

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of
WISCONSIN COUNCIL OF COUNTY AND
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO
Involving Certain Employees of
CITY OF BERLIN

Case II
No. 12489
ME-417
Decision No. 8815

DIRECTION OF ELECTIONS

Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, having filed a petition with the Wisconsin Employment Relations Commission wherein it requested that the Commission conduct an election pursuant to Section 111.70 of the Wisconsin Statutes among certain employees of the City of Berlin; and a hearing having been scheduled by the Commission for December 13, 1968, at Berlin, Wisconsin, and prior to the beginning of said hearing the parties having stipulated to the units appropriate for collective bargaining and to the employees eligible to vote within said units; and the Commission having considered the evidence and being satisfied that questions have arisen concerning the appropriate collective bargaining units and concerning representation for certain employees of the City of Berlin;

NOW, THEREFORE, it is

DIRECTED

That elections 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 among the employees in the following voting groups for the purposes stated herein:

VOTING GROUP NO. 1

All regular full-time and regular part-time employees of the Public Works and Park Departments, excluding all other employees, who were employed by the Municipal Employer on December 13, 1968, except such employees as may prior to the elections quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employees desire to constitute

themselves a collective bargaining unit separate and apart from other employees of the Municipal Employer.

VOTING GROUP NO. 2

All regular full-time and regular part-time employees of the Utility Department, excluding all other employees, who were employed by the Municipal Employer on December 13, 1968, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employees desire to constitute themselves a collective bargaining unit separate and apart from other employees of the Municipal Employer.

VOTING GROUP NO. 3

All clerical employees employed in the City Hall, excluding all other employees, who were employed by the Municipal Employer on December 13, 1968, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employees desire to constitute themselves a collective bargaining unit separate and apart from other employees of the Municipal Employer.

IT IS FURTHER DIRECTED that should the conduct of the unit determination elections result in the establishment and certification of separate collective bargaining units for voting groups 1, 2 and 3, 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 those voting groups which have voted to constitute themselves separate bargaining units for the purpose of determining whether or not a majority of such employees 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 Berlin on questions of wages, hours and conditions of employment;

IT IS FURTHER DIRECTED that should the conduct of the unit determination elections not result in the establishment and certification of separate collective bargaining units for voting groups 1, 2 and 3, that an election 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 those employees who have voted not to constitute themselves separate bargaining units to determine whether or not a majority of such employees 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 Berlin on questions of wages, hours and conditions of employment;

IT IS FURTHER DIRECTED that should the conduct of the unit determination elections not result in the establishment and certification of separate collective bargaining units for voting groups 1, 2 and 3, that an election 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 those employees who have voted not to constitute themselves separate bargaining units to determine whether or not a majority of such employees desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purpose of conferences and negotiations with the City of Berlin on questions of wages, hours and conditions of employment.

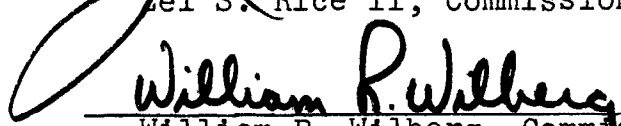
Given under our hands and seal
at the City of Madison, Wisconsin
this 31st day of December, 1968.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slavney, Chairman


Zel S. Rice II, Commissioner


William R. Wilberg, Commissioner

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MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS

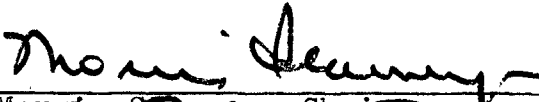
The Union originally petitioned for an election which would include those eligible employees in Voting Groups 1, 2 and 3, in one single collective bargaining unit. Prior to the opening of the hearing the Municipal Employer and the Union stipulated that the employees in each of three departments be given an opportunity to determine for themselves whether they desire to constitute themselves separate bargaining units. Therefore, in our Direction issued today we have given these three groups of employees that opportunity. If the employees in any of the three voting groups vote to constitute themselves a separate unit, the Commission will subsequently conduct a representation election among the employees in the established unit(s) to determine whether the eligible employees therein desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purpose of conferences and negotiations with the City of Berlin on questions of wages, hours and conditions of employment. In the event that the employees in two or more of the voting groups do not vote to constitute themselves separate bargaining units, then the eligible employees in those voting groups shall be included in one bargaining unit and the Commission will subsequently

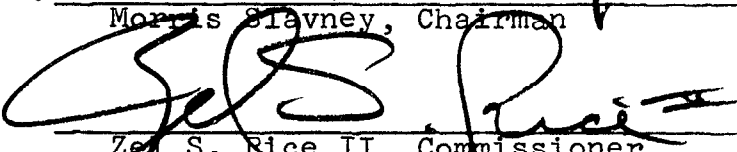
conduct a representation election among the employes in that unit for the purpose of determining whether or not a majority of such employes desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purpose of conferences and negotiations with the City of Berlin on questions of wages, hours and conditions of employment.

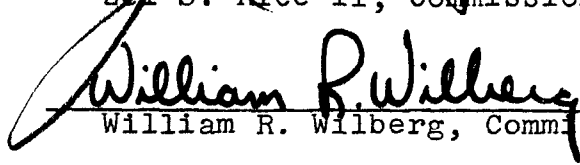
Dated at Madison, Wisconsin this 31st day of December, 1968.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slavney, Chairman


Zel S. Rice II, Commissioner


William R. Wilberg, Commissioner