

BEFORE THE ARBITRATOR

In the Matter of the Arbitration of a Dispute Between

**KENOSHA COUNTY COURTHOUSE AND SOCIAL SERVICES
CLERICAL EMPLOYEES LOCAL 990,
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO,**

and

COUNTY OF KENOSHA, WISCONSIN

Case 203
No. 60882
MA-11751

Appearances:

Mr. John Maglio, Staff Representative, Wisconsin Council 40, AFSCME, AFL-CIO, P.O. Box 624, Racine, Wisconsin 54301-0624, appearing on behalf of Kenosha County Courthouse and Social Services Clerical Employees Local 990, American Federation of State, County and Municipal Employees, AFL-CIO, which is referred to below as the Union.

Mr. Frank Volpintesta, Corporation Counsel, Kenosha County Courthouse, 912 – 56th Street, Kenosha, Wisconsin 53140-3747, appearing on behalf of County of Kenosha, Wisconsin, which is referred to below as the County.

ARBITRATION AWARD

The County and the Union are parties to a collective bargaining agreement which was in effect at all times relevant to this proceeding and which provides for the final and binding arbitration of certain disputes. The parties jointly requested that the Wisconsin Employment Relations Commission appoint Richard B. McLaughlin, a member of its staff, to serve as Arbitrator to resolve Grievance 01-990C-006. Hearing on the matter was set for May 7, September 16 and September 23, 2002, in Kenosha, Wisconsin. After meeting on May 7 and September 16, 2002, the parties executed a tentative agreement on an informal resolution of the grievance, and requested that I issue a Consent Award codifying the terms of the tentative agreement. Accordingly, I issue the following

CONSENT AWARD

LETTER OF UNDERSTANDING
BETWEEN KENOSHA COUNTY
AND
LOCAL 990 CLERICAL

The following constitutes the full and complete settlement of the Paralegal Position Grievance; Grievance #01-990C-006.

1. The Union will withdraw Grievance #01-990C-006 and this matter shall not serve as a precedent in any manner for any dispute between the parties.
2. Any employee in the District Attorney's Office currently classified as a Legal Secretary who desires to become, and achieves, a Paralegal Certification from an institution approved by the County, approved institutions shall include, but not be limited to, the U.W. System and Carthage College, shall immediately be classified and paid as a Paralegal upon said Certification being achieved and Paralegal work shall immediately become their workload. Up to two individuals per calendar year shall be able to take advantage of this progression to Paralegal status. In the event more than two people achieve the Paralegal Certification in a calendar year, seniority shall prevail. These two potential annual advancements to Paralegal status should be in addition to the three Paralegal positions that existed as of September 16, 2002.
3. No current Legal Secretary will be forced to achieve Paralegal Certification. Legal Secretaries who have Paralegal Certification shall have the right to refuse a permanent change in classification from Legal Secretary to Paralegal.

Dated at Madison, Wisconsin, this 23rd day of September, 2002.

Richard B. McLaughlin /s/

Richard B. McLaughlin, Arbitrator

