STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of WISCONSIN COUNCIL OF COUNTY AND MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO Involving Certain Employes of MONROE COUNTY (DEPARTMENT OF SOCIAL SERVICES)

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Case XXVIII No. 22627 ME-1511 Decision No. 16280

DIRECTION OF ELECTIONS

Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, hereinafter referred to as the Petitioner, having, on February 8, 1978, filed a petition with the Wisconsin Employment Relations Commission requesting the Commission to conduct an election, pursuant to Section 111.70(4)(d) of the Municipal Employment Relations Act, among certain employes of Monroe County (Department of Social Services), to determine whether said employes desire to be represented by said Petitioner for the purposes of collective bargaining; and a hearing on said petition having been held at Sparta, Wisconsin, on March 13, 1978, Michael F. Rothstein, Examiner, being present; and subsequent to said hearing the parties filed a stipulation for election; and the Commission being satisfied that questions have arisen concerning the representation of certain employes of Monroe County (Department of Social Services), and the inclusion of professional employes in a unit consisting of non-professional employes.

NOW, THEREFORE, it is

DIRECTED

That elections by secret ballot shall be conducted under the direction of the Wisconsin Employment Relations Commission within thirty (30) days from the date of this Directive in the following voting groups for the following stated purposes:

Voting Group No. 1

All regular full-time and regular part-time employes of the Monroe County Social Services Department, conditionally excluding professional employes, and fully excluding supervisory and confidential employes, who were employed on March 30, 1978, except such employes as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employes voting desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purposes of collective bargaining with Monroe County on questions of wages, hours and conditions of employment.

Voting Group No. 2

All regular full-time and regular part-time professional social workers employed by the Monroe County Social Services Department, excluding supervisory and confidential employes, who were employed on March 30, 1978, except such employes as may prior to the election quti their employment or be discharged for cause, for the purpose of determining (1) whether a majority of the employes in said voting group desire to be included in the bargaining unit described in Voting Group No. 1; and (2) whether a majority of such employes voting desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purposes of collective bargaining with Monroe County on questions of wages, hours and conditions of employment.

> Given under our hands and seal at the City of Madison, Wisconsin, this 30th day of March, 1978.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By_ Slavney, Morr/s Chairman 202 Herman Torosian, Commissioner

MONROE COUNTY (DEPARTMENT OF SOCIAL SERVICES), XXVIII, Decision No. 16280

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS

It should be noted that Section 111.70(4)(d) of MERA provides with respect to inclusion of professional employes in a non-professional unit, that a majority of the professional employes eligible must vote for inclusion in the non-professional unit in order to be so included.

(1) The eligible employes voting in Voting Group No. 2 will be given the opportunity to determine whether they desire to be represented by the Petitioner, and (2) whether they desire to be included in one unit with the employes in Voting Group No. 1. The ballot with respect to unit preference will be counted separately and should a majority of the employes in Voting Group No. 2 vote to be included in the unit described as Voting Group No. 1 their representation ballots will be co-mingled and counted with the representation ballots cast by the employes in Voting Group No. 1.

The Commission wishes to make clear that should a majority of the eligible employes in Voting Group No. 2 not vote in favor of being included in the unit with the employes in Voting Group No. 1, said voting group shall constitute a separate unit, and therefore the representation ballots cast by the employes in Voting Group No. 2 will be counted separately.

Dated at Madison, Wisconsin, this 30th day of March, 1978.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By avney, Chairman Morris Torosian, Commissioner Hèrman