
THOMAS KERR,

Appellant,

v.

ZEL RICE, Secretary,
Department of Transportation,

Respondent.

Case No. 75-67

MICHAEL MCNAMARA,

Appellant,

v.

ZEL RICE, Secretary,
Department of Transportation,

Respondent.

Case No. 75-72

Before: DeWitt, Chairperson, Wilson, Warren and Hessert, Board Members

Opinion and Order

Nature of the Case

These cases are the consolidated appeals of Group Union Grievances filed on behalf of Appellants as well as similarly situated employees. Following the hearing, a proposed decision was not served on the parties pursuant to Section 227.09(2), stats., pursuant to a stipulation between counsel waiving service.

Findings of Fact

Appellants and members of the grieving group (hereafter referred to as Appellants) are all employes in the classified service, assigned to the Department of Transportation, Division of Highways, District 8. Appellant Kerr was a Permanent Employee, Appellant McNamara was a Seasonal Employee, and the remainder of the

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group was mixed between Seasonal and Permanent Employees. The Appellants are represented by the Wisconsin State Employees Union and are covered by its Agreement with the State of Wisconsin.

The grievances filed were non-contractual grievances, concerning the legality of the employment of Limited Term Employees while Seasonal Employees were on layoff, and questioning Respondent's use of Seasonal Employees and Limited Term Employees in general. The grievances were denied at the three levels, and then appealed to the Board pursuant to Section 17.05(7), stats.

The parties stipulated to the following statement of issue for resolution by the Board:

"Is the employer violating Chapters 9 or 10 or Section Pers. 22.03(2), Wisconsin Administrative Code, in its existing practice or policies regarding Seasonal Employees and Limited Term Employees?"

The Director of the State Bureau of Personnel delegated classification authority, including authority to hire Limited Term Employees, to the Department of Transportation. The delegation was published in the Administrative Practices Manual in the Personnel part, Classification Plan Section.

The Department of Transportation, Division of Highways, District 5, employed Seasonal Employees as reflected in Appellants' Exhibit 4, which is attached to this opinion and incorporated in these findings of fact as if set forth herein. The period of each Seasonal Employee's layoff is reflected in that Exhibit and is likewise adopted as a part of these findings.

The Department, District 8, also employed Limited Term Employees as reflected in Appellants' Exhibit 3, attached to this opinion and also adopted and incorporated.

The data in Exhibits 3 and 4 establishes that no Seasonal Employee was employed for more than 24 biweekly pay periods in 25 consecutive biweekly pay periods.

The data further establishes that the following Limited Term Employees were employed while the following Seasonal Employees were laid off:

Marvin Bell, a Limited Term Employee classified as Engineering Aid 1 was employed from July 10, 1974, through January 10, 1975, and from May 19, 1975, through November 14, 1975. During Bell's employment, the Seasonal Employees classified Engineering Aid 1 who were laid off are Henry D. Abrahamson, laid off October 11, 1974, through November 25, 1974; Bruce S. Peterson, laid off August 30, 1974, through September 30, 1974.

David Brenholt, a Limited Term Employee classified as Engineering Aid 2 was employed from January 1, 1974, through February 1, 1974, and June 17, 1974, through November 27, 1974. During Brenholt's employment, the Seasonal Employees classified as Engineering Aid 2 who were laid off were Richard Dahlberg, laid off from January 4, 1974, through March 11, 1974, and Donald Dahle, laid off from January 15, 1974, through April 30, 1974.

Donald Chatfield, a Limited Term Employee classified as Engineering Technician 1 was employed from January 6, 1974, through December 23, 1974. The Seasonal Employees classified Engineering Technician 1 who were laid off while Chatfield was employed are James Bednar, laid off January 18, 1974, through April 30, 1974; Leroy Hanson, Jr. laid off from February 28, 1974, through April 8, 1974; Helge Johnson, laid off January 31, 1974, through March 6, 1974; Wilbert Kell, laid off January 1, 1974, through May 13, 1974; David Lamont, laid off March 15, 1974, through April 30, 1974; Michael J. McNamara, laid off January 31, 1974, through March 11, 1974; Robert Mertz, laid off January 1, 1974, through June 4, 1974; George Nykanen, laid off March 29, 1974, through May 7, 1974; Jeffrey Plesko, laid off March 15, 1974, through April 15, 1974; Harvey Stodola, laid off January 17, 1974, through April 30, 1974.

Kenneth Hyde, a limited Term Employee classified as Engineering Aid 1, was employed from August 12, 1974, through December 31, 1974, and Terry White, also a Limited Term Engineering Aid 1 was employed from July 9, 1974, through December 31, 1974. While these Limited Term Employees were employed, Seasonal Employees Abrahamzon and Peterson referred to above were both laid off.

In 1975, Seasonal Employee Abrahamzon was reclassified to Engineering Aid 2. He was laid off from October 23, 1975, through November 24, 1975. During the period of his layoff, Limited Term Employees Bruce Germond, Gregory Gokey, Gerard Gougé and JoAnne Rajek, all classified as Engineering Aid 2, were employed.

In addition, Limited Term Employee Brian Richardson, classified as Engineering Aid 2 was employed from May 27, 1975, through November 26, 1975, while Seasonal Employee Randall Nevala, classified Engineering Aid 2 was laid off from February 7, 1975, through May 22, 1975.

The data in Exhibit 4 also indicates that in 1974, eight of the 17 Seasonal Employees employed throughout that year were laid off for less than three biweekly pay periods. In 1975, seven of the 17 Seasonal Employees employed throughout the year were laid off for less than three biweekly pay periods. Further, in 1974 only seven of the 17 Seasonal Employees were laid off for more than three biweekly pay periods. In 1975, 11 of the 19 were laid off for more than three biweekly periods.

Conclusions of Law

At the outset, the Board finds that Respondent Employer has not violated Section Pers. 10, W.A.C., with regard to having authorization to use Limited Term Employees. Appellant has asserted Respondent was not authorized by the Director of the Bureau of Personnel to use Limited Term Employees, as required by Section Pers. 10.05.

The authority to utilize Limited Term Employees was specifically delegated to the Department of Transportation in the Administrative Practice Manual in Part: Personnel, Section: Classification Plan, Subject: Classification Delegation.

That document provides in part I, C that:

" . . . authority . . . is delegated for reclassification, certification request and limited term employment purposes."

It is concluded that the above document lawfully delegates to Respondent the authority to utilize Limited Term Employees.

Second, it is concluded that Respondent has not violated Section Pers. 9.02(1) by working Seasonal Employees more than 24 biweekly pay period in any 26 consecutive biweekly pay periods.

Appellants' Exhibit 4, attached to this opinion shows that no Seasonal Employee worked more than 24 biweekly periods in any 26 consecutive biweekly periods.

The central issue in this case concerns Respondent's use of Limited Term Employees while Seasonal Employees are on layoff status. Respondent, in its brief has argued that the Board lacks jurisdiction to consider the layoff issue, since the layoff procedure is subject to collective bargaining and is covered by the labor agreement between the State of Wisconsin and AFSCME, Council 24, Wisconsin State Employees Union, AFL-CIO. Respondent also asserts that the various statutes and administrative code provisions governing layoffs are inapplicable to this case, since they are superceded by the above cited Agreement.

Respondent is partially correct in its assertions. The Board does lack jurisdiction to hear appeals of layoffs per se, where layoff procedures have been bargained for and the appealing party is appealing the layoff on procedural or "just cause" ground. See Olbrantz v. Earl, Pers. Bd. 75-9 (March 24, 1975).

However, in this case Appellants are not appealing the procedures followed by Respondent in effecting their layoff. Nor is the issue whether or not there was "just causé" for the layoff.

Appellants have filed a non-contractual grievance, challenging the scheme by which Seasonal Employees are laid off while Limited Term Employees in the same class continue to work. Respondent recognized this Board's jurisdiction to hear such non-contractual grievances under Section 16.05(7), stats., by not objecting to the Board's jurisdiction to determine the legality of the use of Limited Term Employees and the number of pay periods that Seasonal Employees were employed. In addition, Respondent recognizes the Board's jurisdiction over the question of when layoffs are proper at all. (Respondent's Brief, p. 10) The Board has jurisdiction to examine the overall scheme by which Respondent determines when and if Appellants will be laid off, and further whether Limited Term Employees may be employed while Seasonal Employees are laid off, Under Section 16.05(7), stats.

Furthermore, the discussion and determination of the layoff issue is essential to the resolution of the issues stipulated to by the parties. The question of Respondent Employer's compliance with or violation of Wis. Adm. Code Pers. Sections 9, 10 or 22.03(2) can only be decided by addressing the layoff issue. Finally, the contract in question here was not offered in evidence and is not a part of the record. In light of the above-cited factors and the stipulation as to the issue, it cannot be concluded that there is no jurisdiction. This decision will be limited to the issues stipulated to by the parties. It is re-emphasized that the conclusion on subject matter jurisdiction is based on this record and is not intended to provide a precedent as to what is subject to bargaining.

Wis. Adm. Code Section Pers. 22.03(2) provides in part:

"An employe with permanent status in class in a permanent position shall not be laid off from any position while any Limited Term Employe . . . is continued. . ."

Appellants have failed to establish any violation of Section Pers. 22.03(2) in this case. The Provision speaks only to Permanent Employees, and has no bearing on Seasonal Employees. It is irrelevant to the issue presented in the grievances.

However, there are provisions in Chapter Pers. 9 relating to Seasonal Employees and Chapter Pers. 10 relating to Limited Term Employees which were violated by Respondent Employer prior to the time the grievances were filed.

The primary characteristics of Seasonal Positions are:

"Employment requiring the services of an employe on an intermittent and recurring basis for more than half-time Such employment shall not exceed 24 biweekly payroll periods of any 26 consecutive full biweekly payroll periods." Wis. Adm. Code Section Pers. 8.02(2)

"It is the policy of the state to consider employes of seasonal positions as career employes . . . and to provide, subject to the limitations and fluctuations of the seasonal cycles, a reasonable guarantee of successive reinstatements" Wis. Adm. Code Section Pers. 9.01 (emphasis added)

The courts have defined and interpreted Seasonal Employment as follows:

"Seasonal Employment refers to occupations which can be carried on only at certain seasons or fairly definite portions of the year. It does not include such occupation as may be carried on throughout the entire year. Pettis v. Industrial Commission, 372 P. 2d 72, 75 91 Ariz. 298 (1962)

"The descriptive term used is 'seasonal', which connotes a certain common sense definition. Seasonal has been invariably related to the vagaries of nature. In other words, what is seasonal cannot be controlled by human ingenuity." Application of Racetracks of Ohio, 137 NE 2d 211, 213, Ct. Cm. Pls. Franklin, Ohio (1956)

See also 99 CJS, Workman's Compensation, Section 294 p. 1018, note "Seasonal Employment Defined"

Thus, from the Wisconsin Administrative Code provisions, as well as from the cases cited, it is apparent that Seasonal Employment must connote employment which is subject to fluctuation and intermittance which is not directly controllable by either the Employer or the Employee.

Wis. Adm. Code Section Pers. 9.02(1) provides:

"When the nature and conditions of employment in a seasonal position approaches year round full time employment (more than 24 biweekly pay periods in any 26 consecutive full biweekly pay periods) the appointing authority shall request establishment of a permanent position and abolish the seasonal position. An employe occupying such abolished seasonal position shall be appointed to the position."

Within the guidelines above, several, and possibly all of the Seasonal Employees involved in this appeal were not properly considered Seasonal Employees at the time of the grievance. It is true that no Seasonal Employee worked more than the maximum permitted 24 biweekly periods. However, there is no basis within the statutory and regulatory scheme for automatically laying off Seasonal Employees for no reason other than the 24 biweekly period rule. As set forth above, the nature of a Seasonal Position is a position where the work fluctuates from Season to Season, or where the work is controlled by Seasonal factors, not within the control of the Employer or Employee.

In this case, the layoffs of Seasonal Employees are not regulated by Seasonal factors. Rather, they are regulated by budgetary considerations or by the 24 biweekly period rule. Respondent in its brief refers to the "mandatory layoff" of Seasonal Employees after 24 biweekly period of work. There is no such "mandatory layoff." To interpret Wis. Adm. Code Section Pers. 8.02(2) and Section 9.02 to permit or require such a "mandatory layoff" period would be to completely disregard the actual intent of Section Pers. 9.02 with regard to making Seasonal positions permanent when there is year round work available.

Seasonal Employees may be laid off at the end of a Seasonal Period. Section Pers. 9.03(1). If there is no actual seasonal period, and if work is available for the Seasonal Employees year round, then the provision of Section Pers. 9.02(1) takes effect. The appointing authority must request that the Seasonal Position be abolished and that Permanent Positions be created.

In this case, there is year round work to be performed by the Seasonal Employees. This is borne out by the fact that Limited Term Employees in the same class as the Seasonal Employees have work to do while the Seasonal Employees are on layoff.

The correct procedure for Respondent to have followed would have been to request that the Seasonal Positions be made Permanent Positions pursuant to Section Pers. 9.02(1) in all cases where there was year round work to be performed. The Seasonal Employees should not have been laid off where there was continuing work for them to do. Seasonal Employees may be laid off only at the end of the Seasonal Period pursuant to Section Pers. 9.03(1) or pursuant to Section 16.28(2), stats., or pursuant to a labor agreement. There is no provision for any mandatory layoff simply because the Seasonal Employee has worked 24 biweekly periods. Wis. Adm. Code Section Pers. 10.02 specifically states that Limited Term Employees may not be used to fill vacancies in Seasonal Positions.

ORDER

The grievance denied appealed from is affirmed in part and reversed in part and remanded to Respondent for action in conformance with this opinion.

Dated August 1, 1977

STATE PERSONNEL BOARD

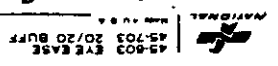

Laurene DeWitt, Chairperson

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EXHIBIT #

Name	Classif	Employed	Rate
Bell, Marvin L.	EA 1	7-10 12-31	3.490/HR
Brenholt, David L.	EA 2	1-1 2-1	3.490
	EA 2	6-17 7-7	3.490
	EA 2	7-7 11-27	3.720
Chaffield, Donald M.	Drafts man	1-6 1-6	3.143
	ET 1	7-7 12-23	4.238
Couch, Jeffrey W.	Drafting Aid	8-25 12-31	3.490
Coker, Gregory L.	EA 2	6-17 7-7	3.490
	EA 2	7-7 12-13	3.720
Cough, Gerard	EA 2	6-17 7-7	3.490
	EA 2	7-7 12-13	3.720
Hebert, Wm. J.	EA 1	1-1 3-22	3.260
Hyde, Kenneth L.	EA 1	8-12 12-31	3.490
Jargynski, Paul A.	Aids. Mkt. Hip. 2	5-22 7-7	3.285
		7-7 12-31	3.525
Kurtz, Mary R.	Typist 2	1-1 6-9	3.299
Leary, James J.	EA 1	5-14 7-7	3.260
Missions, Mary S.	Clerk 1	1-1 7-7	2.483
	Clerk 1	7-7 8-22	2.610
Peterson, Lawrence L.	Clerk 1	11-18 12-31	2.610
Romney, Gregory	EA 1	1-1 2-21	3.260
Richardson, Brian T.	EA 2	6-3 7-7	3.490
	EA 2	7-7 11-22	3.720
	EA 1	2-11 2-22	3.260
Smith, Ralph K.	EA 1		

18-23-74
18-23-74



limited Term Employees Calana
1974

	Name	Classif	Employed		Rate
1	Tyson, Richard L.	Draft. Aid 1	7-7	8-23	3.490
2					
3	Weber, Robert F.	Aldy. Mtce Hl pr. 2	1-1	5-3	3.295
4					
5	White, Terry W	EA-1	7-9	12-31	3.490
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LIMITED TERM EMPLOYEES
 Classification, Periods Employed, Pay Rates Calendar 1975

	Name	Classif	Employed		Rate
1	Bell, Marvin J.	EA 1	1-1	1-10	3.490/Hr.
2		EA 1	5-19	10-13	3.55
3		EA 1	10-13	11-14	3.80
4					
5	Berini, Joseph P.	EA 2 SETA	6-16	9-5	3.780
6					
7	Boran, Scott B.	EA 2 SETC	6-2	8-21	4.298
8					
9	Broadfoot, Scott J.	EA 2 SETC	6-2	8-15	4.298
10					
11	Chambers, David J.	EA 2 SETC	6-16	8-8	4.298
12					
13	Couch, Jeffrey W.	Draft Aid	1-1	1-20	3.490
14		"	1-20	3-19	3.55
15		Drafter	5-5	5-8	4.033
16					
17	Dinda, Mark B.	EA 1	9-20	10-13	3.55
18		EA 1	10-13	11-21	3.80
19					
20	Donovan, Timothy K.	EA 1	5-27	8-22	3.55
21					
22	Engel, Mark R.	EA 2 SETH	6-16	8-28	3.780
23					
24	Germond, R. Bruce	EA 2	7-7	10-13	3.780
25		EA 2	10-13	12-31	4.03
26					
27	Gokey, Gregory L.	EA 2	8-25	10-13	3.78
28			10-13	11-20	4.03
29					
30	Gouge, Gerard	EA 2	10-15	11-7	4.03
31					
32	Graf, John A.	EA 2 SETC	6-2	8-22	4.298
33					
34	Hanna's, Mark L.	EA 2 SETC	6-2	8-22	4.298
35					
36	Hyde, Kenneth J.	EA 1	1-20	2-7	3.55
37					
38	Janzynski, Paul A.	Blk Mtrc	1-20	10-13	3.585
39		Hip 2	10-13	12-31	3.835
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LIMITED TERM EMPLOYEES CALENDAR 1975

	Name	Classif	Employed	Rates	
1	Johnson, Cathy U.	Clerk 1	12-8 12-31	2.747/Hr	1
2					2
3	Johnson, Kenneth G.	EA2 SETC	6-2 8-22	4.298	3
4					4
5	Julian, Scott C.	EA2 SETB	6-2 8-21	4.035	5
6					6
7	Knech, Randy R.	EA2 SETB	6-2 8-14	4.035	7
8					8
9	Kubnick, James E	EA 1	5-27 10-13	3.55	9
10		EA 1	10-13 11-26	3.80	10
11					11
12	Leary, James D.	EA 1	5-27 8-28	3.55	12
13					13
14	Meysman, Victoria A.	Clk. 1	11-26 12-31	2.94	14
15					15
16	Ostroot, Paul M.	EA2 SETB	6-16 10-13	3.78	16
17			10-13 10-31	4.03	17
18					18
19	Peterson, Laura	Clerk 1	1-1 5-2	2.61	19
20					20
21	Rajek, JoAnne	EA 1	5-27 9-14	3.55	21
22		EA 2	9-14 10-13	3.78	22
23		EA 2	10-13 12-12	4.03	23
24					24
25	Richardson, Brian T.	EA 2	5-27 10-13	3.78	25
26		EA 2	10-13 11-26	4.03	26
27					27
28	Schaub, Wallace S	EA2 SETC	6-2 8-21	4.298	28
29					29
30	Sexton, Steven E.	EA 2	6-2 8-15	3.780	30
31					31
32	Thompson, Kenneth C.	EA2 SETA	6-2 8-22	3.780	32
33					33
34					34
35					35
36					36
37					37
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SEASONAL EMPLOYEES
Periods of Employment - Rates of Pay - Classifications

Case 10

APPELLANT'S

EXHIBIT #

Name	Classif.	Employed		Rate	Dates by off
Abrahamson, Henry D.	EA 1	1-1	5-12	3.395/Hr	10-11-74
	EA 1	5-12	7-7	3.395	To
	EA 1	7-7	10-11	3.605	11-25-74
	EA 1	11-25	12-31	3.605	
Baillie, Robert	St. Clerk	1-1	3-31	3.295	5. lay off
	St. Cl. 1	3-31	7-7	3.410	8-30-74
	St. Clerk	7-7	8-30	3.640	To
	" "	9-30	12-31	3.640	9-30-74
Bednar, James F	ET 1	1-1	1-18	4.215	1-18-74
	ET 1	4-30	7-7	4.215	To
	ET 1	7-7	12-31	4.445	4-30-74
Chatfield, Donald M	EA 2	12-23	12-31	3.720	From LTB to Seasonal 12-23-74
Dahlberg, Richard A	EA 2	1-1	1-4	4.071	1-4-74
	EA 2	3-11	7-7	4.071	To
	EA 2	7-7	12-31	4.301	3-11-74
Dable, Donald A.	EA 2	1-1	1-15	4.013	1-15-74
	EA 2	4-30	5-12	4.013	To
	ET 1	5-12	7-7	4.157	4-30-74
	ET 1	7-7	12-31	4.387	
Hanson, Le Roy W. Jr.	ET 1	1-1	2-28	4.228	2-28-74
	ET 1	4-8	7-7	4.228	To
	ET 1	7-7	12-31	4.508	4-8-74
Johnson, Helge W. Jr.	ET 1	1-1	1-31	4.214	1-31-74
	ET 1	3-6	7-7	4.214	To
	ET 1	7-7	12-31	4.444	3-6-74
Kell, Wilbert E	ET 1	5-13	7-7	4.152	Seasonal
	ET 1	7-7	12-31	4.382	1-1-74 To
Kurtz, Mary R.	Typist 2	6-9	7-7	4.87	5-13-74
		7-7	9-1	5.11	To Penna 4-1-74

	Name	Classif	Employed		Rate	layoff
	Lamont, David A	ET 1	1-1	3-15	4,215/Hr	3-15-74
		ET 1	4-30	7-7	4,215	To
		ET 1	7-7	12-31	4,505	4-30-74
	London, Russell I	ETS	5-8	7-7	1182 ⁰⁰	(1-1-74 To
		ETS	7-7	11-21	1258	5-8-74
						(11-21-74
						12-31-74
	McNamara, Michael J	ET 1	1-1	1-31	4,214	1-31-74
		ET 1	3-11	7-7	4,214	To
		ET 1	7-7	12-31	4,444	3-11-74
	Mertz, Robert W	ET 1	6-4	7-7	4,490	1-1-74
		ET 1	7-7	12-31	4,720	To
						6-11-74
	Nevala, Randall S	EA 2	10-28	12-31	3,780	Seasonal from WTE 10-28-74
	Nykanen, George E	ET 1	1-1	3-29	4,599	3-29-74
		ET 1	5-7	7-7	4,599	To
		ET 1	7-7	12-31	4,829	5-7-74
	Petersen, Bruce S	EA 1	1-1	3-31	3,260	8-30-74
		EA 1	3-31	7-74	3,375	To
		EA 1	7-74	8-30	3,605	9-30-74
		EA 1	9-30	11-10	3,605	
		ET 1	11-10	12-31	4,382	
	Plesko, Jeffrey J	ET 1	1-1	3-15	4,278	
		ET 1	4-15-74	7-7	4,278	3-15-74
		ET 1	7-7	11-10	4,508	To
		ET 2	11-10	12-31	4,681	4-15-74
	Sislo, Thomas A	ET 2	1-1	3-8	4,599	3-8-74
		ET 2	4-16	7-7	4,599	To
		ET 2	7-7	12-31	4,829	4-16-74
	Stodola, Harvey D	ET 1	1-1	1-17	4,243	1-17-74
			4-30	7-7	4,243	4-30-74

SEASONAL EMPLOYEES Classification
Periods of Employment - & Rate of Pay - Calendar 1975

	Name	Classif.		Rate	Dates of layoff
1	Abrahamson, Henry D.	Aid 1	1-1-75-5-11-75	3.665/hr.	10-23-75
2		Aid 2	5-1-75-9-14-75	3.924	To
3		Aid 2	9-14-75-10-23	4.114	11-24-75
4		Aid 2	11-24 12-31	4.174	
5	Baillie, Robert	Stock Clerk	(1-1-75-9-18)	3.200	7-18-75
7		St. Clerk	9-15 12-31	3.950	To 9-15-75
8	Bednar, James F.	E.T. 1	1-1 1-31	4.505	1-31-75
10		ET 1	5-12 9-14	4.505	To 5-12-75
11		ET 1	9-14 12-31	4.776	
12	Chatfield, Donald M.	Aid 2	1-1 6-22	3.780	11-21-75
14		Aid 2	6-22 7-20	3.924	To
15		Tech 2	7-20 9-14	4.223	12-22-75
16		Tech 2	9-14 11-21	5.007	
17		Tech 2	12-22 12-31	5.007	
18	Dahlberg, Richard A.	EA 2	1-1 1-24	4.361	1-24-75
20		EA 2	5-19 9-14	4.361	To 5-19-75
21		EA 2	9-14 12-31	4.623	
22	Dahle, Donald A.	ET 1	1-1-75-2-14	4.447	2-14-75
25		ET 1	5-12 9-14	4.447	To
26		ET 1	9-14- 12-31	4.714	5-12-75
27	Hanson, LeRoy L. Jr.	ET 1	1-1 2-7	4.568	3-7-75
29		ET 1	4-28 9-14	4.568	To
30		ET 1	9-14 12-31	4.842	4-28-75
31	Johnson, Helge W. Jr.	ET 1	1-1 2-4	4.504	2-4-75
33		ET 1	4-24 9-14	4.504	To
34		ET 1	9-14 12-31	4.725	4-24-75
35	Kell, Wilbert E.	ET 1	1-1 1-24	4.442	1-24-75
37		ET 1	5-12 9-14	4.442	To
38		ET 1	9-14 12-31	4.709	5-12-75
39					
40					

