

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

-----  
In the Matter of the Petition of :  
: WISCONSIN COUNCIL OF COUNTY AND : Case XV  
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO : No. 15044 ME-719  
: Decision No. 10671  
Involving Certain Employes of :  
: BROWN COUNTY (HICKORY GROVE SANITARIUM) :  
-----

Appearances:

Mr. James W. Miller, Staff Representative, appearing on behalf  
of the Petitioner.  
Mr. John M. Williamson, Corporation Counsel, and Mr. Donald  
VanderKelen, Negotiator, appearing on behalf of the  
Municipal Employer.

DIRECTION OF ELECTION

Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, having petitioned the Wisconsin Employment Relations Commission to conduct an election pursuant to Section 111.70, Wisconsin Statutes, among certain employes of Brown County employed in its Hickory Grove Sanitarium, Green Bay, Wisconsin; and a hearing on such petition having been conducted on November 22, 1971, at Green Bay, Wisconsin, by George R. Fleischli, Hearing Officer; and the parties having agreed to the unit appropriate for collective bargaining and to the employes eligible to vote within said unit; and the Commission being satisfied that a question has arisen concerning representation for certain employes of the above named Municipal Employer;

NOW, THEREFORE, it is

DIRECTED

That an election 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 in the bargaining unit consisting of all full-time and regular part-time employes employed by Brown County in its Hickory Grove Sanitarium, excluding the superintendent, assistant superintendent, registered nurses, occupational therapists, dieticians and supervisors, who were employed by Brown County on November 22, 1971, 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, 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 6th  
day of December, 1971.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By Thomas Slavney  
Morris Slavney, Chairman

Jos. B. Kerkman  
Jos. B. Kerkman, 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 :

Involving Certain Employees of :

BROWN COUNTY (HICKORY GROVE SANITARIUM) :  
-----

Case XV  
No. 15044 ME-719  
Decision No. 10671

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTION

The County argues that since approximately 21 of the 61 employees eligible to vote in the bargaining unit are part-time employees the Commission should conduct the election on two or three separate days in order to insure that every employee has an opportunity to vote. The Petitioner contends that it would provide a sufficient opportunity for all employees to vote if the Commission were to open the polling place at two different intervals on a Monday. Because of the timing of the change of shifts the Union suggests the hours of 6:30 a.m. to 7:30 a.m. and 2:00 p.m. to 4:00 p.m. The County does not contend that these hours are inadequate in themselves but argues that the polls should be open for those hours or similar hours on more than one day.

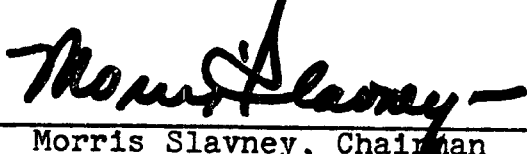
The Commission has conducted a number of elections in bargaining units having a substantial proportion of part-time employees and has not found it necessary to open the polls on more than one day. The Commission has frequently opened the polling place twice in one day in order to insure that employees could vote conveniently when there are three shifts.

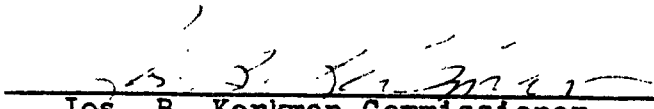
In an effort to insure that all employees are afforded an opportunity to vote, the Commission's elections supervisor shall be advised to open the polling place from 2:00 p.m. to 6:00 p.m. on a Monday and from 6:30 a.m. to 7:30 a.m. on the following morning. This procedure will allow employees who are not scheduled to work on Monday, a period of time spanning the customary dinner hours in which to vote. Those hours combined with the early morning hours on Tuesday should provide all eligible employees a sufficient opportunity to vote regardless of whether they are scheduled to work on either of those two days.

Dated at Madison, Wisconsin, this 6th day of December, 1971.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Morris Slavney, Chairman

  
Jos. B. Kerkman, Commissioner