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STATE OF WISCONSIN
BEFORE THE ARBITRATOR

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

In the Matter of the Petition of	:	
MADISON AREA VOCATIONAL, TECHNICAL	:	
AND ADULT EDUCATION DISTRICT NO. 4	:	
To Initiate Mediation-Arbitration	:	Case XVII
Between Said Petitioner and	:	No. 25524
MADISON AREA VOCATIONAL COLLEGE	:	MED/ARB-571
SUPPORT STAFF UNION LOCAL 3872,	:	Decision No. 17635-B
WFT, AFT, AFL-CIO	:	

Appearances:

Mr. Donald Johnson, Attorney at Law, appearing on behalf of Madison Area Vocational, Technical and Adult Education District No. 4.

Mr. William Kalin, Executive Director, Wisconsin Federation of Teachers, AFT, AFL-CIO, appearing on behalf of Madison Area Vocational College Support Staff Union Local 3872, WFT, AFT, AFL-CIO.

ARBITRATION AWARD:

On March 11, 1980, the Wisconsin Employment Relations Commission appointed the undersigned as Mediator-Arbitrator, pursuant to Section 111.70 (4)(cm) 6.b. of the Municipal Employment Relations Act, in the matter of a dispute existing between Madison Area Vocational, Technical and Adult Education District No. 4, referred to herein as the Employer, and Madison Area Vocational College Support Staff Union Local 3872, WFT, AFT, AFL-CIO, referred to herein as the Union. Mediation meetings were conducted between the Employer and the Union on April 16, 1980, at Madison, Wisconsin, at which time the parties were present. During the course of mediation on April 16, 1980, the Employer and the Union, pursuant to Section 111.70 (4)(cm) 5 executed an agreement to adopt a dispute resolution procedure which authorized the undersigned to issue an order resolving this dispute without being limited to the final positions of the parties with regard to the issues which were certified to impasse by the Wisconsin Employment Relations Commission. Pursuant to the agreement of the parties, and with the approval of the Mediator-Arbitrator, the Wisconsin Employment Relations Commission on April 17, 1980, issued an Order Broadening Jurisdiction of Mediator-Arbitrator, which authorized the undersigned to issue an award not limited to the selection of either the final offer of the Employer or the final offer of the Union.

Pursuant to the jurisdiction now conferred upon the undersigned by the Commission's order of April 17, 1980; and pursuant to the agreement of the Employer and the Union executed on April 16, 1980; and after a review of the information furnished to the undersigned by the Employer and the Union in the proceedings of April 16, 1980; and consistent with the statutory criteria set forth at Section 111.70 (4)(cm) 7; the undersigned now makes the following:

AWARD

1. The Employer and the Union are to include in their Collective Bargaining Agreement all provisions which were included in their stipulation to the Wisconsin Employment Relations Commission which reflect the agreements reached between them prior to the commencement of the mediation-arbitration proceedings.

2. Those provisions of the predecessor Collective Bargaining Agreement which remained unchanged in this round of bargaining are also to be included in the instant Collective Bargaining Agreement.

3. WAGES

a. Effective with the term of this Agreement all wages will be increased by 8%, or fifty-seven cents (57¢) per hour, whichever is greater, except for those employees who have been off the rate schedule by separate agreement between the parties and who will proceed to the rate established in the Collective Bargaining Agreement effective December 21, 1980.

b. For those employees who have been off the rate schedule by separate agreement of the parties and who will proceed to the rate established in the Collective Bargaining Agreement effective December 21, 1980, a general increase of 8% shall be applied, effective with the term of this Agreement. It is further awarded that these employees will be paid the rate for their classification effective December 21, 1980, and no cost in the succeeding round of bargaining is to be attributed for bringing them on schedule.

4. SHIFT DIFFERENTIAL

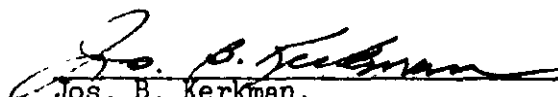
Shift differentials are to be increased from twenty-five cents (25¢) to thirty cents (30¢) per hour.

5. HOLIDAYS

An additional holiday is established, increasing the number of holidays from 9½ to 10½ as follows: New Year's Day; Good Friday (1/2 day); Memorial Day; Independence Day; Labor Day; Thanksgiving Day; the day following Thanksgiving Day; December 24; December 25; December 31 (1/2 day); 1 1/2 floating holiday.

All of the foregoing are to be incorporated into the written Collective Bargaining Agreement of the Employer and the Union which becomes effective December 23, 1979, and remains in effect through December 24, 1980.

Dated at Fond du Lac, Wisconsin, this 28th day of April, 1980.



Jos. B. Kerkman,
Mediator-Arbitrator

JBK:rr