

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

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In the Matter of the Petition of	:	
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ADAMS-FRIENDSHIP FEDERATION OF	:	
TEACHERS, LOCAL 3337, WFT, AFT, AFL-CIO	:	Case X
	:	No. 20182 ME-1294
Involving Certain Employes in the	:	Decision No. 14525-C
Employ of	:	
	:	
ADAMS-FRIENDSHIP JOINT SCHOOL	:	
DISTRICT NO. 1	:	
	:	

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ORDER AMENDING DIRECTION OF ELECTION

The Wisconsin Employment Relations Commission having, on August 11, 1976, issued a Direction of Election in the above-entitled matter wherein it directed that an election be conducted among all staff members, including classroom teachers, special teachers, guidance counselors, librarians, department heads, teaching principals, part-time teachers, teachers on leave, but excluding full-time principals, elementary and secondary school coordinators, business manager and superintendent who were employed by the Adams-Friendship Joint School District No. 1 on May 28, 1975 except such employes as may prior to the election quit their employment or be discharged for cause; and the Petitioner having requested, on August 19, 1976, that the Commission change the eligibility date set out in said Direction in view of the fact the Municipal Employer has hired a number of new teachers who will begin their employment on August 23, 1976; and the Municipal Employer and the Adams-Friendship Education Association having indicated that they opposed the proposed change of the eligibility date; and the Commission being fully advised in the premises and being satisfied that its Direction be amended to reflect a more current eligibility date;

NOW, THEREFORE, it is

ORDERED

That the Direction of Election be amended to read as follows:

That an election by secret ballot shall be conducted under the direction of the Wisconsin Employment Relations Commission within thirty (30) days from the opening of school in the collective bargaining unit consisting of all staff members including classroom teachers, special teachers, guidance counselors, librarians, department heads, teaching principals, part-time teachers and teachers on leave, but excluding all full-time principals, elementary and secondary school coordinators, business manager and superintendent who were employed by Adams-Friendship Joint School District No. 1 on August 11, 1976 except such employes as may prior to the election quit their employment or be discharged for cause for the purpose of determining whether such employes desire to be represented by Adams-Friendship Federation of Teachers, Local 3337, WFT,

AFT, AFL-CIO, or Adams-Friendship Education Association, or whether they seek no representation for collective bargaining purposes with Adams-Friendship Joint School District No. 1.

Given under our hands and seal at the City of Madison, Wisconsin this 24th day of August, 1976.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By *Morris Slavney*  
Morris Slavney, Chairman

*Charles D. Hoonstra*  
Charles D. Hoonstra, Commissioner

MEMORANDUM ACCOMPANYING ORDER  
AMENDING DIRECTION OF ELECTION

On August 11, 1976, the Commission issued its Direction of Election in the instant matter, wherein it set forth the eligibility date as May 28, 1976, the date on which hearing was held on the petition filed by Local 3337, WFT.

Following the receipt of a copy of the Direction, Local 3337, WFT, requested a more current eligibility date inasmuch as there had been a considerable turnover of the teaching staff and that, therefore, newly hired teachers should have the opportunity to cast a ballot in determining their collective bargaining representative. The School District and the Intervenor, Adams-Friendship Education Association, indicated, in writing, that they opposed the change in the eligibility date. The District, in its letter opposing the change of date, submitted an attachment indicating, by name, that 24 teachers had resigned their employment following May 28, 1976, and that 23 new teachers, by name, had been hired for the 1976-77 school year.

The Commission has in the past recognized the fact that school districts normally issue contracts in the spring for the purpose of securing teaching staff for the following school year beginning in August or September. Even in those instances where the Commission conducts an election in the spring, it has allowed members of the teaching staff hired to begin their employment during the ensuing school year to vote in the election, provided they present themselves at the polls. 1/ In this case, the election is actually being conducted during the 1976-77 school year and therefore the Commission deems it appropriate that the eligibility date be changed to reflect the fact that all members of the teaching staff hired, on or before August 11, 1976, to teach during the 1976-77 school year are eligible to vote provided they are otherwise included within the collective bargaining unit and meet the other conditions set out in the Direction.

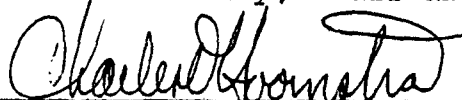
Dated at Madison, Wisconsin this 24th day of August, 1976.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By



Morris Slavney, Chairman



Charles D. Hoornstra, Commissioner

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1/ Joint School District No. 1, City of Ashland et al. (7090-A) 5/65;  
Joint School District No. 10, City of Appleton (7151) 5/65. See  
also Menomonie Joint School District (14738) 6/76.