

In the Matter of the Petition of
WISCONSIN COUNCIL OF COUNTY AND
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO
Involving Certain Employees of
SPOONER JOINT SCHOOL DISTRICT #1

Case III
No. 13754 ME-556
Decision No. 9832-C

The Wisconsin Employment Relations Commission heretofore, and on August 11, 1970, directed elections to be held among certain employes of Spooner Joint School District #1, Spooner, Wisconsin, employed in three separate voting groups, to determine whether the employes employed in said voting groups desire to establish separate bargaining units, and whether the employes therein desire to be represented for the purposes of collective bargaining by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO; and thereafter, and on September 8, 1970, the Commission having issued an Order wherein it ordered that employes who are employed in more than one voting group on a regular full-time basis were eligible to participate in the elections in the voting groups in which they are so employed; and the Commission having, on September 4, 1970, forwarded Notices to the parties with respect to the conduct of the elections, said Notices indicating that the unit votes and representation votes would be conducted simultaneously; and the Commission now being satisfied, because of the nature of the balloting, there may be confusion among the employes resulting from the simultaneous conduct of the unit and representation balloting, that the balloting with respect to unit

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determination should be conducted on a date separate and apart from the date of the balloting to be conducted for the choice of representative;

NOW, THEREFORE, it is

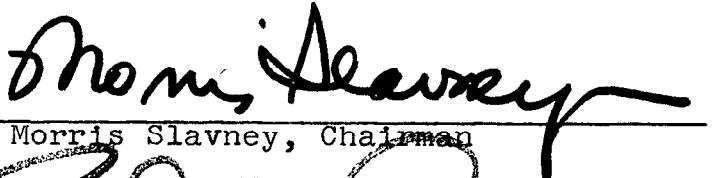
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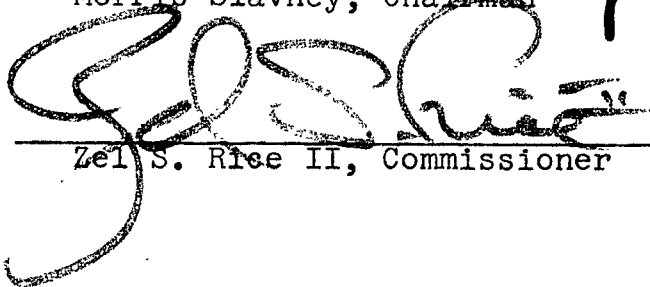
That the Notices of Elections previously issued by the Commission be set aside, and if posted by the Employer, should be removed; and further, that the copies of the Notices which are included in the Memorandum attached hereto now be posted by the Employer.

Given under our hands and seal at the City of Madison, Wisconsin, this 11th day of September, 1970.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slavney, Chairman


Zel S. Rice II, Commissioner

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
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SPOONER JOINT SCHOOL DISTRICT #1

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MEMORANDUM ACCOMPANYING ORDER DETERMINING THAT
UNIT VOTES AND REPRESENTATION VOTES
BE HELD ON SEPARATE DATES

Because of the unusual conditions involved in this proceeding, namely, the fact that certain employees are regularly employed in more than one voting group, the Commission is now satisfied that if the unit votes and representation votes were conducted simultaneously, there would be confusion and problems arising therefrom, e.g. an employee who is eligible to vote in Voting Group No. 1 (Bus Drivers) and in Voting Group No. 2 (Custodial Employees) has an opportunity to vote on the unit question in both voting groups. The same employee would be given two representation ballots. There would be no problem with respect to representation ballots of this employee if separate units were established in both voting groups. However, if separate units were not established for these voting groups, the employee is only entitled to cast one representation ballot.


Therefore, we have determined to first conduct the vote on the unit determination on a day separate and apart from the vote on representation. When the units are established and certified, the Commission will arrange for the conduct of the representation vote, and there should be no question as to the employees eligible to cast representation ballots in the various units established. It should be made clear that if

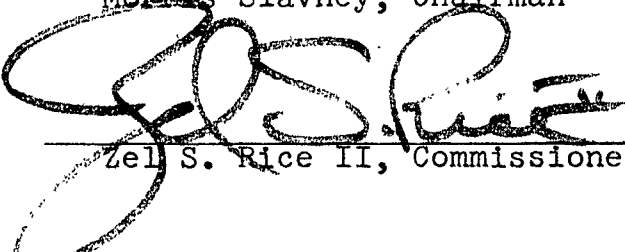
No. 9832-C

employees in only one voting group vote to establish a separate unit, then the remaining two voting groups become automatically a separate bargaining unit. If two of the voting groups vote to establish separate bargaining units, the employees in the third voting group, although they may reject a separate unit, automatically constitute themselves as a separate unit because of the results of the unit votes in the other voting groups.

Date at Madison, Wisconsin, this 11th day of September, 1970.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman


Zel S. Rice II, Commissioner

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

NOTICE OF BARGAINING UNIT ELECTION

EMPLOYER: SPOONER JOINT SCHOOL DISTRICT #1--VOTING GROUP NO. 1
SPOONER, WISCONSIN

UNION: WISCONSIN COUNCIL OF COUNTY AND
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO

DATE: THURSDAY, SEPTEMBER 24, 1970

TIME: 2:00 P.M. to 3:30 P.M.

PLACE: SPOONER HIGH SCHOOL--CAFETERIA

This Commission will conduct a bargaining unit election by secret ballot on the above date among the following employees of the above named Municipal Employer:

All regular full-time and regular part-time bus drivers in the employ of Spooner Joint School District #1, excluding supervisors and all other employees, who were employed by the Municipal Employer on July 7, 1970, except such employees as may prior to the election quit their employment or be discharged for cause.

This election is to determine whether or not a majority of the employees eligible to vote in the group described above desire to constitute themselves a separate collective bargaining unit.

VOTING WILL BE BY SECRET BALLOT

SAMPLE BALLOT--(Do not place any marks upon this ballot)--SAMPLE BALLOT

VOTING GROUP STATE OF WISCONSIN
NO. 1 WISCONSIN EMPLOYMENT RELATIONS COMMISSION

OFFICIAL ELECTION BALLOT
INVOLVING BUS DRIVERS EMPLOYED BY

SPOONER JOINT SCHOOL DISTRICT #1

(MARK "X" IN ONE SQUARE ONLY)

Do you desire that the regular full-time and regular part-time bus drivers in the employ of Spooner Joint School District #1 constitute themselves a separate collective bargaining unit?

YES

NO



FOLD YOUR BALLOT ONCE TO CONCEAL THE "X" YOU HAVE MADE

The following employees will be eligible to vote in this voting group:

Leonard Bruner	August Johnson	Herman Pokorny
Vernon Burgess	Donald Jung	LeRoy Schindeldecker
Charles Clark	Fae Kitchel	Irene Snell
John M. Clark	Lois Kitchel	John Soward
Leonard Dahlstrom	Fred Lauterbach	Lorraine Thompson
Raymond Fye	Carl Lind	Devere Thornton
Bert Gillette	Harold Millard	Alvin Todd
William Hinkfuss	L. D. Peterson	Russell Wingler
Harold Hoyt		

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

NOTICE OF BARGAINING UNIT ELECTION

EMPLOYER: SPOONER JOINT SCHOOL DISTRICT #1--VOTING GROUP NO. 2
CUSTODIAL EMPLOYEES

UNION: WISCONSIN COUNCIL OF COUNTY AND
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO

DATE: THURSDAY, SEPTEMBER 24, 1970

TIME: 2:00 P.M. to 3:30 P.M.

PLACE: SPOONER HIGH SCHOOL--CAFETERIA

This Commission will conduct a bargaining unit election by secret ballot on the above date among the following employees of the above named Municipal Employer:

All regular full-time and regular part-time custodial employees in the employ of Spooner Joint School District #1, excluding supervisors and all other employees, who were employed by the Municipal Employer on July 7, 1970, except such employees as may prior to the election quit their employment or be discharged for cause.

This election is to determine whether or not a majority of the employees eligible to vote in the group described above desire to constitute themselves a separate collective bargaining unit.

VOTING WILL BE BY SECRET BALLOT

SAMPLE BALLOT--(Do not place any marks upon this ballot)--SAMPLE BALLOT

VOTING GROUP STATE OF WISCONSIN
NO. 2 WISCONSIN EMPLOYMENT RELATIONS COMMISSION

OFFICIAL ELECTION BALLOT
INVOLVING CUSTODIAL EMPLOYEES EMPLOYED BY

SPOONER JOINT SCHOOL DISTRICT #1

(MARK "X" IN ONE SQUARE ONLY)

Do you desire that the regular full-time and regular part-time custodial employees in the employ of Spooner Joint School District #1 constitute themselves a separate collective bargaining unit?

YES

☐

NO

☐

FOLD YOUR BALLOT ONCE TO CONCEAL THE "X" YOU HAVE MADE

The following employees will be eligible to vote in this voting group:

Vernon Burgess
Manning Genson
William Hebert
Marion Hendrickson
William Hinkfuss

Harold Hoyt
Russell Janaky
Walter Lumby
Frank Lumney
Ed McTaggart

Herman Pokorny
John Soward
Ray Stambek
Una Swonger
Russell Wingler

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

NOTICE OF BARGAINING UNIT ELECTION

EMPLOYER: SPOONER JOINT SCHOOL DISTRICT #1--VOTING GROUP NO. 3
SPOONER, WISCONSIN FOOD SERVICE EMPLOYEES

UNION: WISCONSIN COUNCIL OF COUNTY AND
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO

DATE: THURSDAY, SEPTEMBER 24, 1970

TIME: 2:00 P.M. to 3:30 P.M.

PLACE: SPOONER HIGH SCHOOL--CAFETERIA

This Commission will conduct a bargaining unit election by secret ballot on the above date among the following employees of the above named Municipal Employer:

All regular full-time and regular part-time food service employees in the employ of Spooner Joint School District #1, excluding supervisors and all other employees, who were employed by the Municipal Employer on July 7, 1970, except such employees as may prior to the election quit their employment or be discharged for cause.

This election is to determine whether or not a majority of the employees eligible to vote in the group described above desire to constitute themselves a separate collective bargaining unit.

VOTING WILL BE BY SECRET BALLOT

SAMPLE BALLOT--(Do not place any marks upon this ballot)--SAMPLE BALLOT

VOTING GROUP STATE OF WISCONSIN
NO. 3 WISCONSIN EMPLOYMENT RELATIONS COMMISSION

OFFICIAL ELECTION BALLOT
INVOLVING FOOD SERVICE EMPLOYEES EMPLOYED BY

SPOONER JOINT SCHOOL DISTRICT #1

(MARK "X" IN ONE SQUARE ONLY)

Do you desire that the regular full-time and regular part-time food service employees in the employ of Spooner Joint School District #1 constitute themselves a separate collective bargaining unit?

YES

NO



FOLD YOUR BALLOT ONCE TO CONCEAL THE "X" YOU HAVE MADE

The following employees will be eligible to vote in this voting group:

Betty Andrea
Eileen Buchman
Marion Dhein
Ruth Drinkwater

Helen Hoaglund
Blanche Johnson
Lois Kitchel
Ann Stambek