

NOW, THEREFORE, it is

DIRECTED

That elections by secret ballot be conducted under the direction of the Wisconsin Employment Relations Commission within sixty (60) days from the date of this Directive among employes in the following appropriate collective bargaining units:

UNIT NO. 1

All employes of the City of Green Bay employed in the City Hall and associated departments, but excluding registered nurses, case-workers, engineers, sanitarians, curators, department heads, elected and appointed officials, supervisors, confidential employes, and all other employes of the Municipal Employer, who were employed by the Municipal Employer on December 13, 1967, 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 Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, or by Drivers, Warehouse and Dairy Employees Union, Local No. 75, or by neither of said organizations, for the purposes of conferences and negotiations with the City of Green Bay on questions of wages, hours and conditions of employment.

UNIT NO. 2

All sanitarians employed by the City of Green Bay in its Health Department, but excluding department head, supervisors and all other employes of the Municipal Employer, who were employed by the Municipal Employer on December 13, 1967, 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 Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO for the purposes of conferences and negotiations with the City of Green Bay on questions of wages, hours and conditions of employment.

UNIT NO. 3

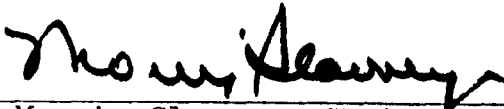
All curators employed by the City of Green Bay in its Public Museum, excluding department head, supervisors and all other employes of the Municipal Employer who were employed by the Municipal Employer on December 13, 1967, except such employes as may prior to the election quit their employment or be discharged for cause for

the purpose of determining whether or not a majority of such employes desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purposes of conferences and negotiations with the City of Green Bay on questions of wages, hours and conditions of employment.

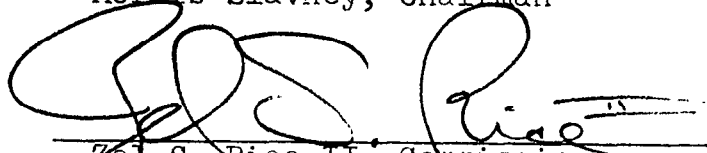
Given under our hands and seal at the City of Madison, Wisconsin, this 2nd day of February, 1968.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

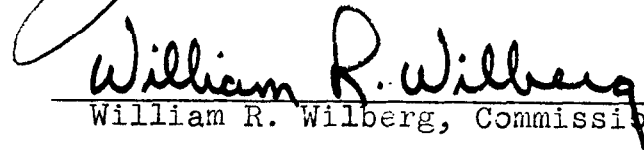
By



Morris Slavney, Chairman



Zel S. Rice II, Commissioner



William R. Wilberg, Commissioner

from the eligibles in the overall unit, and as to whether one employe was a supervisor in the unit of curators. The Municipal Employer contended that Donald P. Quigley, Chief Curator, employed in the Public Museum should be excluded from the eligibles in the professional unit of curators and that Olive Oudeans, Harold Taylor, Anthony Valentino, Richard Wessel and William Netols, Deputy Clerks in several city hall departments, should be excluded from the eligibles in the overall unit for the reason that all perform supervisory duties. The Petitioner contends that all six employes should be included as eligibles in the two respective units because their supervisory tasks are incidental and that at most they function as leadmen or working foremen, spending the substantial portion of their work day performing unit work of a nature performed by other eligible employes. The Intervenor took no position on the supervisory issues.

The Municipal Employer also suggests from questions and argument on the record that Richard Wessel, Deputy City Comptroller, regularly performs duties that make him privy to labor relations matters involving the City and bargaining representatives for other units and potentially involving such matters for this claimed unit, in the nature of a confidential employe. The Intervenor suggests from questions on the record that it agrees with the Municipal Employer that Wessel should be excluded as a confidential employe. The Petitioner contends that Wessel should not be excluded on "confidential" grounds.

We see no reason to exclude Wessel on grounds that he is a supervisor because his direction of the work force is primarily limited to passing on instructions to one full-time male employe and to three (3) female employes who work part time in the Data Processing division for which Wessel is responsible. Wessel's superior, the City Comptroller, is primarily responsible for the direction of the employes and for the apportionment and evaluation of the work performed by said employes. Wessel's function in that regard is primarily that of a working foreman. However, the record discloses that Wessel, as the Deputy Comptroller, prepares financial data for the City's professional labor negotiators which data reflects total wage and fringe costs of prospective City bargaining proposals or such costs of union proposals, matters which the City considers confidential. The Commission agrees that the duties of the Deputy Comptroller make him privy to discussions or decisions involving confidential matters relating to labor relations and therefore he should be excluded from the eligibles as a confidential employe.

Donald Quigley is Chief Curator of the Public Museum and reports to the Director. Three other curators are employed in the museum. Quigley is responsible for the activities of the museum in the event of a prolonged absence of the Director. The record discloses that Quigley may make effective recommendation in the hiring and discipline of employes, and did perform in that vein in the interview of an employe within the year. Each of the curators practice a specialty as a curator, Quigley being a geologist. He receives a wage increment of \$70.00 per month over and above fellow curators for his duties as Chief Curator. Quigley also directs the activities of one or two clerical and maintenance employes as well as those of students temporarily employed. Though he directs a small group of fellow professionals who are also supervised by the Director, the Commission is satisfied that the Chief Curator performs supervisory functions and therefore should be excluded from the eligibles in the unit of curators.

Olive Oudeans and Anthony Valentino are employed as deputy-city clerks in the Clerk's office performing routine clerical duties as well as certain other duties in carrying out the statutory function of the Clerk's office in processing voter registration, tax rolls and administering oaths. The record discloses that neither actually directs the activities of other employes. Though the job descriptions for deputy clerks make provision for their assuming the responsibilities of the city clerk when he is absent, neither employe in fact has functioned as a department head when the City Clerk is absent, other than the perfunctory signing of documents. The Commission concludes that both deputy city clerks are not supervisors and are included as eligibles in the city hall unit.

The record discloses that Harold Taylor is employed as Deputy Assessor in the Assessor's office performing the duties of an appraiser, primarily in the special field of mercantile properties, with the Assessor appraising the larger commercial properties. Taylor spends the substantial portion of his time performing commercial appraisals while the other appraiser specializes in residential. The Deputy Assessor has no authority to direct or assign the work force except for the few occasions in the Assessor's absence. The Commission concludes that the Deputy Assessor is not a supervisor and therefore is included in the eligibles for the city hall unit.

William Netols is employed as Deputy City Treasurer and performs the duties of a cashier, accountant and other duties related to tax collection and the collection and record keeping in the licensing functions of the Treasurer's office. He does not direct the activities of the other three regular employes in the department except on the few occasions that the City Treasurer is absent. Netols, together with the Treasurer, directs the activities of four or five temporary employes hired to assist in tax collection work for a four month period each year. However the tasks of said temporary employes are of a repetitive nature, with Netols seldom exercising independent judgment in the direction of said employes. We conclude that the Deputy Treasurer, even though charged with some incidental supervisory duties, performs as a working foreman and therefore he is included with the eligibles in the city hall unit.

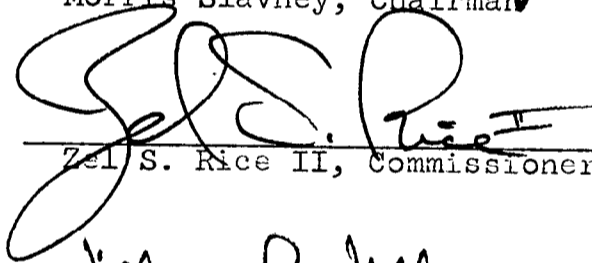
Dated at Madison, Wisconsin, this 2nd day of February, 1968.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By



Morris Slavney, Chairman



Zel S. Rice II, Commissioner



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