

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of

DRIVERS, WAREHOUSE AND DAIRY EMPLOYEES
UNION, LOCAL NO. 75, affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF
AMERICA

Case XI
No. 13551 ME-535
Decision No. 9577

Involving Certain Employees of

BROWN COUNTY AIRPORT
(AUSTIN-STRAUBEL FIELD)

DIRECTION OF ELECTION

Drivers, Warehouse and Dairy Employees Union, Local No. 75, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, having filed a petition with the Wisconsin Employment Relations Commission requesting that an election be conducted, pursuant to Section 111.70 of the Wisconsin Statutes, among certain employees of Brown County employed at Brown County Airport, Green Bay, Wisconsin; and a hearing on such petition having been conducted on March 18, 1970, at Green Bay, Wisconsin, by Edward B. Krinsky, Hearing Officer; and the Commission, having considered the evidence, and being satisfied that a question has arisen concerning representation for certain employees of the above named Municipal Employer;

NOW, THEREFORE, it is

DIRECTED

That an election by secret ballot be conducted under the direction of the Wisconsin Employment Relations Commission within sixty (60) days of the date of this Directive in the collective bargaining unit consisting of all regular full-time employees employed by Brown County at the Brown County Airport, excluding clerical employees, county officials, professional employees and supervisors, who were employed by the Municipal Employer on March 17, 1970, 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 be

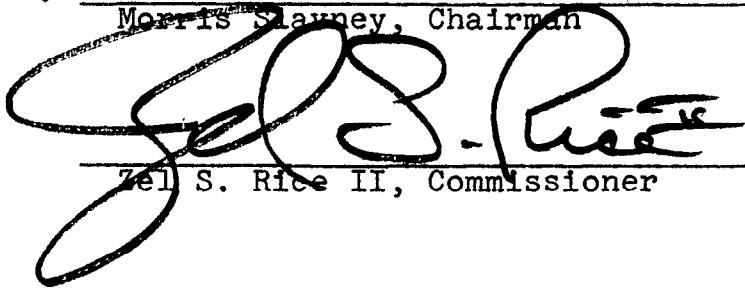
represented by Drivers, Warehouse and Dairy Employees Union, Local No. 75, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, for the purposes of conferences and negotiations with the above named Municipal Employer on questions of wages, hours and conditions of employment.

Given under our hands and seal at the City of Madison, Wisconsin, this 1st day of April, 1970.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slawney, Chairman


Zel S. Rice II, Commissioner

In the Matter of the Petition of

DRIVERS, WAREHOUSE AND DAIRY EMPLOYEES
UNION, LOCAL NO. 75, affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF
AMERICA

Involving Certain Employees of
BROWN COUNTY AIRPORT
(AUSTIN-STRAUBEL FIELD)

In its petition the Union requested an election among all regular full-time employees of the Municipal Employer employed at the Brown County Airport, who were employed as heavy equipment operators and maintenance mechanics, excluding janitresses, clerical and office employees, county officials, professional employees and supervisory employees.

In addition to a supervisor and a secretary, all regular full-time employees employed by the Municipal Employer at its Airport facility as of March 17, 1970, consists of three maintenance mechanics, two utility men and two janitresses.^{1/} There are no employees classified as "heavy equipment operators."

During the hearing the Union amended its petition to seek a unit consisting of only the maintenance mechanics and would exclude, in addition to the maintenance supervisor and the secretary, the two janitress positions. The Municipal Employer desires that the unit consist of the maintenance mechanics and utility men. The Municipal Employer took no position with respect to the exclusion of the janitresses.

The maintenance mechanics, the utility men and the janitresses are under identical supervision. An Airport Director is in charge of the entire operation. The maintenance supervisor directly

-3-

supervises the maintenance mechanics, utility men and the janitresses. The parties agreed that the secretary is a confidential employee. The duties of the maintenance mechanics include snow removal, operation of tractors and snow plows with wings attached, maintenance of runway lights in cooperation with the county electrician, maintenance of ramp lights and parking lot lights. They also have responsibility for cutting grass, repairing plumbing and painting. In addition, all of the maintenance mechanics, as of the date of the hearing, had some training in fire fighting and in using fire fighting equipment.

The utility classification was put into effect in October, 1969, prior to which all of their functions were done by those classified as maintenance mechanics. The utility men maintain light fixtures, wash windows which are too high for the janitresses to reach, shampoo rugs, sweep and clean the building, shovel snow, mow lawns and care for shrubs and trees. Utility men are not expected to have mechanical abilities or mechanical experience needed by the maintenance mechanics for maintenance of the heavier equipment. The utility men and maintenance mechanics are at times expected to perform each others duties except that the utility men are not expected to run or maintain the heavier equipment nor at the present time do the utility men have fire fighting training. Neither classification requires any formal certification or apprenticeship. The skills are learned on the job except that it is desired that those in the maintenance mechanic classification have prior experience maintaining trucks or heavier equipment. Those who are maintenance mechanics at the present time have been deputized by the County Sheriff at the request of the Director for the purpose of keeping unauthorized people off Airport property.

There are two janitresses at the present time. Their function is to vacuum, using light equipment, wash lower windows, dust sills and ledges and take care of the restrooms.

All of the classifications described above are paid on a monthly salary basis except that any overtime hours are paid on an hourly basis. The starting wages are \$320 monthly for janitresses, \$450 monthly for the utility men and \$515 a month for the maintenance mechanics. The maintenance mechanics and utility men work a forty hour week and the janitresses work thirty-six hours. The maintenance mechanics work from 8:00 a.m. until noon and 1:00 p.m. until 5:00 p.m. The utility men work from 6:00 a.m. to

2:30 p.m. one week and from 2:00 p.m. to 10:30 p.m. the next week. Those hours include half hour lunch breaks. The janitresses work from 6:00 a.m. to 2:00 p.m. one week and from 1:00 p.m. to 8:00 p.m. the next week.

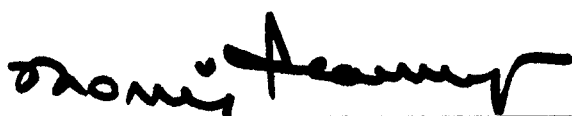
The Municipal Employer asserts that the main reason that only maintenance mechanics have some fire fighting training while utility men do not is that at the time that fire fighting training classes were available for said employes, there was no utility man classification. The Municipal Employer asserts that it is reasonable to expect that utility men will be trained for fire fighting when such classes become available to them.

The Commission has determined that there is not sufficient reason to separate the various classifications at the Airport. None of the classifications are filled by craft employes and all are involved in custodial and maintenance work under common supervision in the same department. The statutory provisions of Section 111.70 do not allow separate units except where employes are craft employes or employed in a separate department, division or plant. The maintenance mechanics are neither a craft, nor are they employed in a separate department, division or plant. They are merely a separate classification within a single department. There is also no statutory basis for excluding the janitresses from the rest of the custodial and maintenance employes. Therefore, the Commission has ordered that the election be held in a unit which includes all the otherwise eligible employes, namely, the maintenance mechanics, the utility men and the janitresses.

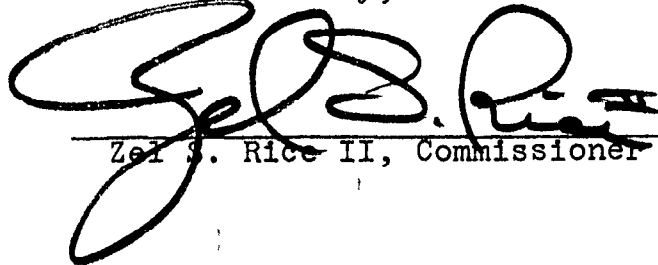
Dated at Madison, Wisconsin, this *1st* day of April, 1970.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By



Morris Slavney, Chairman



Zel S. Rice II, Commissioner