



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Iosco County Road Commission
- and -
Iosco County Road Commission
Employees Association
- and -
United Steelworkers of America, AFL-CIO

Case No. R04 J-158

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

United Steelworkers of America, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All laborers, truck drivers, equipment operators, utility workers, equipment maintenance persons, semi-skilled mechanics and skilled mechanics

Excluding: All administrative, professional, supervisory, and clerical employees, contractors and sub-contractors, part-time employees, probationary employees, temporary employees, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 29, 2004

COPY TO:
Iosco County Road Commission
Iosco County Rd Comm Employees Association
United Steelworkers
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Detroit Transportation Corporation

- and -

Teamsters Local 214

Case No. R04 J-155

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full time clerical and technical employees of the Detroit Transportation Corporation; including: General/Purchasing Clerk, Payroll Clerk, Administrative Assistant of Operations, Accounting Clerk/System Specialist, Administrative Assistant of Maintenance, Receptionist/Typist and Accounting Technician

Excluding: Human Resources Specialist and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 29, 2004

COPY TO:
Detroit Transportation Corporation
Teamsters Local 214
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ingham County Health Department
- and -
Ingham County Employees Association, Local 43
- and -
Michigan Nurses Association

Case No. R04 H-111

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Nurses Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Clinic Nurses, Nurse Assessors, Disease Control Nurses, Charge Nurses, Nursing Home Evaluators and Nurse Practitioners of the Ingham County Health Department

Excluding: Director of Nurses, Public Health Nurses, and other Health Department Employees and Supervising Nurses

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 29, 2004

COPY TO:
Ingham County Health Department
Ingham County Employees Association
Michigan Nurses Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Macomb County Probate Court

- and -

UAW

Case No. R04 J-156

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that


UAW

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time attorney/deputy probate register in the Macomb County Probate Court, have indicated a desire to be accreted to the existing attorney unit currently represented by UAW Local 889

Excluding: managers, those represented by a labor agreement and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



December 27, 2004

COPY TO:
Macomb County Probate Court
UAW
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Grand Traverse, County of

- and -

Police Officers Association of Michigan

Case No. R04 -1148

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Act 312 eligible full-time and regular part-time employees of the Sheriff's Department of Grand Traverse County

Excluding: the Sheriff, undersheriff, captains, lieutenants, sergeants, reserves, administrative staff and other temporary employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 27, 2004

COPY TO:
Grand Traverse, County of
Police Officers Association of MI
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Shelby Township
- and -
Police Officers Labor Council
- and -
Police Officers Association of Michigan

Case No. R04 I-150

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees of the Shelby Township 911 Police/Fire Communications Technicians

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 14, 2004

COPY TO:
Shelby Township
Police Officers Labor Council
Police Officers Assoc of Mich
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Shelby Township

- and -

Command Officers Association of Michigan

Case No. R04 I-145

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that


Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All ranking command officers of the Shelby Township Police Department above patrol officers

Excluding: Chief of Police and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



December 14, 2004

COPY TO:
Shelby Township
Command Officers Association of Michigan
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Kent County and Kent County Prosecuting Attorney

- and -

Kent County Prosecuting Attorneys Association

Case No. R04 I-144

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Kent County Prosecuting Attorneys Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees employed as a licensed attorney for the employer

Excluding: the Prosecuting Attorney, the Chief Deputy Prosecuting Attorney, Civil Counsel, Employment Relations Counsel, all part-time and temporary attorneys and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 13, 2004

COPY TO:
Kent County and Kent County Prosecuting Attorney
Kent County Prosecuting Attorneys Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Lake Superior State University
- and -
Lake Superior State University ESP, MEA/NEA
- and -
United Steelworkers of America

Case No. R04 H-129

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

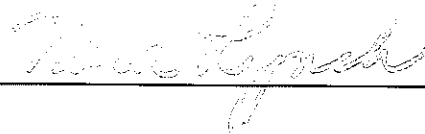
United Steelworkers of America

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time office/clerical employees; all building attendants, carpenters, electricians, equipment operators, general repairmen and landscapers, icemen/operators, painters, sports/utilitymen, steam plant operators, preventive maintenance mechanics, utility repairmen, security officers, bakers, cooks, dishroom/storage coordinators, and food service helpers

Excluding: managers, supervisors and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



December 13, 2004

COPY TO:
Lake Superior State University
Educational Support Personnel, MEA/NEA
United Steelworkers
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Hastings Area Schools

- and -

Hastings Education Association

Case No. R02 E-066

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 13, 2004

COPY TO:
Hastings Area Schools
Hastings Education Association
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Portland, City of

- and -

Portland Firefighters Association/FAOM

Case No. R04 G-103

Consent Election
AMENDED

UNIT I

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 10, 2004

COPY TO:
Portland, City of
Portland Firefighters Association/FAOM
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Portland, City of

- and -

Portland Firefighters Association/FAOM

Case No. R04 G-103

Consent Election
AMENDED

UNIT II

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Portland Firefighters Association/FAOM

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit II: All full time and regular part time firefighters employed by the City of Portland Fire Department in the classifications of Paid Per Call Volunteer, Captain, Fire Marshall and Lieutenant; but excluding all executives/managers (Fire Chief and Assistant Fire Chief), Ambulance Department employees, Police Department employees, DPW employees, clerical employees, temporary employees, casual employees and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



December 10, 2004

COPY TO:
Portland, City of
Portland Firefighters Association/FAOM
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Cass County & Cass County Sheriff
- and -
Police Officers Association of Michigan
- and -
Teamsters Local 214

Case No. R04 I-147

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regularly scheduled part-time Road Deputies, Matrons/Secretary, Corrections Officers, Dispatchers, Detectives, Inspectors and ESD/Correction Officer employed at the Cass County Sheriffs Department

Excluding: All Command Officers, Reserve Officers, Elected Officials, Dog Warden and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

December 6, 2004

COPY TO:
Cass County & Cass County Sheriff
Police Officers Association of Michigan
Teamsters Local 214
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Presque Isle County Sheriff & Board of Commission

- and -

Police Officers Labor Council

Case No. R04 H-121

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time employees of the Presque Isle County Sheriffs Department in the classifications of correctional officer, dispatcher, clerk/correctional officer, cook and head cook

Excluding: the Sheriff, undersheriff, sergeants, deputies, confidential employees, supervisors, irregular employees and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 6, 2004

COPY TO:
Presque Isle Co. Sheriff & Bd. of Comm.
Police Officers Labor Council
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Leelanau County and Sheriff

- and -

Command Officers Association of Michigan

Case No. R04 I-142

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time sergeants in the Leelanau County Sheriff's Department

Excluding: Sheriff, undersheriff and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 3, 2004

COPY TO:
Leelanau County and Sheriff
Command Officers Association of Michigan
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Clark Township

- and -

**International Union of Operating Engineers,
Local 324**

Case No. R04 I-143

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Union of Operating Engineers, Local 324

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Public Works Department employees, Waste Water Manager, Assistant Waste Water Manager and all maintenance personnel

Excluding: Office and clerical employees, supervisors, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

December 1, 2004

COPY TO:
Clark Township
IUOE, Local 324
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Romeo Schools

- and -

AFSCME Council 25

Case No. R04 I-134

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time pre-school teachers, caregivers/assistant directors, child care aides, school readiness program visitors and CAP visitors

Excluding: all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 30, 2004

COPY TO:
Romeo Schools
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Alger County and Alger County Commission
- and -
AFSCME Council 25, Local 625
- and -
Alger County Courthouse Employees Association

Case No. R04 H-110

Consent Election
AMENDED

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Alger County Courthouse Employees Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees of the County of Alger

Excluding: supervisory employees, elected officials, court employees, CETA Special Project Title VI employees, employees of the Sheriff's Department, County Road Commission employees and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 24, 2004

COPY TO:
Alger County
AFSCME Council 25
Alger County Courthouse Employees Association
Steve Cannello, Esq.
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Alger County and Alger County Commission
- and -
AFSCME Council 25, Local 625
- and -
Alger County Courthouse Employees Association

Case No. R04 H-110

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Alger County Courthouse Employees Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees of the County of Alger

Excluding: supervisory employees, CETA Special Project Title VI employees, employees of the Sheriff's Department, County Road Commission employees and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 24, 2004

COPY TO:
Alger County
AFSCME Council 25
Alger County Courthouse Employees Association
Steve Cannello, Esq.
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF CONSUMER & INDUSTRY SERVICES
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

**Genesee County Board of Commissioners
and Genesee County Sheriff**
- and -
AFSCME Council 25, AFL-CIO
- and -
Police Officers Association of Michigan

Case No. R03 A-16

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

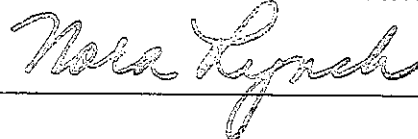
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: **All regularly scheduled personnel employed by the Genesee County Sheriff's Department, classified as police deputies, corrections deputies, and cooks. Excluded: the sheriff, undersheriff, corrections administrator, command officers, confidential, temporary, and all seasonal employees, and all other employees.**

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 24, 2003

COPY TO:
Genesee Co. Bd. of Comm. & Sheriff
AFSCME Council 25, AFL-CIO
Police Officers Association of Michigan
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Looking Glass Regional Fire Authority

- and -

Looking Glass Firefighters & Paramedics/FAOM

Case No. R04 I-139

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

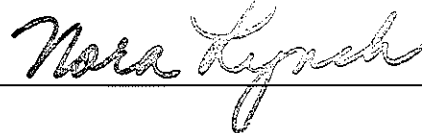
Looking Glass Firefighters & Paramedics/FAOM

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time firefighters and paramedics employed by Looking Glass Regional Fire Department

Excluding: Fire Chief and Deputy Chief

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 17, 2004

COPY TO:

Looking Glass Regional Fire Authority
Looking Glass Firefighters & Paramedics/FAOM
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Algonac, City of (Fire Department)

- and -

Michigan Association of Fire Fighters

Case No. R04 I-136

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Association of Fire Fighters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time fire fighters employed by the City of Algonac

Excluding: Fire Chief, Deputy Chief, retirees, clerical, elected officials, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 17, 2004

COPY TO:
Algonac, City of (Fire Department)
Michigan Association of Fire Fighters
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

50th District Court

- and -

**Technical, Professional and Officeworkers
Association of Michigan**

Case No. R04 G-098

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

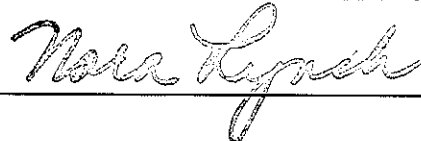
Technical, Professional and Officeworkers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: Probation Officer I, Probation Officer II, Probation Officer III, Court Clerk(s) I, II & III, Chief Account Clerk, Court Cashier, Court Officer, Court Security Officer

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 17, 2004

COPY TO:
50th District Court
TPOAM
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

**Lansing Entertainment & Public Facilities
Authority**

**- and -
IATSE Local 274**

**- and -
Audiovisual/Maintenance Technicians Association**

Case No. R04 I-133

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

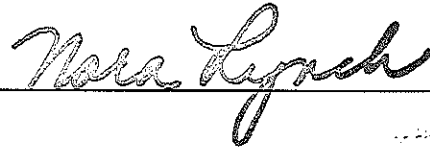
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Audiovisual/Maintenance Technicians Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time audiovisual technicians
Excluding: all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 10, 2004

COPY TO:
Lansing Entertainment & Public Facilities Authority
IATSE Local 274
Audiovisual/Maintenance Technicians Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Muskegon Heights, City of
- and -
Teamsters Local 214
- and -
Police Officers Association of Michigan

Case No. R04 I-132

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time patrol officers employed by the Muskegon Heights Police Department

Excluding: All supervisory employees, probationary patrol officers, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 10, 2004

COPY TO:
Muskegon Heights, City of
Teamsters Local 214
Police Officers Association of MI
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Davison Township

- and -

Police Officers Labor Council

Case No. R04 H-119

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All command officers

Excluding: Chief of Police, patrol officers and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 10, 2004

COPY TO:
Davison Township
Police Officers Labor Council
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Montmorency County

- and -

AFSCME Council 25, AFL-CIO

Case No. R04 H-130

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 8, 2004

COPY TO:
Montmorency County
AFSCME Council 25
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Walled Lake, City of
- and -
Michigan Association of Police
- and -
Police Officers Association of Michigan

Case No. R04 H-125

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time patrol officers and telecommunicators of the City of Walled Lake Police Department

Excluding: All casual & temporary employees, Director of Public Safety, captains, lieutenants, sergeants, corporals, the records supervisor and the administrative assistant in such department and auxiliary officers and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 8, 2004

COPY TO:
Walled Lake, City of
Michigan Association of Police
Police Officers Association of MI
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Northville Township
- and -
Michigan Association of Public Employees (MAPE)
- and -
AFSCME, Council 25, AFL-CIO

Case No. R04 H-123

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

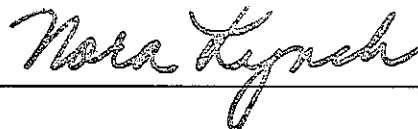
AFSCME, Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and part time employees

Excluding: All seasonal, temporary part time employees, supervisors, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 8, 2004

COPY TO:
Northville Township
MAPE
AFSCME, Council 25, AFL-CIO
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Webberville Community Schools

- and -

Teamsters Local 580

Case No. R04 H-120

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 8, 2004

COPY TO:
Webberville Community Schools
Teamsters Local 580
Ann Hodge
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Clare County Board of Commissioners and
Clare County Sheriff's Department
- and -
Police Officers Labor Council
- and -
Command Officers Association of Michigan

Case No. R04 E-070

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time employees of the Clare County Sheriff's Department possessing the rank of: Lieutenant, Jail Administrator, Sergeant and Assistant Jail Administrator

Excluding: Sheriff, undersheriff, deputy sheriff, detective, dispatcher clerk, administrative assistant, court security coordinator, jail corrections officer, lead corrections officer tracking clerk, jail maintenance director and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 8, 2004

COPY TO:
Clare County Bd. of Comm. & Sheriff's Department
Police Officers Labor Council
Command Officers Association of Michigan
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

**Clare County Board of Commissioners and
Clare County Sheriff's Department
- and -
Police Officers Labor Council
- and -
Police Officers Association of Michigan**

Case No. R04 E-069

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full time employees of the Clare County Sheriff's Department with the rank of Deputy Sheriff, Detective, Dispatcher, Clerk, Administrative Assistant

Excluding: Sheriff, undersheriff, lieutenant, jail administrator, sergeant, assistant jail administrator, court security coordinator, corrections officer, lead corrections officer, booking clerk, jail maintenance and administrative assistant to sheriff

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 8, 2004

COPY TO:
Clare County Bd. of Comm. & Sheriff's Department
Police Officers Labor Council
Police Officers Association of Michigan
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Clare County Board of Commissioners and
Clare County Sheriff's Department
- and -
AFSCME, Council 25, AFL-CIO
- and -
Police Officers Association of Michigan

Case No. R04 E-065

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time and regular part-time employees of the Clare County Sheriff's Department in the classification of corrections officer, corporal corrections officer, booking clerk, jail maintenance coordinator, maintenance, & court security officer

Excluding: Sheriff, Undersheriff, lieutenant, jail administrator, sergeant, assistant jail administrator, deputy sheriff, detective, dispatcher, clerk, administrative assistant, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 8, 2004

COPY TO:
Clare County Sheriff's Department
AFSCME Council 25
Police Officers Assoc of MI
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Northfield, Township of

- and -

Command Officers Association of Michigan

Case No. R04 H-126

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All command officers employed by the Northfield Township Police Department

Excluding: Chief of Police, Captain and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 2, 2004

COPY TO:
Northfield, Township of
Command Officers Association of Michigan
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ionia, County of

- and -

**Ingham County Employees Association/Public
Employees Representative Association**

Case No. R04 H-124

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Ingham County Employees Association/Public Employees Representative Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit I: All clerical technical employees
Excluding: Managerial, supervisory, confidential and all others

Unit II: All professional employees including Registered Nurses
Excluding: Managerial, supervisory, confidential and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



November 2, 2004

COPY TO:
Ionia, County of
Ingham County Employees Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Rochester

- and -

Rochester Command Officers Association/COAM

Case No. R04 G-104

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Rochester Command Officers Association/COAM

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time sergeants and lieutenants of the City of Rochester Police Department

Excluding: Nonsupervisory police officers, investigators, ordinance officers, dispatchers, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 2, 2004

COPY TO:
City of Rochester
Rochester Command Officers Association/COAM
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Grand Blanc, City of (DPW)

- and -

SEIU, Local 517, AFL-CIO

Case No. R04 H-117

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

SEIU, Local 517, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full & regular part time Maintenance I and Maintenance II workers

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

November 1, 2004

COPY TO:
Grand Blanc, City of (DPW)
SEIU, Local 517, AFL-CIO
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Allegan (Police Department)

- and -

Allegan Command Officers Association/COAM

Case No. R04 H-115

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Allegan Command Officers Association of Michigan/COAM

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time command officers employed by the City of Allegan Police Department

Excluded: Police Chief, Deputy Chief and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

November 1, 2004

COPY TO:
City of Allegan (Police Dept.)
Allegan Command Officers Association of MI/COAM
Lansing Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Garfield Township

- and -

Teamsters Local 214

Case No. R04 H-118

Consent Election

UNIT I

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 27, 2004

COPY TO:
Garfield Township
Teamsters Local 214
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Garfield Township

- and -

Teamsters Local 214

Case No. R04 H-109

Consent Election

UNIT II

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

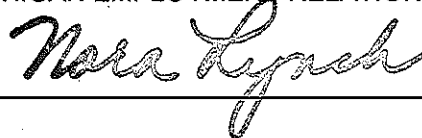
Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit II: All Clerk's Assistant, Building Inspector, Staff Appraiser, Deputy Planner, Treasurer's Assistant, Administrative Secretary, Assessing Clerk, Assistant Planner, Deputy Zoning Administrator and Receptionist

Excluding: Treasurer, Clerk, Supervisor, Accountant and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 25, 2004

COPY TO:
Garfield Township
Teamsters Local 214
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Hillsdale County Central Dispatch
- and -
Hillsdale Co. E-911 Telecommunications Association
- and -
Governmental Employees Labor Council

Case No. R04 H-109

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

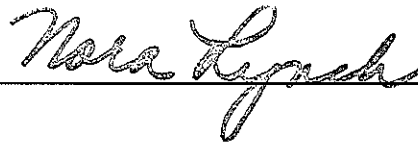
Governmental Employees Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regular part-time telecommunicator employees of Hillsdale County

Excluding: Elected officials, administrators, supervisors, and confidential employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 25, 2004

COPY TO:
Hillsdale County Central Dispatch
Hillsdale Co. E-911 Telecommunications Association
Governmental Employees Labor Council
Lansing Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Public Museum of Grand Rapids

- and -

Service Employees International Union

Case No. R04 F-086

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 20, 2004

COPY TO:
Public Museum of Grand Rapids
Service Employees International Union
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Kearsley Community Schools
- and -
MEA
- and -
UAW

Case No. R04 H-116

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

UAW

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular and part-time custodial, maintenance grounds, NSE Nutritional Service employees, bus drivers, mechanics and bus aides and utility grounds

Excluding: All managerial employees, certified teaching staff, administrators, supervisors, contract workers, substitutes, housekeepers and confidential employees as defined by MERC

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 19, 2004

COPY TO:
Kearsley Community Schools
MEA
UAW
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Lathrup Village, City of

- and -

Lathrup Village Police Officers Association

Case No. R04 H-122

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Lathrup Village Police Officers Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All police officers employed by the City of Lathrup Village

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 18, 2004

COPY TO:
Lathrup Village, City of
Lathrup Village Police Officers Assoc.
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Grand Traverse County Sheriff's Department and
Grand Traverse County Bd. of Commissioners
- and -
Police Officers Labor Council
- and -
Teamsters Local 214

Case No. R04 H-108

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Command Officers including Captains and Lieutenants

Excluding: all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 18, 2004

COPY TO:
Grand Traverse County Sheriff's Department
Police Officers Labor Council
Teamsters Local 214
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Chesterfield, Township of
- and -
Teamsters Local 214
- and -
Michigan Association of Public Employees

Case No. R04 H-107

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Association of Public Employees

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time maintenance employees in the D.P.W., building inspectors, recreation, water, field assessors and the classifications of General Laborer, Utility Worker, Crew Leader, Code Enforcement Officer, Appraiser I, Appraiser II, Building Inspector, Water and Sewage Inspector, Zoning Officer, Recreation Leader at its Chesterfield Township Location.

Excluding: All seasonal full and part-time employees, elected officials and supervisory employees, department heads, police and fire department employees, professional employees, office clerical employees, guards and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 18, 2004

COPY TO:
Chesterfield, Township of
Teamsters Local 214
Michigan Association of Public Employees
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Michigan Technological University

- and -

**Michigan Technological University Chapter,
American Association of University
Professors (AAUP)**

Case No. R04 D-051

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Technological University Chapter, American Association of University Professors (AAUP)

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All tenured and tenure-track faculty
Excluding: all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 13, 2004

COPY TO:

Michigan Technological University
MI Tech Univ Chapter, American Assoc. of Univ Prof
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

AMENDED

City of Bay City

- and -

**Teamsters State, Local and Municipal Workers,
Local 214**

Case No. R03 H-112

Unit III

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters State, Local and Municipal Workers, Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit III: All full-time Information Systems Administrator, Engineering Manager, Parks, Building & Grounds Manager; Street, Sanitation & Fleet Manager; Planning Division Manager; Chief Accountant; Purchasing Manager; Laboratory Manager Wastewater Plant; Wastewater Operations Manager and Operations Superintendent Electric Department

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 12, 2004

COPY TO:
City of Bay City
Teamsters Local 214
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Michigan State University

- and -

**MSU Administrative Professional
Supervisors Association**

Case No. R04 H-105

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

MSU Administrative Professional Supervisors Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time Area Coordinators, have indicated a desire to be accreted to the existing unit of supervisory, administrative and professional employees currently represented by that organization

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 11, 2004

COPY TO:
Michigan State University
MSU Administrative Professional Supervisors Assoc
Lansing Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Altran Transit Authority

- and -

Teamsters Local 328

Case No. R04 F-092

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

October 11, 2004

COPY TO:
Altran Transit Authority
Teamsters Local 328
Lansing BER Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Village of Ortonville

- and -

Teamsters, Local 214

Case No. R03 D-76

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

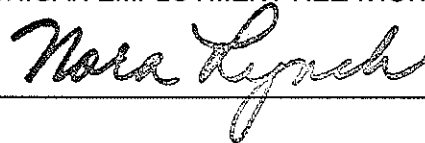
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters, Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time employees, including laborers and crew leaders, employed by the Village of Ortonville's Department of Public Works, but excluding supervisors

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 11, 2004

COPY TO:
Village of Ortonville
Teamsters, Local 214
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

41-B District Court (Clinton Township)
- and -
AFSCME Council 25, AFL-CIO
- and -
UAW

Case No. R04 G-096 & R04 H-112

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

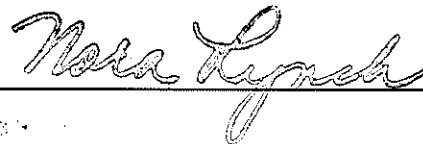
AFSCME Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regularly scheduled part time court clerks, court recorder I/court clerk, probation officer(s) I

Excluding: Court recorder (judicial secretary) II, court officer, warrant officer, court administrator, deputy court administrator, magistrate & judges

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



October 6, 2004

COPY TO:
41-B District Court (Clinton Twp.)
AFSCME Council 25, AFL-CIO
UAW
Mediation Office
files



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

41-B District Court
- and -
AFSCME Council 25, AFL-CIO
- and -
UAW

Case Nos. R04 G-096 & R04 H-112

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regularly scheduled part time court clerks, court recorder I/court clerk, probation officer(s) I

Excluding: Court recorder (judicial secretary) II, court officer, warrant officer, court administrator, deputy court administrator, magistrate & judges

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 6, 2004

COPY TO:
41-B District Court
AFSCME Council 25, AFL-CIO
UAW
Mediation Office
files



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Auburn Hills, City of

- and -

International Association of Fire Fighters

Case No. R04 G-102

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Association of Fire Fighters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Act 312 eligible employees of the Auburn Hills Fire Department

Excluding: Fire Chief, Assistant Fire Chief, clerical, paid on-call employees
and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nara Lynch

October 6, 2004

COPY TO:
Auburn Hills, City of
International Association of Fire Fighters
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

River Valley School District

- and -

Michigan Education Association

Case No. R02 L-163

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All food service employees, office personnel, paraprofessionals, PBX operators, bookkeepers and bus mechanics employed by the River Valley School District

Excluding: the superintendent's secretary and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

October 6, 2004

COPY TO:

C. George Johnson, Esq.
Alexandra S. Matish, Atty.
River Valley S.D.
MEA
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

St. Louis, City of

- and -

Int'l Brotherhood of Electrical Workers,
Local 876, AFL-CIO

Case No. R04 G-101

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Brotherhood of Electrical Workers, Local 876, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full time employees employed by the City of St. Louis in its Water & Waste Water Department & Department of Public Works

Excluding: Superintendents, supervisors, office clerical employees, part time, seasonal & temporary employees, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



September 27, 2004

COPY TO:
St. Louis, City of
Int'l Brotherhood of Electrical Workers, L 876
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Detroit

- and -

AFSCME, Council 25, Local 2394

Case No. R04 F-079

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

September 27, 2004

COPY TO:
City of Detroit
AFSCME, Council 25, Local 2394
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Detroit

- and -

AFSCME, Council 25, Local 2394

Case No. R04 F-078

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME, Council 25, Local 2394

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Supervising Identification Technicians in the Detroit Police Department, have indicated a desire to be accreted to the existing unit of Supervisors currently represented by that organization

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



September 27, 2004

COPY TO:
City of Detroit
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Marysville Public Schools

- and -

S.E.I.U. Local 516M

Case No. R04 G-100

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

S.E.I.U. Local 516M

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly and probationary assigned kitchen personnel: Cooks, Baker, Cooks Helper, Baker Helper, Head Cook, Assistant Head Cook, Kitchen Helper & Permanent Floaters

Excluding: Hot lunch program supervisor and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nola Kynoch

September 17, 2004

COPY TO:
Marysville Public Schools
SEIU, Local 516M
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

**Roscommon County Sheriff &
Board of Commissioners**

- and -

Command Officers Association of Michigan

Case No. R04 G-097

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time Lieutenants; have indicated a desire to be accreted to the existing unit of command officers currently represented by the Command Officers Association of Michigan.

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

September 17, 2004

COPY TO:
Roscommon Co. Sheriff & Board of Commissioners
Command Officers Association of Michigan
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Linden Community School District

- and -

Michigan Education Association

Case No. R04 F-083

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time Special Education Aides, In-School Restriction Aides, Priority One Aides and R.I.C. Aides

Excluding: Technology Resource Aides, Media Center Aides, Discovery Day Aides, Skip Coordinator and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Fyock

September 17, 2004

COPY TO:

Linden Community School District
Michigan Education Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Pontiac School District
- and -
Michigan Education Association
- and -
AFSCME Council 25

Case No. R04 C-044

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit I: All food service employees
Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



September 17, 2004

COPY TO:
Pontiac School District
AFSCME Council 25
Michigan Education Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Pontiac School District
- and -
Michigan Education Association
- and -
AFSCME Council 25

Case No. R04 C-043

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

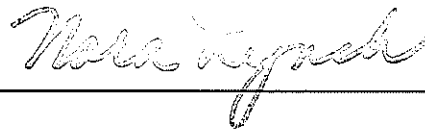
AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit II: All operation employees, including custodians, truck drivers, grounds, mechanics and warehouse employees

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



September 17, 2004

COPY TO:
Pontiac School District
AFSCME Council 25
Michigan Education Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Pontiac School District
- and -
Michigan Education Association
- and -
AFSCME Council 25

Case No. R04 C-042

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

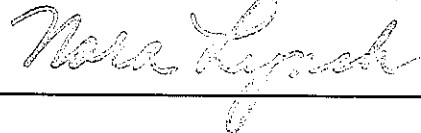
AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit III: All instructional media assistants, including audio-visual technicians

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



September 17, 2004

COPY TO:
Pontiac School District
AFSCME Council 25
Michigan Education Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Schoolcraft Medical Care Facility

- and -

**Schoolcraft Medical Care Supervisory Chapter,
Local 1196, AFSCME Council 25**

Case No. R04 G-095

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Schoolcraft Medical Care Supervisory Chapter, Local 1196, AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All supervisory employees: Maintenance Supervisor, Activities Director, Housekeeping Supervisor

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

September 1, 2004

COPY TO:
Schoolcraft Medical Care Facility
Local 1196, AFSCME
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Pittsford Area Schools

- and -

Pittsford Area Schools Bus Drivers Association

Case No. R04 F-094

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Pittsford Area Schools Bus Drivers Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full & regular part-time bus drivers

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

September 1, 2004

COPY TO:

Pittsford Area Schools
Pittsford Area Schools Bus Drivers Assoc.
Lansing BER Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

16th District Court
- and -
Michigan Association of Public Employees
- and -
Technical, Professional & Officeworkers
Association of Michigan

Case No. R04 F-091

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Association of Public Employees

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: UNIT II:

All supervisory employees, including: Chief Civil Clerk/Administrative Clerk, Chief Probation Officer/Department Supervisor, Probation Officer I, Probation Officer II, Probation Clerk III, Deputy Violations Clerk III, Deputy Violations Clerk IV, Deputy Chief Traffic/Criminal Clerk & Supervisor, Chief Traffic/Criminal Clerk & Office Supervisor

Excluding: Confidentials, Attorney Magistrate, District Court Administrator, Court Officer/Law Clerk, District Court Judges

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

September 1, 2004

COPY TO:

16th District Court
Michigan Association of Public Employees
Technical, Prof & Officeworkers Assoc of MI
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

16th District Court

- and -

**Technical, Professional & Officeworkers
Association of Michigan**

Case No. R04 F-085

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Technical, Professional & Officeworkers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: UNIT I:

All full-time employees of the 16th District Court

Excluding: Supervisors, Confidentials: Judicial Secretary/Court Reporter; Attorney Magistrate;
District Court Administrator; Court Officer/Law Clerk; District Court Judges

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

September 1, 2004

COPY TO:
16th District Court
TPOAM
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Genesee Township

- and -

Michigan Association of Police

Case No. R04 F-093

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 31, 2004

COPY TO:
Genesee Township
Michigan Association of Police
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Macomb County Community Services Agency

- and -

Michigan AFSCME, Council 25, AFL-CIO

Case No. R04 F-082

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan AFSCME, Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full & regular part-time teacher I, teacher II & teacher III

Excluding: Irregular on-call teachers, substitute teachers, business manager, confidentials, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 17, 2004

COPY TO:
Macomb County Community Services Agency
MI AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Dundee Community Schools

- and -

Michigan Education Association

Case No. R04 F-081

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regular part time Custodians I & II

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

August 17, 2004

COPY TO:

Dundee Community Schools
Michigan Education Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Richmond, City of
- and -
Richmond Police Officers Association
- and -
Police Officers Labor Council

Case No. R04 C-037

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Richmond Police Officers Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All certified uniformed full-time patrol officers

Excluding: Superintendent or Chief, all Command Officers and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

August 17, 2004

COPY TO:
Richmond, City of
Police Officers Labor Council
Richmond Police Officers Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Benzie County & Benzie County Prosecutor

- and -

Michigan AFSCME Council 25

Case No. R04 E-075

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: Victim Witness Coordinator has indicated a desire to be accreted to the existing unit currently represented by that organization

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 10, 2004

COPY TO:
Benzie County & Benzie County Prosecutor
Michigan AFSCME Council 25
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Saginaw Valley State University

- and -

Police Officers Labor Council

Case No. R04 B-028

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full & part time police officers

Excluding: Chief, lieutenant and sergeant

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 9, 2004

COPY TO:
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Montcalm County & Montcalm County Sheriff

- and -

Fraternal Order of Police, Montcalm Co. Lodge 149

Case No. R04 E-073

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

August 4, 2004

COPY TO:
Montcalm County & Sheriff
Fraternal Order of Police, Montcalm Co. Lodge 149
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

South Haven, City of
- and -
Police Officers Labor Council
- and -
Police Officers Association of Michigan

Case No. R04 B-024

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time Police Officers and Dispatchers of the City of South Haven

Excluding: Executives, chief, deputy chief of police, sergeants and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



August 4, 2004

COPY TO:
South Haven, City of
Police Officers Labor Council
Police Officers Association of Michigan
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

South Haven, City of
- and -
Police Officers Labor Council
- and -
Command Officers Association of Michigan

Case No. R04 B-023

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time Police Sergeants of the City of South Haven

Excluding: Executives, Chief of Police, Deputy Chief of Police and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

August 4, 2004

COPY TO:
South Haven, City of
Police Officers Labor Council
Command Officers Association of Michigan
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Northfield Township
- and -
Michigan Association of Police
- and -
Police Officers Association of Michigan

Case No. R04 B-022

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

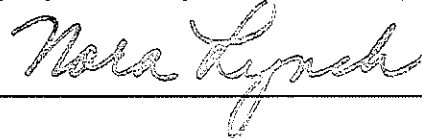
Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regular part time police officers

Excluding: Executives, supervisors and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



August 2, 2004

COPY TO:
Northfield Township
Michigan Association of Police
Police Officers Association of Michigan
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Delton Kellogg Schools
- and -
Michigan Education Association
- and -
IUOE, Local 547

Case No. R04 C-039

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

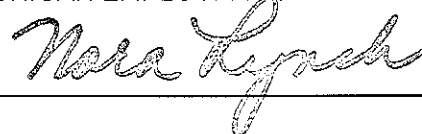
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

IUOE, Local 547

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All transportation employees, paraprofessionals, secretaries, clerks, media center assistants, custodial employees and bus mechanics **Excluding:** central administration office personnel, cashiers, supervisors, substitutes and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



July 28, 2004

COPY TO:
Delton Kellogg Schools
Michigan Education Association
IUOE, Local 547
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Macomb County

- and -

Michigan AFSCME, Council 25, AFL-CIO

Case No. R04 E-074

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan AFSCME, Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Educator II's at MSU-Extension

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 19, 2004

COPY TO:
Macomb County
MI AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Novi (Fire Department)

- and -

Michigan Association of Fire Fighters

Case No. R04 E-062

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

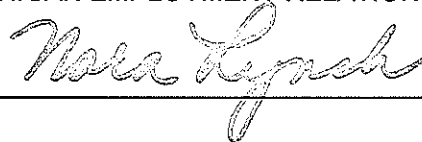
Michigan Association of Fire Fighters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All paid on call fire fighters and auxiliary fire fighters

Excluding: Chief, assistant chief, full time fire fighters, clerical, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



July 19, 2004

COPY TO:

City of Novi
Michigan Association of Fire Fighters
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

M.I. Racing (Magna Entertainment Corp.)

- and -

Teamsters

Case No. R04 E-071

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full and part-time assistant starters and gate crew

Excluding: Management, supervisors and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 12, 2004

COPY TO:
M.I. Racing (Magna Entertainment Corp.)
Teamsters
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Cutlerville Fire Authority

- and -

International Association of Fire Fighters

Case No. R04 E-068

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Association of Fire Fighters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Fire Fighter/EMS employees of the fire department

Excluding: Fire Chief, part-time and volunteer Fire Fighters/EMS and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 12, 2004

COPY TO:
Cutlerville Fire Authority
International Association of Fire Fighters
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Detroit

- and -

**Association of Professional and Technical
Employees**

Case No. R04 E-072

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Association of Professional and Technical Employees

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Commercial Operations Specialists II, have indicated a desire to be accreted to the existing unit of technical specialists currently represented by the Association of Professional and Technical Employees

Excluding: Commercial Operations Specialists I and III, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



July 6, 2004

COPY TO:
City of Detroit
Association of Professional and Tech Employees
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Eaton County Transportation Authority

- and -

Amalgamated Transit Union

Case No. R04 E-061

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

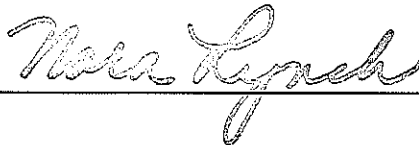
Amalgamated Transit Union

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regularly scheduled part-time Drivers, Dispatchers, Custodians, Mechanics and Mechanic Aides

Excluding: General Manager, Administrative Assistant, Bookkeeper, Maintenance Foreman, Operations Supervisor, Substitutes and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



July 6, 2004

COPY TO:
Eaton County Transportation Authority
Amalgamated Transit Union
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Jackson County

- and -

**Attorney Referee/Magistrate Association of
Jackson County**

Case No. R04 D-060

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Attorney Referee/Magistrate Association of Jackson County

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and part time attorney referees and magistrates of Jackson County

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

July 6, 2004

COPY TO:
Jackson County
Attorney Referee/Magistrate Assoc. of Jackson Co.
Lansing Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Bangor Township Board of Education

- and -

United Steelworkers of America, Local 7380

Case No. R04 D-059

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

July 6, 2004

COPY TO:

Bangor Township Board of Education
United Steelworkers, Local 7380
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Bay County Road Commission

- and -

**Bay County Road Commission Supervisory and
Administrative Personnel Association**

Case No. R04 D-055

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Bay County Road Commission Supervisory and Administrative Personnel Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Account Clerk I & II, Assistant Engineer, Assistant Finance Director/Clerk of the Board, Civil Engineer Technician, Computer Clerk, District Foreman, Garage Clerk, Garage Foreman and Weighmaster

Excluding: Engineer Manager, Finance Director, General Superintendent and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 28, 2004

COPY TO:
Bay County Road Commission
Bay Co. Rd. Comm. Supv. & Admin. Pers. Assoc.
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Gladwin City Housing Commission

- and -

United Steelworkers, AFL-CIO

Case No. R04 D-057

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

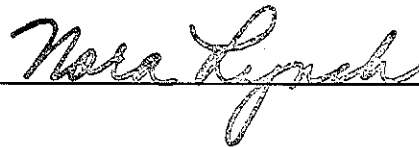
United Steelworkers, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time drivers, bus washers, mechanics and dispatchers

Excluding: Transportation Director, Assistant Manager, Office Manager, Operations Manager, Dispatch Supervisor, Maintenance Supervisor, Bus Washer Supervisor and Accountant

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 15, 2004

COPY TO:
Gladwin City Housing Commission
United Steelworkers
Lansing Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Marshall Public Schools

- and -

Marshall Administrative and Director Association

Case No. R04 D-056

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 15, 2004

COPY TO:
Marshall Public Schools
Marshall Administrative & Director Association
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Williamston Community Schools
- and -
Michigan Education Association
- and -
IUOE, Local 547

Case No. R04 C-045

Runoff Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

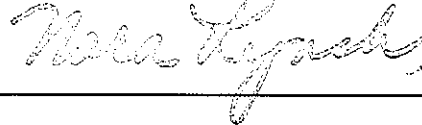
Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that
IUOE, Local 547

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All paraprofessional employees.

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



June 15, 2004

COPY TO:
Williamston Community Schools
Michigan Education Association
IUOE, Local 547
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Hillsdale County Central Dispatch

- and -

Governmental Employees Labor Council

Case No. R04 D-054

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Governmental Employees Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All supervisory dispatchers

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 7, 2004

COPY TO:
Hillsdale County Central Dispatch
Governmental Employees Labor Council
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Oakland County

- and -

**Oakland County Prosecutor's Investigators
Association**

Case No. R04 D-053

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Oakland County Prosecutor's Investigators Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Prosecutor's Investigators

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 3, 2004

COPY TO:
Oakland County
Oakland County Prosecutor's Investigators Assoc.
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of East Jordan

- and -

TPOAM

Case No. R04 C-041

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

TPOAM

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All mechanics, equipment operators, plant operators, treatment plant operators and laborers

Excluding: Park care takers, police department employees, fire department employees, transfer station employees, cemetery employees, Elm Point caretaker, supervisors & all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 1, 2004

COPY TO:
City of East Jordan
TPOAM
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Webberville Community Schools

- and -

Teamsters, Local 580

Case No. R04 C-040

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters, Local 580

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time paraprofessionals and child care givers

Excluding: Supervisors, clerical and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

June 1, 2004

COPY TO:

Webberville Community Schools
Teamsters, Local 580
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Thornapple Township

- and -

Teamsters Local 214

Case No. R04 C-038

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: Full-time employees of Thornapple Township Emergency Services

Excluding: Fire Chief, part-time and paid on-call employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 27, 2004

COPY TO:
Thornapple Township
Teamsters Local 214
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Hamtramck Public Schools

- and -

Hamtramck Administrators Association

Case No. R04 B-025

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

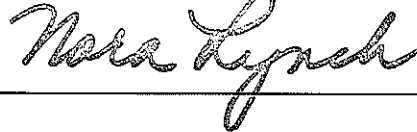
Hamtramck Administrators Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Principals, Assistant Principals, Directors, Supervisors and the Residence and Attendance Officer

Excluding: Superintendent, Assistant Superintendent, Director of Finance and all other confidential employees, temporary employees and all other represented and unrepresented employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 26, 2004

COPY TO:
Hamtramck Public Schools
Hamtramck Administrators Association
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Williamston Community Schools
- and -
IUOE, Local 547
- and -
Michigan Education Association

Case No. R04 C-047

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly employed full-time and regular part-time cooks and head cooks

Excluding: Substitutes, students, supervisors and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 24, 2004

COPY TO:
Williamston Community Schools
IUOE, Local 547
Michigan Education Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Williamston Community Schools
- and -
IUOE, Local 547
- and -
MEA

Case No. R04 C-046

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

IUOE, Local 547

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly employed full-time and part-time secretaries, secretarial aides, clerks, office aides, and library aides

Excluding: The Superintendent's secretary, substitutes, temporaries, students and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 24, 2004

COPY TO:
Williamston Community Schools
IUOE, Local 547
Michigan Education Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Wayland

- and -

Local 517M, Service Employees International Union

Case No. R04 B-030

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Local 517M, Service Employees International Union

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time DPW and Wastewater employees and City Hall receptionist and Police Department secretary

Excluding: City Hall Clerk I as confidential, supervisors, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

May 24, 2004

COPY TO:
City of Wayland
SEIU, Local 517M
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Highland Park School District

- and -

AFSCME, Council 25

Case No. R03 J-160

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME, Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All non-faculty coaches

Excluding: Any and all coaches who currently belong to any labor organization in either a coaching or non-coaching capacity with the Highland Park Schools

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 12, 2004

COPY TO:
Highland Park School District
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Bay County Library System

- and -

**Ingham County Employees Association/Public
Employees Representative Association**

Case No. R04 B-018

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Ingham County Employees Association/Public Employees Representative Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Units:

UNIT I: All Managing Librarians

UNIT II: All Reference Librarians, Children's Librarians, Public Service Librarians, Financial Analyst/HR Assistant, Technology Coordinator

Excluding: Library Director, Assistant Director, Administrative Assistant, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 10, 2004

COPY TO:
Bay County Library System
Ingham County Employees Association
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Marion Public Schools

- and -

Marion Bus Drivers' Association, MEA/NEA

Case No. R04 B-029

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Marion Bus Drivers' Association, MEA/NEA

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full & regular part time paraprofessionals, preschool aides and health aides

Excluding: Supervisors, temporary and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 5, 2004

COPY TO:
Marion Public Schools
Marion Bus Drivers' Association, MEA/NEA
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Lapeer

- and -

**Technical, Professional & Officeworkers
Association of Michigan**

Case No. R04 C-033
Units I & II

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Technical, Professional & Officeworkers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

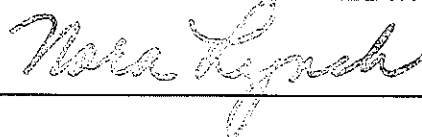
Units:

Unit I: Director of Parks, Recreation & Cemetery; Assistant Director of Parks, Recreation & Cemetery; Water Superintendent; Wastewater Superintendent; Director of Public Works; Director of Planning & Community Development; Streets Superintendent

Unit II: Accounting Manager; Cemetery Superintendent; Fire Inspector; Housing Administrator; Housing Technician; Income Tax Administrator; Parks Superintendent; Assistant Parks Superintendent; Office Manager; Planning Administrator

Excluding: City Manager; Assistant to the City Manager; Executive Secretary; City Clerk; Director of Financial Services; Assessor, Fire Chief; Police Chief, and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 3, 2004

COPY TO:
City of Lapeer
TPOAM
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Lapeer Community Schools
- and -
SEIU Local 591, AFL-CIO
- and -
Michigan Education Association

Case No. R04 A-006

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

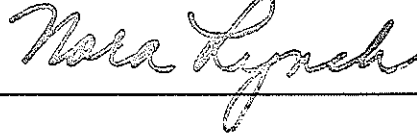
Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time bus drivers and bus aides

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



May 3, 2004

COPY TO:
Lapeer Community Schools
SEIU Local 591
Michigan Education Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Southfield
- and -
TPOAM
- and -
AFSCME Council 25

Case No. R03 L-175

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

TPOAM

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: SEE ATTACHMENT "A"

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 3, 2004

COPY TO:
City of Southfield
TPOAM
AFSCME Council 25
Mediation Office
file

All ACS career full-time and part-time employees of the City of Southfield employed in the following classifications:

Account Clerk I; Account Clerk II; Accountant; Accounting Services Aide; Analyst - Programmer; Assistant Accountant II; Assistant Teacher; Building Inspector - Plan Examiner; Building Trades Technician I; Building Trades Technician II; Business Development Assistant; Cashier; Civil Engineer; Clerk I; Clerk II; Clerk III; Clerk Typist II; Clerk Typist III; Code Enforcement Inspector; Communications Analyst; Computer Operator; Computer Technician; Cultural Arts Programmer; Electrical Inspector; Employment Training Assistant; Employment Training Specialist I; Employment Training Specialist II; Engineering Assistant; Environmental Planner; Executive Secretary I; Field Construction Coordinator; Finance Aide; GIS Coordinator; Government Services Aide; Head Infant Teacher; Head Pre-School Teacher; Head Toddler Teacher; Help Desk Assistant; Housing Analyst; Housing Inspector; Housing Program Specialist; Housing Services Aide; Housing Services Assistant (8); Human Resources Analyst; Human Resources Specialist; Landscape Architect - Park Planner; Landscape Design Coordinator; Learning Specialist; Legal Assistant; Legal Secretary; Librarian I; Librarian I - Adult Services; Librarian I - Youth Services; Librarian II; Librarian II - Adult Services; Librarian II - Business Reference; Library Services Aide; Library Systems Administrator; Library Technical Clerk; Library Technical Clerk II; Mailroom Clerk; Master Electrician; Mechanical Inspector; Neighborhood & Information Specialist; Neighborhood Assistant - Staff Writer; Office Coordinator; Outreach Caseworker II; Payroll Specialist; Personal Property Auditor; Personal Property Auditor II; Planner II; Plumbing Inspector; Principal Real Estate Appraiser; Printer; Producer - Director; Production Assistant; Program Coordinator I; Public Safety Analyst; Public Safety System Specialist; Public Works Analyst; Public Works Assistant; Public Works Utility Specialist; Purchasing Analyst II; Real Estate Appraiser; Receptionist - Switchboard Operator; Records Coordinator; Recreation Programmer; Risk Management Coordinator; Safety & Wellness Program Assistant; Secretary II; Secretary III; Section 8 Analyst; Sign Inspector; Storm Water Coordinator; Storm Water Manager; Survey Chief; System Support Specialist; Systems Programmer; Systems Support Technician I; Systems Support Technician I - Training; Systems Support Technician II; Tax Clerk; Tax Technician; Training Coordinator; Treasurer's Secretary - City Treasurer's Office; Web Services Administrator; Writer; Writer - Project Coordinator;

but excluding employees included in other bargaining units, all elected officials, all executives, supervisors, managers, all casual, seasonal, temporary and confidential employees, continuing part-time employees, District Court employees and all other employees. The parties agree that confidential employees are those employed in the following positions:

Administrative Assistant to the City Administrator; Employment & Training Analyst - Parks & Recreation; Executive Assistant to the Mayor; Executive Secretary I - City Clerk's Office; Executive Secretary I - Fire; Executive Secretary I - Parks & Recreation; Executive Secretary I - Police; Executive Secretary I - Public Works Administration; Executive Secretary II - Administration; HRIMS - Research Analyst - Human Resources; Office Coordinator - City Attorney's Office; Secretary III - Human Resources; Secretary III - Library; Senior Human Resources Specialist - Human Resources.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Ithaca

- and -

Michigan AFSCME Council 25, AFL-CIO

Case No. R03 C-68

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan AFSCME Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time water superintendents, assistant water superintendents, and laborers employed by the City of Ithaca's Department of Public Works (DPW)

Excluding: Supervisors

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

May 3, 2004

COPY TO:
City of Ithaca
Michigan AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

County of Roscommon

- and -

Governmental Employees Labor Council

Case No. R04 B-021

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Governmental Employees Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly scheduled youth specialists of the Roscommon County Juvenile Detention Center

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

April 26, 2004

COPY TO:
County of Roscommon
Governmental Employees Labor Council
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

St. Charles Community Schools

- and -

**International Union of Operating Engineers,
Local #547, AFL-CIO**

Case No. R04 B-019

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Union of Operating Engineers, Local #547, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All food service cashiers

Excluding: Administrators, supervisors and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

April 26, 2004

COPY TO:
St. Charles Community Schools
International Union of Operating Engineers, #547
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Bridgeport-Spaulding Schools

- and -

United Steelworkers of America, AFL-CIO

Case No. R04 B-020

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

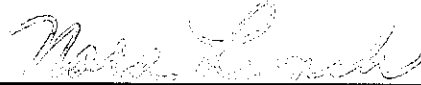
United Steelworkers of America, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Hall monitors have indicated a desire to be accredited to the existing unit of support staff currently represented by the United Steelworkers of America, AFL-CIO.

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



April 21, 2004

COPY TO:

Bridgeport-Spaulding Schools
United Steelworkers
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Village of Clinton
- and -
AFSCME, Council 25
- and -
Police Officers Association of Michigan

Case No. R03 K-172

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

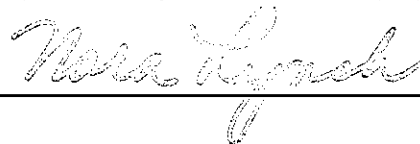
Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time police officers

Excluding: Chief of Police and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



April 21, 2004

COPY TO:
Village of Clinton
AFSCME, Council 25
POAM
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Muskegon Heights

- and -

**Muskegon Heights Professional
Officeworkers Association**

Case No. R04 B-017

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

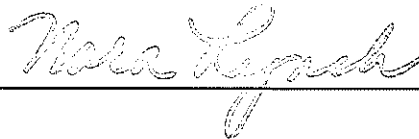
Muskegon Heights Professional Officeworkers Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All parking technicians, clerk typist II, account clerk I, cash secretary, account clerk II, secretary II, account/secretary II, community service officer, account clerk III, executive secretary, secretary III and utility billing clerk

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



April 14, 2004

COPY TO:

City of Muskegon Heights
Muskegon Heights Prof. Officeworkers Assoc.
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Lakeview School District
- and -
Michigan Education Association
- and -
AFSCME Council 25

Case No. R04 A-013

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time custodians, food service employees, maintenance and grounds employees employed in the Lakeview School District

Excluding: Substitutes, temporaries, managers, supervisors, confidentials and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

April 14, 2004

COPY TO:
Lakeview School District
AFSCME Council 25
Michigan Education Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Flint Housing Commission

- and -

AFSCME Council 25

Case No. R04 B-015

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and regular part time Section 8 specialists, payroll accounting assistants, public housing specialists, non-supervisory public housing managers, building & grounds custodians, accounting assistants, office assistants, maintenance mechanics, maintenance coordinators, receptionists, modernization assistants, tenant accounts receivable, clerks, tenant services specialists, custodian inspector & recertification specialist.

Excluding: Supervisory public housing managers, maintenance managers, modernization managers, info technology manager, executive assistant, director of public housing, administrative employees, temporary, casual and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

April 7, 2004

COPY TO:
Flint Housing Commission
AFSCME Council 25
Mediation Office
file

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CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Traverse City Area Schools
- and -
Michigan Education Association
- and -
United Transportation Association

Case No. R04 A-011

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly assigned bus drivers and bus aides employed by the Traverse City Area Public Schools.

Excluding: Temporary and substitute employees, maintenance and custodial personnel, bus mechanics and bus mechanic helpers, secretarial and clerical employees, directors, assistant directors, supervisors and all other employees employed by the Traverse City Area Public School District

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

April 7, 2004

COPY TO:
Traverse City Area Schools
Michigan Education Association
United Transportation Association
Lansing Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ingham County
- and -
Ingham County Employees Association
- and -
AFSCME, Council 25

Case No. R04 A-004

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Ingham County Employees Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly scheduled full-time Park Managers I, Assistant Managers, Park Rangers I and Park Rangers II.

Excluding: Seasonal, casual & all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

April 7, 2004

COPY TO:
Ingham County
AFSCME, Council 25
Ingham County Employees Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

73B District Court

- and -

73-B District Court Employees Association

Case No. R03 K-168

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

73-B District Court Employees Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time deputy clerks, accounting clerks, probation officers and judicial secretary/court recorders.

Excluding: Magistrate, Court Administrator/Court Clerk, Community Corrections Coordinator/Bailiff and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

A. . .

April 7, 2004

COPY TO:
73B District Court
73-B District Court Employees Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Delhi Township

- and -

International Association of Fire Fighters

Case No. R04 A-010

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Association of Fire Fighters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Full-Time Firefighters/Paramedics/EMS

Excluding: Fire Chiefs, Fire Marshall, Part-Time Employees and Volunteers

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 23, 2004

COPY TO:
Delhi Township
International Association of Fire Fighters
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

South Lyon Community Schools

- and -

Michigan Education Association

Case No. R04 A-009

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

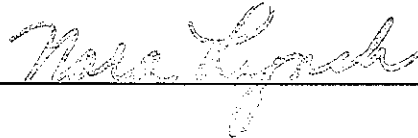
Michigan Education Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly scheduled full time and part time preschool teachers and assistant teachers

Excluding: All other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



March 23, 2004

COPY TO:
South Lyon Community Schools
Michigan Education Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Taylor
- and -
Technical, Professional & Officeworkers
Association of Michigan
- and -
MI AFSCME Council 25, AFL-CIO

Case No. R04 A-012

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

MI AFSCME Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All City of Taylor employees

Excluding: Firemen, policemen, elected and appointed officials, confidential employees, seasonal, food and beverage employees, temporary employees, except as otherwise addressed in this contract, supervisors as defined in the Act, and other employees excluded within this contract

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



March 22, 2004

COPY TO:
City of Taylor
Technical, Prof. & Officeworkers Assoc. of MI
AFSCME Council 25
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Clare Public Schools

- and -

Clare Educational Support Personnel Association

Case No. R04 A-001

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 19, 2004

COPY TO:
Clare Public Schools
Clare Educational Support Pers. Assoc.
Bernard McNerney
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Macomb Community College

- and -

AFSCME Council 25

Case No. R03 L-178

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular part time employees

Excluding: Employees classified as executives; faculty or administrators; casual & temporary; students employed fewer than six consecutive months; supervisors and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 15, 2004

COPY TO:
Macomb Community College
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Saginaw County

- and -

UAW

Case No. R03 L-182

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

UAW

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All professional employees employed by the County of Saginaw

Excluding: Personnel Assistant, Personnel Analyst, Management Assistant, confidential employees, supervisors, guards, other employees covered by a collective bargaining agreement and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 9, 2004

COPY TO:
Saginaw County
UAW
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Cedar Springs, City of
- and -
IBEW Local 876
- and -
William LaRose

Case No. R04 A-003

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 8, 2004

COPY TO:
City of Cedar Springs
IBEW Local 876
William LaRose
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Blair Township

- and -

International Association of Fire Fighters

Case No. R03 L-179

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

International Association of Fire Fighters

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time EMT/Firefighters and Paramedic/Firefighters

Excluding: Fire Chief, Battalion Chief, Medical Director, part-time employees and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 8, 2004

COPY TO:
Blair Township
International Association of Fire Fighters
David Bieganowski, Attorney
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Clare Public Schools

- and -

Clare Transportation Association

Case No. R03 L-174

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Clare Transportation Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full and regular part time drivers and monitors

Excluding: Bus Mechanic, substitutes and all others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 2, 2004

COPY TO:
Clare Public Schools
Clare Transportation Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ash Township

- and -

AFSCME Council 25

Case No. R03 L-181

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full and part time laborers, distribution operator and office clerk

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 1, 2004

COPY TO:
Ash Township
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Schoolcraft Village Police Department

- and -

Teamsters Local 214

Case No. R03 J-145

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regularly scheduled full and part time patrol officers and sergeants employed at Schoolcraft Police Department

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

March 1, 2004

COPY TO:
Schoolcraft Village Police Department
Teamsters Local 214
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ingham County Sheriff
- and -
Capitol City Lodge #141
- and -
Michigan Association of Police

Case No. R03 C-48

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Association of Police

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All non-supervisory law enforcement officers employed by the Ingham County Sheriff, including police officers, detectives, and excluding corrections officers; have indicated a desire to be represented by this labor organization.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

February 27, 2004

COPY TO:
Ingham County Sheriff
Capitol City Lodge #141
Michigan Association of Police
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ingham County Sheriff
- and -
Capitol City Lodge #141
- and -
Michigan Association of Police

Case No. R03 C-48

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Association of Police

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All non-supervisory law enforcement officers employed by the Ingham County Sheriff, including police officers, detectives, and excluding corrections officers; have indicated a desire to be represented by this labor organization.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 27, 2004

COPY TO:
Ingham County Sheriff
Capitol City Lodge #141
Michigan Association of Police
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Waterford Township

- and -

Michigan Association of Police

Case No. R04 A-007

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Michigan Association of Police

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time and part time Emergency Dispatchers

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 23, 2004

COPY TO:
Waterford Township
Michigan Association of Police
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Muskegon Heights, City of

- and -

Command Officers Association of Michigan

Case No. R03 L-180

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All part-time and full-time regular officers with the rank of sergeant or lieutenant within the MHPD

Excluding: the Chief of Police and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 23, 2004

COPY TO:

Muskegon Heights, City of
Command Officers Association of MI
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Shiawassee Medical Care Facility

- and -

AFSCME Council 25

Case No. R03 K-166

Consent Election

UNIT I

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: Unit I: All full-time and regular part-time licensed practical nurses; shall be accreted to the existing unit of general staff currently represented by AFSCME Council 25

Excluding: All other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 20, 2004

COPY TO:
Shiawassee Medical Care Facility
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Cheboygan Area Schools
- and -
United Steelworkers of America, AFL-CIO-CLC
- and -
**Cheboygan Area Schools Custodial,
Maintenance & Vocational Paraprofessional Assoc.**

Case No. R03 K-171

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

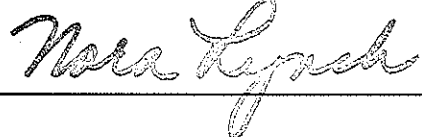
United Steelworkers of America

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All custodians, maintenance and vocational paraprofessionals.

Excluding: Secretarial, clerical, transportation, mechanics, classroom aids, food service, administrators
Professionals, supervisors, substitutes, employees who work less than 10 hours a week and all others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 17, 2004

COPY TO:
Cheboygan Area Schools
United Steelworkers
Cheboygan Schools Custodial, Maint. & Voc...
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Detroit

- and -

Association of City of Detroit Supervisors

Case No. R03 K-169

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Association of City of Detroit Supervisors

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All DPW District Clerks; have indicated a desire to be accreted to the existing unit of supervisors currently represented by Association of City of Detroit Supervisors.

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 17, 2004

COPY TO:
City of Detroit
Association of City of Detroit Supervisors
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Lenawee County & Sheriff
- and -
Police Officers Labor Council
- and -
Police Officers Association of Michigan

Case No. R03 H-115

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time uniformed detectives, corporals, deputies, correctional officers, dog law officers, clerk dispatchers, intake officers, clerk typists & account clerks.

Excluding: Sheriff, Undersheriff, lieutenants, sergeants, cooks, confidential, part-time, temporary & seasonal employees, and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Maria Lynch

February 17, 2004

COPY TO:

Lenawee County & Sheriff
Police Officers Labor Council
Police Officers Association of Michigan
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Bay City

- and -

**Teamsters State, Local and Municipal Workers,
Local 214**

Case No. R03 H-112

Units 1 and 2

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters State, Local and Municipal Workers, Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.


Unit 1 Unit I: All Deputy Chiefs of Police

Excluding: All others

Unit 2: All full time Staff Accountant Fiscal Services, Assistant to Fiscal Services Director, Senior Administrative Assistant DPW, Senior Administrative Assistant Electric, Senior Administrative Assistant Developmental Services, Senior Administrative Assistant Fire, Administrative Assistant Street/Sanitation Fleet, Administrative Assistant Building/Code Enforcement, Economic Development & Marketing Manager, Economic Development & Project Manager, Administrative Technicians, Assistant Administrative Technician, Rehabilitation Specialist, Human Resources Specialist, Payroll Analyst Fiscal Services, Clerical Assistant Fire Department, Development Services, Computer Systems Telephone Operator Information Systems; excluding all others.

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 17, 2004

COPY TO:

City of Bay City
Teamsters Local 214
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Willow Run Community Schools

- and -

Willow Run Principals' Association

Case No. R03 K-173

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Willow Run Principals' Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All principals & assistant principals & building/custodial supervisor.

Excluding: All other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 13, 2004

COPY TO:
Willow Run Community Schools
Willow Run Principals' Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Cheboygan County Commissioners & Sheriff
- and -
Police Officers Labor Council
- and -
Michigan AFSCME Council 25, AFL-CIO

Case No. R03 J-147

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

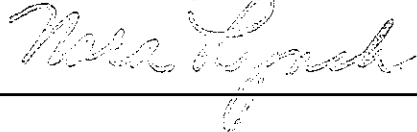
Michigan AFSCME Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time and part-time corrections officers.

Excluding: all others.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 13, 2004

COPY TO:
Cheboygan Co. Commissioners & Sheriff's Dept.
Police Officers Labor Council
AFSCME Council 25
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ionia County Board of Commissioners & Sheriff
- and -
Police Officers Labor Council
- and -
Police Officers Association of Michigan

Case No. R03 I-139

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time jail officers and full-time clerks

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

February 13, 2004

COPY TO:
Ionia Co. Bd. of Comm. & Sheriff
POLC
POAM
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Jonesville Community Schools

- and -

Jonesville Cooks Association

Case No. R03 I-137

Runoff Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Jonesville Cooks Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and part-time food service employees.

Excluding: Supervisors, temporary and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 13, 2004

COPY TO:
Jonesville Community Schools
Jonesville Cooks Association
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ionia County Board of Commissioners & Sheriff
- and -
Police Officers Labor Council
- and -
Police Officers Association of Michigan

Case No. R03 I-126

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All regular full-time deputies

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

February 13, 2004

COPY TO:
Ionia Co. Bd. of Comm. & Sheriff
POLC
POAM
Lansing Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Ionia County Bd. of Commissioners and Sheriff
- and -
Police Officers Labor Council
- and -
Command Officers Association of Michigan

Case No. R03 I-124

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Sergeants, Lieutenants, Correction Command Officers and Deputy Command Officers

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



February 13, 2004

COPY TO:
Ionia County Bd. of Commissioners and Sheriff
Police Officers Labor Council
Command Officers Association of MI
Lansing Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Shiawassee County

- and -

AFSCME Council 25, AFL-CIO

Case No. R03 J-157

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

February 11, 2004

COPY TO:
Shiawassee County
AFSCME Council 25
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

South Haven Public Schools

- and -

South Haven Bus Drivers' Association

Case No. R03 A-19

Commission Ordered Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

South Haven Bus Drivers' Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All bus drivers and bus aides employed by the South Haven Public Schools.

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

February 11, 2004

COPY TO:
South Haven Public Schools
South Haven Bus Drivers' Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Northern Lakes Community Mental Health
- and -
MI AFSCME Council 25, AFL-CIO
- and -
Melissa Johnson

Case No. R03 J-159

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

MI AFSCME Council 25, AFL-CIO

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular scheduled part-time non-supervisory employees employed in the residential programs of the Employer located in its facilities in Wexford, Crawford, Roscommon and Missaukee Counties

Excluding: Supervisors, professional employees, executives, confidential employees, maintenance, trainees, and employees regularly scheduled to work less than twelve (12) hours per week and all other employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

January 27, 2004

COPY TO:
Northern Lakes Community Mental Health
MI AFSCME Council 25, AFL-CIO
Melissa Johnson
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Genesee County Drain Commission

- and -

AFSCME Council 25, Local 1918

Case No. R03 E-089

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

January 26, 2004

COPY TO:
Genesee County Drain Commission
AFSCME Council 25, Local 1918
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Port Huron Police Department

- and -

Port Huron Police Clerical Association

Case No. R03 J-161

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Port Huron Police Clerical Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time Records and Identification Clerks in the Police Department.

Excluding: Police Department Administrative Secretary, Records and Identification Supervisor and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

January 23, 2004

COPY TO:
Port Huron Police Department
Port Huron Police Clerical Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Shiawassee Medical Care Facility

- and -

AFSCME Council 25

Case No. R03 K-167

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

American Federation of State, County & Municipal Employees Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit II: All full-time and regular part-time registered nurses. Excluding: Director of Nursing, Director of Staff Training and all other employees.

If a majority of voters in the above described unit(s) cast valid ballots for representation by AFSCME Local 1059, they shall have indicated a desire to be accreted to the existing unit of general staff currently represented by that organization.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Ryan

January 22, 2004

COPY TO:
Shiawassee Medical Care Facility
AFSCME Council 25
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

18th Circuit Court

- and -

Governmental Employees Labor Council

Case No. R03 K-164

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Governmental Employees Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full time Receptionist-Clerks, Friend of the Court Investigators, Support Investigators, Computer Operators, Court Administrative Aides, Typist Clerk II, Secretary, Circuit Court Clerks, Support Enforcement Coordinators, Senior Administrative Aide, Stenographers, the Accounts & Computer Operations Coordinator employed by the Eighteenth Judicial Circuit Court.

Excluded: Circuit Court Judges, Friend of the Court, Court Administrator, and all other supervisors, including the Attorney-Assistant Friend of the Court and Assistant Friend of the Court - Officer Manager, all professional employees, including Family Counselors and Law Clerk/Bailiffs; all Judicial Secretary/Court Recorders, the Coordinator of the Office of Assigned Counsel, confidential, temporary and seasonal employees, and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nana Lynch

January 21, 2004

COPY TO:

18th Circuit Court
Governmental Employees Labor Council
Mediation Office
file

The Department of Labor & Economic Growth will not discriminate against any individual or group because of race, sex, religion, age, national origin, color, marital status, handicap, or political beliefs.



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Clio

- and -

Police Officers Labor Council

Case No. R03 J-163

Consent Election

UNIT II

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

January 21, 2004

COPY TO:
City of Clio
Police Officers Labor Council
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Clio

- and -

Police Officers Labor Council

Case No. R03 J-163

Consent Election

UNIT I

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Police Officers Labor Council

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time police officers

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

January 21, 2004

COPY TO:

City of Clio
Police Officers Labor Council
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

City of Manistee

- and -

Command Officers Association of Michigan

Case No. R03 J-158

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Command Officers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Police Sergeants employed by the City of Manistee

Excluding: the Chief of Police, Deputy Chief, patrolman, confidential secretary and all other non-police City employees

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

January 21, 2004

COPY TO:
City of Manistee
Command Officers Association of MI
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Chelsea School District

- and -

Michigan Education Association

Case No. R03 J-148

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

January 21, 2004

COPY TO:
Chelsea School District
Michigan Education Assoc.
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

**Menominee Co., Menominee Co. Clerk/Register of
Deeds, Treasurer, Prosecuting Attorney, Probate &
Family Court & 41st Judicial Circuit Court**
- and -
Teamsters Local 328
- and -
Menominee Co. Courthouse Employees Association

Case No. R03 J-146

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

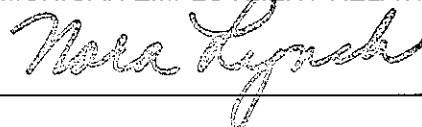
Menominee County Courthouse Employees Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time Deputy County Treasurers; Deputy Clerks; Deputy Registers (Probate Court); Deputy Registers of Deeds; Building Inspectors; Secretaries (Extension Office, Building Code Department and Prosecutor's Office-Legal Secretary/Computer Operator); Investigators (Prosecutor's Office); Computer Operator-Clerk (Friend of the Court); Computer Operator-Secretary (Friend of the Court); Probate/Juvenile Register; Veterans Service Officer; Caseworkers (Friend of the Court's Office); Staff Appraiser Field; Park Employees; Family Court Recorder; and Maintenance Employees.

Excluding: All elected officials; Chief Deputy Clerk; Chief Deputy Register of Deeds; Chief Deputy Treasurer; Assistant Prosecuting Attorneys; Friend of the Court; County Administrator; Equalization Director; Deputy Equalization Director; Park Superintendent; Emergency Service Coordinator; Building Department Supervisor; Probate Juvenile Probation Officer (Probate Court); Sheriff's Department employees; District Court employees; Library employees; E-911 employees; and all supervisors, executive and confidential employees and others excluded by the Act.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



January 14, 2004

COPY TO:
Menominee County, et al
Teamsters Local 328
Menominee Co. Courthouse Employees Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Benzie County Medical Care Facility

- and -

AFSCME Council 25

Case No. R03 J-144

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

AFSCME Council 25

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time registered nurses and licensed practical nurses employed at the Employer's Facility in Frankfort, MI, but excluding the Director of Nursing, Resident Care Coordinator, clerical and administrative employees, medical records employees, casual and temporary employees, supervisors, and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



January 14, 2004

COPY TO:
Benzie County Medical Care Facility
AFSCME Council 25
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Detroit Public Schools
- and -
Teamsters Local 214
- and -
Police Officers Labor Council

Case No. R03 I-122

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All employees classified as Security Officer II

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

January 14, 2004

COPY TO:
Detroit Public Schools
Teamsters Local 214
Police Officers Labor Council
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Menominee, City of, Police Department
- and -
Teamsters Local 328
- and -
Menominee Professional Police Association

Case No. R03 F-96

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Menominee Professional Police Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All Police Sergeants, Patrolpersons and the School Liaison Officer

Excluding: All others

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynch

January 14, 2004

COPY TO:
Menominee, City of, Police Department
Teamsters Local 328
Menominee Professional Police Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

**Menominee Co. Bd. of Commissioners and
Menominee Co. Sheriff Dept.**

- and -

Teamsters Local 328

- and -

Menominee County Deputy Sheriffs' Association

Case No. R03 F-93

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

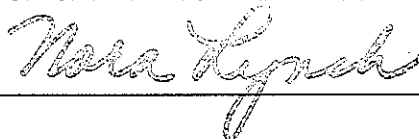
Menominee County Deputy Sheriffs' Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All corporal road patrol officers, road patrol officers, corporal corrections officer, corrections officers, animal control officer, secretary and cooks.

Excluding: Sheriff, undersheriff, lieutenants, and sergeants.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



January 14, 2004

COPY TO:

Menominee Co. Bd. of Comm. & Sheriff Dept.
Teamsters Local 328
Menominee County Deputy Sheriffs' Association
Mediation Office
file



CERTIFICATION OF RESULTS OF ELECTION
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Adrian, City of

- and -

AFSCME, Council 25

Case No. **R03 A-05**

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that no collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission,

IT IS HEREBY CERTIFIED that a majority of the valid ballots has not been cast for any labor organization appearing on the ballot, and that no such organization is the exclusive representative of all the employees, in the unit herein involved, within the meaning of Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

January 8, 2004

COPY TO:
City of Adrian
AFSCME, Council 25
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Crestwood School District

- and -

Crestwood Administrators Association

Case No. **R03 J-162**

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Crestwood Administrators Association

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All full-time and regular part-time Principals, Assistant Principals, Directors, and Administrator Assistant employed by the Crestwood School District.

Excluding: Superintendent, Assistant Superintendent, Business Manager and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION

Nora Lynne

January 5, 2004

COPY TO:
Crestwood School District
Crestwood Administrators Association
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

Columbia School District
- and -
Teamsters Local 214

Case No. R03 J-152

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

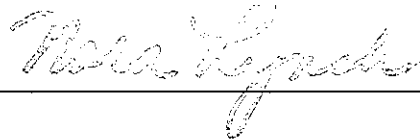
Teamsters Local 214

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

Unit: All transportation employees, including transportation substitute employees of the Board.

Excluding: All administrative, executive, supervisory personnel, all other substitutes, and all other employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



January 5, 2004

COPY TO:
Columbia School District
Teamsters Local 214
Mediation Office
file



CERTIFICATION OF REPRESENTATIVE
MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
Employment Relations Commission
Labor Relations Division

AUTHORITY: P. A. 380 OF 1965
As Amended

West Bloomfield Township

- and -

**Technical, Professional & Officeworkers
Association of Michigan**

Case No. R03 I-127

Consent Election

An election having been conducted in the above matter by an Agent of the Michigan Employment Relations Commission in accordance with the Rules and Regulations of the Commission, and it appearing from the tabulation of election results that a collective bargaining representative has been selected.

Pursuant to authority vested in the Michigan Employment Relations Commission, **IT IS HEREBY CERTIFIED** that

Technical, Professional & Officeworkers Association of Michigan

Has been designated and selected by a majority of the employees of the above-named employer, in the unit described below, as their representative for the purposes of collective bargaining, and that pursuant to Sections 26 and 27 of Act No. 176 of the Public Acts of 1939, as amended, or Sections 11 and 12 of Act 336 of the Public Acts of 1947, as amended, the said organization is the exclusive representative of all the employees in such unit for the purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.

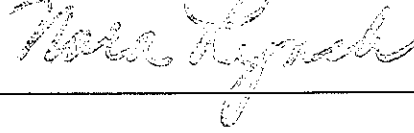
UNITS: **UNIT I:** All full-time & regular part-time employees employed in the following classifications: Switchboard Operator/Receptionist, Cleaning Person, Account Clerk, Appraiser Trainee, Assessing Clerk, Building Clerk, Clerk Typist, Engineering Clerk, Planning & Environmental Clerk, Parking Violation Enforcer, Property Appraiser I, Recording Secretary, Senior Account Clerk, Senior Assessing Clerk, Senior Building Clerk, Senior Clerk Typist, Senior Engineering Clerk, Senior Planning & Environmental Clerk, Senior Records Clerk (Police or Fire), Water Billing Clerk, Investigation Bureau Secretary, Ordinance Enforcement Secretary, Sr. Recording Clerk, Water Billing Specialist, Accounts Payable Specialist, Assessing Dept. Office Coordinator, Bookkeeper, Building Dept. Office Coordinator, Planning Office Coordinator, Police Officer Coordinator, Property Appraiser II, Senior Data Processor, Admin. Asst. to the Treasurer/Spec. Assess. Admin., Property Appraiser 3, Account Specialist, Building Maintenance Coordinator, Code Enforcement Officer, Election Specialist, Environmental Inspector, Executive Assistant to the Clerk, Executive Assistant to the Fire Chief, Executive Assistant to the Police Chief, Building Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Environmental or Engineering Inspector, Electrical Inspector, Plumbing Inspector, Mechanical Inspector, Environmental or Engineering Inspector, Police or Fire Apparatus Mechanic, GIS Technician, Payroll & Benefits Coordinator, Plans Examiner, Property Room Specialist, Senior Bookkeeper, Water & Sewer Office Coordinator, Computer/Programmer Coordinator, GIS Coordinator, Network Specialist, and Purchasing Agent.

Excluding: all elected officials, Deputy Supervisor, Deputy Clerk, Deputy Treasurer, Police Chief, Fire Chief, Assessor, Assistant Fire Chief, Budget Director, Building Director, Code Enforcement Director, Data Processing Director, Personnel Director, Planning Director, Planning Manager, Police Captain, Township Engineer, Water & Sewer Director, Field Foreman-Water & Sewer Specialist/Inspector, Chief Residential Appraiser, Engineering Assistant, Assistant Assessor, Assistant Building Director, Community Development Planner, Environmental Management Planner, Programmer Analyst, Water & Sewer Superintendent, all supervisors, department heads, confidential and temporary employees.

UNIT II: All full-time and regular part-time employees employed in the following classifications: Field Foreman-Water & Sewer, Chief Residential Appraiser, Engineering Assistant, Assistant Assessor, Assistant Building Director, Community Development Planner, Environmental Management Planner, Programmer Analyst and Water & Sewer Superintendent.

Excluding: All elected officials, Deputy Supervisor, Deputy Clerk, Deputy Treasurer, Police Chief, Fire Chief, Assessor, Assistant Fire Chief, Budget Director, Building Director, Code Enforcement Director, Date Processing Director, Personnel Director, Planning Director, Planning Manager, Police Captain, Township Engineer, Water & Sewer Director, all department heads, confidential and temporary employees.

MICHIGAN EMPLOYMENT RELATIONS COMMISSION



January 5, 2004

COPY TO:

West Bloomfield Township
Technical, Professional & Officeworkers Assoc.
Mediation Office
file