

STATE OF WISCONSIN  
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

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WISCONSIN LAW ENFORCEMENT ASSOCIATION, Complainant,

vs.

STATE OF WISCONSIN DEPARTMENT OF TRANSPORTATION,  
DIVISION OF STATE PATROL, SERGEANT LUKE YAHN AND  
LIEUTENANT JERAMY FOSTER, Respondents.

Case ID: 446.0042  
Case Type: COMP\_PPS  
DECISION NO. 40927-A

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Appearances:

Christopher MacGillis and Dusty Gross-Goeden, Attorneys, MacGillis Law Group, LLC, 12700 W. Bluemound Road, Suite 200, Elm Grove, Wisconsin, appearing for the Wisconsin Law Enforcement Association.

William H. Ramsey, Deputy Chief Legal Counsel, Department of Administration, 101 E. Wilson Street, 10th Floor, P.O. Box 7864, Madison, Wisconsin, appearing on behalf of the State of Wisconsin Department of Transportation, Division of State Patrol, Sergeant Luke Yahn and Lieutenant Jeramy Foster.

**FINDING OF FACT, CONCLUSIONS OF LAW AND ORDER**

On May 19, 2025, the Wisconsin Law Enforcement Association (Complainant) filed a complaint with the Wisconsin Employment Relations Commission asserting that the State of Wisconsin Department of Transportation, Luke Yahn and Jeramy Foster (Respondents) had committed unfair labor practices within the meaning of the State Employment Labor Relations Act. On August 21, 2025, the Respondents filed an answer denying that they had committed any unfair labor practices.

A hearing was held in Madison, Wisconsin on August 27, 2025, by Commission Chairman Peter G. Davis. The parties thereafter filed written argument, and the matter became ripe for a decision on December 16, 2025, when the Complainant confirmed that it would not be filing a reply brief.

Having considered the matter and being fully advised in the premises, the Commission makes and issues the following:

### **FINDING OF FACT**

1. The Wisconsin Law Enforcement Association, herein the Complainant, is a labor organization that serves as the collective bargaining representative of certain employees of the State of Wisconsin.

2. The State of Wisconsin Department of Transportation, herein Respondent State, has a Division of State Patrol.

3. Luke Yahn, herein Respondent Yahn, is a supervisor of employees in the Division of State Patrol.

4. Jeramy Foster, herein Respondent Foster, is a supervisor of employees in the Division of State Patrol.

5. Christina Holtz, herein Holtz, is an employee of the Division of State Patrol and is supervised by Respondents Yahn and Foster.

6. During a May 5, 2025 somewhat contentious meeting with Respondents Yahn and Foster, Christina Holtz twice asked for a representative of the Complainant to be present and her requests were denied.

Based on the above and foregoing Findings of Fact, the Commission makes and issues the following:

### **CONCLUSIONS OF LAW**

1. Before and during the meeting referenced in Finding of Fact 6, Christina Holtz did not have a reasonable belief that she was being investigated for conduct that could lead to discipline.

2. Respondents did not commit unfair labor practices within the meaning of the State Employment Labor Relations Act by denying Christina Holtz's requests for representation by the Complainant or by any other conduct during or arising from the May 5, 2025, meeting.

Based on the above and foregoing Findings of Fact and Conclusions of Law, the Commission makes and issues the following:

### **ORDER**

The complaint is dismissed.

Issued at Madison, Wisconsin, this 12<sup>th</sup> day of February 2026.

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION**

**Electronically signed by: Peter G. Davis**  
Peter G. Davis, Chairman