

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

UNITED FOOD AND COMMERCIAL WORKERS	:	
LOCAL #1444 chartered by UNITED FOOD	:	
AND COMMERCIAL WORKERS INTERNATIONAL	:	
UNION, AFL-CIO, CLC,	:	Case II
	:	No. 27471 Ce-1903
Complainant,	:	Decision No. 18452-B
	:	
v.	:	
	:	
CANAAN DAY CARE CENTER,	:	
	:	
Respondent.	:	
	:	

ORDER MODIFYING ORDER

Examiner Stuart S. Mukamal having on April 20, 1981 issued his Findings of Fact, Conclusion of Law and Order in the above-captioned matter as Decision No. 18452-A whereby the above-named Respondent was found to have committed certain specified unfair labor practices pursuant to the Wisconsin Employment Peace Act and whereby said Respondent was ordered to cease and desist from committing certain further unfair labor practices pursuant to said Act and was further ordered to take certain specified affirmative action in order to effectuate the purposes and policies of said Act; and the Examiner having reviewed the Order issued in the above-captioned matter and determined that the coverage of said Order was incomplete in one respect and that said Order should be modified accordingly;

NOW, THEREFORE, it is

ORDERED

That the Order entered in the above-captioned matter as Decision No. 18452-A shall be modified to read as follows:

ORDER

IT IS ORDERED that the Respondent, Canaan Day Care Center, and its representatives, agents, successors and assigns shall:

1. Immediately cease and desist from failing and/or refusing to bargain in good faith with the Complainant, United Food and Commercial Workers Local #1444, with respect to wages, hours and other terms and conditions of employment of all of these employees in its employ within the bargaining unit represented by said Complainant as described hereinabove in Finding of Fact Number 3 and thereby interfering with the rights of said employees as set forth by Section 111.04 of the Wisconsin Employment Peace Act.
2. Take the following affirmative action which the Examiner finds will best carry out the policies of the Wisconsin Employment Peace Act:
 - a. Immediately commence negotiations in good faith with the Complainant, United Food and Commercial Workers Local #1444 for the purpose of concluding a collective bargaining agreement with respect to wages, hours and other terms and conditions of employment of all of those employees in its employ within the bargaining unit represented by said Complainant as described hereinabove in Finding of Fact Number 3.

- b. Notify all employees by posting in conspicuous places in all of its offices where its employees are employed copies of the notice hereto and marked "Appendix A". That notice shall be signed by the Reverend H. Matthew Beechum as Administrator of the Respondent, shall be posted immediately upon receipt of a copy of this Order and shall remain posted for thirty (30) days thereafter. All reasonable steps shall be taken by the Respondent to insure that said notices are not altered, defaced or covered by other material.
- c. Notify the Wisconsin Employment Relations Commission in writing within twenty (20) days following the date of this Order as to what steps have been taken to comply herewith.

Dated at Milwaukee, Wisconsin this 22nd day of April, 1981.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By Stuart S. Mukamal
Stuart S. Mukamal, Examiner