

RECEIVED

EDWARD B. KRINSKY, INC.
EDWARD B KRINSKY, ARBITRATOR
2021 CHAMBERLAIN AVENUE
MADISON, WISCONSIN 53705
(608) 257-1060 OR 231-1898

JUL 07 1986

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

* * * * *
In the Matter of the Petition of
Teamsters Union Local No. 695
To Initiate Mediation-Arbitration
Between Said Petitioner and
Town of Madison
* * * * *

Case 24
No. 36537
MED/ARB - 3832
Decision No. 23375-A

Appearances:

Brynelson, Herrick, Gehl & Bucaida, by Michael J. Westcott, for the town.

Previant, Goldberg, Walmen, Gratz, Miller and Brueggeman, by Larry R. Steffes, for the Union.

On March 27, 1986, the Wisconsin Employment Relations Commission appointed the undersigned as mediator-arbitrator in the above-captioned case. Mediation was attempted briefly and without success on May 15, 1986 at the Town Hall. The arbitration hearing was held on that day also. At the hearing the parties had the opportunity to present evidence, testimony and arguments. No transcript was made, and no briefs were filed.

There is only one issue in dispute. The Union's final offer contains Employer provision of dental insurance. The Town's does not. The Union's proposal is that the Town pay 100% of the single dental insurance premium and 90% of the family premium.

None of the Town's employees now receive dental insurance. The Town wishes to maintain consistency and believes that the Union has not shown compelling reasons for changing the status quo.

The Union presented data, which is not in dispute, showing that the Town's cost of dental insurance, combined with the cost of its new health insurance coverage, will result in a net savings to the Town compared with the preceding year's health insurance premium. The Town argues that the wage increase it gave to its employees in this year's bargaining was partially financed through the savings in insurance premium.

The Union put into evidence an exhibit listing ten cities in the Madison area, in which it represents employees, which provide dental insurance. These are: DeForest, Dodgeville, Edgerton, Evansville, Fitchburg, Fort Atkinson, Milton, Monona, Portage and Stoughton. Union Business Agent Spencer testified that he does not know how many area cities do not provide dental coverage, except to say, "There's not many left."

The Union compiled figures from the 1985 Employee Wage and Benefits Survey of Wisconsin Municipalities. It showed that of the 15 towns, excluding Town of Madison, with 5-000 - 7,000 population, 9 of them provide dental insurance. (None that provide dental insurance are in the Madison area).

The Town used the same data source to compile a list of the villages, towns, and cities in the Madison area that it deems comparable to the Town of Madison. The Town of Madison has a population of 6,480. The arbitrator notes that of the 5 jurisdictions in the 4,000 - 8,000 population range (Town of Dunn, Village of McFarland, Village of Oregon, Village of Waunakee, and Town of Windsor), none provide dental insurance. If the range is extended to 3,000 - 9,000 there are 6 additional jurisdictions (Town of Burke, Village of DeForest, City of Monona, Village of Mt. Horeb, City of Stoughton, and City of Verona). Of these, 4 provide dental insurance and 2 do not, bringing the total of those in the 3,000 - 9,000 population range to 4 that provide dental insurance, and 7 which do not.

The Town's exhibit also shows a comparison of the same jurisdictions by "total value." The Town of Madison's total value is \$170,997,800. The arbitrator notes that if the jurisdictions ranging from 100 - 240 million total value are considered (Town of Madison is in the middle of that range), there are 6 jurisdictions, only 1 of which provides dental insurance. If the range is broadened to 70 - 270 million, there are 5 additional jurisdictions, 2 of which provide dental insurance. Thus, in the 70 - 270 million range, 3 jurisdictions provide it and 8 do not.

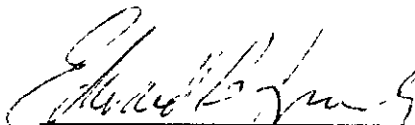
Discussion

The arbitrator has considered the statutory criteria set out at 111.70(4)(cm)7. It is his view that comparisons with other employees in the Town of Madison, and with employees in comparable jurisdictions in the Madison area, support the Town's position (criterion (d)). While it is true that many communities in the Madison area provide dental insurance, a majority of those which are most comparable for the Town of Madison do not. The parties did not present evidence concerning the other statutory factors.

Based on the above facts and discussion, the arbitrator hereby makes the following AWARD.

The Town's final offer is selected.

Dated this 27th day of June, 1986, at Madison, Wisconsin.



Edward B. Krinsky
Mediator-Arbitrator