## STATE OF WISCONSIN

## BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

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In the Matter of the Petition of	:
VILAS COUNTY PUBLIC EMPLOYE'ES LOCAL #474, AFSCME, AFL-CIO	Case I No. 12067 ME-372 Decision No. 8513
Involving Employes of	
CITY OF EAGLE RIVER, WISCONSIN	: : :

# DIRECTION OF ELECTION

Vilas County Public Employees Local #474, AFSCME, AFL-CIO, naving petitioned the Wisconsin Employment Relations Commission to conduct an election, pursuant to Section 111.70 of the Wisconsin Statutes, among certain employes of City of Eagle River, Wisconsin; and nearing on such petition having been conducted at Eagle River, Wisconsin, on April 17, 1968, by Howard S. Bellman, Examiner; and the Commission, naving considered the evidence, being satisfied that a question has arisen concerning representation for certain employes of the Municipal Employer named above;

NOW, THEREFORE, it is

#### DIRECTED

That an election by secret ballot snall be conducted under the direction of the Wisconsin Employment Relations Commission within sixty (60) days from the date of this directive in the collective bargaining unit consisting of all employes of City of Eagle River, Wisconsin, Public Works Department and Utility Department, <sup>1</sup>/<sub>-</sub> excluding supervisory personnel and craft employes who were employed by the Municipal Employer on April 17, 1968, 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 Vilas County Public Employees Local #474, AFSCME, AFL-CIO, for the purposes of conferences and negotiations on questions of wages, hours and conditions of employment.

Given under our hands and seal at the City of Madison, Wisconsin, this 24th day of April, 1968. EMPLOYMENT RELATIONS COMMISSION WISCONSIN By Morris vney. Cnairman Rice Zel Commiss on Commissio Will R ner am erg,

During the course of the hearing the parties stipulated that said unit is appropriate.

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MEMORANDUM ACCOMPANYING DIRECTION OF ELECTION

The Municipal Employer, contrary to the Union, contends that employe Leore McFaul of the Utility Department and employe Hubert Kringel of the Public Works Department are supervisors and thus ineligible to vote in the election.

The evidence indicates that while McFaul spends a majority of nis time engaged in the work customarily performed by the members of the Utility Department crew, he is also responsible for the hiring and discharging of crew members and their day-to-day assignment and direction. McFaul's salary is substantially greater than any of the other crew members.

Kringel also spends most of his working time doing work of the nature generally assigned to members of the crew in his department. While his responsibilities with regard to day-to-day assignment and direction are not as extensive as McFaul's, he does make effective recommendations as to hiring and he participates in management decisions respecting proposed projects to be initiated.

On the basis of the foregoing, and the record as a whole, it is concluded that both McFaul and Kringel are supervisors and, therefore, ineligible to vote.

Dated at Madison, Wisconsin, this 24th day of April, 1968.

By Slavney, Morris Cnairman Rice ĪI, Commissioner Commissioner -2-

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

No. 8513