

BEFORE THE ARBITRATOR

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 In the Matter of the Arbitration :
 of a Dispute Between :
 :
 BARRON COUNTY HIGHWAY DEPARTMENT : Case 110
 EMPLOYEES LOCAL 518, AFSCME, AFL-CIO : No. 49175
 : MA-7852
 and :
 :
 BARRON COUNTY (HIGHWAY DEPARTMENT) :
 :

Appearances:

Mr. Guido Cecchini, Staff Representative, on behalf of the Union.
 Weld, Riley, Prenn and Ricci, S.C., by Ms. Kathryn J. Prenn, on behalf of the County.

ARBITRATION AWARD

On August 18, 1993, hearing in this matter was held in Barron, Wisconsin. Upon the basis of the entire record, I issue the following Award:

1. Except as provided below, seasonal employees do not accrue seniority.
2. As used herein, seniority refers to the original date of hire for those seasonal employees who successfully complete their probationary periods and who become permanent employees. If such employees have a break in service as seasonal employees, their seniority shall be based upon their most recent hire date of continuous service. Upon successful completion of their probationary periods, the names of such employees shall be added to the official seniority roster.
3. A seasonal employee who becomes a permanent employee shall be credited for seasonal employment and shall serve a minimum of an additional 3 months' probationary period.
4. For the purposes of vacation accrual and progression, a vacation accrual and progression date shall be established for such employees. Upon successful completion of their probationary periods and at least one year's credited work experience as a seasonal employee, such employees shall receive one week's vacation. Thereafter, such employees will receive additional vacation based on their subsequent vacation anniversary dates.
5. Any conflicting contractual provisions shall be resolved by the parties in negotiations for a successor contract.
6. This Award shall apply to grievants Mark Whitman and John Dietrich and any employees hired after today.
7. In order to resolve any questions which may arise over application of this Award, I am retaining my jurisdiction indefinitely.

Dated at Madison, Wisconsin this 16th day of September, 1993.

By Amedeo Greco /s/
Amedeo Greco, Arbitrator