

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

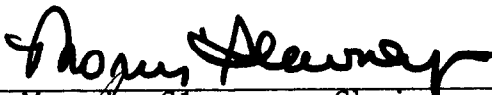
Case VIII
No. 24999 ME-1715
Decision No. 17457

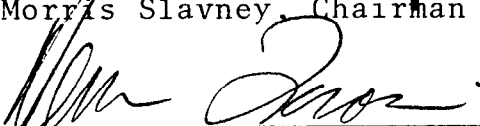
No. 17457


ing with Ozaukee County (Department of Social Services) on questions of wages, hours and conditions of employment.

Given under our hands and seal at the City of Madison, Wisconsin, this 26th day of November, 1979.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By 
Morris Slavney, Chairman


Herman Torosian, Commissioner


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 the Union. 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 40, AFSCME, AFL-CIO, for the purposes of collective bargaining.

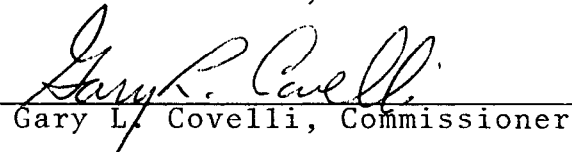
Dated at Madison, Wisconsin, this 26th day of November, 1979.

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