

STATE OF WISCONSIN
BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

LATASHA WILSON, Appellant,

vs.

STATE OF WISCONSIN DEPARTMENT OF CORRECTIONS, Respondent.

Case ID: 1.0915

Case Type: PA

DECISION NO. 41501

Appearances:

Jovana Mcwhorter, c/o Racine Correctional Institution, 2019 Wisconsin Street, Sturtevant, Wisconsin, appearing on behalf of Latasha Wilson.

Karen M. Heineman, Attorney, Department of Corrections, 3099 East Washington Avenue, P.O. Box 7925, Madison, Wisconsin, appearing on behalf of the State of Wisconsin Department of Corrections.

DECISION AND ORDER

On April 15, 2026, Latasha Wilson (Wilson) filed an appeal with the Wisconsin Employment Relations Commission asserting she had been suspended for three days without just cause by the State of Wisconsin Department of Corrections (DOC). The matter was assigned to Commission Examiner Anfin J. Wise.

A Zoom hearing was held on June 10, 2026, by Examiner Wise. The parties made oral arguments at the conclusion of the hearing. On June 23, 2026, Examiner Wise issued a Proposed Decision and Order affirming the three-day suspension of Wilson by the DOC. On June 29, 2026, Wilson filed objections to the Proposed Decision. On July 3, 2026, the DOC filed a response to the objections. On July 10, 2026, Wilson filed a reply to DOC's response, and the matter became ripe for Commission consideration.

Being fully advised on the premises and having considered the matter, the Commission makes and issues the following:

FINDINGS OF FACT

1. Latasha Wilson (Wilson) is employed by the State of Wisconsin Department of Corrections (DOC) as a Correctional Sergeant at Racine Correctional Institution (RCI), and she had permanent status in class at the time of her suspension.

2. RCI is a correctional facility located in Sturtevant, Wisconsin operated by DOC, a state agency of the State of Wisconsin.

3. In April 2025, Wilson was discourteous and unprofessional when she failed to provide a verbal response or acknowledgement on the phone and hung up on her coworker.

3. On December 8, 2025, Wilson bullied and intimidated a coworker when she confronted him for being a witness against her in an investigation into workplace misconduct.

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

CONCLUSIONS OF LAW

1. The Wisconsin Employment Relations Commission has jurisdiction over this appeal pursuant to Wis. Stat. § 230.44 (1)(c).

2. The State of Wisconsin Department of Corrections had just cause within the meaning of Wis. Stat. § 230.34(1)(a) to suspend Latasha Wilson for three days.

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

ORDER

The three-day suspension of Latasha Wilson by the State of Wisconsin Department of Corrections is affirmed.

Issued at Madison, Wisconsin, this 4th day of August 2026.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Electronically signed by Peter G. Davis

Peter G. Davis, Chairman

MEMORANDUM ACCOMPANYING DECISION AND ORDER

Section 230.34(1)(a), Stats., states in pertinent part:

An employee with permanent status in class ... may be removed, suspended without pay, discharged, reduced in base pay or demoted only for just cause.

Section 230.44(1)(c), Stats., provides that a State employee with permanent status in class:

may appeal a demotion, layoff, suspension, discharge or reduction in base pay to the commission ... if the appeal alleges that the decision was not based on just cause.

Latasha Wilson (Wilson) had permanent status in class at the time of her suspension, and her appeal alleges that the suspension was not based on just cause.

The State has the burden of proof to establish that Wilson was guilty of the alleged misconduct and whether the misconduct constitutes just cause for the discipline imposed. *Reinke v. Personnel Bd.*, 53 Wis.2d 123 (1971); *Safransky v. Personnel Bd.*, 62 Wis.2d 464 (1974).

In September 2025, a respectful workplace complaint from coworker B.S. prompted DOC to initiate an investigation regarding various incidents of possible bullying by Wilson. Correctional Officer B.S. and Wilson have had workplace tension and conflict for a long time. In early April 2025, B.S. engaged in unprofessional and discourteous behavior while interacting with Wilson. B.S. was formally disciplined for her misconduct. B.S. alleges that she is now being treated poorly by Wilson, including talking behind her back and hanging up the phone on her. During the investigation, there were very general descriptions of Wilson's alleged behavior. However, there was one specific incident in April 2025, where B.S. was on the phone with Wilson to report an inmate's location for count. Without responding or acknowledging the information, Wilson hung up on B.S. Also reported during the investigation by other staff were repeated general concerns about being treated rudely by Wilson. Multiple individuals reported that they do not feel comfortable working with Wilson due to her unpleasantness.

On December 8, 2025, Wilson confronted Correctional Officer A.C. for being a witness against her in an investigation into workplace misconduct. She wanted to know what he said during his interview. A.C. felt bullied and intimidated by Wilson and reported his concerns. No evidence was presented to the contrary. Here, misconduct has been established.

In her defense, Wilson claims that there was no reason to respond to B.S. during the April 2025 phone incident. While Wilson may feel that way, professionalism and basic common courtesy would say otherwise. Wilson also argues that the allegations against her are in retaliation by B.S. Although B.S. and Wilson are clearly going after each other, the concerns reported about Wilson's demeanor and discourteous behavior were consistent and corroborated. Therefore, we reject Wilson's arguments.

Turning now to the level of discipline imposed here, the Commission finds that Wilson's misconduct does meet the just cause standard for progressive discipline and the imposition of a three-day suspension. We note that Wilson previously received two Letters of Expectation (LOE) in April 2023 and March 2025 for professional communication, as well as a one-day suspension for being argumentative with staff in July 2024. Given all of the foregoing, the three-day suspension is affirmed.

Issued at Madison, Wisconsin, this 4th day of August 2026.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

Electronically signed by Peter G. Davis

Peter G. Davis, Chairman