

STATE OF WISCONSIN  
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

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CELIA THOMAS, :  
Complainant, : Case I  
vs. : No. 18844 Ce-1589  
MILWAUKEE LEGAL SERVICES, INC., : Decision No. 13367-C  
Respondent. :  
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LUBERTHA JACKSON, :  
Complainant, : Case II  
vs. : No. 18845 Ce-1590  
MILWAUKEE LEGAL SERVICES, INC., : Decision No. 13368-C  
Respondent. :  
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PAULETTE WATFORD, :  
Complainant, : Case III  
vs. : No. 18846 Ce-1591  
MILWAUKEE LEGAL SERVICES, INC., : Decision No. 13369-C  
Respondent. :  
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EXAMINER'S ORDER MODIFYING FINDINGS OF FACT,  
CONCLUSIONS OF LAW AND ORDER

Complaints of unfair labor practices having been filed with the Wisconsin Employment Relations Commission in each of the above-entitled matters; and the Commission having appointed Marshall L. Gratz, a member of its staff to act as an Examiner and to make and issue Findings of Fact, Conclusions of Law and Orders as provided in Sec. 111.07(5) of the Wisconsin Employment Peace Act (WEPA); and the Examiner having issued Findings of Fact, Conclusions of Law and Order with Accompanying Memorandum in the matters on December 19, 1975; and the Examiner, on his own motion, having reviewed said documents and being satisfied that certain modifications thereof should be made;

NOW, THEREFORE, it is

ORDERED

A. That the following shall be and hereby is substituted for FINDING OF FACT 15:

"15. That Respondent's abovenoted warnings, suspension and termination of the Complaints were imposed exclusively on account

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of, and motivated in whole by Complainants' refusals to carry out Respondent's telephone answering work orders; that said warning, suspension and termination actions were in no way motivated by animus on the part of Respondent concerning employee exercise of rights guaranteed by WEPA; and that said warning, suspension and termination actions cannot be reasonably said to be likely to interfere with, restrain or coerce Complainants or any employee in the exercise of rights under WEPA."

B. That the MEMORANDUM ACCOMPANYING FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER shall be and hereby is, modified as follows:

1. On page 10 the reference to "Sec. 111.06(s)(h)" in the fifth line of the last full paragraph is corrected to read "Sec. 111.06(2)(h)".
2. On page 11 the word "a" is removed from the seventh line of text so that the last sentence of the text on that page begins "For while employees. . .".
3. On page 11, note 8 line 4 the reference to "Sec. 111.06(1)(h)" is corrected to read "Sec. 111.06(2)(h)".

Dated at Milwaukee, Wisconsin, this 26th day of December, 1975.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By Marshall L. Gratz  
Marshall L. Gratz  
Examiner

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