

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of

WISCONSIN COUNCIL OF COUNTY AND
MUNICIPAL EMPLOYEES #40, AFSCME,
AFL-CIO

Involving Certain Employees of

NORTHWOODS GUIDANCE CENTER -
THE HUMAN SERVICES CENTER

Case I
No. 31484 ME-2209
Decision No. 20728

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 forty-five (45) 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 Human Services Center, Northwoods Guidance Center and Koinonia, excluding managerial, supervisory, and confidential employees, and conditionally excluding professional employees, who were employed on June 3, 1983, 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 #40, AFSCME, AFL-CIO, for the purposes of collective bargaining with Northwoods Guidance Center, The Human Services Center, 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 Human Services Center, Northwoods Guidance Center and Koinonia, excluding non-professional, managerial, supervisory and confidential employees, who were employed on June 3, 1983, 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

1/ The instant proceeding was initiated by a petition filed by the Union. However, prior to any further action by the Commission, the parties executed a Stipulation for Election.


desire to be represented by Wisconsin Council of County and Municipal Employees #40, AFSCME, AFL-CIO, for the purposes of collective bargaining with Northwoods Guidance Center, The Human Services Center, on questions of wages, hours and conditions of employment.

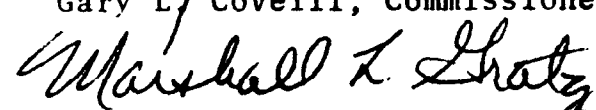
Given under our hands and seal at the City of Madison, Wisconsin, this 3rd day of June, 1983.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Herman Torosian, Chairman


Gary L. Covelli, Commissioner


Marshall L. Gratz, Commissioner

MEMORANDUM ACCOMPANYING DIRECTION OF ELECTIONS

When in an election proceeding a request is made 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 so included. In order to be so included, a majority of the eligible professional employees must vote in favor of 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 #40, AFSCME, AFL-CIO. 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 professional employees who appear to vote will be previously instructed to place their representation ballots in a furnished blank envelope and to seal such envelope and deposit same in the ballot box.

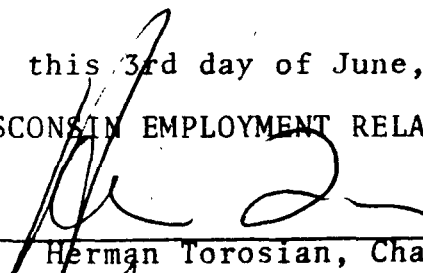
The unit determination ballots cast by the professional employees will be initially counted, and should a majority of the eligible professional employees vote in favor of being included in the unit of non-professional employees, the sealed envelopes, containing the ballots of the professionals with respect 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.

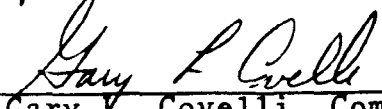
Should a majority of the professional employees eligible not vote in favor of being combined in a unit with non-professional employees, then the professional employees shall constitute a separate unit, and their representation ballots will not be co-mingled with the representation ballots cast by the non-professional employees, and, therefore, the representation ballots cast by the non-professional and professional employees will be tallied separately to determine separately their choice as to bargaining representative.

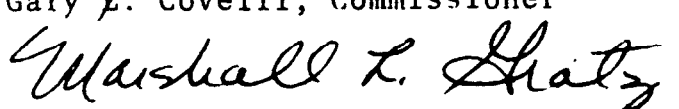
Dated at Madison, Wisconsin, this 3rd day of June, 1983.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By


Herman Torosian, Chairman


Gary L. Covelli, Commissioner


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