and Human Relations be conducted within sixty (60) days from the date hereof, and that elections involving the nurses be conducted within ninety (90) days from the date hereof.

Dated at Madison, Wisconsin this 22nd day of January, 1968.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

Thomas J. Seavney
Thomas J. Seavney, Chairman

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

William R. Wilberg
William R. Wilberg, Commissioner

APPENDIX "B" (1)

Graduate Nurse Classifications

MENDOTA STATE HOSPITAL

<u>Department or Unit</u>	<u>VI</u>	<u>V</u>	<u>IV</u>	<u>III</u>	<u>II</u>	<u>Nonprofessional Classifications</u>
Director of Nursing	1					1
Asst. Director - In-Service		1				
Instructor				1		1
Asst. Director - Education		1				
Instructor			5			3
Asst. Director - Nursing Service		1				
Adolescent Unit			1			
Goodland Hall-East				1	6	34
Goodland Hall-West				1	7	39
Adult Unit-East			1			6
Lorenz Hall - 2E				1	4	16
Lorenz Hall - 3E				1	4	16
Adult Unit - West			1			6
Lorenz Hall - 2W				1	4	16
Lorenz Hall - 3W				1	4	16
Geriatric Unit			1			
Building 176E				1	5	30
Building 176W				1		8
Alcoholic Unit			1	1	6	20
Experimental Unit			1		4	27
Night Supervision			1	1	4	53
P.M. Supervision				2	11r	54r
Employe Health Nurse				1		

r - rotating

APPENDIX "A"

Graduate Nurse-General Hospital Classifications

UNIVERSITY HOSPITALS

<u>Department or Unit</u>	<u>V</u>	<u>IV</u>	<u>III</u>	<u>II</u>		<u>Non-Professional Classifications</u>	
				<u>Filled</u>	<u>Vacant</u>	<u>Filled</u>	<u>Vacant</u>
Central Nurses Office	1						
Psychiatry							
1-B		1		7	3	9.5	4
2-B		1v		4.5	3	14	2
Medicine 4-W		1		6.6	2	12	
Medical Nursing 4-C		1	1-1v	13.6	2.4	10	
Children's Hospital							
Unit 1		1		6		12	2
Unit 2		1		6.6	1.4	11.6	2.4
Unit 3		1		5.6		16	1
Unit 4		1		7	1.6	11	1
Clinical Oncology	1						
2-C		1		3	1	5	
5-C		1		5	3	8	
6-C		1		6	2	8	
General Surgery	1						
6-B		1	1	5.8	5	13	
6-W		1	1	5.5		17	
6-C		1		5	2.6	3	
Recovery Room		1		3		4	
Medical Nursing	1		1v	9.6		11	
Adult Orthopedic Surgery		1	1	7.2	1	10	
Ophthalmology		1	1	4.8	4.8	10	
Pulmonary-Dermatology		1	1	7	1	9	
Medicine		1	1	6	3	10	
Student Infirmary		1	1v	7	2.6	9	1
Neurology		1	1	6	1.5	12	2
Cardio-Surgery		1	1v	9.5	4	17	
General Surgery		1	1	5	4	10	
Neurosurgical		1		7.5	5	17	
General Surgery		1		6	4	10	
Gynecology		1		5	3	9	
Obstetrics		1		4.5	2	8	
Otolaryngology		1		4.6	3	6	
Rehabilitation		1		6	1.8	8	
Operating Rooms		2		17.6	4.6	25	1
Outpatient Clinics		1	3	18.8	1.2	15	1
Metabolic Research				2			
Central Supply				1			
Kidney Dialysis				3			
Cardiac Catheterization Lab.				1			

Graduate Nurse-General Hospital I are employed as follows:

 Medical Record Library - 3 positions

 Chemosurgery Clinic - 1 position

 Student Health (UW-M) - 2 positions

v - Vacant position

APPENDIX "B" (3)

Graduate Nurse Classifications

CENTRAL STATE HOSPITAL

<u>Department or Unit</u>	<u>VI</u>	<u>V</u>	<u>IV</u>	<u>III</u>	<u>II</u>	<u>Nonprofessional Classifications</u>
Nursing Service		1		2	5	1

Graduate Nurse Classifications

CHILDREN'S TREATMENT CENTER

Nursing Service	1		1	1	1	1
Cottage A						
A-1				1	2	3
A-2				1	2	3
Cottage B						
B-1				1	2	3
B-2				1	2	6

Graduate Nurse Classifications

CENTRAL WISCONSIN COLONY

Nursing Service	1		1			1
In-Service		1	2	2		3
Patient Care		1				
Hospital			1	1	5	25
Murphy Hall -			1			
1				1	4	40
2				1	4	37
3				1	4	36
4				1v	4	36
Infirmary 1-4			1v			
1				1	2	44
2				1	2	36
3				1	3	44
4				1	2	44
Infirmary 5-7			1			
5 A & D				1	2	26
6 A & D				1	2	22
5 B & C - 6 B & C				1	2	26
Evening Supervision			1	1r	13	134
Night Supervision			1	1r	4	71
Employe Health Nurse				1		
Den. Ev. Center -- one public health nurse						

v - vacant position

r - rotating position

APPENDIX "B" (2)
Graduate Nurse Classifications
WINNEBAGO STATE HOSPITAL

<u>Department or Unit</u>	<u>VI</u>	<u>V</u>	<u>IV</u>	<u>III</u>	<u>II</u>	<u>Nonprofessional Classifications</u>
Director of Nursing	1					
Asso. Dir. - In-service		1				
Asst. Dir.			1			
Instructors				3		
Asso. Dir. - Nursing Services		1				7
Adult Program						
(Sherman Hall, 1st Floor)			1			
North Cottage				1	2	7
Sherman Hall - 1 & 2				1	2	11
Sherman Hall - 3 & 4				1	3	12
Adult - Kempster Hall - 1			1			
1 East				1	2	11
1 West				1	2	12
Adult - Kempster Hall - 2			1			
2 West				1	3	10
2 East				1	3	10
Adult - Sherman Hall - 2			1			
Gordon Hall					1	4
Sherman Hall - 5 & 6				1	3	13
Sherman Hall - 7 & 8				1	4	12
Adol. & Alcoholic Units			1			
Alcoholic Unit					1	7
Hughes Hall - A				1	3	19
Hughes Hall - B				1	3	35
Medical-Surgical-Geriatrics			1			
Kempster Hall - 3rd				1	5	13
Gordon Hall - N				1	2	18
Gordon Hall - S				1	3	19
Evening Supervisor			1	1re	8r	63r
Night Supervisor			1	1re	10r	57r
Medical records				1		
Admissions Office					1	

re - relief positions

r - rotating positions

APPENDIX "B" (5)

Graduate Nurse Classifications

WISCONSIN STATE REFORMATORY

<u>Department or Unit</u>	<u>VI</u>	<u>V</u>	<u>IV</u>	<u>III</u>	<u>II</u>	<u>Nonprofessional Classifications</u>
Chief Nurse			1			1
Staff Nurse				2		

Graduate Nurse Classifications

WISCONSIN CORRECTIONAL INSTITUTION

Chief Nurse			1			1
Staff Nurse					1-1v	

Graduate Nurse Classifications

WISCONSIN HOME FOR WOMEN

Head Nurse				1		1
Staff Nurses				2		

Graduate Nurse Classifications

WISCONSIN SCHOOL FOR GIRLS

Head Nurse				1		
Staff Nurses					2	

Graduate Nurse Classifications

WISCONSIN SCHOOL FOR BOYS

Head Nurse					1	
Staff Nurses					3	

Graduate Nurse Classifications

KETTLE MORaine BOYS SCHOOL

Staff Nurses					2	2
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V - vacant position

APPENDIX "B" (4)

Graduate Nurse Classifications

NORTHERN WISCONSIN COLONY

<u>Department or Unit</u>	<u>VI</u>	<u>V</u>	<u>IV</u>	<u>III</u>	<u>II</u>	<u>Nonprofessional Classifications</u>
Nursing Service						
Director	1					
Hospital			1			
Surgery					1	
Cottage N. Service					8	
Day Supr.				1	2	12
Night Supr.					2	4
Evening Supr.				1	2	12
Infirmery			1			
1 & 2 Floor AM				1	2	31
3 & 4 Floor AM				1	2	31
1 & 2 Floor PM				1	2	31
3 & 4 Floor PM				1	2	31
Employe Health Nurse				1		
In-Service Training				1		

Graduate Nurse Classifications

SOUTHERN WISCONSIN COLONY

Nursing Service						
Director	1					
Asst. Dir. In-Service			1			1
Asst. Dir. Res. Care			1			256
Asst. to Dir. - Days				1		
Cottage 10 - 11				1-lr		2.5
Cottage 8, 9, 15				1	1r	2.5
Cottage 3, 4, 5, 6, 7				1	1r	2.5
Cottage 1, 2, 12, 13, 14					2	
Cottage evening				1	1r	3
Cottage night				1	2r	
Hospital				1		
Days				1-lr	2	24
Evenings				1-lr	3	21
Nights				1-lr		17
Surgery				1	2	5
Employe Health Nurse				1		

Graduate Nurse Classifications

WISCONSIN STATE PRISON

Chief Nurse	1		1
Staff Nurse		1v	

r - rotating positions

v - vacant positions