

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

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In the Matter of the Stipulation :  
Between :  
 :  
DISTRICT COUNCIL 48, AFSCME, :  
AFL-CIO and its AFFILIATED :  
LOCALS, :  
 :  
and :  
 :  
MILWAUKEE COUNTY, :  
 :  
With Respect to Clarifying : Case LXXVIII  
the Bargaining Unit Consisting : No. 19102 ME-1190  
of Employees of :  
 : Case CXIX  
 : No. 24992 ME-1711  
MILWAUKEE COUNTY, :  
 :  
Who Are Presently Represented, : Decision No. 14169-E  
for Purposes of Collective :  
Bargaining by :  
 :  
DISTRICT COUNCIL 48, AFSCME, :  
AFL-CIO and its AFFILIATED :  
LOCALS. :  
 :  
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ORDER FURTHER CLARIFYING BARGAINING UNIT

The Wisconsin Employment Relations Commission having heretofore, and on October 26, 1977, issued an Order, 1/ wherein it clarified an existing collective bargaining unit consisting of certain employees of Milwaukee County, which unit was, and continues to be, represented for the purposes of collective bargaining by District Council 48, AFSCME, AFL-CIO and its Affiliated Locals 2/; and on November 12, 1982 said Union and said Municipal Employer having filed a stipulation, with appendices attached thereto, wherein they specifically set forth the classifications and the employees occupying same, which are presently included in the bargaining unit represented by said Union, as well as the classifications and employees occupying same, which are excluded from said bargaining unit on the basis that said employees occupy managerial, supervisory and/or confidential or professional positions, or who are casual employees, or who are included in bargaining units represented by labor organizations other than District Council 48, AFSCME, AFL-CIO and its Affiliated Locals, and where further therein the parties requested the Commission to issue an Order clarifying said bargaining unit to reflect same, thus rendering ineffectual all previous clarifications of said bargaining unit; and the Commission, having reviewed said stipulation and the appendices attached thereto, being satisfied that the bargaining unit involved herein be clarified pursuant to the stipulations of the parties,

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1/ Dec. No. 14169-A, 10/77.

2/ Said unit was also previously clarified in Decision Nos. 6467-E, 4/66; 7462-E, 6/66; 7463-E, 6/66; 8393, 2/68; 7135-Q, 4/68; 9318, 11/69; 9767, 6/70; 9368, 6/70.

NOW, THEREFORE it is

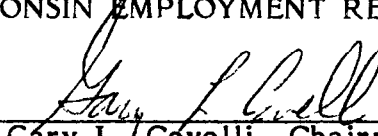
ORDERED

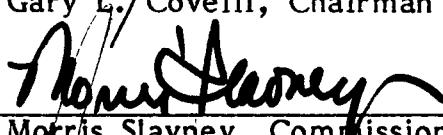
1. That the bargaining unit consisting of employees of Milwaukee County, which unit is presently represented for the purposes of collective bargaining by District Council 48, AFSCME, AFL-CIO and its Affiliated Locals, be, and the same hereby is further clarified to reflect that the classifications, and the employees occupying same, appearing in Exhibit B attached to the stipulation of the parties, are included in said collective bargaining unit, and, further, that the classifications, and the individuals occupying same, appearing in Exhibit A attached to the stipulation of the parties, are excluded from said collective bargaining unit on the basis that said classifications are occupied by either managerial, supervisory and/or confidential, professional or casual employees, or are included in collective bargaining units represented by labor organizations other than District Council 48 and its Affiliated Locals.

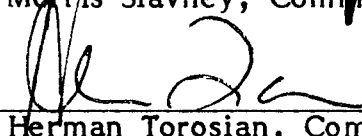
Given under our hands and seal at the City of  
Madison, Wisconsin this 10th day of February, 1983.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
\_\_\_\_\_  
Gary L. Covelli, Chairman

  
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Morris Slavney, Commissioner

  
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Herman Torosian, Commissioner

MEMORANDUM ACCOMPANYING ORDER FURTHER  
CLARIFYING BARGAINING UNIT

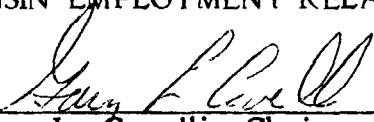
In their stipulation, as well as the Exhibits attached thereto, as appendicies, the parties, with respect to the positions and incumbents thereof excluded from the bargaining unit involved herein, designated said positions with the following "codes," reflecting the basis for their exclusion from the unit as follows:

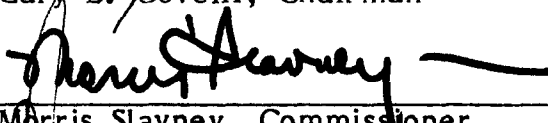
- "M" - Employees who participate in the formulations, determination and implementation of management policies or possess effective authority to commit the County's resources, the performance of which involve the regular and consistent use of individual discretion.
- "S" - Employees who possess the authority, in the interests of the County, to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees or adjust their grievances, or effectively recommend such action, and that the exercise of said authority is not merely routine or clerical in nature, and requires the use of independent judgment.
- "C" - Employees who have access to, knowledge of, or participate in confidential matters relating to personnel and labor relations.
- "P" - Employees who perform jobs that are predominately intellectual in nature, involve consistent exercise in judgment, produce output which cannot easily be standardized, and require advanced knowledge by prolonged study.
- "Out" - Employees who are either casual or who are included in bargaining units represented by labor organization other than District Council 48, AFSCME, AFL-CIO and its Affiliated Locals.

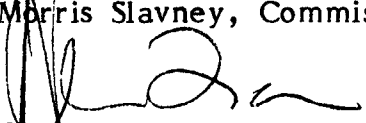
Dated at Madison, Wisconsin this 10th day of February, 1983.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
\_\_\_\_\_  
Gary L. Covelli, Chairman

  
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Morris Slavney, Commissioner

  
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Herman Torosian, Commissioner