


In the Matter of the Petition of
SOCIAL SERVICES WORKERS' ASSOCIATION
Involving Certain Employees of
LINCOLN COUNTY (DEPARTMENT OF SOCIAL
SERVICES)


No. 16845-A


- (2) Whether a majority of such employes voting vote to be represented by Social Services Workers' Association for the purposes of collective bargaining with Lincoln County on questions of wages, hours and conditions of employment.

Given under our hands and seal at the City of Madison, Wisconsin this 2nd day of April, 1979.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman


Herman Torosian, Commissioner


Marshall L. Gratz, Commissioner

MEMORANDUM ACCOMPANYING ORDER SETTING ASIDE
RESULTS OF ELECTION AND DIRECTION OF NEW ELECTIONS

On March 16, 1979, pursuant to a Direction issued by it, the Commission directed that elections be conducted in two voting groups of employees employed in the Department of Social Services of Lincoln County. Voting Group No. 1 consisted of all regular full-time and regular part-time employees excluding professional employees. The employees in said voting group were given a ballot to determine whether they desired to be represented by Social Services Workers' Association. The second voting group consisted of all professional employees in the employ of the Department of Social Services of Lincoln County, and said employees were given ballots to determine whether they desired the Social Services Workers' Association to represent them and further whether they desired to be included in a bargaining unit with non-professional employees.

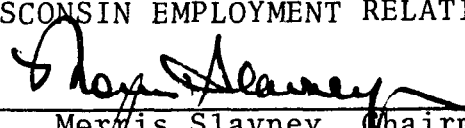
In the representation election conducted among the employees in Voting Group No. 1, 11 employees cast ballots, 6 voted in favor of representation by the Social Services Workers' Association and 5 voted against such representation.

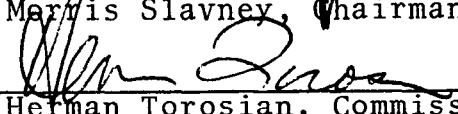
In Voting Group No. 2, 5 out of the 6 eligible professionals voted, 4 voting in favor of representation by said Association and 1 against. In the unit determination election all 5 professionals voting voted against inclusion in a single unit with non-professional employees. Within five days of the issuance of the tally sheet Counsel for the Association filed objections to the elections conducted among the professional employees, contending that the professional employees misunderstood the wording on the unit question 1/ and voted exactly opposite to their intentions. Counsel for the Municipal Employer responded to said objections, contending that it would be improper to order a new election without a new petition or some other evidence regarding the matter. Subsequently, both Counsel agreed to a re-run of both the representation and unit determination elections among the professional employees. We have, therefore, set aside the results of the previous elections among the professional employees and have directed that new elections be conducted wherein said professional employees are given the opportunity to vote on both their representation and the unit question. The parties agreed that said elections could be conducted by mail ballot.

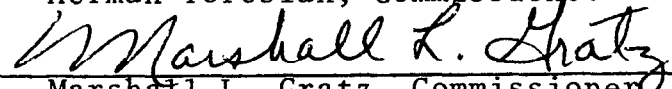
Dated at Madison, Wisconsin this 2nd day of April, 1979.

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1/ The notice and ballot inadvertently included the words "professional employees" among the listed exclusions in the proposed bargaining unit. It is probable that this error may have caused some employees to vote "no" when their intent was to vote "yes" on the question of the merger of the two units.