STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of

LAKEWOOD UNISERV COUNCIL-WEST

Involving Certain Employes of

WATERTOWN UNIFIED SCHOOL DISTRICT

Case XVI No. 25067 ME-1725 Decision No. 17404

Appearances:

Mr. Larry L. Kelley, Executive Director, for the Petitioner. Davis, Kuelthua, Vergeront, Stover & Leichtfuss, S.C., Attorneys at Law, by Mr. Walter S. Davis, for the Municipal Employer.

DIRECTION OF ELECTIONS

Lakewood UniServ Council-West having 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 Watertown Unified School District, to determine whether said employes desire to be represented by the Petitioner for the purposes of collective bargaining; and hearing in the matter having been held on October 15, 1979, in Watertown, Wisconsin, before Stanley H. Michelstetter II, Examiner; and during the course of said hearing, the Petitioner and the District having stipulated to the conduct of an election; and the Commission being satisfied that a question has arisen concerning representation of certain employes of the District;

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 Direction in the following bargaining units:

Unit No. 1

All regular full-time and regular part-time clerical employes, including library clerks, of Watertown Unified School District, excluding supervisory, managerial, confidential, professional and all other employes, who were employed on November 2, 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 Lakewood UniServ Council-West, for the purposes of collective bargaining with Watertown Unified School District.

Unit No. 2

All regular full-time and regular part-time custodial employes, including bus drivers, of Watertown Unified School District, excluding supervisory, managerial, confidential, professional and all other employes, who were employed on November 2, 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 Lakewood UniServ Council-West, for the purposes of collective bargaining with Watertown Unified School District.

Unit No. 3

All regular full-time and regular part-time food service workers of Watertown Unified School District, excluding supervisory, managerial, confidential, professional and all other employes, who were employed on November 2, 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 Lakewood UniServ Council-West, for the purposes of collective bargaining with Watertown Unified School District.

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

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

7 Warris Slaves

ary L. Covelli, Commissioner

WATERTOWN UNIFIED SCHOOL DISTRICT, XVI, Decision No. 17404

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS

During the course of the hearing, the parties stipulation to all relevant matters, including the creation of three separate bargaining units and permitting 12 of the 32 employes in the clerical unit to vote subject to challenge by the District as being confidential employes. The parties stipulated to the following facts to support their agreement on the bargaining units. The non-professional work force is divided into four departments: teacher aides, custodial, clerical and food service. Each department has its own supervision and work locations. Each shares an internal consistency in wages, hours and conditions of employment; however, there are substantial differences in wages, hours and working conditions among the various departments. We find the stipulations accord with our established policy and have today directed elections in the stipulated bargaining units.

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

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

3v

Morris Slavney, Chairman

Gary

Covelli, Commissioner