

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 Employees of  
LANGLADE COUNTY

Case XV  
No. 25113 ME-1733  
Decision No. 17375

In the Matter of the Petition of  
WISCONSIN COUNCIL OF COUNTY AND  
MUNICIPAL EMPLOYEES, AFSCME, AFL-CIO  
Involving Certain Employees of  
LANGLADE COUNTY

Case XVI  
No. 25114 ME-1734  
Decision No. 17376

## DIRECTION OF ELECTIONS

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

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 employees of the Langlade County Courthouse and Annexes, Health Service Center, Extension Department, Forestry Department, Social Services Department and Highway Department, conditionally excluding professional employees, and fully excluding confidential, supervisory and managerial employees, non-clerical employees of the Highway Department, employees of the Sheriff's Department, and elected officials, who were employed on October 29, 1979, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether a majority of such employees voting desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purposes of collective bargaining with Langlade County on questions of wages, hours and conditions of employment.

Voting Group No. 2

All regular full-time and regular part-time professional employees of the Langlade County Courthouse and Annexes, Health Service Center, Forestry Department, Social Services Department and Highway Department,

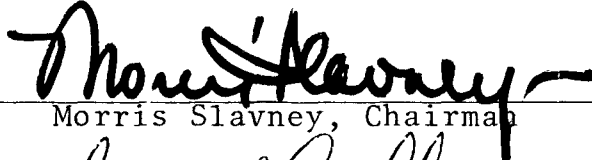
1/ The instant proceedings were initiated by petitions filed by the Union. However, prior to any further action by the Commission, the parties executed Stipulations for Elections.

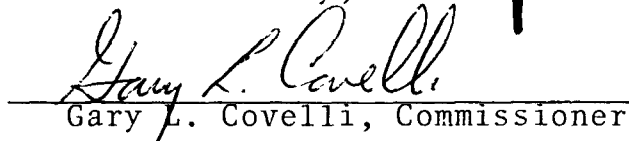
excluding non-professional, confidential, supervisory and managerial employees, employees of the Sheriff's Department and elected officials, who were employed on October 29, 1979, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining (1) whether a majority of the employees in said voting group desire to be included in the bargaining unit described as Voting Group No. 1; and (2) whether a majority of such employees voting desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purposes of collective bargaining with Langlade County on questions of wages, hours and conditions of employment.

Given under our hands and seal at the  
City of Madison, Wisconsin, this 29th  
day of October, 1979.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
\_\_\_\_\_  
Morris Slavney, Chairman

  
\_\_\_\_\_  
Gary L. Covelli, Commissioner

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS

When a union in an election proceeding desires to include professional employees in a single unit with non-professional employees, Section 111.70(4)(d) of the Municipal Employment Relations Act requires that the professional employees be given an opportunity to vote to determine whether they desire to be included with the non-professional employees in a single unit. In order to be included in a unit with non-professional employees, a majority of the eligible professional employees must vote for such inclusion. Therefore, in this proceeding, the professional employees (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 employees (Voting Group No. 1) and, (2) whether they desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO. The professional employees 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 employees will be instructed to deposit their unit determination ballots in the ballot box.

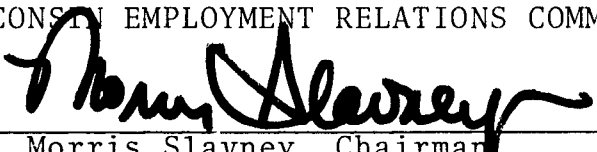
The unit determination ballots cast by the professional employees will be initially counted, and should a majority of the eligible professional employees vote in favor of being included in a unit with non-professional employees, the sealed envelopes, containing the ballots of the professionals with respect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

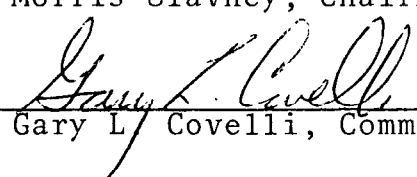
Should a majority of the professional employees eligible not vote in favor of being combined in a unit with non-professional employees, then the professional employees shall constitute a separate unit, and their representation ballots will not be co-mingled with the representation ballots cast by the non-professional employees. Should that end result the representation ballots cast by the professional employees will be tallied to determine whether the professional employees desire to be represented by Wisconsin Council of County and Municipal Employees, AFSCME, AFL-CIO, for the purposes of collective bargaining.

Dated at Madison, Wisconsin, this 29th day of October, 1979.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Morris Slavney, Chairman

  
Gary L. Covelli, Commissioner