

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

ROCK COUNTY (HEALTH CARE CENTER)
INPATIENT AND OUTPATIENT SERVICES

Case XXXII
No. 17929 ME-1060
Decision No. 13131

Mr. Russell J. Fathauer, Acting Chairman, appearing on behalf of the Petitioner.

Mr. Victor Moyer, Corporation Counsel, appearing on behalf of the Municipal Employer.

Mr. Darold Lowe, District Representative, appearing on behalf of the Intervenor, Local 1258, WCCME, AFSCME, AFL-CIO.

The Association of Mental Health Specialists having filed a petition with the Wisconsin Employment Relations Commission, wherein it requested that the Commission conduct an election among certain professional employees of Rock County employed in its Health Care Center, (Inpatient and Outpatient Services); and hearing having been held in the matter at Janesville, Wisconsin, on June 19, 1974, and July 18, 1974, Sherwood Malamud, Hearing Officer, being present; and during the course of said hearing, Rock County Employees, Local 1258, WCCME, AFSCME, AFL-CIO having been permitted to intervene in the proceeding on the basis of its status as a certified representative of the employees of the Municipal Employer in a bargaining unit consisting of all regular full-time and regular part-time non-craft and non-professional employees of Rock County Hospital, Rock Haven Home and Pinehurst Sanatorium, Janesville, Wisconsin, excluding the superintendent, supervisory personnel, confidential clerical personnel and temporary employees; and during the course of hearing, Local Lodge 1266, International Association of Machinists and Aerospace Workers having been permitted to intervene on the basis that it is the certified representative of employees of the Municipal Employer in a bargaining unit consisting of all Social Workers and Social Worker Trainees, excluding all other professional employees, non-professional employees, and supervisors, and during said hearing Local Lodge 1266 having moved and having been granted permission to withdraw its motion to intervene; and the Commission having considered the evidence and briefs of counsel, and being satisfied that a question has arisen concerning representation for certain professional employees of Rock County (Health Care Center, Inpatient and Outpatient Services);

DIRECTED

No. 13131

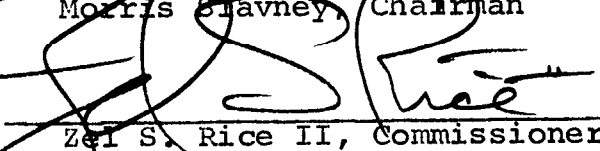
but excluding the Alcoholism and Drug Abuse Counselor, the Volunteer Coordinator, the Admissions Officer, all other employees of Rock County, and supervisory, managerial and confidential employees, who were employed by said Municipal Employer on November 5, 1974, for the purpose of determining whether a majority of such employees desire to be represented by the Association of Mental Health Specialists for the purposes of collective bargaining with Rock County, on questions of wages, hours and conditions of employment.

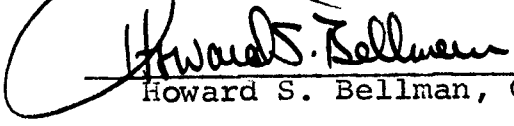
Given under our hands and seal at the
City of Madison, Wisconsin this 5th
day of November, 1974.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Morris Slavney, Chairman


Zel S. Rice II, Commissioner


Howard S. Bellman, Commissioner

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTION

INTRODUCTION - POSITION OF THE PARTIES:

On May 13, 1974, the Association of Mental Health Specialists, hereinafter referred to as Petitioner, filed a petition requesting an election in a unit described as follows:

"This bargaining unit to be known as 'The Association of Mental Health Specialists' is defined as a professional organization of non-medical psychotherapists, mental health counselors, alcohol and drug abuse counselors, psychologist and mental health educators who may be certified licensed or non-licensed; degreed BA, BS, MA, MS, MSW, Phd. or non-degreed mental health specialists employed in the field of mental health in the service of the county of Rock.

Excluded from membership are physicians, organized registered nurses in 'Wisconsin Nurses Association', Licensed [sic] Practical Nurses, Nurses Aides, ancillary support and clerical staff, department heads, administrators and clinical supervisors (who spend 50% of their time or more in administrative or supervision) who are employed in the service of the County of Rock in the field of mental Health."

During the course of the hearing, Petitioner moved to amend the above description to include paraprofessionals. Said motion to amend was made over the objection of Local 1258, WCCME, AFSCME, AFL-CIO, hereinafter referred to as AFSCME, contending that its certification includes all non-professional employees; that paraprofessionals are not professional employees within the meaning of the Municipal Employment Relations Act (MERA) and, therefore, paraprofessionals are included in the unit represented by AFSCME.

AFSCME, initially asked to intervene for the purpose of being on the ballot in the event an election was directed. However, during the hearing, AFSCME indicated it did not desire to appear on the ballot, and limited its participation in the hearing for the purpose of establishing that the Alcoholism and Drug Abuse Counselors were not professional employees. AFSCME asserted that the Alcoholism and Drug Abuse Counselors and all other non-professional personnel should be accreted to the certified unit represented by AFSCME. AFSCME otherwise did not object to the professional status of any of the other classifications listed in the Petitioner's proposed unit.

The Employer maintains that the Commission should not accrete the Alcoholism and Drug Abuse Counselors to the existing unit represented by AFSCME. In January, 1974, AFSCME petitioned the Commission to determine whether the Alcoholism and Drug Abuse Counselors and the Mental Health Technicians should be excluded from the latter unit on the basis of their professional status. However, all parties agreed that the Mental Health Technicians should be included in the latter unit because of their non-professional status. On the basis of this agreement, AFSCME sought, and received permission to withdraw its petition pending before the Commission. Rock County (12486) 2/74. The Employer argues that under rule ERB 11.03 of the Commission's rules, entitled Withdrawal of Petition, AFSCME should be required to live up to its prior stipulation for a reasonable period of time, and that the "one year bar rule" in representation cases by analogy establishes one year as the period which is reasonable for AFSCME to maintain a consistent position. The Employer thus argues that AFSCME should not be permitted to agree that a group of employees are professionals and then a few months later deny the pro-

fessional status of these very same employees. Furthermore, the Employer argues that despite the fact there exists no formal course of study leading to a degree for Alcoholism and Drug Abuse Counselors, the Counselors of the Health Care Center have taken available courses and receive continuing training from Physicians, Psychiatrists and Psychologists on staff at the Center, and therefore that they should be deemed professional employees within the meaning of Section 111.70(1)(L) of the Municipal Employment Relations Act.

Local 1266, International Association of Machinists and Aerospace Workers, moved to intervene herein on the basis of its bargaining representative status for all Social Workers of the Rock County Department of Social Services (Public Welfare), but excluding all other professional, non-professional, and supervisory personnel. Local 1266 withdrew its motion to intervene at the conclusion of the second day of hearing.

BACKGROUND:

The Rock County Health Care Center comprises a 248-bed skilled nursing home, 209-bed Public Medical Institution (PMI) facility, 35-bed alcoholism facility, 34-bed inpatient mental health facility, three outpatient clinics, the latter consisting of one Alcoholism and Mental Health Clinic in Janesville, one in Beloit, and a Tuberculosis Clinic on the grounds of the Health Care Center.

The Union, as described by the Petitioner, referred to the educational achievement of the employees who would purportedly participate in an election, but it also includes non-degreed and non-certified individuals who work in the mental health field and who the Petitioner proposes to include in its unit. During the course of the hearing, the parties enumerated the following job classifications which the Petitioner proposes to include in the petitioned unit. The Commission will hereinafter only make reference to the job classifications listed below, and they are: 1/

1. Psychologist 2/
2. Social Worker, BA and Masters level 3/
3. Admissions Officer
4. Volunteer Coordinator

1/ Many different titles were used interchangeably by both the Employer and Petitioner. As part of the classification and pay plan study now in progress at the center, the committee conducting the study suggested that the non-degreed counselors be classified as a Mental Health Specialist I; that BA level positions be classified as Mental Health Specialist II; and the inpatient supervisors, counselors and psychologist positions requiring advanced degrees in social work or in counseling be classified as Mental Health Specialist III. The Commission has selected the titles listed in the body of this Memorandum, and in doing so has chosen between several alternative classification titles and has subsumed duplicative titles under one of the generic classifications listed in the body of the Memorandum.

2/ Psychologist includes the Chief and Staff Psychologists.

3/ Social Worker includes employees classified as BA Social Workers, Social Workers with a Master's degree; employees holding the title of Therapist where either a BA degree in psychology, social work, etc. is required, employees classified as Mental Health Counselors where a BA or Master's degree in a related field is preferred or required; and inpatient and outpatient program supervisors.

5. T.V. Grant Coordinator
6. Assistant T.V. Grant Coordinator
7. Clinical Pastoral Fellow 4/
8. Research Librarian
9. Alcoholism and Drug Abuse Counselors
10. Minority Specialist
11. After Care Worker

ISSUE:

The issues before the Commission are whether the employees in the 11 classifications listed above are professionals within the meaning of Section 111.70(1)(L) of the Municipal Employment Relations Act, and whether a unit composed of individuals in different professions constitutes a unit appropriate for collective bargaining.

Said section of the Act defines the term "professional employee" as follows:

"1. Any employee engaged in work:

a. Predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical or physical work;

b. Involving the consistent exercise of discretion and judgment in its performance;

c. Of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time;

d. Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher education or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual or physical process; or

2. Any employee who:

a. Has completed the courses of specialized intellectual instruction and study described in subd. 1. d;

b. Is performing related work under the supervision of a professional person to qualify himself to become a professional employee as defined in subd. 1."

By employing the above statutory standard, the Commission has determined which classifications do and do not contain professional employees.

SOCIAL WORKERS 5/

The BA and Masters level Social Workers, Therapists, Rehabilitation Counselors, Inpatient and Outpatient Supervisors, Psychiatric Social

4/ Clinical Pastoral Fellow is the Chaplain.

5/ The Commission has consolidated a number of job classifications under this general heading of Social Workers. See footnote three.

Workers provide counseling to patients and are responsible for the implementation of a treatment program. The above responsibilities are brought to fruition under little supervision and require the exercise of independent judgment. Each of the various job titles subsumed by the Commission under the general heading of "Social Workers" describe differences in job location such as those employees working in the Inpatient or Outpatient section or differences in employee function such as emphasis upon case work, counseling or group therapy. However, for the purposes of this decision, the above description depicts the indicia necessary for determining professional status. The Commission is satisfied that the employees employed in the various titles subsumed under the heading "Social Workers" are professionals within the meaning of the Act. 6/

PSYCHOLOGISTS

The Commission has previously determined that Psychologists are professional employees within the meaning of the Act. 7/ The diagnostic and counseling functions performed by the Psychologists and the educational requirements for their position, a Doctoral degree for the Chief Psychologist, and a Master's degree for a Staff Psychologist, justify a finding of professional status, in this case, as well.

Initially, the Petitioner claimed that the Consultant-Psychologist should be included in the unit. However, during the course of the hearing, the Petitioner agreed with the Employer's position that the Consultant-Psychologists are independent contractors, and not employees, and withdrew its request to include them in the proposed unit.

The Employer employs a Psychologist on a part-time basis, eight hours per week, who is involved in research in the area of community mental health and development. He also participates in the in-service training program by delivering lectures from time to time to employees of the Mental Health and Alcoholism and Drug Abuse programs. The Petitioner did not include this position in its petition and the parties did not present any basis for this position's exclusion from the unit. The incumbent works one day per week on a regular basis; his work is funded by a federal grant. However, he is a regular part-time employee. The Commission has held that the source of funding does not provide a basis for excluding an otherwise eligible employee from a unit. 8/ Therefore, the Research Psychologist is included in the unit of professional employees.

T.V. GRANT COORDINATOR AND ASSISTANT T.V. GRANT COORDINATOR

The T. V. Grant Coordinator works under a two and one-half year federal grant. The Coordinator and his Assistant prepare audio-visual materials and scripts which are used in the Center's campaign to increase community awareness of the Center's programs. They also prepare programs with a visual focus for use in the in-service training program. They report to the Director of in-service training, who is the training director for the entire Center. The Coordinator holds an MA degree and his Assistant holds a BA degree in Journalism and Social

6/ Brown County (12381) 1/74; Douglas County (7831) 11/66.

7/ Brown County (12381) 1/74; Milwaukee County (8530) 5/68.

8/ Blackhawk Technical Institute (11726-A) 7/73.

Science, respectively. Both the Coordinator and his Assistant perform the duties described above. In this case, the Commission is satisfied that both the Coordinator and the Assistant 9/ are professional employees and, therefore, are included in an appropriate unit of professional employees.

CLINICAL PASTORAL FELLOW

The Chaplain, or Clinical Pastoral Fellow, which is his official title, is a regular part-time employee who works approximately eight hours per week on a regularly scheduled basis. He provides religious counseling to patients, to the patients' families, to hospital employees, and he acts as a liaison with clergymen from the Rock County area. A BA degree in Psychology or Sociology and a Master of Theology degree from a recognized seminary are qualifications for the above position. In addition, a minimum of three years of general pastoral or hospital pastoral experience is desired. We conclude that the Chaplain is a professional employee within the meaning of the Act.

RESEARCH LIBRARIAN

The Research Librarian works approximately eight hours per week and is a regular part-time employee of the Center. The present incumbent, Mary Jo Baertschy, holds a BA degree in Library Science. The Librarian is required to process books and journals, control the lending system, compile bibliographies, review information on books considered for purchase. The Employer requires, and the incumbent has acquired, a Bachelor's degree in Library Science and previous professional experience. In order for the Librarian to fulfill her responsibilities, she must process highly specialized and technical material.

Although certification is not required for this position, the Commission is satisfied that the Librarian is a professional employee within the meaning of the Act. 10/

ADMISSIONS OFFICER

The incumbent, Walter Neuman, has been an employee at the Center for many years. Prior to his tenure as Admissions Officer, he provided social services to patients as a member of the Center's staff. The job description for Admissions Officer provides that he:

"Under minimum supervision provides information and performs duties related to admission and discharge procedures at Rock County Institutions. Provides specific information at the request of the administration and members of the treatment team.

. . ."

9/ While the Assistant Coordinator does not have an advanced degree, he is deemed a professional since he performs the same duties as the Coordinator who has a Master's degree.

10/ See City of Racine (10389-C) 11/71.

Among his responsibilities he:

" . . .

3. Counsels persons wishing help in determination of proper facility to utilize in meeting the needs of the individual in question.
4. Supervises preparation of court papers (Reports of Examining Physicians) for court hearing; arranges for staff member(s) to perform as witnesses; insures hearing room is available and all parties are notified. In instances of Medical Observation Orders, keeps records of expiration dates of the orders and advises the court of the action taken.

. . .

7. Acts as liaison between patients of the Institutions and the Social Security office and the Rock County Department of Social Services. Responsible for forms required by both offices. Assists in providing social services to all Rock Haven Residents.

Qualifications

Essential Knowledge and Abilities:

1. Working knowledge of standards and regulations applicable to various programs providing specific levels of care, such as Medicare, Medicaid, Public Assistance, etc.

. . .

Desirable Training and Experience:

1. Graduation from an accredited college or university with a major course work in social sciences.
2. Previous experience in the areas of admissions and social work."

The duties of the Admissions Officer may require him to counsel prospective patients or their families. He makes an initial determination as to the department and service of the hospital appropriate for a patient. The incumbent has a BA degree. He has extensive experience which was obtained at the hospital in the area of Social Work. The Commission finds that the present Admissions Officer is a professional employe within the meaning of the Act.

VOLUNTEER COORDINATOR

The Director of Volunteer Services recruits, interviews, arranges formal orientation sessions, prepares manuals of procedures and policies for volunteers at the Center. The Employer prescribes that the desirable training and experience for this position is preferably a Bachelor's degree with a suggested major in the behavioral sciences. The incumbent has a BA degree in Psychology. The primary requirement for the position is an ability to get along with and deal with people. The Coordinator works very closely with administrative and staff personnel in the development of volunteer programs and is not called upon to exercise independent judgment as contemplated by MERA. In addition, she is not required to acquire "knowledge of an advanced type in a specific field of science or learning" in order to perform the tasks of her office. Therefore, the Commission concludes that the Volunteer Coordinator is an employe but is not a professional within the meaning of the Act.

ALCOHOLISM & DRUG ABUSE COUNSELORS

One Alcoholism and Drug Abuse Program Supervisor, one Alcoholism and Drug Abuse Therapist and five Counselors are employed at the Center, and these individuals provide both inpatient and outpatient care. (The Supervisor and Therapist are found to be professionals and included in the unit per footnote three above.) The Alcoholism and Drug Abuse Counselors do not have Bachelor's or any other type of a degree from an institution of higher learning. A common qualification for the Counselors is that they are either former alcoholics or drug users. The Counselors work with groups, such as Alcoholics Anonymous, and they also provide one-to-one counseling care. The Counselors consult with, receive functional guidance from, and their counseling advice is directed by the Inpatient Alcoholism Program Supervisor, a Social Worker (Alcoholism and Drug Abuse Treatment Specialist - Therapist), and the Chief Psychologist. The Counselors participate in the treatment teams' weekly staff meetings, lead groups and counsel individuals by themselves with only general supervision from other members of the staff. In addition to participating in in-service training, most counselors take evening classes in Counseling from the University of Wisconsin - Extension at Elkhorn. However, the coursework does not lead to a degree. The State of Wisconsin does not have a certification program for Counselors, and there is no formal coursework or training program established at the post-secondary school level for the training of Alcoholism and Drug Abuse Counselors, in this State. The Counselors will occasionally make suggestions to nurses and other Center personnel on the manner in which a patient should be handled. Although, the Commission recognizes that the statutory definition of "professional employe" does not necessarily require that the incumbent hold a degree in a specific field or discipline, 11/ however, the occupant of the position involved (Deputy Welfare Director) had sufficient knowledge and experience to perform professional duties, the evidence herein establishes that background education and experience required of Alcoholism and Drug Abuse Counselors does not qualify them as professional employes within the meaning of the Act.

MINORITY SPECIALIST

Ms. Velma Hurd is the Minority Specialist employed by the Center at the Beloit OutPatient Clinic. She has caseload responsibilities, and she participates on the treatment team in planning a patient's program. She is responsible for advocating the needs of minority groups and educating the community as to the services provided by the Center. She also functions as the liaison between the Mental Health Association and the local black community. Qualifications for this position are a high school education or a Bachelor's degree and a demonstrated interest in people.

Although Ms. Hurd may exercise independent judgment in her community relations work, the requirements of the position and the work performed by the incumbent, do not meet the criteria in Section 111.70(1)(L) and therefore the Commission concludes that the Minority Specialist is not a professional employe within the meaning of the Act.

AFTER CARE COORDINATOR

The After Care Coordinator, Juanita Marin, participates on the treatment team. She provides counseling to some patients under the

11/ City of Appleton (11784) 4/73.

direction of the treatment team. Her primary responsibility is to assist patients after their release from residential care in: arranging housing, assisting patients in the mastery of housekeeping skills, coordinating medication arrangements, providing or arranging for counseling services, etc. The above responsibilities are performed under staff supervision. Qualifications for the job are a high school education or Bachelor's degree. The incumbent has a Bachelor's degree. As in the case of the Alcoholism and Drug Abuse Counselors, and the Minorities Specialist, the Commission finds that the requirements for the position of After Care Worker do not meet the statutory criteria so as to establish the position as professional. Therefore, the Commission concludes that the After Care Worker is not a professional employee within the meaning of the Act.

APPROPRIATE UNIT

The Commission has determined that the individuals classified in the following positions are professional employees: the Psychologists, the Social Workers (and all classifications subsumed under that title), the Admissions Officer, the T.V. Grant Coordinator and his Assistant, the Clinical Pastoral Fellow (Chaplain), and the Research Librarian.

The Commission must determine whether it is appropriate to combine individuals engaged in different professions into one unit of professional employees, and whether professionals, who work in departments other than the Mental Health and Alcoholism and Drug Abuse Programs, should be included in one unit of professional employees. Prior to the 1971 amendments to Section 111.70, the Commission was required to separate each craft or profession into its own bargaining unit. 12/ "The Municipal Employment Relations Act does not require such strict separation of professions." 13/

The core of the proposed unit is comprised of 14 Social Workers and 3 Psychologist positions. The T.V. Grant Coordinator and his Assistant, the Chaplain and the Research Librarian work closely with, and provide support to, the Psychologists and Social Workers. Thus there is a direct community of interest among the various professional positions involved herein. The Commission in Brown County (12381) 1/74, refused to consolidate Librarians with Psychologists and Social Workers for the reason that the Librarians were employed in the County's Public Library and did not provide supportive services to the Psychologists and Social Workers who were employed in the County's institutions. In order to meet the statutory mandate contained in MERA to avoid undue fragmentation of units, the Commission has consolidated these professional employees into one unit of professionals. 14/

Furthermore, the Commission must determine if it is appropriate to include individuals who may work in the Mental Health and Alcoholism and Drug Abuse Programs, but who also spend a substantial amount of time in other departments of the Center. This issue is important because of the opportunity for implementation of separate and distinct administrative programs for those departments of the Center organized under Section 46.19 of the Statutes as contrasted with the Mental Health and Alcoholism and Drug Abuse programs which are organized under the

State Mental Health Act, Section 51.42 of the Wisconsin Statutes. In LaCrosse County (12931) 8/74, the Commission established that it would decide the appropriateness of units which cut across organizational lines established by Section 46.19 and 51.42 on a case-by-case basis.

The proposed unit here would include one or more Social Workers who work primarily in the PMI unit of the Center, the T.V. Grant Coordinator and his Assistant and the Admissions Officer, all of whom spend a substantial amount of their time working with departments organized under Section 46.19 of the Statutes.

There is a considerable degree of departmental integration between the 51.42 and 46.19 departments and programs of the Center. Non-professional employees employed in the 51.42 departments of the Center are covered by the same collective bargaining agreements covering employees in other departments of the Center. Employees, including professionals work in 46.19 and 51.42 departments of the Center. In-service training in the 51.42 departments is under the general direction of the In-service Director for the entire center. Therefore, the Commission concludes that the degree of integration between the 51.42 departments and the other departments of the Center, justifies the inclusion of the appropriate professionals employed in other departments of the Center in the unit of professional employees described in this Directive.

The Commission has included Social Workers in this unit of professional employees. Presently, the International Association of Machinists and Aerospace Workers is the certified representative of all Social Workers employed in the Department of Social Services of Rock County, Rock County (9428) 2/70. Normally, the Commission will not fragmentize employees engaged in the same profession into several units. However, the Social Workers employed by the Rock County Department of Social Services perform functions different from those employed at the Center. The Commission is satisfied that there is little community of interest between the Social Workers employed by the Department of Social Services and those employed at the Health Care Center. Therefore, the Commission finds the unit of professionals described in this Directive to constitute an appropriate unit within the meaning of the Act.

THE EXCLUDED EMPLOYEES

Although, in February 1974 (Dec. No. 12486) AFSCME and the Employer agreed that the Alcoholism and Drug Abuse Counselors were professional employees, this agreement was reached on the mistaken assumption that such positions were professional.

The Commission has determined that the individuals in the following classifications: the Alcoholism and Drug Abuse Counselors, the Volunteer Coordinator, the Minority Specialist and the After Care Worker are not professionals within the meaning of the Act. AFSCME claims that any employee found to be non-professional should be accreted to its unit of all non-craft and non-professional employees of the Center.

Before the Commission will accrete classifications to an existing certified unit of employees, it must be satisfied that there exists a sufficient community of interest between the positions to be accreted and the positions described in the existing unit. In addition, the Commission must be satisfied that by accreting certain positions the majority status of the certified representative would not be in question. Lastly, there must not be justification for the positions not being originally included in the certified unit. 15/

15/ City of Menasha (11714-A) 6/73; City of Fond du Lac (11830) 5/73.

The Alcoholism and Drug Abuse Counselors, Minority Specialist, After Care Worker and Volunteer Coordinator number approximately ten individuals. The community of interest between all the non-professional and non-craft employees of the Center, in light of the degree of departmental integration described above, further supports the accretion of the non-professional positions to AFSCME's certified unit. AFSCME's original certification indicated that had the ten individuals been included among the eligibles, the results would not have affected AFSCME's majority status. ^{16/} In addition, the positions of Alcoholism and Drug Abuse Counselor, Minority Specialist, and After Care Worker did not exist at the time the AFSCME unit was certified. Therefore, in furtherance of the statutory mandate to avoid fragmentation, the AFSCME unit is hereby clarified to include the Alcoholism and Drug Abuse Counselor, the Minority Specialist, the After Care Worker and the Volunteer Coordinator.

Dated at Madison, Wisconsin this 5th day of November, 1974.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

Morris Slawney
Morris Slawney, Chairman

Del S. Rice II
Del S. Rice II, Commissioner

Howard S. Bellman
Howard S. Bellman, Commissioner

^{16/} Rock County (9243-F) 1/68. The results reflected that of 211 employees claimed eligible to vote, 186 ballots were cast, 2 ballots were challenged and of the 184 ballots counted, AFSCME received 102 votes, 3 ballots were cast for Teamsters 579, while 79 employees voted against representation.