

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Involving Certain Employees of  
CITY OF WEST BEND

DIRECTION OF ELECTION

NOW, THEREFORE, it is

DIRECTED

That an election by secret ballot shall be conducted under the direction of the Wisconsin Employment Relations Commission in the collective bargaining unit consisting of all regular full-time and regular part-time clerical and non-professional white collar employees of the City of West Bend, excluding supervisory, confidential, executive and managerial employees, who were employed on May 5, 1981, except such employees as may prior to the election quit their employment or be discharged for cause, for the purpose of determining whether the required number of such employees desire to be represented by the above named Labor Organization for the purposes of collective bargaining with the Municipal Employer named above.

Given under our hands and seal at the  
City of Madison, Wisconsin this  
5th day of May, 1981.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

Morris Slavney, Chairman

Herman Torosian, Commissioner

Gary L. Covelli, Commissioner

- 1/ Teamsters General Local Union No. 200, affiliated with the International Brotherhood of Teamsters has joined in the stipulation although they have requested not to be included in the election.
- 2/ The instant proceeding was initiated by a petition filed by the American Federation of State, County and Municipal Employees (AFSCME) Council 40, Wisconsin Council of County and Municipal Employees, AFL-CIO. However, prior to the opening of the formal hearing on April 29, 1981, the parties executed a Stipulation for Election.

MEMORANDUM ACCOMPANYING  
DIRECTION OF ELECTION

This Commission certified on September 28, 1976, that the Teamsters General Local 200, affiliated with the International Brotherhood of Teamsters, Chauffeurs & Helpers of America, hereinafter "Teamsters", Local 200", was the exclusive bargaining representative for the following collective bargaining unit:

" . . . all employees in the following City of West Bend Public Works Department: Water; Sewage; Parks; Sewers; Walks and Streets; Sanitation (including incineration); Building Maintenance; Garage; and office clerical employees working in the City Hall building, except in the Health Department; but excluding all supervisory, confidential employees, and all other City employees, who were employed by the Municipal Employer on August 18, 1976, . . . " 1/

The election which resulted in this certification was directed pursuant to a stipulation entered into by the Teamsters, Local 200, District Council #40, AFSCME, AFL-CIO, hereinafter "Council #40" and the City of West Bend, hereinafter the "City". The City and the Teamsters, Local 200, voluntarily amended the 1976 description of the bargaining unit, by their collective bargaining agreement for 1980 and 1981 which contains the following unit description in the "Recognition" provision:

" . . . all general employees in the following Departments: Public Works: Divisions of 1) Streets, Sidewalks and Alleys; 2) Sanitation; 3) Building Maintenance; 4) Garage, and for the general employees in the Water and Sewer Utility: Divisions of 1) Treatment and, 2) Maintenance and Distribution, the Park and Forestry Department, and for the general office clerical employees in City Hall, . . . "

All parties hereto have entered into a stipulation with which the Commission concurs that the following bargaining unit is appropriate for the purposes of the election:

"All regular full-time and regular part-time clerical and non-professional white collar employees of the City of West Bend, excluding supervisory, confidential and managerial employees."

The parties also stipulated that the following employees, among others, are eligible to vote in the election: Edith Gerlach - Secretary, Assessor's Office; Cynthia Klemme - Clerk/Typist, Inspection Office; Colleen Biehl - Receptionist/Clerk Typist, Clerk's Office; and Josephine Kohl - Clerk Typist/Teller, Treasurer's Office. The Teamsters, Local 200, has represented these four employees and their wages, hours and conditions of employment are currently determined by the collective bargaining agreement between Teamsters, Local 200, and the City in effect through December 31, 1981.

The wages, hours and conditions of employment for the four employees named above shall continue to be determined by the collective bargaining agreement through December 31, 1981. However, after said date they will be determined by Council #40, should said labor organization prevail in

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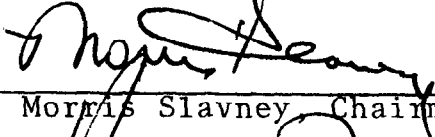
1/ City of West Bend (Department of Public Works), (14874) 9/76.

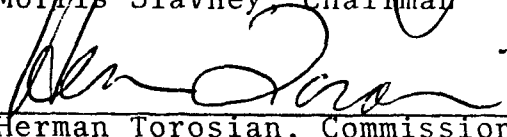
the election. The hearing examiner advised the parties hereto that should a majority of those employes eligible to vote in this election choose not to be represented by Council #40, then the four employes named above shall also not be represented following the termination of the collective bargaining agreement. The parties thereupon entered into the stipulation for an election among municipal employes. Teamsters Local 200 requested that they not be included on the ballot.

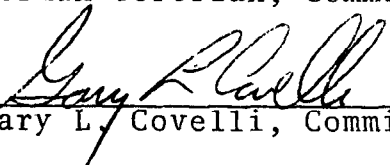
Dated at Madison, Wisconsin this 5th day of May, 1981.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Morris Slavney, Chairman

  
Herman Torosian, Commissioner

  
Gary L. Covelli, Commissioner