

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of	:	
	:	
WAUSHARA COUNTY SOCIAL SERVICE	:	Case II
EMPLOYEES	:	No. 24290 ME-1648
	:	Decision No. 17090
Involving Certain Employes of	:	
	:	
WAUSHARA COUNTY	:	
	:	

DIRECTION OF ELECTION

The Petitioner and the Municipal Employer named above having filed a stipulation 1/ with the Wisconsin Employment Relations Commission, requesting the Commission to conduct elections among certain employes of the above named Municipal Employer, pursuant to Section 111.70(4)(d) of the Municipal Employment Relations Act;

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 and regular part-time employes of Waushara County employed in the Social Service, 51.42, and Health Services Departments, conditionally excluding professional employes, and fully excluding supervisory, confidential, and managerial employes, who were employed on May 11, 1979, 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 Waushara County Social Service Employees for the purposes of collective bargaining with Waushara County on questions of wages, hours and conditions of employment.

Voting Group No. 2

All regular full and regular part-time professional employes of Waushara County employed in the Social Service, 51.42, and Health Services Departments, excluding supervisory, confidential, and managerial employes, who were employed on May 11, 1979, except such employes as may prior to the election quit 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 as Voting Group No. 1; and (2) whether a

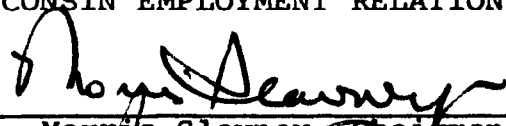
1/ The instant proceeding was originally initiated by the filing of a petition by the Waushara County Social Service Employees. Prior to hearing thereon, the parties filed the stipulation.

majority of such employes voting desire to be represented by Waushara County Social Service Employees, for the purposes of collective bargaining with Waushara County on questions of wages, hours and conditions of employment.

Given under our hands and seal at the City of Madison, Wisconsin this 21st day of June, 1979.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

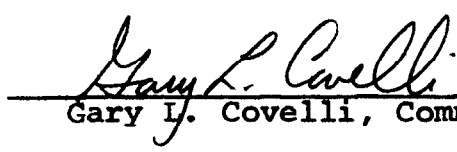
By



Morris Slavney, Chairman



Herman Torosian, Commissioner



Gary L. Covelli, Commissioner

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS




When a party in an election proceeding desires to include professional employes in a single unit with non-professional employes, Section 111.70(4)(d) of the Municipal Employment Relations Act requires that the professional employes be given an opportunity to vote to determine whether they desire to be so included. In order to be so included, a majority of the eligible professional employes must vote in favor of such inclusion. Therefore, in this proceeding, the professional employes (Voting Group No. 2) will be given two ballots (1) to determine whether they desire to be included in a single unit with non-professional employes (Voting Group No. 1) and, (2) whether they desire to be represented by the Waushara County Social Services Employes. The professional employes who appear to vote will be instructed to place their representation ballots in a furnished blank white envelope and to seal such envelope and deposit same in the ballot box. The unit determination ballot will be a separate colored ballot, and the professional employes will be instructed to deposit their unit determination ballots in the ballot box.

The unit determination ballots cast by the professional employes will be initially counted, and should a majority of the eligible professional employes vote in favor of being included in a unit with non-professional employes, the sealed envelopes, containing the ballots of the professionals with respect to representation will be opened and their ballots will be co-mingled with the representation ballots cast by the non-professional employes, and thereafter the tally will include the representation ballots cast by all employes.

Should a majority of the professional employes eligible not vote in favor of being combined in a unit with non-professional employes, then the professional employes shall constitute a separate unit, and their representation ballots will not be co-mingled with the representation ballots cast by the non-professional employes. Should that end result the representation ballots cast by the professional employes will be tallied separately to determine whether the professional employes desire to be represented by Waushara County Social Service Employes.

Dated at Madison, Wisconsin this 21st day of June, 1979.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman

Herman Torosian, Commissioner

Gary L. Covelli, Commissioner