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WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

STATE OF WISCONSIN
ARBITRATION AWARD

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In the Matter of the Arbitration between	:	
SCHOOL DISTRICT OF GILLETT	:	Re: School District of Gillett
and	:	Case 19, No. 38914
	:	ARB-4453
GILLETT COUNCIL OF AUXILIARY PERSONNEL	:	Decision No. 24850-A
-----	:	

Appearances: For the School District of Gillett: Mr. Clifford Gerbers, School Board Member; and Mr. Warren Eiseth, District Administrator, Gillett School District, Gillett, Wisconsin 54124.

For the Gillett Council of Auxiliary Personnel: Mr. Don A. Marcell, Wisconsin Education Association Council, ESP Staff, 1318 Lulu Lake Drive, Shawano, Wisconsin 54166.

The arbitrator was notified of his appointment by letter from the Chairman of the Wisconsin Employment Relations Commission dated October 27, 1987. A hearing was held in Gillett on December 22, 1987. The parties presented evidence in documentary form and were given an opportunity to further describe their positions and to question one another concerning the data presented. There was no official record of the proceedings other than the arbitrator's handwritten notes. At the conclusion of the hearing it was agreed that written briefs would be exchanged by the arbitrator. One brief was later sent directly to the other party and the other was exchanged by the arbitrator on January 26, 1988. The hearing is considered closed as of that date.

The dispute involves the renewal of a labor agreement between the parties that expired by its terms on June 30, 1987. The parties have agreed on a renewal for a period of two years and on all other items except the amount of wage increases for the 1987-88 and the 1988-89 school years and on the amount of vacation for certain eligible employees.

Bargaining commenced on November 20, 1986. After five meetings the parties filed a stipulation requesting arbitration. Following a mediation meeting on August 12, a WERC staff member, James W. Engmann, determined that the parties had reached impasse. The parties submitted their final offers on September 30, 1987. The Commission certified that conditions precedent to the initiation of arbitration had been met on October 12, 1987.

The final offers of the parties are as follows:

The Union proposes to raise wages across the board in 1987-88 by 33 cents per hour and by 35 cents per hour in the year 1988-89. In addition, the Union would increase the vacation eligibility of employees with fifteen years of service to four weeks annually. The old agreement provides four weeks of vacation after twenty years of service.

The Employer proposes that wages be raised 20 cents per hour for each classification in the 1987-88 school year and 25 cents per hour in the 1988-89 school year. It makes no proposal on vacations.

POSITIONS OF THE PARTIES

Both parties appear to believe that the wages of "other employes performing similar services," as in Paragraph d. of Section 111.70(4)(cm)7 of the Statute, are of prime importance in establishing comparability, although the Employer would put additional emphasis on the wages of "other employes generally in public employment in the same community," as in Paragraph e. of the same section of the Statute. Their principal disagreement, as it relates to Paragraph d., is whether, as the Union believes, the athletic conference constitutes the appropriate comparable group or whether, as the Employer argues, the nearby community of Coleman (one of the members of the athletic conference), is more appropriate for comparisons.

The Union makes the usual arguments in favor of using the athletic conference school districts as comparables. It is the comparable area traditionally used in educational labor disputes under the Statute, and the Employer has not made any valid arguments against its use. Instead, the Employer has chosen to use a single district, Coleman, with no good explanation of why its use is more valid than using the athletic conference.

The Employer argues that the districts in the athletic conference are geographically too far apart and that the labor market for the skills represented by the employees in the bargaining unit is not as broad as those distances. In addition, only about half of the districts in the athletic conference engage in collective bargaining with unions representing units like this one. The Employer cites several opinions by other arbitrators to support its choice of Coleman as a sole comparable district.

The athletic conference is composed of eight districts in northeastern Wisconsin. According to a table introduced by the Union in its brief, the districts in the conference have the following characteristics:

<u>DISTRICT</u>	<u>MEMBERS</u>	<u>1986-87 STATE AID PER PUPIL</u>	<u>1986-87 EQUALIZED VALUE PER MEMBER</u>	<u>1986-87 SCHOOL COST PER PUPIL</u>	<u>1986-87 FULL VALUE TAX RATE</u>
Coleman	921	1,017.84	147,277,848	3,040.94	12.65
Crivitz	902	643.47	176,900,772	3,204.23	13.05
Gillett	738	1,512.21	93,149,319	3,266.44	13.89
Lena	441	1,471.63	63,891,426	3,721.90	15.53
Niagara	553	2,082.97	62,104,400	4,163.08	18.52
Peshtigo	875	1,690.72	112,920,587	3,989.79	17.81
Suring	630	408.66	136,363,490	3,463.95	14.11
Wausaukee	656	467.16	136,648,771	3,848.26	16.23

At the time of the hearing there were 18 employees in the bargaining unit. According to a table introduced by the Union at the hearing their classifications, hours, hourly rates, and annual earnings were as follows:

<u>HOURS</u>	<u>POSITION</u>	<u>1986-87 RATE</u>	<u>EARNINGS</u>
2,080	Head Custodian	\$8.03	\$ 16,702.40
2,080	Ass't Head Custodian	7.83	16,286.40
2,080	Custodian	7.68	15,974.40
2,080	Custodian	7.68	15,974.40
2,080	Custodian	7.68	15,974.40
1,040	Custodian	7.68	7,987.20
2,080	Secretary	6.50	13,520.00
2,080	Secretary	6.50	13,520.00
1,820	Secretary	6.50	11,830.00
2,080	Bookkeeper	8.55	17,784.00
2,080	Assistant Bookkeeper	7.12	14,809.60
1,302	Cook	6.25	8,137.50
1,292.5	Aide	5.88	7,599.90
718.5	Head Server	6.00	4,311.00
582.75	Server	5.88	3,426.57
1,482.25	Cook	6.25	9,264.06
1,587.25	Head Cook	6.63	10,523.47
678	Cook	6.25	4,237.50

Total Hours: 29,223.25

\$207,862.80

The cost of the Union's final offer is calculated from these figures as 4.63 per cent for 1987-88. A similar table for 1988-89 has a calculation of the cost of that proposal of 4.7 per cent, or a total over the two year period of 9.33 per cent. Using these same figures as a base, the Union calculates the cost of the Board's final offer as 2.81 per cent in 1987-88 and 3.41 in 1988-89, a total of 6.22 per cent. The Board's estimates of the cost of its wage proposals are similar except that the Board's estimates, including roll-ups and insurance increases, would make the Union's increases total 12 per

cent over the two years while the Board's would be 9.2 per cent. Using this basis of estimating total package cost, the Union estimates its own package at 11.54 per cent and the District's as 8.9 per cent.

The Union also presented estimates of wage increases based upon averages of the percentage increase in each classification. For its own proposals that method produced an estimated increase of 4.83 per cent in 1987-88 and 4.88 in 1988-89. This method of calculation was used to make comparisons with increases for 1987-88 among the other districts in the athletic conference. That produced the following table, introduced by the Union at the hearing:

Crivitz	7.16%
Lena	6.67%
Peshtigo	6.50%
Niagara	5.54%
Gillett	4.83% (Association Proposal)
Suring	4.69%
Coleman	4.52%
Wausaukee	4.03%

The Union argues that its proposal for the Gillett employees is the fifth largest in percentage terms in the conference. (Since there have been no settlements for 1988-89, the Union asserts that the award in this case must be based on 1987-88 settlements.)

The parties did not agree on the level of wages in particular classifications in the various school districts in the athletic conference. This may have been one reason why the Employer proposed to make the comparisons only with Coleman (although that district had a more limited number of classifications: no Head Custodian, no Head Cook, no Bookkeeper or Assistant Bookkeeper). The reason for the problem of making comparisons was that not all employing units in the athletic conference had the same classifications. For instance, Crivitz, Niagara, and Coleman had no classification designated as Head Custodian, although Niagara had one Custodian with an annual salary in 1986-87 of \$25,353.00, equivalent to an hourly wage of \$12.19. The Employer asserted that this individual had such special skills that he should not be compared to other Head Custodians. The Union thought the Niagara classification was comparable. Only two of the districts had the classifications of Head Server and Server. Peshtigo, Niagara, Wausaukee, and Coleman had no classification of Head Cook. Crivitz, Peshtigo, Niagara, Coleman, and Wausaukee had no classification of Bookkeeper. Lena had three job grades for its twelve classifications. Each grade had several rates, as did the same classifications in the job grades. Thus in making their comparisons the Union included many rates that the Employer marked N/A and the Employer included many rates that the Union marked N/A. An additional argument of the Employer was that three (and possibly four) of the districts in the athletic conference were not organized into bargaining units. The Employer cited the opinion of other arbitrators to the effect that this element diminishes the usefulness of such comparisons or actually make them not comparable.

On the issue of increasing the vacation benefit to four weeks for employees with fifteen or more years of service, the Union cited four of the eight districts in the athletic conference that have a similar or better vacation benefit: Peshtigo, with a benefit of 4 weeks after 9 years; Wausaukee, with a benefit of 4 weeks after 10 years; Crivitz, with a benefit of 4 weeks after 14 years; and Niagara, with a benefit of 4 weeks after 15 years. The Employer argued that four of the eight districts did not have such a liberal benefit, citing Lena, with 15 days after 7 years; Suring, with 3 weeks after 8 years; Gillett, with 4 weeks after 20 years, the current benefit; and Coleman, with 4 weeks after 21 years.

OPINION

Although the Employer asserted that the single district of Coleman constituted a better comparable than the athletic conference, it also made an argument based on the athletic conference. In my opinion the single district of Coleman does not constitute a substantial enough basis for comparison, and since the Employer did make a case that its proposal should prevail even if the athletic conference districts were used as the comparables, I will proceed with the opinion on the basis of using the athletic conference as the appropriate comparable of employees and will not devote any further attention to the issue of whether the single district of Coleman might constitute an appropriate comparable under the Statute.

Although there were great discrepancies between the parties on the levels of the rates for the various classifications, there was a clear distinction between them concerning their emphasis on the percentage of rate increases and the level of the rates among the comparable districts. The Union emphasized the fact that its own proposal of a 4.83 per cent increase for 1987-88 was fifth among the eight districts. The Employer, on the other hand, emphasized that the level of rates, either in 1986-87 or as a result of the arbitrator's acceptance of the Union's proposal, are or would be higher than the averages of the rates in most of the classifications in the other districts.

It seems obvious that it is more significant to compare the level of the resulting rates for 1987-88 among the districts in the athletic conference than to compare the size of the increases. On this score the Union has presented much more comprehensive data than has the Employer. The following tables showing 1986-87 and 1987-88 rates and percentage increases are taken directly from the Union's brief.

CHART 1 - ASSOCIATION EXHIBITS 16-29
BREAKDOWN BY DISTRICT/CLASSIFICATION

HEAD CUSTODIAN

	86-87	87-88	% OF INCREASE
COLEMAN	\$6.75	\$7.00	3.70%
CRIVITZ	N/A	N/A	N/A
LENA	\$7.15	\$7.55	5.59%
NIAGARA	\$12.18	\$12.79	5.07%
PESHTIGO	\$6.73	\$7.13	5.94%
SURING	\$8.57	\$8.91	3.96%
WAUSAUKEE	\$8.45	\$8.79	4.02%
AVERAGE	\$8.30	\$8.69	4.71%
ASS'N BOARD	\$8.03	\$8.36	4.10%
BOARD	\$8.03	\$8.23	2.49%
ASS'N BOARD	\$.27 BELOW AVE	\$.33 BELOW AVE	.61% BELOW
BOARD	\$.27 BELOW AVE	\$.46 BELOW AVE	2.22% BELOW

1987-88

CHART 2 - ASSOCIATION EXHIBITS 16-29
BREAKDOWN BY DISTRICT/CLASSIFICATION

ASSISTANT HEAD CUSTODIAN

	86-87	87-88	% OF INCREASE
COLEMAN	\$5.80	\$6.05	4.31%
CRIVITZ	N/A	N/A	N/A
LENA	\$7.45	\$7.80	4.69%
NIAGARA	\$10.23	\$10.74	5.07%
PESHTIGO	N/A	N/A	N/A
SURING	N/A	N/A	N/A
WAUSAUKEE	\$7.62	\$7.93	4.06%
AVERAGE	\$7.77	\$8.13	4.53%
ASS'N BOARD	\$7.83	\$8.16	4.21%
BOARD	\$7.83	\$8.03	2.55%
ASS'N BOARD	\$.06 ABOVE AVE	\$.03 ABOVE AVE	.32% BELOW
BOARD	\$.06 ABOVE AVE	\$.10 BELOW AVE	1.98% BELOW

CHART 3 - ASSOCIATION EXHIBITS 16-29
BREAKDOWN BY DISTRICT/CLASSIFICATION

CUSTODIAN

	86-87	87-88	% OF INCREASE
COLEMAN	N/A	N/A	N/A
CRIVITIZ	\$6.84 (AVE)	\$7.44	8.77%
LENA	\$5.35	\$5.65	5.60%
NIAGARA	\$7.66	\$8.04	4.96%
PESHTIGO	\$6.20	\$6.63	6.93%
SURING	\$7.35	\$7.68	4.48%
WAUSAUKEE	\$7.18	\$7.47	4.03%
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AVERAGE	\$6.76	\$7.15	5.79%
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ASS'N BOARD	\$7.68	\$8.01	4.29%
	\$7.68	\$7.88	2.00%
ASS'N BOARD	\$.92 ABOVE AVE	\$.86 ABOVE AVE	1.50% BELOW
	\$.92 ABOVE AVE	\$.73 ABOVE AVE	3.79% BELOW

1987-88

CHART 4 - ASSOCIATION EXHIBITS 16-29
BREAKDOWN BY DISTRICT/CLASSIFICATION

SECRETARY

	86-87	87-88	% OF INCREASE
COLEMAN	\$5.74	\$5.99	4.35%
CRIVITZ	\$7.25	\$7.80	7.58%
LENA	\$6.10	\$6.50	6.55%
NIAGARA	\$6.33	\$6.65	5.17%
PESHTIGO	\$6.88	\$7.36	6.97%
SURING	\$5.80	\$6.03	3.96%
WAUSAUKEE	\$7.17	\$7.46	4.04%
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AVERAGE	\$6.46	\$6.82	4.94%
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ASS'N BOARD	\$6.50	\$6.83	5.07%
	\$6.50	\$6.70	3.07%
ASS'N BOARD	\$.04 ABOVE AVE	\$.01 ABOVE AVE	.13% ABOVE
	\$.04 ABOVE AVE	\$.12 BELOW AVE	1.87% BELOW

1987-88

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CHART 5 - ASSOCIATION EXHIBITS 16-29
 BREAKDOWN BY DISTRICT/CLASSIFICATION
BOOKKEEPER

	86-87	87-88	% OF INCREASE
COLEMAN	N/A	N/A	N/A
CRIVITZ	N/A	N/A	N/A
LENA	\$6.80	\$7.20	5.88%
NIAGARA	N/A	N/A	N/A
PESHTIGO	N/A	N/A	N/A
SURING	\$6.69	\$7.02	4.93%
WAUSAUKEE	N/A	N/A	N/A
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AVERAGE	\$6.74	\$7.11	5.40%
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ASS'N BOARD	\$8.55	\$8.88	3.85%
	\$8.55	\$8.75	2.33%
ASS'N BOARD	\$1.81 ABOVE AVE	\$1.77 ABOVE AVE	1.55% BELOW
	\$1.81 ABOVE AVE	\$1.64 ABOVE AVE	3.07% BELOW

1987-88

CHART 6 - ASSOCIATION EXHIBITS 16-29
 BREAKDOWN BY DISTRICT/CLASSIFICATION
ASSISTANT BOOKKEEPER

	86-87	87-88	% OF INCREASE
COLEMAN	N/A	N/A	N/A
CRIVITZ	\$7.54	\$7.95	5.43%
LENA	N/A	N/A	N/A
NIAGARA	N/A	N/A	N/A
PESHTIGO	N/A	N/A	N/A
SURING	N/A	N/A	N/A
WAUSAUKEE	N/A	N/A	N/A
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AVERAGE	\$7.54	\$7.95	5.43%
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ASS'N BOARD	\$7.12	\$7.45	4.63%
	\$7.12	\$7.32	2.80%
ASS'N BOARD	\$.42 BELOW AVE	\$.50 BELOW AVE	.80% BELOW
	\$.42 BELOW AVE	\$.63 BELOW AVE	2.63% BELOW

CHART 7 - ASSOCIATION EXHIBITS 16-29
BREAKDOWN BY DISTRICT/CLASSIFICATION

AIDE

	86-87	87-88	% OF INCREASE
COLEMAN	\$5.25	\$5.50	4.75%
CRIVITZ	\$5.89	\$6.75	14.60%
LENA	\$6.25	\$6.60	5.60%
NIAGARA	\$6.30	\$6.94	10.15%
PESHTIGO	\$5.49	\$5.82	6.01%
SURING	\$4.82	\$5.04	4.56%
WAUSAUKEE	\$6.75	\$7.01	3.85%
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AVERAGE	\$5.82	\$6.23	7.07%
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ASS'N	\$5.88	\$6.21	5.61%
BOARD	\$5.88	\$6.08	3.40%
ASS'N	\$.06 ABOVE AVE	\$.02 BELOW AVE	1.46% BELOW
BOARD	\$.06 ABOVE AVE	\$.15 BELOW AVE	3.67% BELOW

1987-88

CHART 8 - ASSOCIATION EXHIBITS 16-29
BREAKDOWN BY DISTRICT/CLASSIFICATION

HEAD COOK

	86-87	87-88	% OF INCREASE
COLEMAN	\$5.25	\$5.50	4.76%
CRIVITZ	\$7.11	\$7.40	4.07%
LENA	\$6.55	\$6.90	5.07%
NIAGARA	\$7.08	\$7.43	4.94%
PESHTIGO	\$6.21	\$6.58	5.95%
SURING	\$5.82	\$6.08	4.46%
WAUSAUKEE	\$6.40	\$6.67	4.78%
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AVERAGE	\$6.35	\$6.65	4.78%
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ASS'N	\$6.63	\$6.96	4.97%
BOARD	\$6.63	\$6.83	3.10%
ASS'N	\$.28 ABOVE AVE	\$.31 ABOVE AVE	.19% ABOVE
BOARD	\$.28 ABOVE AVE	\$.18 ABOVE AVE	1.68% BELOW

1987-88
 CHART 9 - ASSOCIATION EXHIBITS
 BREAKDOWN BY DISTRICT/CLASSIFICATION
COOK

	86-87	87-88	% OF INCREASE
COLEMAN	\$5.25	\$5.50	4.75%
CRIVITZ	\$6.86 (AVE)	\$6.93 (AVE)	1.02%
LENA	\$5.60	\$5.90	5.35%
NIAGARA	\$5.88	\$6.17	4.93%
PESHTIGO	\$5.41	\$5.79	7.02%
SURING	\$5.62	\$5.87	4.44%
WAUSAUKEE	\$5.88	\$6.12	4.08%
AVERAGE	\$5.78	\$6.04	4.51%
ASS'N BOARD	\$6.25 \$6.25	\$6.58 \$6.45	5.28% 3.20%
ASS'N BOARD	\$.47 ABOVE AVE \$.47 ABOVE AVE	\$.54 ABOVE AVE \$.41 ABOVE AVE	.77% ABOVE 1.31% BELOW

1987-88
 CHART 10 - ASSOCIATION EXHIBITS 16-29
 BREAKDOWN BY DISTRICT/CLASSIFICATION*
HEAD SERVER

	86-87	87-88	% OF INCREASE
COLEMAN	\$5.15	\$5.40	4.85%
CRIVITZ	N/A	N/A	N/A
LENA	N/A	N/A	N/A
NIAGARA	N/A	N/A	N/A
PESHTIGO	N/A	N/A	N/A
SURING	N/A	N/A	N/A
WAUSAUKEE	N/A	N/A	N/A
AVERAGE	\$5.15	\$5.40	4.85%
ASS'N BOARD	\$6.00 \$6.00	\$6.33 \$6.20	5.50% 3.33%
ASS'N BOARD	\$.85 ABOVE AVE \$.85 ABOVE AVE	\$.93 ABOVE AVE \$.80 ABOVE AVE	.65% ABOVE 1.52% BELOW

*The Coleman School District is the only District with a head server classification in the M & O Conference.

1987-88
 CHART 11 - ASSOCIATION EXHIBITS 16-29
 BREAKDOWN BY DISTRICT/CLASSIFICATION *

	<u>SERVER</u>		
	86-87	87-88	% OF INCREASE
COLEMAN	\$5.15	\$5.40	4.85%
CRIVITZ	N/A	N/A	N/A
LENA	N/A	N/A	N/A
NIAGARA	N/A	N/A	N/A
PESHTIGO	N/A	N/A	N/A
SURING	N/A	N/A	N/A
WAUSAUKEE	N/A	N/A	N/A
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AVERAGE	\$5.15	\$5.40	4.85%
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ASS'N	\$5.88	\$6.21	5.61%
BOARD	\$5.88	\$6.08	3.40%
ASS'N	\$.73 ABOVE AVE	\$.81 ABOVE AVE	.76% ABOVE
BOARD	\$.72 ABOVE AVE	\$.68 ABOVE AVE	1.45% BELOW

*The Coleman School District is the only District with a server classification in the M & O Conference.

The following generalizations can be made from the Union's data: In five classifications (Custodian, Head Cook, Cook, Head Server, Server) both the Union's and the District's proposals would put the Gillett rates substantially above the rates for those classifications in the comparable districts. In three classifications (Aide, Secretary, and Assistant Head Custodian) the Union's proposal is closer to the averages of those classifications in the other districts, but the District's proposal is also close. In only one classification (Head Custodian) are both the Union's and the District's proposals substantially below the average of that classification in the other districts. But in that case there was a dispute between the parties as to whether the \$12.79 per hour Head Custodian at Niagara (actually, according to the Union's testimony at the hearing, his title was Custodian, but the Union considered him a Head Custodian in its brief) was properly comparable to the other Head Custodians. If the Niagara Head Custodian is left out of the calculations (the position taken by the District), then the Gillett Head Custodian is substantially above the average of the others.

It would appear that most Bookkeepers and Assistant Bookkeepers are outside the units in the other districts. Thus it is difficult to make valid comparisons. Although the rate for the Gillett Bookkeeper is far above the rates for the Lena and Suring Bookkeepers, the Gillett rate for Assistant Bookkeeper is below the rate for the single other Assistant Bookkeeper (at Lena) in the units in the athletic conference.

The comparables for vacation benefits indicate that the Union's proposal is closer to the prevailing level of benefits for employees with fifteen years of service. But the wage proposals are more important in this proceeding in making a decision on which proposal to adopt than is the Union's vacation proposal. And on the wage issue, the Employer's proposal clearly would result in a level of wages in these classifications for 1987-88 that is closer to the level of the classifications in the comparable districts than is the proposal of the Union.

In addition, I am not unmindful of the data introduced by the Employer purporting to show that its wage increase proposal is almost identical with the level of percentage increases already adopted for Oconto County employees generally. Nor am I unmindful of the data introduced by the Employer purporting to show that settlements generally in the private sector have been lower than the Employer's offer. Conversely, I tend to agree with the Union that the Employer has not demonstrated that the District has any greater financial contingency than the other districts in the athletic conference, most of whom have granted larger percentage wage increases than the Union is proposing in this dispute.

The Union introduced some wage figures for classifications among Oconto County employees that sought to show that several classifications, including Maintenance Buildings & Grounds; Secretary, Extension Office; Secretary, Health Office; Accountant, Highway Department; Account Clerk II; Aide, Recreation; and Aide, School Health, were all paid higher rates in 1987 than the rates proposed for comparable classifications for 1987-88 in this proceeding. The problem encountered in trying to make judgments about these data is that while we have assumed that classifications carrying the same title employed by different

school districts are occupied by people performing the same kind of work, I am unwilling to make that assumption concerning the employees in the classifications named above. Without having job descriptions to compare, I would be reluctant to draw any conclusions from these comparisons.

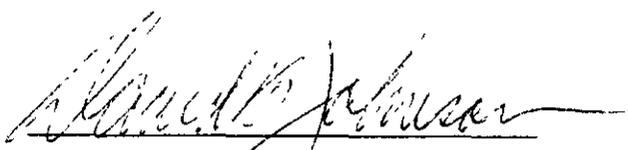
I have carefully considered the ten factors listed in Section 111.70(4)(cm)7 of the Wisconsin Statutes. I do not believe that the parties introduced any evidence that would require any special consideration of Paragraphs a., b., c., h., i., or j. I have commented extensively above on the application of Paragraph d. to these proceedings. I have also indicated in the paragraphs above that the Employer has made a convincing argument as to the evidence to support its position in applying the criteria in Paragraphs e. and f. As to the application of Paragraph g., the cost-of-living factor, if the roll-ups and the increases in insurance are taken into consideration, the Employer's offer in this case is somewhat greater than the increase in the level of the Consumer Price Index during the past year. After these careful considerations, and in view of all the circumstances of this dispute, I make the following

AWARD

The Employer's final offer is chosen as the award in this case. A 20 cents per hour across-the-board increase will be incorporated in the labor agreement for 1987-88 and a 25 cents per hour across-the-board increase will be incorporated in the labor agreement for 1988-89.

Dated: March 2, 1988

at Madison, Wisconsin

Signed: 

David B. Johnson, Arbitrator
appointed by WERC