

BEFORE THE ARBITRATOR

In the Matter of the Arbitration of a Dispute Between

**TAYLOR COUNTY COURTHOUSE AND
HUMAN SERVICES DEPARTMENT EMPLOYEES
LOCAL 3679, AFSCME, AFL-CIO**

and

TAYLOR COUNTY

Case 75
No. 56248
MA-10218

(Policy Grievance)

Appearances:

Mr. Phil Salamone, Staff Representative, Council 40, AFSCME, on behalf of the Union.

Mr. Charles Rude, Personnel Director, on behalf of the County.

ARBITRATION AWARD

The above-captioned parties, herein "Union" and "County", are signatories to a collective bargaining agreement providing for final and binding arbitration. Pursuant thereto, hearing was held in Medford, Wisconsin, on July 16, 1998. The hearing was not transcribed and I there issued a bench decision which this Award augments. Based on the entire record and the arguments of the parties, I issue the following Award.

1. The County henceforth will notify the Union president in writing of any proposed newly-created bargaining unit positions and the proposed wage rates for said positions within seven (7) calendar days after said positions have been jointly approved by the County's Personnel Committee and Finance Committee.

2. Thereafter, if said newly-created positions are subsequently approved by the full County Board, the County will notify the Union president in writing of said positions and it shall not post said positions for at least fourteen (14) calendar days following said notification, during which time it will negotiate with the Union over the wages, hours, and conditions of employment for any said positions.

3. If the parties do not reach agreement on said wages, hours, and conditions of employment within said 14-day period, the subsequent posting for said positions shall clearly state that they are being negotiated with the Union. Said postings shall set forth the respective positions of the parties over what the proposed wage rate should be.

4. If the County does not comply with these notice and posting provisions, it shall repost any said position.

Dated at Madison, Wisconsin this 23rd day of July, 1998.

Amedeo Greco /s/

Amedeo Greco, Arbitrator