

March 9, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
Post Office Box 7870
Madison, WI 53707-7870

RE: Decision #29771-A

Dear Mr. Davis,

I am writing to state my position on the Unit Clarification Petition filed by Mike Wilson in regards to the new secretarial/clerical union formed on January 3, 2000.

The matter in which this petition, dated February 17, 2000 from Mike Wilson, has been handled is a complete joke. The list of eligible voters and non-eligible voters was agreed to and signed off by Bob Huston and Gerald Ugland on November 8, 1999. This agreement interfered with my ability to express to the eligible voters my feelings and my knowledge and it interfered with my voting rights. After a vote had been taken, I received notification that my position is being petitioned into the union. Why did the petition appear after a vote had been taken?

I am requesting that all union activity be stopped, the union be dissolved and any union information already discussed be documented and sent to all positions stated in this petition.

This petition from Mike Wilson has violated everything that I believe in. I believe that if you do the job you were hired for, you should not feel threaten. Unions are formed to protect the underachievers, and I am not an underachiever. Unions can make a workplace stressful, unfriendly, and sometimes unbearable. Is my union rep with me on a day to day basis to see the atmosphere I work in, to see interaction among co-workers and the willingness to lend a helping hand? Does he understand the relationship between my supervisor and myself that this union will be taking away? Does he feel the tension that already has built up because of this petition?

Please stop this petition, stop the union, and allow everyone to get together to talk and see what this is really about, maybe there is another way to handle the concerns of some.

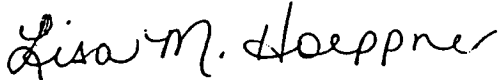
In all honesty, what truly is the union going to do for all of us? Better benefits?-what other business offers such an excellent insurance and pension plan! More vacation / holidays?-for the employees that work in the schools- can it get any better? And for the others - you won't find it any better. More money? - we are all working for a school system that has revenue caps. Where is the money going to come from? I have a family and I cannot afford to have my salary frozen for 2-4 years while paying union dues. I have seen a union formed at another school district, employees with 12 years experience were robbed of their vacation, forced to start paying for their benefits, and they lost their 12 years of seniority. The board has all the control and they can and will play hardball.

Each of us were clear on the salary and benefits when we applied for our current positions at Manitowoc Public Schools and 'yes' we all accepted the positions. If you don't think that what you currently have is fair, look elsewhere, with a 2% unemployment rate there has got to be a silver lining somewhere.

The position I was offered and accepted at the Manitowoc Public School District was a non-union position in which I had control. Now I am being rudely informed that I no longer have control so with that, I have attached my letter of resignation from my position as Assistant Payroll Secretary at the Manitowoc Public School District.

Please use me as an example of what this petition will do for the school district and the employees petitioned. Mr. Davis, give this your highest priority before the Manitowoc Public School District loses some of their best employees.

Sincerely,



Lisa M. Hoepfner

C:	Mike Wilson	Barb Augustenborg	Cheryl Janssen
	John Crubaugh	Pat Korlesky	Leslie Meyer
	Robert Huston	Barb Schaff	Mary Wagner
	Kenneth Mischler	Cindi Schroeder	Linda Meyer
		Cindi Sprang	Pat Olson
		Helen Cichantek	Elaine Robinson
			Mary Peterik

Elaine F. Robinson
3717 M & M Lane
Manitowoc, Wisconsin 54220

February 23, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
Post Office Box 7870
Madison, WI 53707-7870

COPY

Dear Mr. Davis,

I am strongly protesting the Unit Clarification Petition from AFSME representative Mike Wilson. This petition concerns the newly formed Manitowoc Public School District secretarial/clerical union. The union was certified by the WERC on 1/3/2000, as per decision number 29771-A.

On 11/8/99 Mr. Robert Huston, Director of Human Resources for the MPSD and Gerald Ugland, labor union representative signed a petition listing eligible and non-eligible voters for the newly formed union. On this petition I am considered an exempt employee by management and union.

Now my civil rights are being violated, because the union doesn't believe it has to follow the guide lines of a petition it worked on to create and sign. Since when is a signed agreement not binding? Ones word means nothing and an apparently a signature means even less.

I feel my rights are being violated by both the employer and the union. Because of my exempt status I was not able to participate in organizational meetings nor was I allowed to vote on whether I wanted a union or not. Now the union expects me to dole out my hard-earned salary for dues to an organization that I vehemently do not agree with. I strongly feel this move by the union is very unethical and underhanded.

I truly believe Gerald Ugland agreed to these exemptions, knowing full well that the group he agreed to exempt would have verbally opposed and campaigned against a yes vote for the union. This was a premeditated and deceitful way to get the union in our district.

If in fact, I have no say in whether or not I want to belong to this collective bargaining unit, I firmly urge that all organizational meeting decisions be null and void and all committee appointments be dissolved. Until there is a clarification of exempt status of employees, how can this group act on our behalf? Once a clarification is made, I then would have the choice of whether I wanted to participate in organization discussions or even be on a committee.

I can only wonder, if the other members of our secretarial group really knew what they were in for, when there was only one side of the issue discussed. Do they realize that until a collective bargaining agreement is reached, that our wages are froze, all fringe benefits are technically void, each employee loses there seniority and starts all over as a new hire, vacation and holidays can be restricted. We all have been fortunate to have flex-time, where we could go to a doctors appointment, attend our children's activities and not be penalized, this all will change. Do you realize with the revenue caps that school district are tied to, that many positions could be cut. With no positive communication between management and this bargaining unit I do not foresee a signed agreement for 2 to 3 years. Do we want to sit in limbo that long?

The implementation of this union creates no harmony among workers and management. So far all it has done is create ill will among co-workers and staff. This is the first time in my 32 years of employment with the Manitowoc Public School District that I feel I have lost control of my own destiny. Between management and the union I am now just a pawn to be maneuvered at their whim. I feel very violated by the system.

Sincerely,


Elaine F. Robinson

C: John Crubaugh
Barb Augustenborg
Cindi Schroeder

Robert Huston
Helen Cichantek
Cindi Sprang

Kenneth Mischler
Pat Korlesky

Mike Wilson
Barb Schaff

February 29, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
P O Box 7870
Madison WI 53707-7870

Dear Mr. Davis,

I am writing in opposition to the Unit Clarification Petition form AFSME for the newly formed secretarial/clerical union. The union was certified by WERC on 1/3/00 per decision number 29771-A.

The union and management signed a petition for election-eligibility list on 11/8/99. This list states my position as exempt. I believe this to be a binding agreement between management and the union as it is signed by Mr. Bob Huston and Mr. Gerald Ugland, respective management and union representatives.

By being exempt status, I was not allowed to vote pro or con for union formation, attend any initial meetings nor agree to committee appointments. Now the union wants to claim we are all to belong no matter what our job duties include. All union activity must cease until this matter of clarification is resolved and the original exempt petition is kept in effect.

My rights have been violated and I can not in good conscience support or defend any union organization that chooses to use such underhanded, deceitful and undesirable tactics.

Sincerely,



Mary Peterik
Accounts Payable Secretary
Manitowoc Public School District

C: John Crubaugh	Leslie Meyer
Ken Mischler	Elaine Robinson
Mike Wilson	Linda Meyer
Barb Augustenborg	Cheryl Janssen
Helen Cichantek	Mary Wagner
Pat Korlesky	Lisa Hoeppner
Barb Schaff	Patricia Olson
Cindi Schroeder	
Cindi Sprang	

February 29, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
Post Office Box 7870
Madison, WI 53707-7870

Dear Mr. Davis,

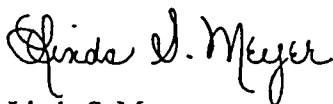
Recently the Manitowoc Public School District received a Unit Clarification Petition from AFSCME representative Mr. Mike Wilson for the newly formed secretarial/clerical union. This union was certified by the WERC on January 3, 2000, per decision number 29771A.

On November 8, 1999, Mr. Gerald Ugland, staff representative for AFSCME and Mr. Robert Huston, Director of Human Resources for the Manitowoc Public School District met and created a list of eligible and non-eligible voters. Both parties signed this list in agreement per WERC guidelines. I now received a letter from Mr. Michael Wilson to have my position along with seven other employees accredited to the secretarial/clerical bargaining unit.

I feel my rights as an employee have been violated. As per the signed decision I was not allowed to participate in any meetings held to discuss union formation or to participate in the voting process. My position is not unique to a school district and I feel there should not have been a question as to my inclusion/exclusion from the union. If there was a question of the employees to include/exclude per WERC guidelines all employees should have been allowed the privilege to discuss formation and then to vote. It was stated that an election could have been delayed until exemptions were determined. Will it be a few more months that other employees who were not allowed to vote will be petitioned in? I feel this was just a tactic to form the union. Mr. Ugland clearly had an idea of employees that would possibly vote for the union. We were given a card in which we needed to state our name, address and social security number to show interest in union formation. A percentage of these cards needed to be returned before the union formation could be continued.

Please give this matter your immediate attention. I feel this process is unethical. I believe if after three short months we can be petitioned into the union all current committees should be dissolved and a new vote taken for union formation. I cannot support a union that would begin its operation with such underhanded and deceitful practices.

Sincerely,



Linda S. Meyer
Payroll/Benefits Secretary

C:	Mr. Mike Wilson	Ms. Helen Cichantek
	Mr. John Crubaugh	Ms. Pat Korlesky
	Mr. Robert Huston	Ms. Barb Schaff
	Mr. Kenneth Mischler	Ms. Cindi Schroeder
	Ms. Barb Augustenborg	Ms. Cindi Sprang

March 1, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
P.O. Box 7870
Madison, WI 53707-7870

Dear Mr. Davis:

I am writing to inform you that I am opposed to the Unit Clarification Petition filed by AFSME representative Mike Wilson. The secretarial union was certified by the WERC on January 3, 2000, as per decision number 29771-A.

On November 8, 1999, Robert Huston, Director of Human Resources, and Gerald Ugland, labor union representative for AFSME, signed a petition for an election eligibility list. My position among others was listed as exempt and the agreement was signed without hesitation by both Robert Huston and Gerald Ugland. Nothing was questioned at that time by Mr. Ugland regarding our exempt status.

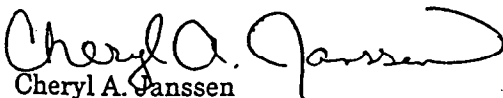
Mr. Wilson states in his letter dated February 17, 2000, which was addressed to the exempt employees, that this is a time consuming process (unit clarification) and that is why they did not question our status at that time. I do not agree with the way this was handled. By not questioning it then, we were excluded from union meetings and from voting, because they didn't want to take the time to do it the right way. Now they come and want us in a union where we had no say or even a vote. Why would I support something I know nothing about or want anything to do with?

I think that this was a quick and easy way to form the union and then go back and drag in more positions. If this were allowed all the time, why would we even take a vote to form unions. We were asked to return a card that stated our name and other information if we were interested and I know that the majority of the exempt people did not return their cards. What a good way to judge who is for or against a union.

I ask that all union activity be put on hold until this matter is resolved and the exemption status is agreed upon.

Please give this your immediate attention. I do not agree with the way the process was handled and I feel that I have had absolutely no say in this whole matter. I don't like other people deciding aspects of my job without having any type of input.

Sincerely,



Cheryl A. Janssen
Special Education Secretary
Manitowoc Public School District

cc:

John Crubaugh
Bob Huston
Ken Mischler
Mike Wilson
Barb Augustenborg
Helen Cichantek

Pat Korlesky
Barb Schaff
Cindi Schroeder
Cindi Sprang
Lisa Hoeppner
Leslie Meyer

Linda Meyer
Pat Olson
Elaine Robinson
Mary Wagner

March 2, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
Post Office Box 7870
Madison, WI 53707-7870

RE: Decision Number 29771-A

Dear Mr. Davis:

After 26 years of service to the Manitowoc Public School District I find myself in a position that I dislike immensely. I am referring to the above decision number which designates a newly-formed secretarial/clerical union for the employees of the Manitowoc Public School District.

This newly-formed union consists of 36 voting members. In addition, a listing of 36 additional people with varied job duties were excluded. This exclusion listing was signed on November 8, 1999 by Bob Huston, Director of Human Resources for the Manitowoc Public School District, and Gerald Ugland, Staff Representative for AFSCME. Because I was one of those excluded, I put all union activities out of my mind. I was very surprised and upset when I received the correspondence from Michael J. Wilson regarding the filing of a unit clarification petition on February 17, 2000. My position was one of the eight being petitioned to be included in the union.

I have several points that remain unanswered at this time, namely;

- What is the purpose of the three-month delay in filing the unit clarification petition? Doesn't the November 8, 1999, signed document mean anything?
- I was never included in any of the meetings or informational sessions (because of my exclusion) but yet you want me (and my money) now when all has been finalized. Perhaps I would have liked to voice my opinion when it could have made a difference. Why are we eight people wanted so badly now?
- The original exclusion listing included 36 people - yet only eight (8) positions are being questioned. Why?

Consequently, I would like to request that:

1. All union activity be put on hold until this exclusion problem has been resolved,
2. All union information be made available to us, and
3. All committees already formed be dissolved.

Please give this matter your immediate attention. I don't appreciate being "held in limbo" while someone else plans my future.

Sincerely,

Patricia M. Olson

Patricia M. Olson
Purchasing Secretary

cc: J. Crubaugh
B. Huston
K. Mischler
M. Wilson

B. Augustenborg
H. Cichantek
P. Korlesky
B. Schaff
C. Schroeder
C. Sprang

L. Hoeppner
C. Janssen
Le. Meyer
Li. Meyer
M. Peterik
E. Robinson
M. Wagner

March 2, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
P O Box 7870
Madison, WI 53707-7870

Dear Mr. Davis:

A few weeks ago I received notification from Michael Wilson, representative at large for the AFSCME. He stated that the union, certified by the Wisconsin Employment Relations Commission on 1/3/00 per decision number 29771-A, filed a unit clarification petition with the WERC to have ten positions, including mine, accreted to the secretarial/clerical bargaining unit. I certainly did not expect this since on November 8, 1999, Gerald Ugland, the staff representative for the AFSCME, and Robert Huston, the Director of Human Resources for the Manitowoc Public School District, signed an agreement stipulating to the list of non-eligible voters based upon the WERC guidelines for exclusion. I was among those listed as ineligible.

In this notification, Mr. Wilson stated that it is highly likely that most, if not all, of us who were petitioned will eventually become a part of the union. One of the reasons he gave for this action was the "extraordinary number of confidential and managerial exclusions claimed by the employer." My question is this. Why did Mr. Ugland not challenge this list at the time the agreement was being drafted by him and Bob Huston? Was not Mr. Ugland knowledgeable regarding union guidelines or was this the first time he had ever encountered this situation? Apparently, he didn't do his homework or else was deceitful. And why did it take from November 8, 1999 until February 17, 2000 for this action to take place? Why the three-month delay?

The way in which this has been handled has prevented me from being involved in organizational meetings and having the right to vote. I find not having either a voice or vote undemocratic, unethical and a violation of my rights. How will we be able to respect and trust a union that handles matters in this way? How will we know that we will receive fair representation and support from a union that wasn't honest in its dealings with us? Is our value to the union merely a person paying union dues or does the AFSCME really intend to represent us on issues and policies? The manner in which this whole process was handled makes it hard for me to believe we will benefit from this union.

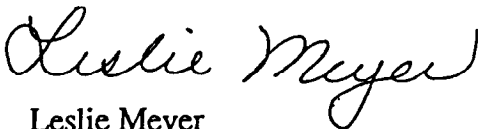
Has the union considered how their actions will affect the relationships between management and the union members, between the union members who voted for the union and those that were ineligible to vote, but are now being petitioned to be a part of the union? Without an effort by all of us to bridge this gap, it will be more difficult to function as a team. This, in the long run, can only hurt our school district. Have we lost

March 2, 2000
Mr. Peter Davis
Page 2

sight of our purpose, to provide quality education for our children? We need to always have this goal in mind and to do this effectively, we need to be able to help one another – not to be constrained by a narrowly defined job description which won't allow us to deviate from it.

If I will be forced to join the union, I ask that all current committees and positions be dissolved and that a new vote be taken. This would give the ten employees, who have been petitioned to join the union, a voice. I have no problem with those who voted for the union to have a union, for I don't walk in their shoes and don't know their needs. I, though, do not wish to be a part of a union, especially one that handles matters in such a divisive way. And based on the signed agreement, I should not have to be part of the union.

Sincerely,



Leslie Meyer
Administrative Assistant
Manitowoc Public School District

cc: John Crubaugh
Steve Gibson
Bob Huston
Mike Wilson
Barb Augustenborg
Helen Cichantek
Pat Korlesky
Barb Schaff
Cindi Schroeder
Cindi Sprang
Mary Peterik
Elaine Robinson
Linda Meyer
Cheryl Janssen
Mary Wagner
Lisa Hoeppner
Patricia Olson

March 6, 2000
1505 Grand Avenue
Manitowoc, WI 54220

Mr. Peter Davis
Wisconsin Employment Relations Commission
P O Box 7870
Madison, WI 53707-7870

Dear Mr. Davis:

I am writing in opposition to the Unit Clarification Petition filed by AFSCME representative Mike Wilson. The secretarial union was certified by the WERC on January 3, 2000 as per decision number 29771-A.

I am very confused. I was never invited to attend any of the informational union meetings and was not eligible to vote. Now I receive a letter from Mike Wilson stating that I will probably become part of that union. How is this possible? It doesn't seem fair to me that I would be excluded from the informational meetings, excluded from a voice in the vote and then, once the union is formed, be included in the Union. On November 8, 1999 the Petition for Election - Eligibility List was signed by Bob Huston, Director of Human Resources for the Manitowoc Public School District and Gerald Ugland, Staff Representative for the Labor Organization. In that document was a List of Employees Eligible to Vote (36 employees) and a List of Employees Not Eligible to Vote (35 employees). I was one of the 35 employees not eligible to vote. It was my understanding that this Agreement signed by both parties was legally binding. If this is not binding, I believe the Union was negligent in not properly notifying me of the informational meetings and informing me of my rights.

I feel a fair contract cannot be negotiated until the matter of inclusion or exclusion has been determined. I ask that all union activity be put on hold, all current committees/positions be dissolved, and a new vote be taken.

Sincerely,



Mary Lea Wagner
Secretary to Director of Student Learning
Manitowoc Public School District

cc: John Crubaugh	Pat Korlesky	Leslie Meyer
Bob Huston	Barb Schaff	Linda Meyer
Ken Mischler	Cindi Schroeder	Pat Olson
Mike Wilson	Cindi Sprang	Mary Peterik
Barb Augustenborg	Lisa Hoepfner	Elaine Robinson
Helen Cichantek	Cheryl Janssen	

March 8, 2000

Mr. Ken Mischler
Manitowoc Public School District
1010 Huron Street
Manitowoc, WI 54220

Dear Ken,

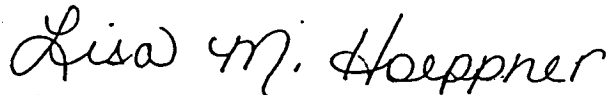
It is with deep sadness that I must resign my position as Assistant Payroll Secretary at the Manitowoc Public School District.

This decision comes to me after I had received notice that my position has been petitioned and eventually will become part of the newly formed secretarial union.

Thank you for the wonderful opportunity to be a part of your team, I truly enjoyed my time here and I am sad that it must end.

My last day will be Friday, March 17, 2000.

Sincerely,

A handwritten signature in cursive script that reads "Lisa M. Hoeppner".

Lisa M. Hoeppner



Wisconsin Council 40
AFSCME, AFL-CIO

8033 Excelsior Drive, Suite B
Madison, Wisconsin 53717-1903
Phone: 608 836-4040
Fax: 608 836-4444

Document # 18

Michael Murphy
President
Robert W. Lyons
Executive Director

February 29, 2000

Ms. Elaine F. Robinson
3717 M and M Lane
Manitowoc, WI 54220

Re: Your Letter of February 23, 2000

Dear Ms. Robinson:

The Wisconsin Employment Relations Commission (WERC) forwarded a copy of your letter which was received in our office yesterday. I now note that my cc of your letter has yet to arrive independently.

I am sorry you have a feeling of violation because you believe you are a helpless pawn in an evil system. Be advised that according to your premise, I am the monster who deprived you of your rights, by premeditated deceit, not Jerry Ugland.

Very truly yours,

Michael J. Wilson

xc: Mr. Peter G. Davis, General Counsel, Wisconsin Employment Relations Commission
Mr. John Crubaugh, Superintendent of Schools
Mr. Robert Huston, Director of Human Resources
Mr. Kenneth Mischler, Director of Business Services
Bargaining Unit Member (present and prospective)



in the public service





Wisconsin Council 40
AFSCME, AFL-CIO

8033 Excelsior Drive, Suite B
Madison, Wisconsin 53717-1903
Phone: 608 836-4040
Fax: 608 836-4444

Michael Murphy
President
Robert W. Lyons
Executive Director

March 1, 2000

Ms. Linda S. Meyer
7334 Nagel Road
Manitowoc, WI 54220

Re: Your Letter of February 29, 2000

Dear Linda:

Thank you for the copy of your letter of February 29, 2000 to Mr. Davis. I have already requested that Mr. Davis proceed with the hearing on the petition I filed with the Wisconsin Employment Relations Commission for unit clarification. I respectfully disagree with your conclusions but I assure you that you and all of the others, will at my insistence, be permitted to testify at the hearing. The hearing will be conducted at the administration office or some other suitable location convenient for all of you.

I have to take your word for what is underhanded and deceitful absent a ruling on the issues from a third party.

Very truly yours,

Michael J. Wilson



in the public service



Page 2

Ms. Linda S. Meyer

March 1, 2000

xc: Mr. Peter G. Davis, Counsel, Wisconsin Employment Relations Commission

Mr. John Crubaugh, Superintendent of Schools

✓ Mr. Robert Huston, Director of Human Resources

Mr. Kenneth Mischler, Director of Business Services

Ms. Barb Augustenborg

Ms. Helen Cichantek

Ms. Pat Korlesky

Ms. Barb Schaff

Mrs. Cindi Schroeder

P. S. Enclosed is a copy of the envelope in which your letter arrived. Again, I will defer to your good judgement as to what is and is not ethical.

#19 cont.



MANITOWOC PUBLIC SCHOOL DISTRICT
Administration Offices • 1010 Huron Street
Post Office Box 1657 • Manitowoc, WI 54221-1657

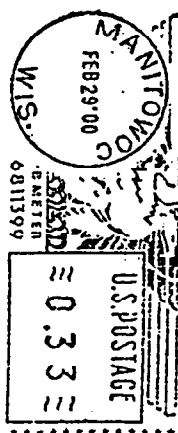
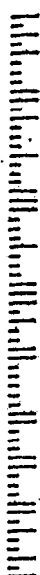
RECEIVED

MAR - 1 2000

AFSCME-COUNCIL 40
MADISON, WI

MR MIKE WILSON
WI COUNCIL 40 AFSCME AFL-CIO
8033 EXCELSIOR DR SUITE B
MADISON WI 53717-1903

53717-1903 81





Wisconsin Council 40

AFSCME, AFL-CIO

8033 Excelsior Drive, Suite B
 Madison, Wisconsin 53717-1903
 Phone: 608 836-4040
 Fax: 608 836-4444

Michael Murphy
President
 Robert W. Lyons
Executive Director

March 6, 2000

Ms. Mary Peterik
 2349 9th Street
 Two Rivers, WI 54241

Re: Your Letter of February 29, 2000

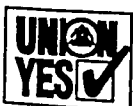
Dear Mary:

You are misinformed, if it is, or was, your understanding that the parties were bound by the agreement signed by Mr. Huston and Mr. Ugland, such that post hearing issues regarding exempt status could not be raised. Employers and the recognized bargaining agent are free to raise such issues subsequent to an election and often do. The State reserves the right to determine all issues regarding statutory exemptions. Contracts between the parties do not act as a bar to the Commission fulfilling its statutory responsibilities. Not only is the statute clear on this subject but extensive case law exists on the matter.

The unit clarification process is a fact-finding. You are wrong when you state "the Union wants to claim we are all to belong no matter what our job duties include." Actually, the opposite is true. Your position belongs in the unit only if the actual job duties support such a finding. A hearing will be held to develop a complete record as to precisely what those duties are. Job descriptions will no doubt be placed in evidence but more weight will be given to whatever the actual duties of your position may be.

Another point of confusion is what party originally represented to the other that each and everyone of these positions was confidential or managerial. If things are as initially represented by Mr. Huston, then nothing will change, hearing or not.

Hopefully you will reconsider the portion in your letter which reads "All union activity must cease until this matter of clarification is resolved and the original exempt position is kept in effect." The secret ballot election was not a close call. The Union was voted in by a landslide. Even if all of the petitioned positions had voted for no representation in December, 1999, election results would still have been almost three (3) to one (1) in favor.



in the public service



Page 2

Ms. Mary Peterik

March 6, 2000

Neither the common good nor for that matter public policy will tolerate the derailing of collective bargaining for everyone? The other employees also have an stake in this. Obviously, they are concerned about their wages, hours and conditions.

The Union does not at this point represent your position, it is as you state, exempt. If and when your position is accreted to the bargaining unit you will be entitled to all of the rights of municipal employees to join or refrain from union activities as per 111.70 (2) Wis. Stats.

Very truly yours,

A handwritten signature in black ink, appearing to read "Michael J. Wilson", written over a horizontal line.

Michael J. Wilson

Enclosure

xc: Mr. Peter G. Davis, General Counsel, Wisconsin Employment Relations Commission

Mr. John W. Crubaugh, Superintendent of Schools

Mr. Bob Huston, Director of Human Resources

Mr. Ken Mischler, Director of Business Services

Ms. Barb Augustenborg

Ms. Helen Cichantek

Ms. Pat Korlesky

Ms. Barb Schaff

Ms. Cindi Schroeder

Ms. Cindi Sprang

Ms. Leslie Meyer

Ms. Elaine Robinson

Ms. Linda Meyer

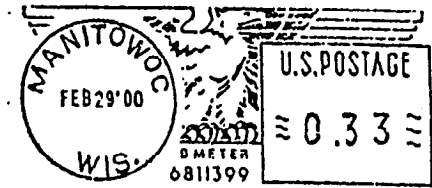
Ms. Patricia Olson

Ms. Cheryl Janssen

Ms. Mary Wagner

Ms. Lisa Hoeppner

#20 cont.
MANITOWOC PUBLIC SCHOOL DISTRICT
P.O. BOX 1657
MANITOWOC, WI 54221-1657

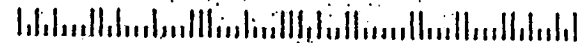


RECEIVED

MAR - 2 2000
AFSCME-COUNCIL 40
MADISON, WI

MR. MICHAEL J. WILSON
REPRESENTATIVE AT LARGE
WISCONSIN COUNCIL 40, AFSCME, AFL-CIO
8033 EXCELSIOR DRIVE SUITE B
MADISON WI 53717-1903

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MAR - 2 2000

AFSCME-COUNCIL 40
MADISON, WI

February 29, 2000

Mr. Peter Davis
Wisconsin Employment Relations Commission
P O Box 7870
Madison WI 53707-7870

Dear Mr. Davis,

I am writing in opposition to the Unit Clarification Petition from AFSME for the newly formed secretarial/clerical union. The union was certified by WERC on 1/3/00 per decision number 29771-A.

The union and management signed a petition for election-eligibility list on 11/8/99. This list states my position as exempt. I believe this to be a binding agreement between management and the union as it is signed by Mr. Bob Huston and Mr. Gerald Ugland, respective management and union representatives.

By being exempt status, I was not allowed to vote pro or con for union formation, attend any initial meetings nor agree to committee appointments. Now the union wants to claim we are all to belong no matter what our job duties include. All union activity must cease until this matter of clarification is resolved and the original exempt petition is kept in effect.

My rights have been violated and I can not in good conscience support or defend any union organization that chooses to use such underhanded, deceitful and undesirable tactics.

Sincerely,



Mary Peterik
Accounts Payable Secretary
Manitowoc Public School District

- | | |
|-------------------|-----------------|
| C: John Crubaugh | Leslie Meyer |
| Ken Mischler | Elaine Robinson |
| Mike Wilson | Linda Meyer |
| Bob Huston | Patricia Olson |
| Barb Augustenborg | Cheryl Janssen |
| Helen Cichantek | Mary Wagner |
| Pat Korlesky | Lisa Hoepfner |
| Barb Schaff | |
| Cindi Schroeder | |
| Cindi Sprang | |



Wisconsin Council 40
AFSCME, AFL-CIO

8033 Excelsior Drive, Suite B
Madison, Wisconsin 53717-1903
Phone: 608 836-4040
Fax: 608 836-4444

Michael Murphy
President
Robert W. Lyons
Executive Director

March 9, 2000

Ms. Mary Lea Wagner
1505 Grand Avenue
Manitowoc, WI 54220

Ms. Patricia M. Olson
2005 Berringer Road
Manitowoc, WI 54220

Re: Your letters of March 2, 2000
and March 6, 2000

Dear Mary Lea and Patricia:

The Union could not file a unit clarification petition until such time as it was certified as the exclusive bargaining agent. The November 8, 1999 document is a stipulation for the election and does not constitute a waiver of the rights of either party to petition for unit clarification.

Committee members have indicated to me that you and the others were invited to meetings/informational sessions. Yes, we now want you and your full participation. No dues or fair share payment will commence for anyone until after a contract is negotiated. Dues for employees in new bargaining units bargaining their first contract are not retroactive.

It is a municipal employee's right under the Municipal Employee Relations Act (MERA) to participate or not, including voicing opinions, etc. Your inclusion is being sought because you share a community of interest with other members of the bargaining unit and it is my opinion that your position does not fit the statutory definition of confidential employee or managerial employee.

Only the eight (8) positions are being question because I am unaware of any other positions in the same situation. If there are others now would be an excellent time to amend the petition to include them as well.



in the public service



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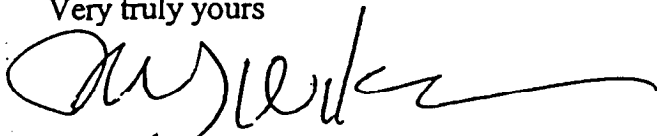
Ms. Mary Lea Wagner

Ms. Patricia M. Olson

March 9, 2000

Your request to put all union activity on hold is denied. Your request to dissolve committees already formed is denied. Your request(s) for information is granted. Please advise as to what it is that you want.

Very truly yours



Michael J. Wilson

xc: Mr. Peter G. Davis, General Counsel, Wisconsin Employment Relations Commission

Mr. John W. Crubaugh, Superintendent of Schools

Mr. Kenneth W. Mischler, Director of Business Services

~~Mr. Bob Huston, Director of Human Resources~~

Ms. Barb Augustenborg

Ms. Helen Cichantek

Ms. Pat Korlesky

Ms. Barb Schaff

Ms. Cindi Schroeder

Ms. Cindi Sprang

Ms. Leslie Meyer

Ms. Elaine Robinson

Ms. Linda Meyer

Ms. Cheryl Janssen

Ms. Lisa Hoeppepner



MANITOWOC
PUBLIC SCHOOL
DISTRICT

March 6, 2000

Peter Davis, General Counsel
Wisconsin Employment Relations Commission
18 South Thornton Ave.
P.O. Box 7870
Madison, WI 53707-7870

Dear Mr. Davis,

I have received copies of letters sent you by secretaries in our District who were named in Michael Wilson's petition for a bargaining unit clarification, dated February 15, 2000. Given the suspicious nature of the Union's timing in requesting their inclusion, I now have a hotbed of unrest in this group.

These letters raise strong opposition to the manner in which the Union has chosen to seek their inclusion. To compound matters, Mr. Wilson's responses to the secretaries have been anything but calming. Never in my 28 years of work in this District have I seen such dissention and unhappiness in our secretarial/clerical group.

Therefore, I suggest Doug Knudson, Coordinator of Elections with the WERC, be directed to hold a new election. If so ordered, the District will stipulate to the voter eligibility of the secretaries named in the in the Union's petition. This will allow everyone a fair chance to vote, be informed, and express opinions. Furthermore, the District, once again, will agree not to file a petition for unit clarification for any of the existing positions; unless said positions become legitimately eligible by changing to "managerial or confidential" as per WERC guidelines for same.

The District has no problem with working with a Union to represent the secretarial clerical group if everyone eligible has the opportunity to voice opinions, attend meetings, and the right to vote for or against its formation.

Therefore, the Manitowoc Public School District, hereby files a motion to declare the original election, Case 48, No. 58107 ME -3744, null and void and requests a new election date be ordered by the WERC.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Huston", with a long horizontal line extending to the right.

Bob Huston
Director of Human Resources

c John Crubaugh
 Ken Mischler
 Bill Bracken
 Mike Wilson
 Secretaries Petitioned
 Secretarial Representatives