

STATE OF WISCONSIN

PERSONNEL COMMISSION

* * * * *
 *
 RAYMOND LUDKA, *
 *
 Complainant, *
 *
 v. *
 *
 President, UNIVERSITY OF *
 WISCONSIN SYSTEM (STOUT), *
 *
 Respondent. *
 *
 Case No. 88-0026-PC-ER *
 *
 * * * * *

DECISION
 AND
 ORDER

NATURE OF THE CASE

This matter is before the Commission pursuant to § 230.45, Stats., on an appeal by appellant of an initial determination finding of "no probable cause" to believe respondent discriminated against him on the basis of handicap. The conclusion in the ID was: Because this charge was not filed in a timely manner, the Commission cannot conclude there is probable cause to believe respondent discriminated against complainant because of his handicap with respect to failure of accommodations while he was employed by Protective Services Department prior to August 27, 1986.

The parties waived a hearing on the merits, submitted a stipulation of facts and filed briefs. The following is based upon the agreed stipulation entered by the parties.

FINDINGS OF FACT

The Commission adopts as the facts in this controversy the stipulation of facts jointly submitted to it by the parties. They are:

- (1) The complainant, Raymond Ludka, is an employee of respondent, University of Wisconsin-Stout.

(2) Complainant was first employed by respondent in 1979, in the classified civil service position of Security Officer with the respondent's Protective Services Department.

(3) Complainant subsequently advanced to the position of Police Officer 3 within the department. He served in that position until October 27, 1986, when he transferred to a position as a Custodial Supervisor I, also within the classified civil service.

(4) On February 29, 1988, complainant filed a complaint of discrimination with the Personnel Commission. His complaint alleges, in essence, that the respondent discriminated against him based on handicap because changes were not made in all security officers' shift schedules after complainant suffered a heart attack in 1984, and further because other employees in the Protective Services Department allegedly received favorable treatment with respect to accommodations based on handicap after complainant left work unit in 1986. A copy of the complaint is attached hereto and incorporated herein by reference.

(5) An Initial Determination in this case issued July 19, 1988, resulted in a finding of "no probable cause." A copy of the Initial Determination is attached hereto and incorporated herein by reference.

(6) This matter is now before the Personnel Commission on complainant's appeal of the Initial Determination. The issue for determination agreed upon by the parties is:

Whether complainant filed his claim of handicap determination against respondent within the statutory time limit.

The parties have further agreed that this issue may be determined on the basis of the facts as stipulated herein, and with supporting briefs to be filed in accordance with the schedule set at the prehearing conference held September 29, 1988.

CONCLUSIONS OF LAW

1. The Commission has authority to consider this matter pursuant to § 230.45(1)(b), Stats.
2. Complainant has the burden of proving he filed his claim of discrimination within the statutory time limit.
3. Complainant has failed to meet his burden of proof.
4. The Commission lacks authority to hear a claim of discrimination filed after statutory time limits.

OPINION

As provided in § 230.44(3), Stats., a complainant has a 300-day time limit for filing discrimination appeals to the Commission. It provides in pertinent part:

Time limits. . . . if the appeal alleges discrimination under subch. II of ch. III, the time limit for that part of the appeal alleging discrimination shall be 300 days after the alleged discrimination occurred.

Complainant asserts that he filed his appeal within the 300-day statutory time limit. In his initial letter-brief, he writes:

Even though a request in letter form & a grievance from me, was at the time I was working for Protective Services considered normal procedure, I had no reason to believe discrimination had occurred.

It was August 22, 1987, when the case of discrimination became apparent to me. And this is well within the 300-day filing which took place February 29th-1988 (the date which the Personnel Commission received it).

Later, in his reply to respondent's brief he writes:

I have always contended that discrimination occurred after I left. It was made apparent to me August 22, 1987 & I filed Feb 29th, 1988, well inside the 300 days.

It appears complainant is saying the alleged discrimination occurred August 22, 1987, the date he became aware that in 1987, after he left the department, other officers, with job related work limitations, were given

special accommodations by placing them on a suitable permanent shift instead of shift rotation.

The Commission is not persuaded by complainant's argument. In 1984, after recuperating from a heart attack, complainant returned to work and on several occasions over the next two years, requested a change from rotating shifts to permanent shifts for all Security Officers. The Director of Protective Services, where complainant was employed, refused complainant's request. On October 27, 1986, complainant left the Protective Services Department. He filed a complaint of discrimination against respondent with the Commission on February 29, 1988.

It is the opinion of the Commission the complainant's allegations of discrimination occurred during the two-year period after his heart attack in 1984 and his departure from the department in October 1986. While it may be true--the Commission has no reason to believe otherwise--that complainant did not perceive the alleged discrimination until August 1987, it is clear the act or series of acts which form the basis for this claim occurred prior to October 27, 1986.

The same argument was addressed and thoroughly analyzed in the Initial Determination. Complainant has provided no evidentiary facts which would cause the Commission to differ with the legal analysis and conclusion expressed there. See Welter v. DHSS, 88-0004-PC-ER, 2/22/89.

ORDER

This matter is dismissed because it was not filed within the statutory time limit.

Dated: April 28, 1989 STATE PERSONNEL COMMISSION


LAURIE R. McCALLUM, Chairperson

DRM:dmg
JGF002/2


DONALD R. MURPHY, Commissioner


GERALD HODDINOTT, Commissioner

Parties:

Raymond Ludka, Jr.
Route 2, Box 153
Menomonie, WI 54751

Kenneth Shaw
President, UW
1700 Van Hise Hall
1220 Linden Drive
Madison, WI 53706

Complainant then contends that over "the next 2 years" he asked various members of management:

...to try permanent shifts (trial period) for all officers. And the director could pick any shift for me. Since my point was if we were all on permanent shifts it would be better for our health... However, Director Buckley said no and wouldn't consider it.

Although the department did go to "2 shifts every 28 days," it continued to rotate employes among shifts, and then, complainant further alleges:

On October 27, 1986, I left the department as a Police Officer since I felt the stress of rotating shifts would cause more health problems. This was also confirmed by my physician (see attached letter [dated January 19, 1988])....

The charge alleges that after complainant left, the department adjusted the shifts of a number of officers. Two officers were allowed to switch shifts for a period of about 5 months at the end of 1987 in order to facilitate one's schooling and the other's need to take care of his children. Another officer who was recovering from cancer surgery was placed on day shift (7:00 a.m. - 3:00 p.m.) for a trial 3 month period as of December 13, 1987. The same officer's wife, who is a Program Assistant 3, has been allowed to work 7:00 a.m. - 3:30 p.m. instead of her "normal" hours of 8:00 a.m. - 4:30 p.m. Another officer wound up working 11:00 p.m. - 7:00 a.m. indefinitely in place of the officer who had the cancer surgery.

In his letter to the Commission received May 19, 1988, he contends as follows:

I did file after the first part of discrimination occurred on 8-22-87. I pointed out, that special treatment and consideration was afforded other officers after my departure on 10-26-86. But was not given to me, as pointed out in details C and F in my first letter to you. Details G, H, and I point out this special treatment others received. This special consideration not afforded to me is still continued as of today. And that part of it started 12-13-87.

Pursuant to §§111.39(1) and 230.44(3), Stats., the time limit for filing complaints of discrimination is 300 days after the occurrence of the alleged discrimination. In this case, the alleged discrimination occurred prior to October 27, 1986, when complainant allegedly was not accommodated with respect to his hours. This was more than 300 days prior to February 29, 1988, when the complaint was filed.

Complainant tries to equate the occurrence of the discrimination with the alleged more favorable treatment of various other employes by the Protective Service Department. However, more favorable treatment of other employes is not an act of discrimination against complainant; any discrimination against complainant occurred when the department allegedly failed to accommodate him in 1986. The only possible legal significance the later treatment of other employes will have on his employment discrimination claim might be:

1) with respect to a timely claim, as evidence that respondent's failure to accommodate was unreasonable under the Fair Employment Act (FEA); or

2) as part of a contention that at the time the alleged discrimination against him occurred (prior to October 27, 1986), the facts that would have supported a charge of discrimination under the FEA were not apparent and could not be said to have been apparent to a person with a reasonably prudent regard for his or her rights similarly situated to complainant.

The Commission discussed the latter point in Sprenger v. UW-Green Bay, No. 85-0089-PC-ER (7/24/86). In Sprenger, an employe was told he was being laid off due to the elimination of his position. Not until 2 years later did he learn that this position had been reinstated and a substantially

younger person had been hired, and he then filed a complaint of age discrimination with respect to the layoff. The Commission held, relying largely on a line of federal court cases under Title VII, that the 300 day period of limitation did not begin to run until the facts that would support a charge of discrimination under the FEA were apparent or should have been apparent to a person with a reasonably prudent regard for his or her rights similarly situated to the complainant. The Commission concluded that under the circumstances surrounding Mr. Sprenger's layoff, this test was satisfied, and the period of limitations did not begin to run, until 1985 when he learned of the appointment of a much younger person to what allegedly amounted to his old job.

However, in this case, Mr. Ludka is alleging that respondent refused to accommodate him in 1986. Under the FEA, an employer has an obligation to provide a reasonable accommodation for an employee's handicap "unless the employer can demonstrate that the accommodation would pose a hardship on the employer's program, enterprise or business." §111.34(1)(b), Stats. In most cases, "a person with a reasonably prudent regard for his or her rights" who is handicapped and who requests and is denied a specific accommodation for that handicap could be expected to make some kind of inquiry if necessary to determine if the requested accommodation would have posed a hardship to the employer. The factors cited by Mr. Ludka do not put this case into a different category. This is particularly so because Mr. Ludka alleges prior to the time he left the department on October 27, 1986, he had asked for permanent shifts "for all officers" and that "a permanent shift for all was turned down" by management. The discovery in 1987 that certain employees had been allowed to work particular shifts for certain periods, or indefinitely, because of illness or personal problems, has

little if anything to do with the reasonableness of denying a request to have all officers placed on permanent shifts.

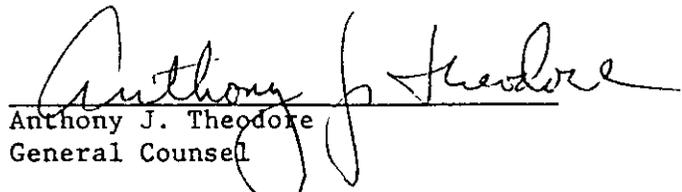
Mr. Ludka also alleges in his charge that he just learned it was over the 300 day time limit, and that he "was not aware of a time limit" before that. Unfortunately, ignorance of such a time limit does not excuse non-compliance. See 51 Am Jur 2d Limitation of Actions §146; Jabs v. State Board of Personnel, 34 Wis. 2d 245, 250-251 (1963).

CONCLUSION

Because this charge was not filed in a timely manner, the Commission cannot conclude there is probable cause to believe respondent discriminated against complainant because of his handicap with respect to failure of accommodation while he was employed by the Protective Services Department prior to August 27, 1986.

Dated July 19, 1988

STATE PERSONNEL COMMISSION


Anthony J. Theodore
General Counsel

AJT:jmf
JMF09/2

CHARGE OF DISCRIMINATION

WISCONSIN STATE PERSONNEL COMMISSION

121 E Wilson Street, 2nd Floor
Madison WI 53702 (608) 266-1995

C-3 (Rev. 6/85)

88-0026-PC-ER

The Personnel Commission has authority to investigate matters involving the State as an employer pursuant to sections 111.31 to 111.395 Wis. Stats. (Fair Employment), sections 230.80 to 230.89, Wis. Stats., (Whistleblower), section 101.055, Wis. Stats., (Occupational Safety & Health Reporting) and section 6.90, Wis. Stats., (Elder Abuse Reporting)

In addition to dealing with complaints of discrimination, the Personnel Commission also has the authority pursuant to sections 230.44 and 230.45 Wis. Stats., to review certain personnel actions taken by the State as an employer for compliance with the civil service code. Please consult the statutes or call the Commission for further information.

Your Name (Mr Ms Mrs) <u>RAYMOND LUDKA JR.</u>		Date of Birth <u>07-17-46</u>	CAUSE OF DISCRIMINATION Check Appropriate Boxes	
Street Address <u>RT2 Box 153</u>		City, State, Zip Code <u>MENOMONIE, WI 54751</u>		BASIS: <input type="checkbox"/> National Origin or Ancestry <input type="checkbox"/> Race <input type="checkbox"/> Creed <input type="checkbox"/> Color <input type="checkbox"/> Age <input checked="" type="checkbox"/> Handicap <input type="checkbox"/> Marital Status <input type="checkbox"/> Sex (includes sexual harassment) <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Arrest/Conviction Record <input type="checkbox"/> Honesty Testing Device <input type="checkbox"/> Retaliation, based on <input type="checkbox"/> Fair Employment Activities <input type="checkbox"/> Elderly Abuse Reporting <input type="checkbox"/> Whistleblowing <input type="checkbox"/> Occupational Safety & Health Reporting
Telephone (include area code) Home <u>715-235-4980</u> Work <u>715-232-2497</u>				
PERSON WHO ALWAYS KNOWS WHERE YOU CAN BE REACHED				
Name <u>RICHARD A. PETERSON</u>		Telephone <u>715-664-8544</u>		IN REFERENCE TO: <input type="checkbox"/> Recruitment <input type="checkbox"/> Hire <input type="checkbox"/> Promotion <input type="checkbox"/> Discharge <input type="checkbox"/> Other Discipline <input type="checkbox"/> Wages <input checked="" type="checkbox"/> Conditions of Employment <input checked="" type="checkbox"/> Other
Street Address <u>RT1 Box 145</u>		City, State, Zip Code <u>ELK MOUND, WI 54739</u>		
NOTE: You are responsible for keeping the Personnel Commission notified of your current address and phone number. Failure to do so may result in dismissal of your complaint for lack of prosecution.				
RESPONDENT (The State Department/Agency against whom you are filing complaint)				
Name of Department <u>PROTECTIVE SERVICES</u>		Telephone <u>715-232-1632</u>		
Street Address <u>GENERAL SERVICES UW STOUT</u>		City, State, Zip Code <u>MENOMONIE WI 54751</u>		
Name of person who discriminated (if known) <u>GAROLD BUCKLEY</u>		Position or Title <u>DIRECTOR PROT/SERV</u>		Telephone <u>715-232-1632</u>

NOTE: If this complaint of discrimination is made on the basis of age, race, creed, color, sex or national origin and you wish the Commission to forward a copy of this complaint to the United States Equal Employment Opportunity Commission (EEOC), you should check this box Other federal agencies may also have jurisdiction over these, as well as possibly other bases of discrimination. If you desire to explore this further, you may wish to consult an attorney or contact the EEOC.

Please explain the details of the discrimination. When and how did the discrimination take place? Why do you believe it was because of your race, creed, color, age, handicap, sex or other basis of discrimination listed above? How were others treated differently? Did discrimination affect someone other than yourself? Also specify the relief or remedy you are requesting. Use backside and/or additional pages, if needed.

See attached journal.

RECEIVED

FEB 29 1988

Personnel Commission

STATE OF WISCONSIN)
COUNTY OF Dunn) ss.

RAYMOND LUDKA JR., being duly sworn on oath, deposes and says that (s)he is the complainant herein, that (s)he has read the foregoing complaint and knows the contents thereof, that the same is true to his (her) own knowledge except as to matters herein stated on information and belief, and that as such matters (s)he believes the same to be true.

Raymond Ludka Jr
Complainant

Subscribed and sworn to before me this 26th day of February, 19 88

Marie Creaser
Signature of Notary Public

Notary Public, State of Wisconsin
Commission (is permanent) (expires) 11-25-90

IF MORE SPECIFIC INFORMATION OR ASSISTANCE IS NEEDED CONTACT THE PERSONNEL COMMISSION AT THE ADDRESS AND TELEPHONE NUMBER NOTED ABOVE

Discrimination:

Details: G. - In August of 1987 a fellow officer named Mary Knoble took maternity leave. She was replaced by a LTE named Kendal Fisher. (the shifts were two-rotating at this time and as of this writing), another officer H.R. Hirsch was on opposite hours. Fisher was attending Tech school while Knoble was on leave. So Fisher (LTE) going to school took Hirsch 3-11pm. shift and Hirsch who needed to be home with his kids was put on 7-3pm. shift. This started about August 1987 and continued till the end of December 31, 1987. This put Hirsch on permanent shift 7-3am. for 5 months and Fisher on 3-11pm. permanent shift for 5 months.

#2 H. - In the spring of 1987 Officer John Forrest had a cancer operation on his right lung. And after your basic time off, returned to work with normal hours and full duties. Then in late fall (I believe it was November) Officer Forrest found his cancer was spreading. So on December 13, 1987, he was placed on day shift 7-3pm. for a Trial 3 month period. He takes chemotheraph treatments once a month and is doing fine.
His wife Shiela Forrest also works in Protective Services as Program Assistant 3. Her normal hours are 8am.-4:30pm. Monday-Friday. But in the past when her hsuband was working 7-3pm. shift Director Buckley accomodated both and had her hours switch to 7-3:30pm. When he worked this shift. Now however her hours are 7-3:30pm. always since her husbands cancer. I take medication but otherwise my retrictions are no less nor anymore then Officer Forrest.

#3 I. - If: - LTE Officer FIsher can work 3-11pm. for 5 months for school.
- PO3 Officer Hirsch can work 7-3pm. for 5 months to save on babysitting.
- Shiela Forrest can work 7-3:30pm. indefinitely because of husbands cancer.
- John Forrest can work 7-3pm. indefinitely because of cancer.
- PO3 Officer Harold Fosmo can work 11-7am. indefinitely since Forrest isn't. (And by the way Harold's stomach problems are much better since being on one shift.)
Then I believe I've been discriminated against.

J. - I lost 1.67 per hour, 55 retirement, 1½ years of seniority in SPS, a career I really enjoyed. Even helped save some lives. But because of a (heart attack) and which my doctors felt would be better if I had a straight shift and would be less stressfull, my ex-director G. Buckley wouldn't even consider a trial permanent shift. I really believe I could have proven it would of been better for all officers. It was not just for myself.

FEB 29 1988

CHARGE OF DISCRIMINATIONPersonnel
Commission

- Background: A. - On August 14, 1979 I was hired as a Security Officer with U.W. Stout, Menomonie. During the next 7 years and 2 months this department grew more professionally and through steps became a Police Officer 3. This entitled the officers to arrest powers, certification, emergency vehicles, weapons, etc. This also gave us retirement at 55 years and a hourly salary of \$10.54.
- B. - On April 13, 1984, I suffered a heart attack which caused me to be out of work for about two months. I was 37 years old at the time. When I returned to work it was at 4 hours per day light duty for about 2 weeks. After this I was returned to a full 40 hour week along with rotating shifts of which there were 3.
- Details: C. - During the next 2 years, I had asked not only my First Line-Supervisor, Robert Hoage, but also the Director Garold Buckley to try permanent shifts (trial period) for all officers. And the director could pick any shift for me. Since my point was if we all were on permanent shifts it would be better for our health. We had three shifts at this time (7-3pm. days), (3-11pm. afternoons), and (11-7am. evenings). Prior to my heart attack we also had a (7pm.-3am. power shift) and in many cases we would shift 3 times in 7 days. However Director Buckley said no and wouldn't consider it.
- D. - Director Buckley did however in summer of 1986 did say he would be interested in 2 shifts if we could come up with one he could approve. The final draft was submitted and if I took 11-7am. and 7-3pm. shift it would be approved.
- Decision: E. - Since I felt 3 shifts every 7 - 10 days rotating was unhealthy for all officers and 2 shifts every 28 days was better. I chose the 2 shifts along with everyone else. since a permanent shift for all was turned down by Director Buckley.
- Leaving: F. - On October 27, 1986 I left the department as a Police Officer since I felt the stress of rotating shifts would cause more health problems. This was also confirmed by my physician (see attached letter). I didn't want to leave, 55 retirement, salary, but most importantly I enjoyed my career. I didn't leave for just any job and wasn't going to move from the area since I couldn't. But the only position open with permanent hours and not to much loss in pay was as a Custodial Supervisor I, same campus.

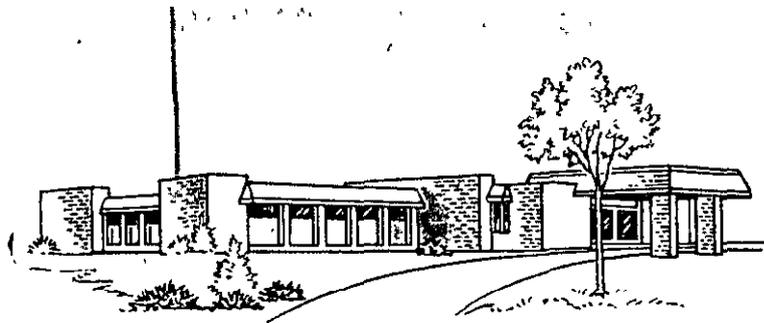
Witnesses:

K. - In fact I have fellow officers, secretaries and others who can remember that I said "I wouldn't leave if Mr. Buckley would have only considered permanent shift for all and place me on ~~12~~^{8 1/2} hours he would like.

Wayne Argo - Personnel Director U.W. Stout
Garold Buckley - Director Protective Services U.W. Stout
Robert Hoage - Campus Police Supervisor U.W. Stout
Richard Peterson - Campus Police Officer 3 U.W. Stout
Harold Fosmo - Campus Police Officer 3 U.W. Stout
Henry Hirsch - Campus Police Officer 3 U.W. Stout
John Forrest - Campus Police Officer 3 U.W. Stout
Mary Knoble - Campus Police Officer 3 U.W. Stout
Elbridge Anderson - Campus Police Officer 4 U.W. Stout
Debra Dillon - Program Assistant 1 U.W. Stout
Jacqueline Hasse - Program Assistant 1 U.W. Stout
Shiela Forrest - Program Assistant 3 U.W. Stout
Some members of the Menomonie Police Department.

Relief/Remedy:

L. - I just found out that this is over the 300 day period. However I was not aware of a time limit and the discrimination occurred less than 300 days ago. Plain and simple. I would like a position as a Police Officer 3 for U.W. Stout prior to or just before August 1988.
I want my old job back. Since this may mean letting someone else go, then I would consider a 9 month school year position as a Police Officer 3 beginning August 1988.



Red Cedar Clinic, S. C.

2211 STOUT ROAD
MENOMONIE, WISCONSIN 54751
715/235-9671

January 19, 1988

RECEIVED

FEB 29 1988

Personnel
Commission

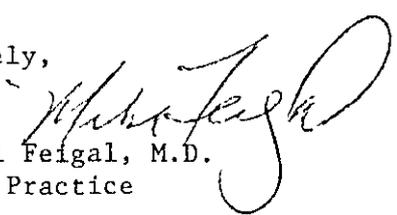
RE: Ray Ludka
Route 2, Box 241
Menomonie, WI 54751

To Whom It May Concern:

Ray Ludka was hospitalized in April of 1984 with an acute heart attack. He has made a good recovery from that heart attack; however, I feel that stress in this situation should be minimized. Continuous switching of working shifts can be stressful and I feel can upset a person's normal natural biological clock. I feel that in Ray's case it would be reasonable to request a permanent working shift to avoid the upset and change of working different hours of the day from week to week. I feel that consistency in work setting is important in reducing additional fatigue which can contribute to stress.

If there is any further questions about this, don't hesitate to contact me.

Sincerely,


Michael Feigal, M.D.
Family Practice

MF/cm

Family Practice

- R F Burgfechtel, M D
- F M Dennison, M D
- M I Devo Svendsen, M D
- D C Eitheim, M D
- M D Feigal, M D
- J W Hemler, M D
- S R Lee, M D
- N L Rich, M D
- S L Rosas, M D
- D A Scherman, M D
- T Screnock, M D
- J A Walker, M D
- J E Willard, M D

General Surgery

- J M Channer, M D
- R D Natwick, M D

Internal Medicine

- S G Brown, M D
- D I Johnson, M D

Orthopedic Surgery

- J H Haemmerle, M D
- D C Naden, M D

Medical Director

- R F Burgfechtel

RECEIVED

UNIVERSITY OF WISCONSIN-STOUT
 PROTECTIVE SERVICES DEPARTMENT
 OFFICER WORK SCHEDULE

FEB 29 1988

Personnel
 Commission

A - Forrest D - Knoble G - Anderson
 B - Peterson E - Hirsch H - Hoage
 C - Fosmo F - Wilson

Second Officer listed on any shift
 is considered substitute for any
 other shift on this schedule.

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	<u>7:00</u> <u>3:00</u> F	<u>7:00</u> <u>3:00</u> F	<u>7:00</u> <u>3:00</u> F E	<u>7:00</u> <u>3:00</u> F E	<u>7:00</u> <u>3:00</u> F E	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> F	<u>7:00</u> <u>3:00</u> F G	<u>7:00</u> <u>3:00</u> F E G	<u>7:00</u> <u>3:00</u> F E G	<u>7:00</u> <u>3:00</u> F E G	<u>7:00</u> <u>3:00</u> E
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7PM 3AM	G	G	G	G	G					H	H	H	H	G

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 MAY 29 30 31 JUN. 1 2 3 4 JUN. 5 6 7 8 9 10 11

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> E F	<u>7:00</u> <u>3:00</u> E F	<u>7:00</u> <u>3:00</u> E F	<u>7:00</u> <u>3:00</u> F	<u>7:00</u> <u>3:00</u> F	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> E	<u>7:00</u> <u>3:00</u> E F	<u>7:00</u> <u>3:00</u> E F	<u>7:00</u> <u>3:00</u> E F	<u>7:00</u> <u>3:00</u> F	<u>7:00</u> <u>3:00</u> F
3PM 11PM	<u>3:00</u> <u>11:00</u> C	<u>3:00</u> <u>11:00</u> C	<u>3:00</u> <u>11:00</u> C D	<u>3:00</u> <u>11:00</u> C D	<u>3:00</u> <u>11:00</u> C D	<u>3:00</u> <u>11:00</u> D	<u>3:00</u> <u>11:00</u> D	<u>3:00</u> <u>11:00</u> C	<u>3:00</u> <u>11:00</u> C	<u>3:00</u> <u>11:00</u> C D	<u>3:00</u> <u>11:00</u> C D	<u>3:00</u> <u>11:00</u> C D	<u>3:00</u> <u>11:00</u> D	<u>3:00</u> <u>11:00</u> D
11PM 7AM	<u>11:00</u> <u>7:00</u> A	<u>11:00</u> <u>7:00</u> A	<u>11:00</u> <u>7:00</u> A B	<u>11:00</u> <u>7:00</u> A B	<u>11:00</u> <u>7:00</u> A B	<u>11:00</u> <u>7:00</u> B	<u>11:00</u> <u>7:00</u> B	<u>11:00</u> <u>7:00</u> A	<u>11:00</u> <u>7:00</u> A	<u>11:00</u> <u>7:00</u> A B	<u>11:00</u> <u>7:00</u> A B	<u>11:00</u> <u>7:00</u> A B	<u>11:00</u> <u>7:00</u> B	<u>11:00</u> <u>7:00</u> B
7PM 3AM	G	G	G	G	G					G	G	G	G	G

FEB. 21 22 23 24 25 26 27 FEB. 28 29 MAR. 1 2 3 4 5
 APR. 17 18 19 20 21 22 23 APR. 24 25 26 27 28 29 30
 JUN. 12 13 14 15 16 17 18 JUN. 19 20 21 22 23 24 25

RECEIVED

FEB 29 1988

UNIVERSITY OF WISCONSIN-STOUT
 PROTECTIVE SERVICES DEPARTMENT
 OFFICER WORK SCHEDULE

Personnel
 Commission

Second Officer listed on any shift
 is considered substitute for any
 other shift on this schedule.

- Forrest D - Knoble G - Anderson
- Peterson E - Hirsch H - Hoage
- Fosmo F - Wilson

note
 This is what it
 supposed to be.

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	7:00 3:00 A	7:00 3:00 A	7:00 3:00 A D	7:00 3:00 A D	7:00 3:00 A D	7:00 3:00 D	7:00 3:00 D	7:00 3:00 D	7:00 3:00 A	7:00 3:00 A G	7:00 3:00 A D G	7:00 3:00 A D G	7:00 3:00 A D G	7:00 3:00 D
3PM 11PM	3:00 11:00 E	3:00 11:00 E	3:00 11:00 E B	3:00 11:00 E B	3:00 11:00 E B	3:00 11:00 B	3:00 11:00 B	3:00 11:00 B	3:00 11:00 E	3:00 11:00 E	3:00 11:00 E B	3:00 11:00 E B	3:00 11:00 E B	3:00 11:00 B
11PM 7AM	11:00 7:00 C	11:00 7:00 C	11:00 7:00 C F	11:00 7:00 C F	11:00 7:00 C F	11:00 7:00 F	11:00 7:00 F	11:00 7:00 F	11:00 7:00 C	11:00 7:00 C	11:00 7:00 C F	11:00 7:00 C F	11:00 7:00 C F	11:00 7:00 F
7PM 3AM	G	G	G	G	G						H	H	H	H G
JAN.	10	11	12	13	14	15	16	JAN. 17	18	19	20	21	22	23
MAR.	6	7	8	9	10	11	12	MAR. 13	14	15	16	17	18	19
MAY	1	2	3	4	5	6	7	MAY 8	9	10	11	12	13	14

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	7:00 3:00 D	7:00 3:00 D	7:00 3:00 D A	7:00 3:00 D A	7:00 3:00 D A	7:00 3:00 A	7:00 3:00 A	7:00 3:00 D	7:00 3:00 D	7:00 3:00 D A	7:00 3:00 D A	7:00 3:00 D A	7:00 3:00 A	7:00 3:00 A
3PM 11PM	3:00 11:00 B	3:00 11:00 B	3:00 11:00 B E	3:00 11:00 B E	3:00 11:00 B E	3:00 11:00 E	3:00 11:00 E	3:00 11:00 B	3:00 11:00 B	3:00 11:00 B E	3:00 11:00 B E	3:00 11:00 B E	3:00 11:00 E	3:00 11:00 E
11PM 7AM	11:00 7:00 F	11:00 7:00 F	11:00 7:00 F C	11:00 7:00 F C	11:00 7:00 F C	11:00 7:00 C	11:00 7:00 C	11:00 7:00 F	11:00 7:00 F	11:00 7:00 F C	11:00 7:00 F C	11:00 7:00 F C	11:00 7:00 C	11:00 7:00 C
7PM 3AM	G	G	G	G	G						G	G	G	G G
JAN.	24	25	26	27	28	29	30	JAN. 31	FEB. 1	2	3	4	5	6
MAR.	20	21	22	23	24	25	26	MAR. 27	28	29	30	31	APR. 1	2
MAY	15	16	17	18	19	20	21	MAY 22	23	24	25	26	27	28

NEW SCHEDULE TO START

RECEIVED JAN. 10 1988

Note: This actually started on Dec 13, 1987

UNIVERSITY OF WISCONSIN-STOUT
PROTECTIVE SERVICES DEPARTMENT
OFFICER WORK SCHEDULE

FEB 29 1988

Personnel Commission

Second Officer listed on any shift is considered substitute for any other shift on this schedule.

1.

- Forrest D - Knobler G - Anderson
- Peterson E - Hirsch H - Hoage
- Fosmo F - Wilson

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
AM PM	7:00 3:00													
	G	G	G	G	G	A D	D	D	A	A	A D	A D	A D	D
3PM 1PM	3:00 11:00													
	E	E	E B	E B	E B	B	B	B	E	E	E B	E B	E B	B
1PM 7AM	11:00 7:00													
	C	C	C F	C F	C F	F	F	F	C	C	C F	C F	C F	F
7PM 3AM		LTE			LTE	LTE	LTE		LTC			LTE	LTE	LTE

AN..	10	11	12	13	14	15	16	JAN. 17	18	19	20	21	22	23
AR.	6	7	8	9	10	11	12	MAR. 13	14	15	16	17	18	19
AY	1	2	3	4	5	6	7	MAY 8	9	10	11	12	13	14

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	7:00 3:00													
	D	A D	D A G	D A G	D A G	A G	G	D	A D	D A G	D A G	D A G	A G	G
3PM 11PM	3:00 11:00													
	B	B	B E	B E	B E	E	E	B	B	B E	B E	B E	E	E
11PM 7AM	11:00 7:00													
	F	F	F C	F C	F C	C	C	F	F	F C	F C	F C	C	C
7PM 3AM		LTE			LTE	LTE	LTE		LTE			LTE	LTE	LTE

JAN.	24	25	26	27	28	29	30	JAN. 31	FEB. 1	2	3	4	5	6
MAR.	20	21	22	23	24	25	26	MAR. 27	28	29	30	31	APR. 1	2
MAY	15	16	17	18	19	20	21	MAY 22	23	24	25	26	27	28

NEW - Schedule that starts on Feb. 7th

UNIVERSITY OF WISCONSIN-STOUT
PROTECTIVE SERVICES DEPARTMENT
OFFICER WORK SCHEDULE

RECEIVED

FEB 29 1988

Personnel
Commission

- Forrest D - Knoble G - Anderson
- Peterson E - Hirsch H - Hoage
- Fosmo F - Wilson

Second Officer listed on any shift is considered substitute for any other shift on this schedule.

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	7:00 3:00 F	7:00 3:00 F A	7:00 3:00 F E A	7:00 3:00 F E A	7:00 3:00 F E A	7:00 3:00 E A	7:00 3:00 E	7:00 3:00 E	7:00 3:00 F A	7:00 3:00 F A	7:00 3:00 F E A	7:00 3:00 F E A	7:00 3:00 F E A	7:00 3:00 E
3PM 11PM	3:00 11:00 D	3:00 11:00 D	3:00 11:00 D G	3:00 11:00 D G	3:00 11:00 D G	3:00 11:00 G	3:00 11:00 G	3:00 11:00 G	3:00 11:00 D	3:00 11:00 D	3:00 11:00 D G	3:00 11:00 D G	3:00 11:00 D G	3:00 11:00 G
11PM 7AM	11:00 7:00 B	11:00 7:00 B	11:00 7:00 B C	11:00 7:00 B C	11:00 7:00 B C	11:00 7:00 C	11:00 7:00 C	11:00 7:00 C	11:00 7:00 B	11:00 7:00 B	11:00 7:00 B C	11:00 7:00 B C	11:00 7:00 B C	11:00 7:00 C
7PM 3AM		LTE			LTE	LTE	LTE					LTE	LTE	LTE

EB.	7	8	9	10	11	12	13	FEB. 14	15	16	17	18	19	20
PR.	3	4	5	6	7	8	9	APR. 10	11	12	13	14	15	16
AY	29	30	31	JUN. 1	2	3	4	JUN. 5	6	7	8	9	10	11

	SUN	MON	TUES	WED	THUR	FRI	SAT	SUN	MON	TUES	WED	THUR	FRI	SAT
7AM 3PM	7:00 3:00 E	7:00 3:00 E A	7:00 3:00 E F A	7:00 3:00 E F A	7:00 3:00 E F A	7:00 3:00 F A	7:00 3:00 F	7:00 3:00 E	7:00 3:00 E A	7:00 3:00 E F A	7:00 3:00 E F A	7:00 3:00 E F A	7:00 3:00 F A	7:00 3:00 F
3PM 1PM	3:00 11:00 G	3:00 11:00 G	3:00 11:00 G D	3:00 11:00 G D	3:00 11:00 G D	3:00 11:00 D	3:00 11:00 D	3:00 11:00 G	3:00 11:00 G	3:00 11:00 G D	3:00 11:00 G D	3:00 11:00 G D	3:00 11:00 D	3:00 11:00 D
11PM 7AM	11:00 7:00 C	11:00 7:00 C	11:00 7:00 C B	11:00 7:00 C B	11:00 7:00 C B	11:00 7:00 B	11:00 7:00 B	11:00 7:00 C	11:00 7:00 C	11:00 7:00 C B	11:00 7:00 C B	11:00 7:00 C B	11:00 7:00 B	11:00 7:00 B
7PM 3AM		LTE			LTE	LTE	LTE		LTE			LTE	LTE	LTE

EB.	21	22	23	24	25	26	27	FEB. 28	29	MAR. 1	2	3	4	5
PR.	17	18	19	20	21	22	23	APR. 24	25	26	27	28	29	30
AY	12	13	14	15	16	17	18	MAY 19	20	21	22	23	24	25