

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of

WISCONSIN COUNCIL OF COUNTY & MUNICIPAL
EMPLOYEES, AFSCME, AFL-CIO

Involving Certain Employees of

GOODWILL INDUSTRIES OF MADISON, INC.

Case II
No. 17705
E-2834 R-5619
Decision No. 12618-A

CERTIFICATION OF REPRESENTATIVES AND REFERENDUM

Pursuant to a Direction of Election and Referendum made by the Wisconsin Employment Relations Commission in the above entitled matter, the Commission conducted an election and referendum among the employees of the above named Employer in the collective bargaining unit set forth in the Commission's Direction, pursuant to Sections 111.05 and 111.06 of the Wisconsin Statutes, for the purposes of determining: (1) whether or not a majority of such employees desired to be represented for the purposes of collective bargaining by the above named Union; and (2) whether or not the required number of the eligible employees of the above named Employer favored an "All-Union Agreement" between the above named Union and Employer.

The result of the election and referendum was as follows:

	<u>ELECTION</u>		<u>REFERENDUM</u>
1. Total number claimed eligible to vote..	35	:	35
2. Total ballots cast.....	32	:	32
3. Total ballots void.....	0	:	0
4. Total ballots blank.....	0	:	0
5. Total ballots challenged.....	1 ^{a/}	:	1 ^{a/}
6. Total valid ballots counted.....	31	:	31
7. "Yes" ballots.....	20	:	20
8. "No" ballots.....	11	:	11

NOW, THEREFORE, by virtue of and pursuant to the power vested in the Wisconsin Employment Relations Commission by Sections 111.05(3) and 111.06 of the Wisconsin Statutes;

IT IS HEREBY CERTIFIED that a majority of the eligible employees who voted at said election in the collective bargaining unit consisting of all employees of the Goodwill Industries of Madison, Inc., excluding supervisory, managerial, confidential employees, sheltered employees and temporary employees, have selected Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, as their bargaining representative;

^{a/} As the one challenged ballot would not affect the final result of the representation question or the "All-Union Agreement" question, the Commission makes no ruling on the ballot, and it shall remain sealed.

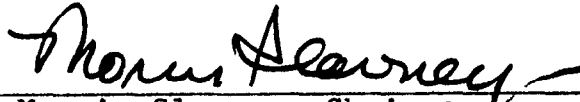
and that pursuant to the provisions of Section 111.05, Wisconsin Statutes, said Union is the exclusive bargaining representative of all such employees for the purposes of collective bargaining on questions of wages, hours and conditions of employment.

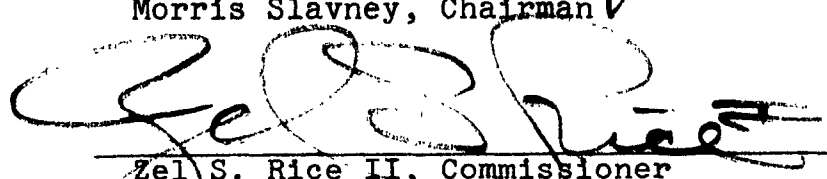
IT IS FURTHER CERTIFIED that the required number of the eligible employees who voted at said referendum in the collective bargaining unit set forth above voted in favor of an "All-Union Agreement" between the Employer and the Union; and the Employer may, therefore, enter into such agreement.

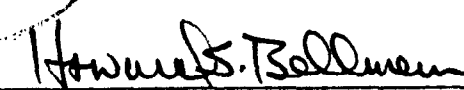
Given under our hands and seal at the
City of Madison, Wisconsin, this 15th
day of May, 1974.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slavney, Chairman


Zel S. Rice II, Commissioner


Howard S. Bellman, Commissioner


MEMORANDUM ACCOMPANYING
CERTIFICATION OF REPRESENTATIVES AND REFERENDUM


The official eligibility list utilized in the conduct of the election and referendum on May 3, 1974, contained the names of 41 individuals. During the conduct of the balloting the parties deleted the name of one individual, Kathy Pecosky, as being terminated on April 16, 1974. The ballot of Dorothy Phillips was challenged during the balloting. Eight individuals whose names were included on the eligibility list did not present themselves to vote. Following the conduct of the balloting, and in an exchange of correspondence, the Employer and Union agreed that five of the eight individuals who did not present themselves to vote had been terminated prior to the conduct of the balloting. The original Tally Sheet executed at the conclusion of the balloting indicated that there were 40 employees claimed eligible to vote. As a result of the agreement reached by the parties to the effect that five individuals were not employees as of the date of the balloting, the number of employees claimed eligible to vote was reduced to 35; thus, resulting in an amendment to the Tally Sheet executed at the conclusion of the balloting.

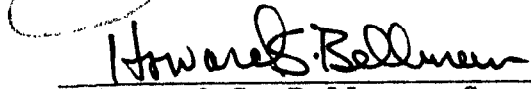
Dated at Madison, Wisconsin, this 15th day of May, 1974.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slavney, Chairman


Zel S. Rice II, Commissioner


Howard S. Bellman, Commissioner