

STATE OF WISCONSIN
EMPLOYMENT RELATIONS COMMISSION

BIENNIAL REPORT

**JULY 1, 2009
JUNE 30, 2011**

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Chairman
Judith Neumann
Commissioner
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State of Wisconsin
Wisconsin Employment Relations Commission

The Honorable Scott Walker
Office of the Governor
115 East, State Capitol
Madison, WI 53702

Dear Governor:

The following is the Biennial Report of the Wisconsin Employment Relations Commission for the 2009-2011 biennium. The report represents a compilation of the statistical and subjective record of the agency over this period. The agency continues to maintain its statewide and national recognition for competence, fairness and integrity as the administrative agency for the labor relations laws of the State of Wisconsin.

As a Commission, we look forward to maintaining that hard working reputation through the continued exercise of diligence and professionalism in the performance of our duties.

Respectfully Submitted

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

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TABLE OF CONTENTS

The Agency	1
Organizational Chart	2
Biennial Caseload Summary	3
Court Activity During Biennium	3
Performance Measures	4
Total Number of Cases Processed by Sector and Type	5
<u>Private Employment Cases</u>	
Unfair Labor Practice Complaint	7
Election	8
Referendum	9
Grievance Arbitration	9
Mediation	10
Declaratory Ruling	11
<u>Municipal Employment Cases</u>	
Election	12
Referendum	14
Declaratory Ruling	15
Prohibited Practice Complaint	17
Grievance Arbitration	20
Interest Arbitration (Police and Fire)	22
Interest Arbitration	24
Mediation	27
Fact Finding	28
Labor Management Cooperation	30
<u>State Employment Cases</u>	
Election	32
Referendum	32
Unfair Labor Practice Complaint	33
Grievance Arbitration	33
Mediation	34
Fact Finding	34
Declaratory Ruling	35
Labor Management Cooperation	36

Faculty and Academic Staff Employment Cases

Election	37
Referendum	37
Unfair Labor Practice Complaint	38
Grievance Arbitration	38
Mediation	39

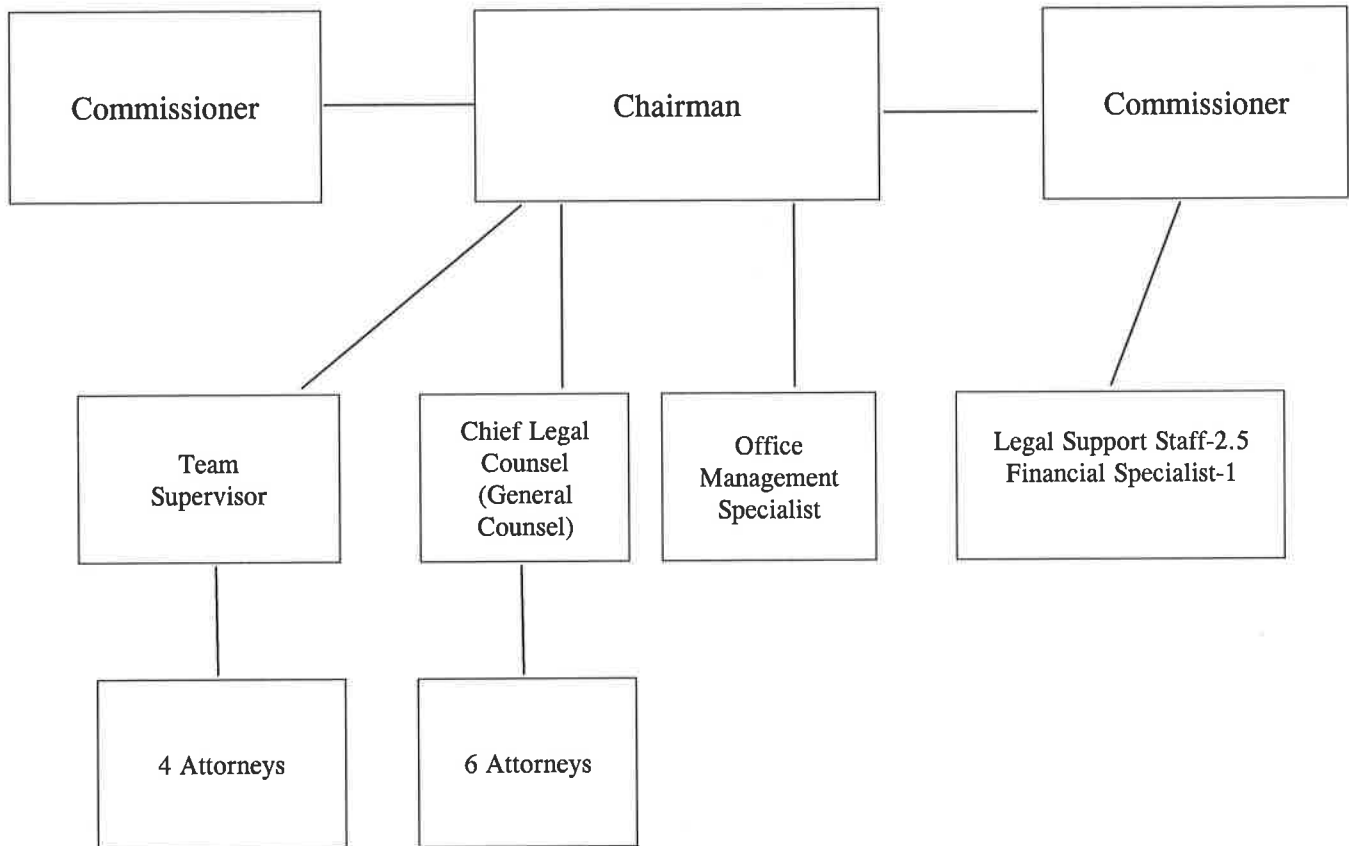
<u>Personnel Appeal Cases</u>	40
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Agency Functions and Organization:

Functions: The primary mission of the Wisconsin Employment Relations Commission (WERC) is to promote peaceful labor relations and collective bargaining throughout the State of Wisconsin and thereby avoid the costly consequences of strikes and lockouts and other interruptions of services and production. To accomplish its mission, the WERC has jurisdiction over certain private sector labor relations matters under the Wisconsin Employment Peace Act (WEPA) (Subchapter 1, Chapter 111, Wis. Stats.), over municipal labor relations under the Municipal Employment Relations Act (MERA) (Subchapter IV, Chapter 111, Wis. Stats.), over state labor relations under the State Employment Labor Relations Act (SELRA) (Subchapter V, Chapter 111, Wis. Stats.), and over appeals of certain state personnel actions under Sec. 230.45 (1), Stats. The WERC's labor relations work includes conducting elections to determine bargaining units and bargaining representatives and conducting referenda regarding maintenance of membership, and fair share agreements; issuing decisions regarding unfair labor practice, election, unit clarification, and declaratory ruling cases; mediating collective bargaining disputes; and providing arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements. The WERC also issues decisions regarding appeals of certain state personnel actions, and provides labor management consensus bargaining training, designed to enable the parties to work together to achieve common goals.

Organization: The WERC consists of three Commissioners appointed by the Governor, with the consent of the Senate, for six-year terms with one Commissioner designated by the Governor to serve as Chairperson for a two-year term. The WERC also has a staff of professional hearing examiner/mediator/arbitrators, as well as administrative support personnel. The Agency's organization is charted as follows:

**WISCONSIN EMPLOYMENT RELATIONS COMMISSION
Organization Chart**



Performance and Operations during the Biennium:

During the biennium, the WERC staff consisted of 16 professional employees, and 4.5 administrative support staff. The WERC has continued to follow a strategic plan that expresses its commitment to improving the quality and the timeliness of its services and to actively seeking the input of the users of the WERC's services in this regard.

Major Program Goals and Objectives:

The WERC has established a performance measure by which the timeliness and effectiveness of service delivery can be evaluated (See Appendix A). Using those performance measures, the WERC continues to provide excellent mediation services, but needs to improve the timeliness of decision issuance and of the processing of personnel appeals.

Technology development continues to be a goal of the agency. The content of the website maintained by the WERC (<http://werc.wi.gov>) has been expanded to include substantial full-text searchable archives of labor relations decisions, grievance awards, municipal interest awards and personnel appeal decisions. The WERC's grievance

awards and labor relations decisions continue to be made available on the State Bar of Wisconsin's website, as well. The WERC has encouraged its personnel and its customers to make use of e-mail whenever possible, and the WERC's new rules are designed to remove obstacles to the use of e-mail in nearly all aspects of communication to and from the WERC.

Flexible Time Work Schedules

Because many of those served by the WERC are members of locally elected governing bodies, a good deal of the work is performed in the evening or at late afternoon meetings in locations throughout the State. This requires all Commissioners and professional staff to have flexible working hours and to coordinate meeting, hearing, and writing schedules. With a very high professional-to-support staff ratio, support staff hours and schedules are occasionally adjusted to meet the needs of the WERC and to respond to the normal operating hours expected of State agencies. In addition, support staff employee hours are adjusted from time to time to accommodate the personal/family needs of those employees.

Biennial Caseload Summary

During the 2009 – 2011 biennium there were 1,809 new cases filed with the WERC and 1,928 cases closed. Included within the closed cases were 48 in which the Commission conducted representation votes. The Commission itself issued 92 decisions (including 45 personnel appeal decisions), the Commissioners and professional staff issued an aggregate of 263 grievance arbitration awards, and the professional staff issued 30 unfair labor practice/prohibited practice decisions.

Among the cases closed during the biennium were 704 mediation-type cases, 596 of which were voluntarily settled/closed without the need for an interest arbitration award or fact finder recommendation.

During the biennium 111 personnel appeal-type cases were closed, including 29 classification cases, 44 discipline cases, 17 non-selection cases, and 21 cases in other personnel appeals areas.

Court Activity During the Biennium

During the biennium, decisions from the Wisconsin Courts yielded a final disposition of 6 Commission cases. At the Circuit Court level, 4 decisions affirmed the Commission's decision. At the Court of Appeals, 2 Commission decisions were reversed.

PERFORMANCE MEASURES

2010 AND 2011 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2010	Actual 2010	Goal 2011	Actual 2011
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	77%	85%	66%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	77%	90%	73%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	88%	90%	95%
1.	Median number of calendar days from opening to closing of Personnel appeal cases.	170	218		
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. ¹			90%	89%

Note: Based on fiscal year.

¹Previously the Commission has tracked its performance regarding its personnel appeal jurisdiction by counting the number of days from opening to closing each case. That measure was appropriate while the Commission was adjusting to the newly-added personnel appeal work load, because the agency's goal was to gradually reduce the amount of processing time attributable to training and learning the new material. At this time the agency has had sufficient experience with personnel appeals to allow the agency to begin tracking its performance in personnel appeals the same way it tracks its performance in other statutory areas, i.e., in terms of the percentage of written drafts and decisions that meet timeliness standards.

TOTAL CASES PROCESSED BY THE COMMISSION 2009-2011

Private Employment Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Complaint-Cw (Individual)	2	1	0		3	0	2	3	1
Complaint-Ce	5	3	1	0	7	2	5	2	4
Election-E	0	0	0		0	1	1	80	0
Election-E(u/c)	0	0	0		0	0	0		0
Referendum-R	0	0	0		0	0	0		0
Election/Referendum-E/R									
Arbitration-A	33	45	49	2302	29	55	45	551	39
Mediation-M	1	1	2	2	0	3	2	22	1
Declaratory Ruling-DR	0	0	0		0	0	0		0
LMC	0	0	0		0	0	0		0
Totals	41	50	52	2304	39	61	55	658	45

Municipal Employment Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Election-ME	16	29	31	625	14	25	25	875	14
Election-ME(u/c)	33	25	24	234	34	7	18	107	23
Referendum-MR	0	0	0		0	0	0		0
Declaratory Ruling-DR(M)	6	6	5	0	7	11	10	0	8
Complaint-MP	127	76	86	16	117	82	70	14	129
Arbitration-MA	303	378	354	5404	327	232	347	3089	212
Interest Arbitration-MIA	41	37	48	1766	30	63	41	1347	52
Interest Arbitration-INT/ARB	118	200	160	15483	158	233	278	23973	113
Mediation-MM	40	77	69	6679	48	79	104	17384	23
Fact Finding-FF	0	0	0		0	0	0		0
LMC-M	3	3	5	29	1	2	2	10	1
Totals	687	831	782	30236	736	734	895	46799	575

State Employment Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Election-SE	0	3	3	5170	0	0	0		0
Election-SE(u/c)	1	5	1	1	5	0	0		5
Referendum-SR	0	1	0		1	0	0		1
Complaint-PP(S)	13	12	14	7	11	10	2	3	19
Arbitration-SA	1	3	3	1	1	2	0		3
Mediation-SM	3	1	4	0	0	0	0		0
Fact Finding-FF(S)	0	0	0		0	0	0		0
Declaratory Ruling-DR(S)	1	0	0		1	0	1	1	0
LMC-S	0	0	0		0	0	0		0
Totals	19	25	25	5179	19	12	3	4	28

Faculty and Academic Staff Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Election-FE	1	8	4	5171	5	0	0	1337	5
Election-FE(u/c)	0	0	0		0	0	0		0
Referendum-FR	0	0	0		0	0	0		0
Complaint-FP	0	0	0		0	2	0		2
Arbitration-FA	0	0	0		0	0	0		0
Mediation-FM	0	0	0		0	0	0		0
Totals	1	8	4	5171	5	2	0	1337	7

Personnel Appeal (PA) Cases

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Totals	63	46	66	66	43	42	45	45	40
GRAND TOTAL	811	960	929	42956	842	851	998	48843	695

TOTAL CASES PROCESSED BY THE COMMISSION 2009 – 2011

WISCONSIN EMPLOYMENT PEACE ACT

	<u>Private Employment Respondent Complaint (Ce) Cases Processed</u>									
	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>	
Employer Individual	0	0	0	0	0	0	0	0	0	
Employer Union	1	0	0	1	0	0	1	1	0	
Individual	4	3	1	0	6	2	4	1	4	
Union	5	3	1	0	7	2	5	2	4	
Totals	5	3	1	0	7	2	5	2	4	

Disposition of Closed (Ce) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Decision Issued:	0	0	1	1
Settled or Withdrawn	1	0	3	2
Totals	1	0	4	3

	<u>Private Employment Union Respondent Complaint (Cw) Cases Processed</u>									
	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>	
Employer Individual	0	0	0	0	0	0	0	0	0	
Employer Union	2	1	0	3	3	0	2	3	1	
Individual	0	0	0	0	0	0	0	0	0	
Union	2	1	0	0	3	0	2	3	1	
Totals	2	1	0	0	3	0	2	3	1	

Disposition of Closed (Cw) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	0	0	0	0
Settled or Withdrawn	0	0	2	3
Totals	0	0	2	3

Private Employment Election (E) and Unit Clarification E(u/c) Cases Processed

	<u>07/01/2009</u>		<u>Closed 2009-2010</u>		<u>Cases Pending 07/01/2010</u>		<u>Cases Received 2010-2011</u>		<u>Closed 2010-2011</u>		<u>Cases Pending 06/30/2011</u>	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	1	1	1	80	0	0
Totals	0	0	0	0	0	0	1	1	1	80	0	0

Disposition of Closed Election (E) and Unit Clarification E(u/c) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Petition for Election	0	0	1	80
Vote Conducted:	0	0	1	80
Bargaining Representative Selected:	0	0	1	80
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	0	0	1	80

Disposition of Closed (A) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Award Issued:	15	1133	14	31
Settled or Withdrawn	22	1084	27	513
Totals	37	2217	41	544

Private Employment Mediation (M) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Employer Individual	0	0	0		0	0	0		0
Jointly	1	1	2	2	0	1	0		1
Union	0	0	0		0	2	2	22	0
Totals	1	1	2	2	0	3	2	22	1

Disposition of Closed (M) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Interest	0	0	0	0
Grievance	2	2	2	22
Totals	2	2	2	22

Private Declaratory Ruling (DR) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0

Disposition of Closed (DR) Cases

	<u>07/01/2009 - 06/30/2010</u>	<u>07/01/2010 - 06/30/2011</u>
Dismissed - Settled/ Withdrawn Declaratory Rulings Issued	Cases 0	Cases 0
	Employees 0	Employees 0
Totals	0	0

Private Labor Management Cooperation (LMC) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0

MUNICIPAL EMPLOYMENT RELATIONS ACT

Municipal Employment Election (ME) and Unit Clarification ME(U/C) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
City	11	15	11	55	15	10	13	689	12
Employer	2	0	0		2	0	0		2
Individual	1	1	1	0	1	0	0		1
Jointly	0	0	0		0	0	0		0
Union	8	14	10	55	12	10	13	689	9
School	11	8	10	129	9	7	6	65	10
Employer	0	2	1	0	1	0	0		1
Individual	0	1	1	20	0	4	1	20	3
Jointly	0	0	0		0	0	0		0
Union	11	5	8	109	8	3	5	45	7
County	16	15	14	195	17	10	16	107	11
Employer	2	1	1	1	2	1	1	1	2
Individual	0	0	0		0	1	0		1
Jointly	0	0	0		0	0	0		0
Union	14	14	13	194	12	8	15	106	6
Village	2	3	4	26	1	5	5	58	1
Employer	0	1	0		1	0	1	0	0
Individual	0	0	0		0	2	2	44	0
Jointly	0	0	0		0	0	0		0
Union	2	2	4	26	0	3	2	14	1
Town	3	6	7	138	2	0	1	9	1
Employer	1	1	2	8	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	2	5	5	130	2	0	1	9	1

Municipal Employment Election (ME) and Unit Clarification ME(u/c) Cases Processed (CONTINUED)

	Cases Pending 07/01/2009	Cases Received 2009-2010	Cases Closed 2009-2010	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Cases Closed 2010-2011	Employees	Cases Pending 06/30/2011
VTAE Districts	0	6	2	2	4	0	2	54	2
Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	6	2	2	4	0	2	54	2
Misc. Municipal	6	1	7	314	0	0	0	0	0
Employer	0	0	0	0	0	0	0	0	0
Individual	0	1	1	7	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	6	0	6	307	0	0	0	0	0
Totals	49	54	55	859	48	32	43	982	37

Disposition of Closed Election (ME) and Unit Clarification ME(u/c) Cases

	07/01/2009 - 06/30/2010		07/01/2010 - 06/30/2011	
	Cases	Employees	Cases	Employees
Petition for Election	22	525	20	399
Vote Conducted:	22	525	20	399
Bargaining Representative Selected:	16	223	16	374
Bargaining Representative Rejected:	6	302	4	25
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	2	9
Unit Clarified:	0	0	2	9
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	22	525	22	408

Municipal Employment Referendum (MR) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
City	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Village	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Town	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0

Disposition of Closed (MR) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

Municipal Employment Declaratory Ruling DR(M) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
City	6	4	4	0	6	3	2	0	7
Employer Individual	3	1	2	0	2	3	2	0	3
Jointly	0	0	0		0	0	0		0
Union	3	3	2	0	4	0	0		4
School	0	1	1	0	0	5	5	0	0
Employer Individual	0	1	1	0	0	4	4	0	0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	1	1		0
County	0	1	0	0	1	3	3	0	1
Employer Individual	0	1	0		1	3	3		1
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Village	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Town	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0

Municipal Employment Declaratory Ruling DR(M) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
VTAE Districts	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Totals	6	6	5	0	7	11	10	0	8

Disposition of Closed DR(M) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
City	0	0	1	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
Declaratory Rulings Issued	0	0	1	0
School	1	0	1	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	1	0	1	0
Declaratory Rulings Issued	0	0	0	0
County	0	0	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
Declaratory Rulings Issued	0	0	0	0
Village	0	0	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
Declaratory Rulings Issued	0	0	0	0

Disposition of Closed DR(M) Cases (CONTINUED)

07/01/2009 - 06/30/2010

07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Town	0	0	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
VTAE Districts	0	0	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
Misc. Municipal	0	0	0	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	0	0	0	0
Totals	1	0	2	0
Dismissed - Settled/Withdrawn Declaratory Rulings Issued	1	0	1	0
	0	0	1	0

Municipal Prohibited Practice (MP) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
City	39	25	24	2	40	21	20	4	41
Employer	1	0	0		1	1	1	0	1
Individual	6	3	2	2	7	5	4	3	8
Union	32	22	22	0	32	15	15	1	32
School	40	28	31	2	37	34	24	4	47
Employer	1	2	2	0	1	1	2	0	0
Individual	5	1	1	1	5	3	2	2	6
Union	34	25	28	1	31	30	20	2	41
County	37	18	27	5	28	18	16	2	30
Employer	0	1	0	4	1	0	0	2	1
Individual	4	2	4	1	2	1	2	2	1
Union	33	15	23	1	26	17	14	0	28

Municipal Prohibited Practice (MP) Cases Processed (CONTINUED)

	Cases Pending 07/01/2009	Cases Received 2009-2010	Cases Closed 2009-2010	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Cases Closed 2010-2011	Employees	Cases Pending 06/30/2011
Village	2	2	0		4	1	1	0	4
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	1	0		1
Union	2	2	0		4	0	1	0	3
Town	2	2	3	7	1	2	2	0	1
Employer	0	0	0		0	0	0		0
Individual	0	1	1	6	0	0	0		0
Union	2	1	2	1	1	2	2	0	1
VTAE Districts	6	0	1	0	5	4	6	4	3
Employer	0	0	0		0	1	1	0	0
Individual	4	0	0		4	0	3	4	1
Union	2	0	1	0	1	3	2	0	2
Misc. Municipal	1	1	0		2	2	1	0	3
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	1	1	0		2	2	1	0	3
Totals	127	76	86	16	117	82	70	14	129

Disposition of Closed (MP) Cases

	07/01/2009 - 06/30/2010		07/01/2010 - 06/30/2011	
	Cases	Employees	Cases	Employees
City	19	2	17	2
Decision Issued:	0	0	2	0
Settled or Withdrawn	19	2	15	2
School	25	1	22	4
Decision Issued:	2	1	2	1
Settled or Withdrawn	23	0	20	3

Disposition of Closed (MP) Cases (CONTINUED)
07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	Cases	Employees	Cases	Employees
County		24	4	15
Decision Issued:		3	1	2
Settled or Withdrawn		21	3	13
Village		0	0	1
Decision Issued:		0	0	1
Settled or Withdrawn		0	0	0
Town		3	7	2
Decision Issued:		0	0	0
Settled or Withdrawn		3	7	2
VTAE Districts		1	0	7
Decision Issued:		0	0	1
Settled or Withdrawn		1	0	6
Misc. Municipal		0	0	1
Decision Issued:		0	0	0
Settled or Withdrawn		0	0	1
Totals		72	14	65
Decision Issued:		5	2	8
Settled or Withdrawn		67	12	57

Municipal Employment Grievance Arbitration (MA) Cases Processed

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010 Cases	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Employees	Cases Pending 06/30/2011
City									
Employer	2	0	0		2	0	2	113	0
Individual	0	0	0		0	1	1	1	0
Jointly	3	5	3	62	5	0	3	69	2
Union	92	93	103	2904	82	40	63	460	59
	97	98	106	2966	89	41	69	643	61
School									
Employer	0	1	0		1	0	1	93	0
Individual	0	0	0		0	1	0		1
Jointly	6	7	6	56	7	13	12	99	8
Union	62	72	70	933	64	46	78	1149	32
	68	80	76	989	72	60	91	1341	41
County									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	3	5	3	3	5	0	5	64	0
Union	120	166	152	1201	134	114	152	501	96
	123	171	155	1204	139	114	157	565	96
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	0		1	0	1	15	0
Union	6	16	8	24	14	9	15	63	8
	6	17	8	24	15	9	16	78	8
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	1	0	0		1	0	1	1	0
Union	1	0	1	1	0	0	0		0
	2	0	1	1	1	0	1	1	0

Municipal Employment Grievance Arbitration (MA) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
VTAE Districts									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	1	0	0	0		0
Union	3	3	3	2	3	4	5	109	2
	3	4	4	3	3	4	5	109	2
Misc. Municipal									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	4	8	4	217	8	4	8	352	4
	4	8	4	217	8	4	8	352	4
Totals	303	378	354	5404	327	232	347	3089	212

Disposition of Closed (MA) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
City	87	2474	62	424
Award Issued:	29	99	25	237
Settled or Withdrawn	58	2375	37	187
School	64	301	78	1076
Award Issued:	17	95	28	221
Settled or Withdrawn	47	206	50	855
County	126	1139	139	421
Award Issued:	50	589	70	151
Settled or Withdrawn	76	550	69	270
Village	7	23	14	76
Award Issued:	5	14	5	58
Settled or Withdrawn	2	9	9	18

Disposition of Closed (MA) Cases (CONTINUED)

07/01/2009 - 06/30/2010

07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Town	1	1	1	1
Award Issued:	0	0	0	0
Settled or Withdrawn	1	1	1	1
VTAE Districts	4	3	5	109
Award Issued:	2	2	1	105
Settled or Withdrawn	2	1	4	4
Misc. Municipal	4	217	5	131
Award Issued:	1	1	0	0
Settled or Withdrawn	3	216	5	131
Totals	293	4158	304	2238
Award Issued	104	800	129	772
Settled or Withdrawn	189	3358	175	1466

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
	City	25	19	26	1195	18	25	23	948
Law Enforcement	17	12	17	578	12	19	19	862	12
Fire Fighters	8	7	9	617	6	6	4	86	8
County	9	9	11	426	7	22	8	239	21
Law Enforcement	9	8	11	426	6	22	8	239	20
Fire Fighters	0	1	0		1	0	0		1
Village	5	7	8	120	4	14	9	143	9
Law Enforcement	3	6	6	109	3	12	8	133	7
Fire Fighters	2	1	2	11	1	2	1	10	2

Municipal Police and Fire Interest Arbitration (MIA) Cases Processed (CONTINUED)

	Cases Pending 07/01/2009		Cases Received 2009-2010		Closed 2009-2010		Cases Pending 07/01/2010		Cases Received 2010-2011		Closed 2010-2011		Cases Pending 06/30/2011	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
Town	1		1	21	2	21	0	1	1	0	0	1	1	
Law Enforcement	1		1	21	2	21	0	1	1	0	0	1	1	
Fire Fighters	0		0	0	0	0	0	0	0	0	0	0	0	
Misc. Municipal	1		1	4	1	4	1	1	1	1	1	17	1	
Law Enforcement	0		1	0	0	0	1	1	1	1	1	17	1	
Fire Fighters	1		0	4	1	4	0	0	0	0	0	0	0	
Totals	41		37	1766	48	1766	30	63	63	41	41	1347	52	

Disposition of Closed (MIA) Cases 07/01/2009 - 06/30/2010

	Closed		Initiated By			Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly						
City	26	1195	21	5	0	19	3	4	3	0	1
Firefighter	9	617	7	2	0	6	1	2	2	0	0
Law Enforcement	17	578	14	3	0	13	2	2	1	0	1
County	11	426	6	5	0	8	0	4	1	3	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	11	426	6	5	0	8	0	4	1	3	0
Village	8	120	5	3	0	7	0	1	0	0	1
Firefighter	2	11	2	0	0	2	0	0	0	0	0
Law Enforcement	6	109	3	3	0	5	0	1	0	0	1
Town	2	21	2	0	0	2	0	0	0	0	0
Firefighter	0	0	0	0	0	0	0	0	0	0	0
Law Enforcement	2	21	2	0	0	2	0	0	0	0	0
Misc. Municipal	1	4	1	0	0	1	0	0	0	0	0
Firefighter	1	4	1	0	0	1	0	0	0	0	0
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0
Totals	48	1766	35	13	0	37	3	9	4	3	2

Disposition of Closed (MIA) Cases 07/01/2010 - 06/30/2011

	Closed		Initiated By				Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly							
City	23	948	14	9	0	21	1	2	2	0	0	
Firefighter	4	86	1	3	0	4	0	0	0	0	0	
Law Enforcement	19	862	13	6	0	17	1	2	2	0	0	
County	8	239	6	2	0	6	0	2	1	1	0	
Firefighter	0	0	0	0	0	0	0	0	0	0	0	
Law Enforcement	8	239	6	2	0	6	0	2	1	1	0	
Village	9	143	6	3	0	9	0	0	0	0	0	
Firefighter	1	10	0	1	0	1	0	0	0	0	0	
Law Enforcement	8	133	6	2	0	8	0	0	0	0	0	
Town	0	0	0	0	0	0	0	0	0	0	0	
Firefighter	0	0	0	0	0	0	0	0	0	0	0	
Law Enforcement	0	0	0	0	0	0	0	0	0	0	0	
Misc. Municipal	1	17	0	1	0	1	0	0	0	0	0	
Firefighter	0	0	0	0	0	0	0	0	0	0	0	
Law Enforcement	1	17	0	1	0	1	0	0	0	0	0	
Totals	41	1347	26	15	0	37	1	4	3	1	0	

Municipal Employment Interest Arbitration (INT/ARB) Cases Processed

	Cases Pending 07/01/2009		Cases Received 2009-2010		Cases Closed 2009-2010		Cases Pending 07/01/2010		Cases Received 2010-2011		Cases Closed 2010-2011		Cases Pending 06/30/2011	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	33	3322	24	35	22	35	36	1603	21	21	4	784	0	17
Employer	17	2623	12	18	11	7	14	784	4	4	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Union	16	699	12	17	11	28	22	819	17	17	0	0	0	0
School	30	6738	108	56	82	107	145	16048	44	44	18	5513	0	26
Employer	11	3606	58	24	46	32	59	5513	18	18	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Union	19	3132	50	32	36	75	86	10535	26	26	0	0	0	0

Municipal Employment Interest Arbitration (INT/ARB) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
County	42	47	48	41	71	74	5509	38
Employer	13	16	12	17	25	26	1404	16
Jointly	0	0	0	0	0	0		0
Union	29	31	36	24	46	48	4105	22
Village	6	14	12	8	9	14	178	3
Employer	3	6	4	5	3	5	66	3
Jointly	0	0	0	0	0	0		0
Union	3	8	8	3	6	9	112	0
Town	2	2	3	1	2	1	5	2
Employer	1	0	1	0	0	0		0
Jointly	0	0	0	0	0	0		0
Union	1	2	2	1	2	1	5	2
VTAE Districts	2	1	3	0	5	2	282	3
Employer	0	1	1	0	3	2	282	1
Jointly	0	0	0	0	0	0		0
Union	2	0	2	0	2	0		2
Misc. Municipal	3	4	3	4	4	6	348	2
Employer	1	1	1	1	0	1	0	0
Jointly	0	0	0	0	0	0		0
Union	2	3	2	3	4	5	348	2
Totals:	118	200	160	158	233	278	23973	113

Disposition of Closed (INT/ARB) Cases 07/01/2009 - 06/30/2010

	<u>Closed</u>		<u>Initiated By</u>				Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly							
City	35	3322	17	18	0	32	2	2	2	0	0	
School	56	6738	32	24	0	51	1	5	4	1	0	
County	48	3167	36	12	0	40	3	8	6	2	0	
Village	12	178	8	4	0	11	0	1	1	0	0	
Town	3	26	2	1	0	3	0	0	0	0	0	
VTAE Districts	3	2019	2	1	0	1	1	1	1	0	0	
Misc. Municipal	3	33	2	1	0	3	0	0	0	0	0	
Totals:	160	15483	99	61	0	141	7	17	14	3	0	

Disposition of Closed (INT/ARB) Cases 07/01/2010 - 06/30/2011

	<u>Closed</u>		<u>Initiated By</u>				Resolved In Investigation	Settled By Arbitrator	Awards Issued	Employer Offer Selected	Union Offer Selected	Consent Award
	Cases	Employees	Union	Employer	Jointly							
City	36	1603	22	14	0	31	1	4	1	3	0	
School	145	16048	86	59	0	141	2	3	2	1	0	
County	74	5509	48	26	0	70	2	4	4	0	0	
Village	14	178	9	5	0	14	1	0	0	0	0	
Town	1	5	1	0	0	1	0	0	0	0	0	
VTAE Districts	2	282	0	2	0	2	0	0	0	0	0	
Misc. Municipal	6	348	5	1	0	3	1	2	0	2	0	
Totals:	278	23973	171	107	0	262	7	13	7	6	0	

Municipal Employment Mediation (MM) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
City	15	15	23	808	7	12	9	1130	10
Employer	4	1	4	58	1	2	1	850	2
Individual	0	0	0		0	0	0		0
Jointly	6	6	10	396	2	3	4	108	1
Union	5	8	9	354	4	7	4	172	7
School	12	39	22	3797	29	35	59	14487	5
Employer	2	6	3	1176	5	4	7	7609	2
Individual	0	0	0		0	0	0		0
Jointly	10	25	15	2221	20	18	36	4931	2
Union	0	8	4	400	4	13	16	1947	1
County	8	8	14	602	2	21	20	1333	3
Employer	1	0	1	90	0	4	4	116	0
Individual	0	0	0		0	0	0		0
Jointly	0	6	5	120	1	7	7	328	1
Union	7	2	8	392	1	10	9	889	2
Village	3	6	4	57	5	5	7	46	3
Employer	1	2	1	7	2	0	1	2	1
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	8	0	1	1	15	0
Union	2	3	2	42	3	4	5	29	2
Town	0	2	1	4	1	3	3	7	1
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	4	0	0	0		0
Union	0	1	0		1	3	3	7	1
VTAE Districts	0	3	2	1295	1	1	1	248	1
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	1	1	4	0	0	0		0
Union	0	1	0		1	3	3	7	1
Misc. Municipal	2	4	3	116	3	2	5	133	0
Employer	1	1	1	112	1	0	1	3	0
Individual	0	0	0		0	0	0		0
Jointly	0	2	1	95	1	0	1	248	0
Union	0	1	1	1200	0	1	0		1
Totals	40	77	69	6679	48	79	104	17384	23

Disposition of Closed (MM) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>		Settled by Mediation		Settled by Arbitration		Neither	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	8	171	1	307	0	0	5	255	1	3
School	10	944	3	1173	0	0	36	4314	11	2766
County	6	195	2	185	1	56	14	931	0	0
Village	3	22	0	0	0	0	4	31	1	4
Town	1	4	0	0	0	0	3	7	0	0
VTAE Districts	1	95	0	0	0	0	0	0	1	248
Misc. Municipal	1	3	1	112	0	0	2	113	1	3
Totals	30	1434	7	1777	1	56	64	5651	15	3024

Municipal Fact Finding (FF) Cases Processed

	<u>07/01/2009</u>		<u>2009-2010</u>		<u>07/01/2010</u>		<u>2010-2011</u>		<u>06/30/2011</u>	
	Cases Pending	Cases Received	Cases Pending	Cases Received	Cases Pending	Cases Received	Cases Pending	Cases Received	Cases Pending	Cases Received
City	0	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0

Municipal Fact Finding (FF) Cases Processed (CONTINUED)

	Cases Pending 07/01/2009	Cases Received 2009-2010	Cases Closed 2009-2010	Cases Pending 07/01/2010	Cases Received 2010-2011	Cases Closed 2010-2011	Cases Pending 06/30/2011
			Cases	Employees		Cases	Employees
Village	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Town	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0

Disposition of Closed (FF) Cases 07/01/2009 - 06/30/2010

	<u>Closed</u>			<u>Initiated By</u>			Resolved Prior to Fact Finding Order	Resolved Prior to Fact Finding Recommendations	Fact Finding Recommendations Issued
	Cases	Employees	Union	Employer	Jointly				
City	0	0	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0	0	0
Village	0	0	0	0	0	0	0	0	0
Town	0	0	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (FF) Cases 07/01/2010 - 06/30/2011

	Closed		Initiated By		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Cases	Employees	Union	Employer			
City	0	0	0	0	0	0	0
School	0	0	0	0	0	0	0
County	0	0	0	0	0	0	0
Village	0	0	0	0	0	0	0
Town	0	0	0	0	0	0	0
VTAE Districts	0	0	0	0	0	0	0
Misc. Municipal	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0

Municipal Labor Management Cooperation (LMC-M) Cases Processed

	Cases Pending 07/01/2009		Cases Received 2009-2010		Cases Pending 07/01/2010		Cases Received 2010-2011		Cases Closed 2010-2011		Cases Pending 06/30/2011	
	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees	Cases	Employees
City	0	0	0	0	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0	0	0	0
School	0	0	1	1	0	0	0	0	0	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	1	0	2	0	0	0	1	0	1	0	0	0
Union	0	0	0	0	0	0	0	0	0	0	0	0
County	1	1	2	3	0	1	1	1	1	0	0	0
Employer Individual	0	0	0	0	0	0	0	0	0	0	0	0
Jointly	2	0	0	0	1	10	1	1	1	10	1	0
Union	0	0	0	0	0	0	0	0	0	0	0	0
Totals	2	10	3	10	1	10	1	1	1	10	1	1

Municipal Labor Management Cooperation (LMC-M) Cases Processed (CONTINUED)

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Village									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
Town									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
VTAE Districts									
Employer	0	1	1	18	0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	1	1	18	0	0	0		0
Misc. Municipal									
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
	0	0	0		0	0	0		0
Totals	3	3	5	29	1	2	2	10	1

STATE EMPLOYMENT LABOR RELATIONS ACT

State Employment Election (SE) and Unit Clarification SE(u/c) Cases Processed 07/01/2009 - 6/30/2011

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010 Cases	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Employees	Cases Pending 06/30/2011
Employer Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	8	4	5171	5	0	0		5
Totals	1	8	4	5171	5	0	0	0	5

Disposition of Closed (SE) and SE(u/c) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	Cases	Employees	Cases	Employees
Petition for Election	3	5170	0	0
Vote Conducted:				
Bargaining Representative Selected:	3	5170	0	0
Bargaining Representative Rejected:	0	0	0	0
Petition Dismissed:	0	0	0	0
Petition for Unit Clarification	0	0	0	0
Unit Clarified:	0	0	0	0
Petition Withdrawn / Dismissed:	0	0	0	0
Totals	3	5170	0	0

State Employment Referendum (SR) Cases Processed

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010 Cases	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Employees	Cases Pending 06/30/2011
Employer Individual	0	0	0		0	0	0		0
Union	0	1	0		1	0	0		1
Totals	0	1	0	0	1	0	0	0	1

Disposition of Closed (SR) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Referendum Conducted:	0	0	0	0
Fair-Share Agreement Approved:	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0
Totals	0	0	0	0

State Employment Unfair Labor Practice PP(S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0	0	0	0	0
Individual	4	3	4	3	2	0	5
Union	9	9	10	8	8	2	14
Totals	13	12	14	11	10	2	19

Disposition of Closed PP(S) Cases

	<u>07/01/2009 - 06/30/2010</u>		<u>07/01/2010 - 06/30/2011</u>	
	Cases	Employees	Cases	Employees
Decision Issued:	4	2	1	1
Settled or Withdrawn	9	4	1	2
Totals	13	6	2	3

State Employment Grievance Arbitration (SA) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0
Jointly	0	1	1	0	0	0	0
Union	1	2	2	1	2	0	3
Totals	1	3	3	1	2	0	3

Disposition of Closed (SA) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Award Issued:	1	1	0	0
Settled or Withdrawn	0	0	0	0
Totals	1	1	0	0

State Employment Mediation (SM) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
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Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	2	1	3	0	0	0	0	0	0
Union	1	0	1	0	0	0	0	0	0
Totals	3	1	4	0	0	0	0	0	0

Disposition of Closed (SM) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Interest	1	0	0	0
Grievance	1	0	0	0
Totals	2	0	0	0

State Employment Fact Finding FF(S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
--	---------------------------------	---------------------------------	-------------------------------	------------------	---------------------------------	---------------------------------	-------------------------------	------------------	---------------------------------

Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2009 - 06/30/2010

Cases	Closed Employees		Initiated By		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Union	Employer	Jointly	Employer			
0	0	0	0	0	0	0	0

Disposition of Closed FF(S) Cases 07/01/2010 - 06/30/2011

Cases	Closed Employees		Initiated By		Resolved Prior to Fact Finding Order	Resolved Prior to Issuance of Fact Finding Recommendations	Fact Finding Recommendations Issued
	Union	Employer	Jointly	Employer			
0	0	0	0	0	0	0	0

State Employment Declaratory Ruling DR(S) Cases Processed

	Cases Pending 07/01/2009		Cases Received 2009-2010		Cases Pending 07/01/2010		Cases Received 2010-2011		Cases Closed 2010-2011		Cases Pending 06/30/2011	
	Employer	Individual Union	Employer	Individual Union	Employer	Individual Union	Employer	Individual Union	Employer	Individual Union	Employer	Individual Union
Employer	0	0	0	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0	0	0	0
Union	1	0	0	0	1	0	0	1	1	1	0	0
Totals	1	0	0	0	1	0	0	1	1	1	1	0

Disposition of Closed DR(S) Cases

Dismissed - Settled/Withdrawn Declaratory Rulings Issued	07/01/2009 - 06/30/2010		07/01/2010 - 06/30/2011	
	Cases	Employees	Cases	Employees
	0	0	0	0
	0	0	0	0
Totals	0	0	0	0

State Employment Labor Management Cooperation (LMC-S) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0	0	0	0	0	0	0
Individual	0	0	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0	0	0

FACULTY AND ACADEMIC STAFF LABOR RELATIONS ACT

Faculty and Academic Staff Election (FE) and Unit Clarification FE(u/c) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Jointly	0	0	0		0	0	0		0
Union	1	8	4	5171	5	0	0		5
Totals	1	8	4	5171	5	0	0	0	5

Disposition of Closed (FE) and FE(u/c) Cases

	<u>07/01/2009 - 06/30/2010</u>	<u>07/01/2010 - 06/30/2011</u>
Petition for Election	0	5
Vote Conducted:	0	5
Bargaining Representative Selected:	0	1337
Bargaining Representative Rejected:	0	1337
Petition Dismissed:	0	0
Petition for Unit Clarification	0	0
Unit Clarified:	0	0
Petition Withdrawn / Dismissed:	0	0
Totals	0	1337

Faculty and Academic Staff Referendum (FR) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Closed 2009-2010 Cases</u>	<u>Employees</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Closed 2010-2011 Cases</u>	<u>Employees</u>	<u>Cases Pending 06/30/2011</u>
Employer	0	0	0		0	0	0		0
Individual	0	0	0		0	0	0		0
Union	0	0	0		0	0	0		0
Totals	0	0	0	0	0	0	0	0	0

Disposition of Closed (FR) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	Cases Received 2009-2010	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Cases Pending 06/30/2011
Referendum Conducted	0	0	0	0	0
Fair-Share Agreement Approved:	0	0	0	0	0
Fair-Share Agreement Not Approved:	0	0	0	0	0
Totals	0	0	0	0	0

Faculty and Academic Staff Unfair Labor Practice (FP) Cases Processed

	Cases Received 2009-2010	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Cases Pending 06/30/2011
Employer	0	0	0	0	0
Individual	0	0	0	0	0
Union	0	0	2	0	2
Totals:	0	0	2	0	2

Disposition of Closed (FP) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	Cases Received 2009-2010	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Cases Pending 06/30/2011
Decision Issued Settled or Withdrawn	0	0	0	0	0
Employer	0	0	0	0	0
Individual	0	0	0	0	0
Jointly	0	0	0	0	0
Union	0	0	0	0	0
Totals	0	0	0	0	0

Faculty and Academic Staff Grievance Arbitration (FA) Cases Processed

	Cases Received 2009-2010	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011 Cases	Cases Pending 06/30/2011
Employer	0	0	0	0	0
Individual	0	0	0	0	0
Jointly	0	0	0	0	0
Union	0	0	0	0	0
Totals	0	0	0	0	0

Disposition of Closed (FA) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Award Issued	0	0	0	0
Settled or Withdrawn	0	0	0	0
Totals	0	0	0	0

Faculty and Academic Staff Mediation (FM) Cases Processed

	<u>Cases Pending 07/01/2009</u>	<u>Cases Received 2009-2010</u>	<u>Cases Closed 2009-2010</u>	<u>Cases Pending 07/01/2010</u>	<u>Cases Received 2010-2011</u>	<u>Cases Closed 2010-2011</u>	<u>Cases Pending 06/30/2011</u>
Employer Individual	0	0	0	0	0	0	0
Jointly	0	0	0	0	0	0	0
Union	0	0	0	0	0	0	0
Totals	0	0	0	0	0	0	0

Disposition of Closed (FM) Cases

07/01/2009 - 06/30/2010 07/01/2010 - 06/30/2011

	<u>Cases</u>	<u>Employees</u>	<u>Cases</u>	<u>Employees</u>
Interest	0	0	0	0
Grievance	0	0	0	0
Totals	0	0	0	0

PERSONNEL APPEAL CASES

Personnel Appeal (PA) Cases Processed

	Cases Pending 07/01/2009	Cases Received 2009-2010	Closed 2009-2010	Employees	Cases Pending 07/01/2010	Cases Received 2010-2011	Closed 2010-2011	Employees	Cases Pending 06/30/2011
			Cases		Cases		Cases		
PA(dimrs) Stats. 230.44 (1)(a)	4	8	9	9	3	4	5	5	2
PA(der) Stats. 230.44 (1)(b)	22	8	19	19	11	3	10	10	4
PA(adv) Stats. 230.44 (1)(c)	27	21	30	30	18	16	14	14	20
PA(sel) Stats. 230.44 (1)(d)	9	6	6	6	9	12	11	10	10
PA(grp) Stats. 230.45 (1)(c)	1	1	1	1	1	4	4	5	1
PA(haz) Stats. 230.45 (1)(d)	0	2	1	1	1	1	0	1	2
PA(gen)	0	0	0	0	0	2	1	1	1
Total	63	46	66	66	43	42	45	45	40

Notes:

230.44 (1) (a). Appeals of personnel decisions made by the Administrator of the Division of Merit Recruitment and Selection, including civil service examinations.

230.44 (1) (b). Appeals of certain actions taken by the Director of the Office of State Employment Relations, primarily relating to position classifications.

230.44 (1) (c). Appeals of certain disciplinary actions taken against non-represented civil service employees.

230.44 (1) (d). Appeals of certain actions related to the hiring process in the classified service, primarily selection decisions.

230.45 (1) (c). Appeals of decisions denying hazardous duty benefits.

230.45 (1) (d). Fourth-step grievances of non-represented employees.