

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

AFSCME LOCAL 2490 and AFSCME LOCAL 2494, :

Complainants, :

vs. :

WAUKESHA COUNTY, :

Respondent. :

Case XXXIX
No. 20501 MP-619
Decision No. 14662-B

ORDER AFFIRMING EXAMINER'S FINDINGS OF FACT AND
CONCLUSIONS OF LAW, AND, PURSUANT TO STIPULATION,
AMENDING EXAMINER'S ORDER

Examiner Marshall L. Gratz having on January 5, 1978, issued Findings of Fact, Conclusions of Law and Order, with Accompanying Memorandum, in the above-entitled proceeding wherein the above-named Respondent was found to have committed prohibited practices within the meaning of the Municipal Employment Relations Act, and wherein Respondent was ordered to cease and desist therefrom and to take certain affirmative action with respect thereto, to wit, posting of a notice specified in the examiner's order; and thereafter, on January 25, 1978, said Respondent having timely filed with the commission, pursuant to Sec. 111.07, Stats., a petition requesting the commission to review the decision issued herein by the examiner; and thereafter the above-named parties having notified the commission of their agreement that the examiner's order herein may be amended so as to add to the final paragraph of the specified notice for posting the words "involving a disciplinary investigation" after the words "2494 in a contact with supervision" in return for Respondent's withdrawal with prejudice of said petition for review and Respondent's compliance with the examiner's order as amended; and the commission having reviewed the entire record in the matter and having considered said agreement and the stipulation referred to therein, and being satisfied that the Findings of Fact and Conclusions of Law, with Accompanying Memorandum, issued by the examiner should be affirmed and that the examiner's order may properly be amended as proposed in the above-noted stipulation of the parties and should be affirmed as so amended;

NOW, THEREFORE, it is

ORDERED

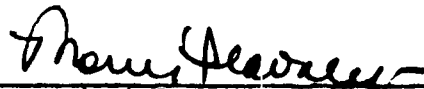
That pursuant to Sec. 111.07(5) of the Wisconsin Statutes, the Wisconsin Employment Relations Commission hereby adopts the examiner's Findings of Fact and Conclusions of Law, with Accompanying Memorandum, and the examiner's order as amended in accordance with the parties'

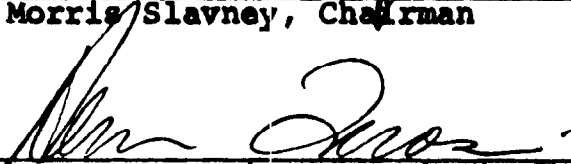
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stipulation noted above, 1/ as its Findings of Fact, Conclusions of Law and Order, with Accompanying Memorandum.

Given under our hands and seal at the
City of Madison, Wisconsin this 28th
day of March, 1978.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman


Herman Torosian, Commissioner

1/ As amended, the Notice to be signed and posted reads on the attached appendix.

APPENDIX "A"

NOTICE TO ALL EMPLOYEES IN BARGAINING UNITS REPRESENTED
BY AFSCME LOCALS 2490 AND 2494

Pursuant to an order of the Wisconsin Employment Relations Commission, and in order to effectuate the policies of Sec. 111.70 of the Wisconsin Statutes, we hereby notify you that:

Waukesha County will not condition permission of any employee in the above bargaining units to be accompanied by a witness in a meeting with supervision on the requirement that the witness be other than an officer or steward of AFSCME Local 2490 or 2494.

Waukesha County will not compel any employee in the above bargaining units to participate without representation by AFSCME LOCAL 2490 or 2494 in a contact with supervision involving a disciplinary investigation where the employee has requested such representation based upon the employee's reasonable cause to believe that a subsequent supervisory decision to discharge or discipline (including verbally reprimand) the employee could result from or be based upon matters being investigated during said contact.

WAUKESHA COUNTY

By _____
Chairman, Waukesha County Board
of Supervisors

Dated this _____ day of _____, 197__.

THIS NOTICE MUST REMAIN POSTED FOR THIRTY (30) DAYS FROM THE DATE HEREOF AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL.

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