



BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

BLOOMER TEACHERS ASSOCIATION

No. 10820

Number of DaysNumber of Substitutes

4 1/2

1

3

3

1

1


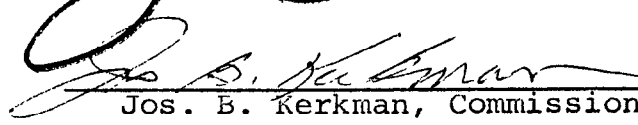
The Commission assumes that the substitutes are certified teachers since it is quite clear that if the teachers are not certified in no event could they fall within the description of the collective bargaining unit which specifically refers to "all certified teaching personnel." However, it appears to the Commission that the substitute teachers are casually employed since there is no evidence that they are regularly scheduled and the number of days taught by the individual teachers during more than a semester of the school year indicates that all of the teachers have taught much less than 50 per cent of a normal teaching load.

We, therefore, conclude that the substitute teachers in the employ of the Municipal Employer are not included in the voluntarily recognized bargaining unit, and, therefore, are not covered by the collective bargaining agreement, and, further, that the BTA has no authority to bargain over the wages, hours or conditions of employment of said substitute teachers. Our decision in this matter in no way is intended to limit an attempt by the BTA to bargain with the Municipal Employer as to the utilization of substitute teachers. However, while the BTA may bargain on the limitation of substitute teachers, it has no right to bargain on their wages, hours and conditions of employment.

Dated at Madison, Wisconsin, this 22nd day of March, 1972.

## WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Morris Slavney, Chairman  
Zel S. Rice II, Commissioner  
Jos. B. Kerkman, Commissioner