

STATE OF WISCONSIN  
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

---

In the Matter of the Petition of  
GENERAL TEAMSTERS UNION LOCAL NO. 200

Involving Certain Employees of  
VILLAGE OF WATERFORD

Case ID: 399.0003  
Case Type: REC\_ME

DECISION NO. 37416-B

---

Appearances:

Randy Monroe and Jared Wolski, General Teamsters Union Local No. 200, 6200 West Bluemound Road, Milwaukee, Wisconsin, appearing on behalf of General Teamsters Union Local No. 200.

Zeke Jackson, Village Administrator, 123 North River Street, Waterford, Wisconsin, appearing on behalf of the Village of Waterford.

**ORDER DENYING REQUEST FOR NEW ELECTION**

On March 1, 2018, the Wisconsin Employment Relations Commission issued and emailed to General Teamsters Union Local No. 200 and the Village of Waterford a Direction of Election and Notice of Election advising them that between April 5 and April 25, 2018, the Commission would be conducting an election to determine if at least 51 percent of certain Village employees wanted to continue to be represented for the purposes of collective bargaining by Teamsters. The email that accompanied the Direction and Notice asked that the Village post and/or distribute the Notice so that employees would know how and when to vote if they chose to do so.

On April 26, 2018, the Commission emailed Teamsters and the Village election results that indicated one of the three eligible voters had cast a ballot. The email that accompanied the election results stated that the parties had eight calendar days to advise the Commission of any issues that might have affected the election result. Nothing was received from the parties and, on May 8, 2018, the Commission issued and emailed to the parties a Certification of Results of Election which stated that at least 51 percent of the eligible voters had not selected Teamsters to continue as their bargaining representative.

On May 15, 2018, the Village contacted the Commission regarding the election results. Subsequently, both Teamsters and the Village alleged that all employees had never been advised as to how and when a ballot could be cast and therefore requested that the Commission conduct a new election. On May 31, 2018, the Commission advised the parties that their request had been denied and that a formal decision confirming that decision would be issued.

NOW, THEREFORE, it is:

**ORDERED**

The request for a new election is denied.

Signed at the City of Madison, Wisconsin, this 6th day of June, 2018.

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION**

---

James J. Daley, Chairman

**MEMORANDUM ACCOMPANYING ORDER**  
**DENYING REQUEST FOR NEW ELECTION**

The background in this matter has been recited in the preface to the Order. The parties were provided with all the information needed for a successful election process. The parties were subsequently advised that only one vote had been cast and given the opportunity to timely raise any concerns. When no concerns were raised, the Commission certified the election results.

Section 111.70(4)(d)3.b., Stats., and Wis. Admin. Code § ERC 71 establish specific deadlines for the conduct of the election and the receipt of any concerns as to how an election was conducted. Those deadlines provide needed structure, certainty, and finality to an important statutory process. The interests advanced by adherence to those deadlines warrant a conclusion that post-deadline requests for a new election must be rejected.

Signed at the City of Madison, Wisconsin, this 6th day of June, 2018.

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION**

---

James J. Daley, Chairman