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*Public Administration

Given the diversity of existing patterns of regulations and agencies, this directory is intended to be a guide to the administrative structure and functional responsibilities of the agencies within the various states for the conduct of public sector labor relations. It is not meant to be a statutory analysis nor does it deal with the extent of activity or the impact of these agencies upon the climate of public employee-management relations within their respective jurisdictions. For each of the 27 states included in this directory, legal and Government Employee Relations Report citations for the various state laws are provided in footnotes. The publications cited generally include the rules and procedures, decision reporting systems, and annual reports for each administrative agency identified. Related directories are available as VT 015 586 and VT 015 587 in this issue. (Author/JS)
A Directory of Public Employment Relations Boards and Agencies
A Guide to the Administrative Machinery for the Conduct of Public Employee-Management Relations within the States.

November 1971
U.S. DEPARTMENT OF LABOR
J. D. HODGSON,
Secretary
LABOR-MANAGEMENT SERVICES ADMINISTRATION
W. J. USERY, JR.
Assistant Secretary

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In the past decade, numerous state statutes have been passed regulating public employee-management relationships. At the present time, thirty-five states have enacted approximately sixty public employee-management relations statutes delineating in varying degrees the substance, jurisdiction, and parameters of state and local government labor relations. Many of these laws, however, do not establish a procedure or an agency for the administration of public sector labor relations.

In those states providing for the administration of statutes, there are three major forms of administrative agencies. The first pattern embodies the use of an existing administrative agency, or combination of agencies, to administer the public employee-management relations statute. In such cases, a State department of labor, a mediation or private sector employment relations board, or other such agencies are functionally expanded to include the public sector. Fifteen states have followed this pattern.¹ A second pattern consists of the creation of a new agency specifically charged with the administration and regulation of the public employee-management relationship as defined under the statute. This type of organization usually takes the form of a Public Employment Relations Board (PERB) or Commission. Eight states and the District of Columbia have established such mechanisms.²


A third type of administrative machinery involves the use of an existing functional state agency to handle public employee-management relations within its specialized area. Nine states, for example, use State boards of education or the State superintendents of public instruction to administer teacher statutes. In Montana, the statute governing nurses in health care facilities is administered by the State Board of Health.

The major functions over which administrative agencies exercise jurisdiction include matters of representation and recognition (unit determination, conduct of elections, certification), impasse procedures for resolution of disputes (mediation, fact-finding, and arbitration), and prevention of unfair labor practices.

In many cases, the Public Employment Relations Board or other administrative agency with similar responsibility will administer all functions authorized by law, including representation issues, procedures for impasse resolution, and unfair labor practices. There are seven states and the District of Columbia which have a single agency that performs all these functions. Six states have established agencies with authority over matters of representation and impasse procedures.


5. Maine, Minnesota, Nebraska, New Jersey, Oregon, and South Dakota.
In other cases, functional responsibility may be limited to representation questions or only to impasse resolution. Missouri, New Hampshire, Rhode Island, and Delaware have agencies responsible only for issues concerning representation. Agencies in Connecticut, Massachusetts, Vermont (SLRB), and Washington are empowered to deal with matters of representation and unfair labor practices. Kansas, has provided its administrative agency with exclusive authority to deal with impasse resolutions and unfair labor practices as well. Eleven states and the District of Columbia have administrative agencies authorized to hear and make rulings on unfair labor practices.6

Administering agencies may be authorized to recommend or conduct such activities as fact-finding, mediation and arbitration, but may not always be the performing agency. When administering agencies delegate authority for such functions as mediation, often the action agency is a State Board of mediation or similar body. At least eight states authorize the use of the services provided by these agencies.7 In some states, the administrative agency is empowered to initiate procedures for mediation, fact-finding, and arbitration. In other states, the provision of such services is incumbent upon the request of the parties.


Given the diversity of existing patterns of regulations and agencies, this Directory of Public Employment Relations Boards and Agencies is intended to be a guide to the administrative structure and functional responsibilities of the agencies within the various states for the conduct of public sector labor relations. It is not meant to be a statutory analysis nor does it deal with the extent of activity or the impact of these agencies upon the climate of public employee-management relations within their respective jurisdictions. (For an analysis of the legal status of public sector labor relations in all fifty states, consult the chart entitled, **SUMMARY OF STATE POLICY REGULATIONS FOR PUBLIC SECTOR LABOR RELATIONS:** Statutes, Attorney General's Opinions and Selected Court Decisions, published by the Division under separate cover).

For each state included in this Directory, legal and **Government Employee Relations Report** (GERR) citations for the various state laws are provided in footnotes. The publications cited generally include the rules and procedures, decision reporting systems, and annual reports for each administrative agency that we have been able to identify. The "Key to Administrative Agency Coverage" is a guide to the coding system developed to indicate agency jurisdiction.

This directory was prepared by Thomas J. Colucci and Marc E. Schieber under the supervision of Jerome T. Barrett, Chief, Division of Public Employee Labor Relations, Office of Labor-Management Relations Services.
KEY TO ADMINISTRATIVE AGENCY COVERAGE

The following designations are exclusive. Each symbol denotes jurisdiction only over those employees indicated.

(M) - depending on the State, this indicates coverage of municipal employees, and for some States coverage of all public employees below the State level.

(S) - indicates coverage of all public employees in the State Service.

(T) - indicates coverage of public school teachers.

(P) - indicates coverage of Policemen.

(F) - indicates coverage of Firefighters.

(G) - indicates coverage of all public employees, as defined by the Statute of the State.

(N) - indicates coverage of nurses.
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CALIFORNIA

There are four public employee-management relations statutes in California. These cover public employees (except state employees),

1. teachers

2. and firemen.

State employees are covered under the Governor's Executive Order and by statute.

The "Meyers-Milias-Brown Act" allows local jurisdictions to establish their own methods of administering public employee-management relations. Los Angeles City and Los Angeles County, among others, have established part time Employee Relations Boards to administer local labor relations. There is no state agency for the administration of any of the public employee statutes, however, the State Conciliation Service provides impasse assistance in both the private and public sector.

Administrative and/or State Conciliation Service
Impasse Agency Supervisor, Mr. Ralph Duncan
P. O. Box 603
San Francisco, California 94101
(415) 557-2426

Function (M) Mediation; in absence of local procedures, mediates and makes recommendations for resolution of unit disputes upon request of either party.


There are two public employee-management relations statutes in Connecticut. These cover municipal employees and teachers.

The State Labor Relations Board is the administrative agency responsible for the conduct of both public and private sector labor relations. The Board is composed of three part-time members assisted by a full time director and staff. The State Board of Education administers the teacher statute.

Administrative and/or Impasse Agency Function

State Labor Relations Board (M) Unit determination, elections, unfair labor practices.
Chairman, Fleming James, Jr.
200 Folly Brook Boulevard
Weathersfield
Hartford, Connecticut 06115
(203) 566-5162

State Board of Mediation and Arbitration (M) Mediation, fact-finding.
Chairman, Robert L. Stutz
200 Folly Brook Boulevard
Weathersfield
Hartford, Connecticut 06115

State Board of Education (T) Certification of exclusive representative; mediation, advisory arbitration.
William J. Sanders
Secretary and Commissioner of Education
P. O. Box 2219
Hartford, Connecticut 06115

Publications:


2. Title 10, Chapter 166, P.A. 298 amended by P.A. 811 in 1969, effective July 1, 1969. (GERR RF-1, 51:1614)
There are two public employee-management relations statutes in Delaware. These cover public employees and teachers.

The Division of Unemployment Insurance of the State Department of Labor and Industrial Relations administers the public employee statute. The teacher statute is administered by the State Board of Education. Administrative responsibility for the conduct of private sector labor relations is vested in the Division of Industrial Relations of the State Department of Labor and Industrial Relations.

Administrative and/or
Impasse Agency

State Department of Labor and Industrial Relations
Division of Unemployment Insurance
Chairman, Edward T. Campbell
506 West 10th Street
Wilmington, Delaware 19801
(302) 658-4331

Function
(G, except T) Unit determination, conducts elections, certifies exclusive bargaining representative; mediation.

(T) Conducts elections, certifies exclusive bargaining representative.

State Board of Education
Kenneth C. Madden
State Superintendent of Public Instruction
Dover, Delaware 19901

There is one comprehensive executive order governing public employee-management relations in the District of Columbia.¹

The Board of Labor Relations, composed of five part-time members, administers public employee-management relations as defined in the Executive Order. The Board may appoint staff as necessary. Interim staff may be furnished by the Personnel Office.

### Administrative and/or Impasse Agency

<table>
<thead>
<tr>
<th>Board of Labor Relations</th>
<th>Function</th>
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<tbody>
<tr>
<td>Willoughby Abner, Chairman</td>
<td>(M,F) Resolves unfair labor practices, unit determination, certification; resolves impasses through fact-finding and final, binding arbitration.</td>
</tr>
<tr>
<td>1815 H Street, N. W.</td>
<td></td>
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<tr>
<td>Washington, D. C. 20006</td>
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<tr>
<td>(202) 628-1545</td>
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</tbody>
</table>

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There is one comprehensive public employee-management relations statute covering all public employees in Hawaii.¹

A full-time Public Employment Relations Board composed of three members serving six-year terms administers the statute. The Board is assisted by a full-time staff, and ad hoc neutrals for impasse resolution.

Administrative and/or Impasse Agency

Hawaii Public Employment Relations Board
Mack Hamada, Chairman
909 City Bank Building
Honolulu, Hawaii 96813
(415) 556-0220
(ask for 536-4355)

Function

(G) Unit determination, conducts elections, certification of exclusive representative, unfair labor practices; appoints mediators, fact-finding boards, and arbitrators.

Publications:

There are two public employee-management relations statutes in Idaho. These laws cover firefighters and teachers.2

In addition to private sector duties, the State Labor Commissioner has limited responsibility for administration of the statute covering firefighters. The limited administration of the teacher statute is under the jurisdiction of the Superintendent of Public Instruction.

Administrative and/or Impasse Agency

<table>
<thead>
<tr>
<th>State Labor Commissioner</th>
<th>(F) If required appoints third member of ad hoc fact-finding commission.</th>
</tr>
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<tbody>
<tr>
<td>Mr. B. R. Brown</td>
<td></td>
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<tr>
<td>Industrial and Administration Building</td>
<td></td>
</tr>
<tr>
<td>317 Main Street</td>
<td></td>
</tr>
<tr>
<td>Boise, Idaho 83702</td>
<td></td>
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<tr>
<td>(208) 384-3250</td>
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</tbody>
</table>

| State Superintendent of Public Instruction | (T) Appoints fact finders if parties cannot agree on appointment. |
|                                           |                                                                     |
| Delmer F. Engelking                     |                                                                     |
| State House                              |                                                                     |
| Boise, Idaho                             |                                                                     |
| (208) 384-3300                           |                                                                     |

There are two public employee-management relations statutes in Kansas. These laws cover public employees\(^1\) and teachers.\(^2\)

A new Public Employee Relations Board composed of five part-time members, serving four year terms, administers the statute which becomes effective March 1, 1972. The Board members have not yet been appointed. Staff and office space are to be provided by the Director of the Department of Administration as needed. The teacher statute is administered by the State Board of Education.

Administrative and/or Impasse Agency

Public Employee Relations Board
Department of Administration

Commissioner of Education
State Board of Education
C. Taylor Whittier
Kansas State Education Building
120 East 10th Street
Topeka, Kansas 66612

Function

(S, M \(\sqrt{\text{when coverage under statute is elected}}\))

Appoints mediators, arbitrators, and fact-finding panels; conducts hearings, inquiries on improper practices by employer agencies and employee organizations; aids parties in effecting voluntary resolution of disputes.

(T) Unit determination, conducts hearings, investigations, elections, if necessary; investigates petitions challenging exclusive representation.

1. S.B. 333, signed April 8, 1971, effective March 1, 1972. (GERR RF-23, 51:2511)
MAINE

There is one public employee-management relations statute in Maine. The law covers all public employees except state employees. A second law establishes a grievance procedure for state employees.

The Department of Labor and Industry has major responsibility for administration of both the public employee statute and private sector labor relations. A three-member, part-time Public Employee Relations Appeal Board has been established with a permanent secretary serving as staff. A State Employee Appeals Board composed of three, part-time members administers the grievance procedure for state employees.

Administrative and/or Impasse Agency

Department of Labor and Industry
Miss Marian E. Martin, Commissioner
State Office Building
Augusta, Maine 04330
(207) 289-3331

Board of Arbitration and Conciliation
Lawrence J. Thebeau, Chairman
Freeport, Maine 04032
(207) 865-4990

Public Employee Labor Relations Appeal Board
David F. Aldrich, Chairman
207 South Maine Street
South Paris, Maine
(207) 743-6308

State Employees Appeal Board

Function

(M) Unit determination, conducts elections, assigns fact-finders upon request of parties.

(M) Provides fact finding when requested.

(M) Adopts rule of procedure; handles appeals from commissioner rulings.

(S) Impartial board of arbitration; mediates all grievances and disputes, binding decisions.

Publications:

MARYLAND

There is one public employee-management relations statute in Maryland. Its coverage is limited to teachers. Municipal employees in the City of Baltimore are covered under a City Council Ordinance.

The State Board of Education has responsibility for the administration of the teacher statute.

Administrative and/or Impasse Agency

<table>
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<th>State Board of Education</th>
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<tr>
<td>James A. Sensenbaugh</td>
</tr>
<tr>
<td>Superintendent of Schools</td>
</tr>
<tr>
<td>301 West Preston Street</td>
</tr>
<tr>
<td>Baltimore, Maryland 21201</td>
</tr>
<tr>
<td>(301) 383-3010</td>
</tr>
</tbody>
</table>

Function

(T) Conducts elections, certifies exclusive representative; appoints mediation panel upon request of parties; reports and makes recommendations on disputes.

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There are two major public employee-management relations statutes in Massachusetts. The laws cover state employees and local employees including teachers.

The three member, full time State Labor Relations Commission administers the two public employee statutes as well as a private sector statute. The Commission is assisted by a full time staff.

Administrative and/or Impasse Agency

Function

State Labor Relations Commission
Madeline H. Miceli, Chairman
Leverett Saltonstall Building
Government Center
100 Cambridge Street
Boston, Massachusetts 02202
(617) 727-3506

(S,M,T) Conducts elections, makes unit determinations; hears and rules on unfair practices.

State Board of Conciliation and Arbitration
Mr. George M. Romanos, Chairman
100 Cambridge Street
Boston, Massachusetts 02202
(617) 727-3454

(M,T) Fact-finding, mediation and arbitration services.

Publications:


There is one comprehensive public employee-management relations statute in Michigan covering all public employees except those in the State Classified Service: An experimental law providing for binding arbitration for policemen and firefighters, expires June 30, 1972.

The three-member, part-time Employment Relations Commission administers the statutes for both private and public sector employee-management relations. The Commission has a director and a large full-time staff.

**Administrative and/or Impasse Agency**

- Employment Relations Commission
- Robert G. Howlett, Chairman
- 1400 Cadillac Square Building
- Detroit, Michigan 48226
- (313) 222-3070

**Function**

- (G, except S) Mediates impasses and grievances, conducts elections, unit determination, certifies exclusive representative, rules on unfair labor practices.

- (P,F) Appoints impartial arbitrator or Chairman of ad hoc arbitration panel, if parties cannot agree. Panel makes binding decisions.

**Publications:**


MINNESOTA

There is one comprehensive public employee law in Minnesota which covers all major groups of public employees. This law becomes effective July 1, 1972.

Both the Minnesota Public Employment Relations Board and the Bureau of Mediation Services administer the law.

Administrative and/or 
Impasse Agency

Minnesota Public Employment 
Relation's Board 
(to be appointed)

Function

(G) Hears appeals on unit 
determination questions, 
initiates impasse arbi-
tration.

Bureau of Mediation Services 
Vern E. Buck, Director 
420 State Office Building 
St. Paul, Minnesota 55155 
(612) 221-2525

(G) Unit determination, 
certification, mediation.

Publication:

MISSOURI

There is one public employee-management relations statute in Missouri covering all public employees except policemen and teachers. It is administered by the State Board of Mediation in addition to that agency's responsibilities for private sector labor relations.

Administrative and/or Impasse Agency

State Board of Mediation
Daniel C. Rogers, Chairman
P.O. Box 298
Jefferson City, Missouri 65101
(314) 635-1131

Function
(G, except T, P) Resolves issues of unit determination and representation questions.

There are two public employee-management relations statutes in Montana. One covers nurses in public and private facilities. The other covers teachers and school principals.

The Senior District Judge of the County has limited responsibility for the administration of the teacher statute. The State Board of Health administers the statute covering nurses.

Administrative and/or Impasse Agency
Senior District Judge of the County

State Board of Health
John S. Anderson, M.D.
Executive Officer
Cogswell Building
Helena, Montana 59601

Function
(T) If parties cannot agree on third member of impasse panel, submits list of five names of qualified individuals.
(N) Unit determination, conducts elections.

NEBRASKA

There are two public employee-management relations statutes in Nebraska. One covers all public employees including employees of public utilities, the other covers teachers.

The five-judge Court of Industrial Relations administers the public employee-management relations statute in addition to its responsibilities for private sector labor relations. The Court has no jurisdiction over teachers. The teachers' statute is administered by the State Board of Education.

Administrative and/or
Impasse Agency

Function

Court of Industrial Relations
George H. Turner, Chief Clerk
2413 State House
Lincoln, Nebraska 68509
(402) 432-4447

(S) Determines questions of exclusive representation, unit determination, certification; establishes panels of mediators, fact-finding boards; arbitration; orders "good faith bargaining"; issues findings and final binding orders.

State Department of Education
Cecil E. Stanley, Commissioner
233 South Ten Street
Lincoln, Nebraska
(402) 471-2295

(T) If required submits a list of five qualified persons to serve on ad hoc fact-finding Board. Board makes nonbinding recommendations for dispute settlement.

NEVADA

There is one public employee-management relations statute in Nevada. It covers local government employees and teachers.¹

The Local Government Employee-Management Relations Board composed of three part-time members serving four-year terms administers the Local Government Employee-Management Relations Act. The Board has a secretary and may appoint neutrals for impasse resolution.

Administrative and/or Impasse Agency

Local Government Employee-Management Relations Board
Paul H. Dahlberg, Chairman
215 East Bonanza Road
Las Vegas, Nevada 89101
(702) 385-0298

Function

(M,T) Establishes procedures for fact-finding, issues advisory guidelines for recognition and unit determination; makes final binding decisions, subject to judicial review, on appeals concerning questions of unit determination, recognition; conducts elections for exclusive representation on appeal from aggrieved employee organizations; rules on unfair labor practices, disputes over application and interpretation of law.

NEW HAMPSHIRE

There is one public employee-management relations statute in New Hampshire. It covers only classified employees of the State and non-academic employees of the State University.¹

The statute is administered by the three member, part-time Management-Employee Relations Commission composed of the Commissioner of Labor, the Secretary of State, and a chairman appointed by the Governor. The Commission's jurisdiction is confined to administration of the public employee-management relations statute. The Commission has no staff.

Administrative and/or Impasse Agency

Management-Employee Relations Commission
Mr. Arthur Bean, Jr., Chairman
1662 Elm Street
Manchester, New Hampshire 03104
(603) 669-7011

Function
(S, nonacademic employees of the State University) Unit determination, issues regulations for the conduct of elections, certifies exclusive representative.

NEW JERSEY

There is one comprehensive public employee-management relations statute in New Jersey which covers all public employees including teachers.1

The seven-member, part-time Public Employment Relations Commission administers the statute. A full-time executive director and permanent staff provide support for the Commission. The State Board of Mediation provides assistance in impasses in both public and private disputes.

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<th>Administrative and/or Impact Agency</th>
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<tr>
<td>Division of Public Employment Relations</td>
<td>(G,T) Makes policy and establishes rules and regulations governing dispute settlement, grievance procedures and administration; unit determination, conducts elections, certification; recommends or invokes fact-finding, selects third arbitrator, if necessary.</td>
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<tr>
<td>New Jersey Public Employment Relations Commission</td>
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<tr>
<td>Maurice M. Nelligan, Jr. Executive Director</td>
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<tr>
<td>Labor and Industry Building</td>
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<tr>
<td>Fitch Plaza, P.O. Box V.</td>
<td></td>
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<tr>
<td>Trenton, New Jersey 08625</td>
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<tr>
<td>(609) 292-2121</td>
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</table>

State Board of Mediation

Dr. William M. Weinberg
Acting Chairman
1100 Raymond Boulevard, Rm. 306
Newark, New Jersey 07102
(201) 648-2860

Rutgers University
Institute of Management and Labor of Rutgers
New Brunswick, New Jersey 08903

Publications:


NEW YORK

There is one comprehensive public employee-management relations statute in New York which covers all public employees. Employees of New York City are covered under a separate law.

The Public Employment Relations Board consists of three members appointed for six-year terms by the governor. The full-time chairman directs a large permanent staff. The New York law provides that local governments may enact their own procedures if it is substantially similar to the state law. This has resulted in the creation of several "mini-PERBS" throughout the state. The best known is the Office of Collective Bargaining (OCB) in New York City, which has a seven-member tripartite board with a full-time chairman and a large staff.

Administrative and/or Impasse Agency

**Public Employment Relations Board**
Robert Helsby, Chairman
50 Wolf Street
Albany, New York 06520
(518) 457-2854

**New York City Office of Collective Bargaining**
Mr. Arvid Anderson, Chairman
City of New York
250 Broadway
New York, New York 10007
(212) 566-3128

Function

(C) Resolves disputes concerning representation; determines appropriate unit, conducts elections, certifies bargaining representative; provides mediators, fact-finding boards, joint study committees, and arbitration panels upon request of parties; establishes procedures for prevention of unfair labor practices; imposes penalties and fines.

(M) Local Procedures in representation, dispute settlement consistent with State Public Employment Law

Publications:


There are two public employee-management relations statutes in North Dakota. One covers all public employees\(^1\) and the other covers only teachers\(^2\).

The North Dakota Teachers Statute is administered by the Education Fact-Finding Commission which consists of three members, one appointed by the Superintendent of Public Instruction, one by the Governor and one by the Attorney General. Members are appointed for three years. Commission members serve on a part-time basis. The Commission may appoint fact-finders to resolve impasses.

Administrative and/or Impasse Agency

Education Fact-Finding Commission
William S. Gussner, Chairman
402 Third Avenue North East
Jamestown, North Dakota 58401

Function
(T) Conducts elections, performs fact-finding on request of either party

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1. Chapter 34-II, enacted by Chapter 219, 1951 Legislature.  (GERR RF-1, 51:4311)
OREGON

There are two public employee-management relations statutes in Oregon. These laws cover state and local employees if the jurisdiction elects to be covered, and teachers. Municipal employees of the City of Portland are covered by an ordinance of the City Council.

The Oregon Public Employee Relations Board consists of three members who serve on a part-time basis. The Board has an executive secretary and a small staff. The Board, in providing for resolution of impasses, may assign its duties and responsibilities to the State Conciliation Service or to ad hoc committees who are knowledgeable in the field of labor relations. Since Oregon's political subdivisions are covered only if they elect to be covered by state law, several cities have created their own local public employee relations boards.

Administrative and/or Impasse Agency

Public Employee Relations Board
Melvin H. Cleveland, Executive Secretary
Labor and Industries Building
Salem, Oregon 97310
(503) 378-3807

State Conciliation Service
Superintendent of Public Instruction
Dale R. Parnell
State Department of Education
Salem, Oregon 97301

Function

(S,M,H) when coverage under statute is elected
N) Determines units, conducts elections for exclusive representation; upon request of parties, provides conciliation, mediation, fact-finding and voluntary arbitration for dispute settlement.

(S,M) Provides conciliation and assumes responsibilities, if assigned by the Board.

(T) Maintains list of mediators and fact-finders; appoints mediator, fact-finder, if parties fail to agree.

Publications:

Pennsylvania

There are three public employee-management relations statutes in Pennsylvania. One law covers all public employees of the State, its counties and municipalities except police and firefighters; another covers municipal policemen and firefighters, and a third covers municipal transit employees.

The Pennsylvania Labor Relations Board deals with both the private and public sector. The Board is comprised of 3 full-time members. It also has an executive director, and staff. The Police and Fire Arbitration Act and the act covering municipal transit authority employees have no specific provisions for administration. The State Mediation Bureau provides impasse assistance in both public and private disputes.

Administrative and/or Impasse Agency

Pennsylvania Labor Relations Board
Raymond L. Scheib, Chairman
1617 Labor and Industry Building
7th and Foster
Harrisburg, Pennsylvania 17120
(717) 787-4895

Pennsylvania Bureau of Mediation
Phillip M. Curran, Director
Labor and Industry Building
Harrisburg, Pennsylvania 17120
(717) 787-2803

Function

(G, except P and F) Unit determination, conducts elections, certification of exclusive representative, unfair practices; responsibility for fact-finding, appoints fact-finding panel.

(G) Mediates impasses.

Publications:


RHODE ISLAND

The are five public employee-management relations statutes in Rhode Island. Separate laws cover state employees, municipal employees, teachers, firemen, and policemen.

The Rhode Island State Labor Relations Board deals with both private and public sector labor relations. The Board is comprised of three full time members appointed by the governor for a six-year term. The Board has a permanent staff. All of the public sector laws in Rhode Island are amendments to the Labor Relations Act for the private sector.

Administrative and/or Impasse Agency

| State Labor Relations Board                      | (M, except T, F) Unit determination, conducts elections, determines exclusive representative. |
| Mr. Samuel Azzinaro, Chairman                    |                                               |
| 235 Promenade Street                             |                                               |
| Providence, Rhode Island 02908                   |                                               |
| (401) 277-2752                                   |                                               |

| Department of Labor                              | (M, except T, F) Provides mediation and conciliation services, arbitration, if requested by the parties. |
| Francis E. Doherty, Director                     |                                               |
| 235 Promenade Street                             |                                               |
| Providence, Rhode Island 02908                   |                                               |
| (401) 277-2771                                   |                                               |

| State Department of Education                    | (T) Provides mediation and conciliation, designates arbitrators upon request of the parties. |
| Dr. Fred G. Burke, Superintendent                |                                               |
| 199 Promenade Street                             |                                               |
| Providence, Rhode Island 20908                   |                                               |
| (401) 277-2672                                   |                                               |

| Rhode Island Supreme Court                       | (P,F) Selects third arbitrator, if required. (Law provides for binding arbitration). |

Publications:


1. Title 36, Chapter 11, P.L. 1958, Chapter 178, amended by S.B. 28, 1970 Legislature, effective April 30, 1970. (Also see Section 28-7-45, Labor Relations Act) (GERR RF-1, 51:4811)


There are two public employee-management relations statutes in South Dakota. One covers state, municipal employees and teachers. The other covers fire and police department employees.

The State Commissioner of Labor and Management Relations administers the former statute in addition to his administrative responsibilities for private sector labor relations. The State Labor Relations Board appoints the Commissioner and establishes procedures. The police and firefighter statute is unadministered.

Administrative and/or Impasse Agency

Function

State Department of Labor and Management Relations
Commissioner of Labor and Management Relations
Mr. Henry Carter
Motor Vehicle Building
Pierre, South Dakota 57501
(605) 224-3681

(S,M,T) Enforces all labor laws; executes Board Policy; unit determination, certification, binding decisions on grievance appeals.

State Labor and Management Relations Board

(S,M,T) Appoints commissioner; enacts rules and regulations.

Publications:


2. S.B. 121, Signed March 19, 1971, effective 90 days after Legislative Adjournment. (GERR RF-29, 51:5012)
There are three public employee-management relations statutes in Vermont. The laws cover state employee (including state college personnel), municipal employees (including firefighters), and teachers.

The administration of these three statutes is assigned to several administrative agencies. The statute covering state employees is administered by a three member, part-time State Employee Labor Relations Board located in the Department of Industrial Relations. The Board appoints ad hoc staff to serve as mediators. The State Labor Relations Board in addition to its responsibilities for private sector labor relations administers the statute covering municipal employees and firemen. Under this statute the Commissioner of Labor and Industry has responsibility for appointing ad hoc neutrals. The American Arbitration Association is authorized by the teacher statute to appoint mediators and third fact-finders upon request of the parties.

<table>
<thead>
<tr>
<th>Administrative and/or</th>
<th>Function</th>
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<tbody>
<tr>
<td>Impasse Agency</td>
<td></td>
</tr>
<tr>
<td>State Employee Labor Relations Board</td>
<td>(S) Appoints mediator, authorizes fact-finding, unit determination, conducts elections, certifies exclusive bargaining representative; prevention of unfair labor practices; administers grievance procedure.</td>
</tr>
<tr>
<td>Charles T. Shea, Esq., Chairman</td>
<td></td>
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<tr>
<td>109 S. Winooski Avenue</td>
<td></td>
</tr>
<tr>
<td>Burlington, Vermont 05401</td>
<td></td>
</tr>
<tr>
<td>(802) 862-5759</td>
<td></td>
</tr>
<tr>
<td>State Labor Relations Board</td>
<td>(M, F) Conducts elections, determines exclusive representative; unfair labor practices.</td>
</tr>
<tr>
<td>Donald E. O'Brien, Esq., Chairman</td>
<td></td>
</tr>
<tr>
<td>231 S. Union Street</td>
<td></td>
</tr>
<tr>
<td>Burlington, Vermont 05401</td>
<td></td>
</tr>
<tr>
<td>(802) 863-6879</td>
<td></td>
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<tr>
<td>Commissioner of Labor and Industry</td>
<td>(M, F) Appoints mediator; appoints third fact-finder, if required.</td>
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<tr>
<td>Mr. Louis Lavin</td>
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<tr>
<td>Department of Labor and Industry</td>
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<tr>
<td>Montpelier, Vermont 05602</td>
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<tr>
<td>(802) 223-2311</td>
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</tbody>
</table>

Publication:
There are four public employee-management relations statutes in Washington. The laws cover local government employees, public school teachers, state university system educators, and port district employees. State employees are covered by a Governor's Executive Order.

There is no administrative agency with jurisdiction over state employee-management relations under the Governor's Executive Order. The local government employee statute is administered by the State Department of Labor and Industries which also administers private sector labor relations. The State Superintendent of Public Instruction administers the public school teacher statute and the Higher Education Personnel Board administers the State University statute.

**Administrative and/or Impasse Agency**

<table>
<thead>
<tr>
<th>Agency</th>
<th>Function</th>
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<tbody>
<tr>
<td>State Department of Labor and Industries</td>
<td>(M) Unit determination, conducts elections and certifies exclusive representative, if necessary; unfair labor practices.</td>
</tr>
<tr>
<td>William G. Jacobs, Director General Administration Building Olympia, Washington 98501 (206) 753-6341</td>
<td></td>
</tr>
<tr>
<td>State Mediation Service</td>
<td>(M) Mediation.</td>
</tr>
<tr>
<td>C. W. Ramage, Supervisor General Administration Building Olympia, Washington 98501 (206) 753-6341</td>
<td></td>
</tr>
<tr>
<td>State Superintendent of Public Instruction</td>
<td>(T, Public School) Appoints educators and school directors to committees for dispute settlement (non-binding recommendations).</td>
</tr>
<tr>
<td>Mr. Louis Bruno State Board of Education</td>
<td></td>
</tr>
<tr>
<td>Olympia, Washington 98501</td>
<td></td>
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<tr>
<td>Higher Education Personnel Board</td>
<td>(T, State University Educators) Unit determination, certification of exclusive bargaining representative.</td>
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</table>

Publications:

2. Chapter 28.72, Revised Code of Washington, Sections 28.72.010–.090. (GERR RF-28, 51:5613)


There are two comprehensive public employee-management relations statutes in Wisconsin. The laws cover state employees, and local employees including teachers. The three member, full time Wisconsin Employment Relations Board administers all public and private sector labor relations statutes in the state. The Board has a large full time staff; ad hoc neutrals are used as necessary.

Administrative and/or Impasse Agency Function
Wisconsin Employment Relations Board (M, T, S) Makes unit determinations, Morris Slavney, Chairman conducts elections, certifies exclusive representative; 30 West Miflin Street, Room 906 provides mediation, fact-finding Madison, Wisconsin 53703 and arbitration; hears and rules (608) 266-1381 on unfair labor practices.

Publications:
Wisconsin Employment Relations Board, State Employment Decisions
Municipal Employment Decisions (Available from the Board) Also
Wisconsin Employment Relations Board: General Rules and Regulations,
Statutes. Wisconsin Administrative code for Chapter III, Subchapter V,
State Employment Labor Relations Act. Madison, 1967. Also Thirty-first
Annual Report of the Wisconsin Employment Relations Board for Period

1. "State Employment Labor Relations Act," Subchapter V of Chapter 111,
enacted by Chapter 612, 1966 Legislature, effective January 1, 1967,
Sections 111.80 - 111.94. (GERR RF-1, 51:5811).
2. Subchapter IV, Chapter 2, Wisconsin Statutes, Section 111.70 - enacted
1959, Subsections 1(c) and (d) enacted 1961 Legislature,
as amended by Ch. 124, 1971 Legislature.