UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

Dixie Electric Membership Corporation,	:	
	:	CASE NUMBER 15-CA-19954 AND 15-UC-61496
versus	:	
	:	
International Brotherhood of Electrical Workers, Local Union 767	:	
	:	

BRIEF IN SUPPORT OF EXCEPTIONS
TO ADMINISTRATIVE LAW JUDGE'S DECISION

Dixie Electric Membership Corporation (hereafter "DEMCO") submits this brief in support of its Exceptions to the Administrative Law Judge's Decision, signed and issued by Administrative Law Judge Robert A. Ringler on January 24, 2012. DEMCO excepts to the determinations made by Administrative Law Judge Ringler (hereafter "Decision of ALJ") with respect to DEMCO's alleged obligation to bargain as erroneous and unfounded in law and fact. Accordingly, the Administrative Law Judge's decision should be rejected by the Board.

I. STATEMENT OF THE CASE

DEMCO provides electricity to customers in southern Louisiana. The Union involved in this proceeding, International Brotherhood of Electrical Workers, Local Union 767 (hereafter referred to as "Union" or "IBEW") was certified as the collective bargaining representative of DEMCO's non-managerial employees in 1974.

In November 2010, DEMCO announced a plan to change its management structure effective December 1, 2010. The non-management positions of Systems Operator and Chief Systems Operator were changed to management positions, and the job duties and responsibilities