

STATE OF CALIFORNIA
DECISION OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD



IN THE MATTER OF:)	
)	Case No.
UNIT DETERMINATION FOR TECHNICAL)	SF-RR-1002-H et al;
EMPLOYEES OF THE UNIVERSITY OF)	
CALIFORNIA PURSUANT TO CHAPTER 744)	PERB Decision
OF THE STATUTES OF 1978 (HIGHER)	No. 241c-H
EDUCATION EMPLOYER-EMPLOYEE)	
RELATIONS ACT))	March 31, 1983
)	

Appearances: Philip E. Callis, Attorney for California State Employees Association; Stewart Weinberg, Attorney (Van Bourg, Allen, Weinberg & Roger) for United Health Care Employees, Service Employees International Union, Locals 102, 250 and 434; Glenn Rothner, Attorney (Reich, Adell & Crost) for American Federation of State, County and Municipal Employees, AFL-CIO; Douglas H. Barton, Bonnie Kathleen Gibson, Mary Maloney Roberts, Susan C. Paulsen (Corbett, Kane, Berk & Barton) and James N. Odle, Associate Counsel for the Regents of the University of California.

Before: Tovar, Jaeger, Morgenstern and Burt, Members.*

DECISION

On September 30, 1982, the Public Employment Relations Board (PERB or Board) issued a decision¹ under the Higher

*Chairperson Gluck did not participate in this Decision.

¹Unit Determination for Technical Employees of the University of California Pursuant to Chapter 744 of Statutes of 1978 (Higher Education Employer-Employee Relations Act) (9/30/82) PERB Decision No. 241-H. See also the decision concerning requests for reconsideration and judicial review. Unit Determination for Technical Employees; Clerical Employees; Service Employees; Professional Scientists and Engineers, Lawrence Livermore National Laboratory; Professional Librarians; and Professional Patient Care Employees of the University of California Pursuant to Chapter 744 of the Statutes of 1978 (Higher Education Employer-Employee Relations Act) (2/4/83) PERB Decision Nos. 241a-H and 244a-H through 248a-H.

Education Employer-Employee Relations Act (HEERA)² creating three bargaining units of technical employees at the University of California (UC). The units consist of Lawrence Livermore National Laboratory (LLNL) technical employees, systemwide technical employees, and patient care technical employees. Pending that decision, exclusionary issues were raised by the parties with respect to the alleged managerial, supervisory, confidential and casual status of employees in these units.³

²The HEERA is codified at Government Code section 3560 et seq. All statutory references are to the Government Code unless otherwise specified.

³Subsection 3562(1) of HEERA provides:

"Managerial employee" means any employee having significant responsibilities for formulating or administering policies and programs. No employee or group of employees shall be deemed to be managerial employees solely because the employee or group of employees participate in decisions with respect to courses, curriculum, personnel and other matters of educational policy. A department chair or head of a similar academic unit or program who performs the foregoing duties primarily on behalf of the members of the academic unit or program shall not be deemed a managerial employee solely because of such duties.

Section 3580.3 of HEERA provides:

"Supervisory employee" means any individual, regardless of the job description or title, having authority, in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to

The Board has previously decided the exclusionary issues in the LLNL technical unit.⁴

recommend such action, if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. With respect to faculty or academic employees, any department chair, head of a similar academic unit or program, or other employee who performs the foregoing duties primarily in the interest of and on behalf of the members of the academic department, unit or program, shall not be deemed a supervisory employee solely because of such duties; provided, that with respect to the University of California and Hastings College of the Law, there shall be a rebuttable presumption that such an individual appointed by the employer to an indefinite term shall be deemed to be a supervisor. Employees whose duties are substantially similar to those of their subordinates shall not be considered to be supervisory employees.

Subsection 3562(e) of HEERA provides:

(e) "Confidential employee" means any employee who is required to develop or present management positions with respect to meeting and conferring or whose duties normally require access to confidential information which contributes significantly to the development of such management positions.

Managerial and confidential employees are excluded from coverage under HEERA in subsection 3562(f). Supervisory employees have limited rights as set forth in section 3580 et. seq.

⁴Unit Determination for Technical Employees, Lawrence Livermore National Laboratory, of the University of California Pursuant to Chapter 744 of the Statutes of 1978 (Higher Education Employer-Employee Relations Act) (3/8/83) PERB Decision No. 241b-H.

UNIT 9 - SYSTEMWIDE TECHNICAL UNIT

In the systemwide technical unit, the parties have stipulated for the purposes of any representation election to the exclusion, as managerial, supervisory or confidential, of the classifications and employees listed in Appendices A and B attached hereto. The parties have also stipulated that each employee organization may identify certain disputed employees who shall vote challenged ballots in any representation election if the parties are unable to agree whether they should be included in or excluded from the unit. The Board has held that it will approve a stipulation in a unit determination matter when the stipulation does not contravene the Act or established Board policies. Centinela Valley Union High School District (8/7/78) PERB Decision No. 62. A review of the record herein reveals that it is adequate to support the stipulations. Therefore, the stipulations are approved by the Board.⁵

⁵The Board does not specifically designate these classifications and employees as managerial, supervisory or confidential. In the State Employer-Employee Relations Act, Phase III, Unit Determination Proceeding (10/18/79) PERB Order No. Ad-79-S, the Board stated that it:

. . . views the focus of the Phase III unit determination proceedings to be a determination of those rank and file employees who are to be included in the designated appropriate units. However, the burden is on the . . . party which may seek to exclude employees from units because of alleged managerial, supervisory or

The only remaining exclusionary issues to be decided in the systemwide technical unit are those involving alleged casual employees.

Casual employees are those who, due to their sporadic or intermittent relationship with the employer, lack a sufficient community of interest with regular employees to be included in the representational unit. Unit Determination for Employees of the California State University and Colleges Pursuant to Chapter 744 of the Statutes of 1978 (Higher Education Employer-Employee Relations Act) (9/22/81) PERB Decision No. 173-H; citing Mission Pak Co. (1960) 127 NLRB 1097. [46 LRRM 1161]. In considering the status of alleged casual employees and the appropriateness of excluding them from the systemwide technical unit, we are required to consider the following criteria set forth in subsection 3579(a) of HEERA which, in pertinent part, provides:

confidential status—to affirmatively justify their exclusion. This can be done by showing evidence of actual job requirements which would disqualify the subject employees from placement in representation units irrespective of which exclusionary category those employees may fit.

Thus, the Board only approves the exclusion of the classifications and employees from the unit and not the specific bases for the exclusions.

(a) In each case where the appropriateness of a unit is an issue, in determining an appropriate unit, the board shall take into consideration all of the following criteria:

(1) The internal and occupational community of interest among the employees, including, but not limited to, the extent to which they perform functionally related services or work toward established common goals, the history of employee representation with the employer, the extent to which such employees belong to the same employee organization, the extent to which the employees have common skills, working conditions, job duties, or similar educational or training requirements, and the extent to which the employees have common supervision.

In addition to the above statutory criteria, the Board has consistently held, in accordance with other jurisdictions, that such factors as qualifications, job function, compensation, hours of work, fringe benefits, integration of work function, and interchange between employees are relevant in determining community of interest.⁶ AS stated in Monterey Peninsula Community College District, Id.;

. . . community of interest is not determined by going down a check list of these factors. The point of the comparison is to reveal the interests of the employees and ascertain whether they share a substantial mutual interest in matters subject to meeting and negotiation. (Citation omitted.) The interests of

⁶Hartnell Community College District (1/2/79) PERB Decision No. 81; Monterey Peninsula Community College District (10/16/78) PERB Decision No. 76. See also Kalamazoo Paper Box Corp. (1962) 136 NLRB 134. [49 LRRM 1715].

included employees must be mutual not distinct, and substantial not tenuous. Thus, employees may be excluded from a particular unit either because their interests are separate and apart from those of the employees in that particular unit, (citation omitted) or because their interest in negotiable matters subject to the control of the employer is so insubstantial that they do not share mutual interests with other unit employees. (PERB Decision No. 76 at P. 13.)

UC has designated several job classifications in the systemwide technical unit which it claims are designed exclusively for employees who have a casual employment relationship with the university. These classifications are:

<u>Classification</u>	<u>Class Code</u>
Life Guard	4031
Head Resident	4125
Student Fire Fighter Trainee	5213
Art Model	6107
Stage Helper	6344
Language Assistant	6650
Senior Linguistic Informant	6652
Linguistic Informant	6653
Reader for the Blind	6677
Senior Engineering Aid	7162
Engineering Aid	7163
Scanner I	9623
Senior Museum Preparator	9633
Museum Preparator	9634

UC alleges that many of these classifications are designed for use in part or exclusively by registered students of the university. Where the employment of students in the classifications listed above is contingent upon their status as students of the university, they have been excluded by stipulation. See Unit Determination for Employees of the Regents of the University of California (8/4/82) PERB Order No. Ad-114b-H.

UC makes two arguments with regard to the remaining alleged casual employees. It first contends that any employee in these classifications who does not qualify for membership in one of the several retirement systems for which university employees may be eligible should be deemed casual and excluded from the bargaining unit. Generally, to be eligible for membership in these systems, a university employee must work more than 50 percent time and have an appointment of more than a year's duration. UC argues that only employees who meet these criteria for retirement system participation have sufficient employment interests to warrant their inclusion in the bargaining unit.

UC, in essence, is attempting to define a point at which an employee's relationship with the university is transformed from intermittent and sporadic to substantial and continuing. UC contends that if an employee fails to satisfy the qualifications for participation in its retirement system, the status of that person is per se casual.

The Board has specifically rejected such an approach, in Dixie Elementary School District (8/11/81) PERB Decision No. 171, the Board modified an existing unit of regular full-time, substitute and temporary teachers by including certain unrepresented day-to-day substitutes and temporary teachers. The Board noted that there was:

. . . no indication that the [petitioned-for] teachers' interest and commitment to, or empathy with, the concerns of others within the bargaining unit, is proportional to their number-of-days-employment. Moreover, to impose a threshold requirement for inclusion in the unit based on number-of-days-employment would be inevitably arbitrary, [footnote omitted]. There is no rationale instructing where the line establishing the minimum should be drawn. Accordingly, this Board does not require, as a condition of unit membership, that a classroom teacher work for a specified number of days. (PERB Decision No. 171, at pp. 7-8.)⁷

Additionally, the Board has rejected the argument that less than 50 percent part-time employment alone should automatically result in the casual designation of an employee. See Belmont Elementary School District, Id., EERB Decision No. 7; Paramount Unified School District (10/7/77) EERB Decision No. 33.

⁷Temporary employees were also included in a bargaining unit of teachers in Belmont Elementary School District (12/30/76) EERB Decision No. 7, based on similar working conditions and employment as part of the regular faculty pool.

Prior to January 1, 1978, PERB was known as the Educational Employment Relations Board (EERB).

The mere fact that an employee does not work a sufficient number of days or percent of time to qualify for participation in a university retirement system does not, in and of itself, indicate that the employee does not share a community of interest with other unit members. The record reveals that the claimed casual employees may perform duties similar to those of other unit employees; receive the same rates of pay; have the same qualifications, skills and education; work the same shifts; report to the same supervisors; and receive roughly equivalent benefits. Absent evidence to the contrary, there is no reason to believe that such an employee does not share a substantial community of interest with other unit employees. Ineligibility to participate in one of the university retirement systems is not, by itself, enough to persuade us differently.

UC secondly argues that, if the Board does not adopt the retirement system eligibility criterion, the employees in the classifications claimed as casual should nevertheless be excluded from the systemwide technical unit because they lack a sufficient community of interest with other unit employees and do not have a reasonable expectation of continuing employment.

Art Model (Class Code 6107)

The Board agrees with UC's contentions in only one instance. Specifically, the record reflects that employees in

the art model classification lack any significant, continuing employment relationship with the university. Individuals in this classification are hired by the university only on an as-needed basis. Art models generally are employed for one, or a short series, of modeling sessions in art classes taught to university students. Generally, art models pose for no more than two art classes per week. Some incumbents work as little as three hours per week. The record reveals that on occasion an art model will work but a single three-hour session and thereafter terminate his or her employment relationship with the university. Under such circumstances the Board concludes that art models have only a sporadic, intermittent relationship with the university and, therefore, lack a sufficient community of interest with other systemwide technical employees to warrant inclusion of the art model classification in the unit.

Life Guard (Class Code 4031)

On the other hand, the record discloses that employees in all other contested classifications have a significant relationship with the university and other unit members and, in fact, do share many mutual interests in matters subject to meeting and conferring. For instance, those in the life guard classification have rather important and extensive employment responsibilities in insuring the safety of swimmers in swimming pools operated by the university. Life guards typically maintain constant vigilance at swimming areas to prevent or

alleviate the severity of accidents. They are required to provide first aid and basic life support care as necessary. Life guards instruct groups and individuals in basic swimming and life saving techniques. Moreover, they are required to prepare reports of pool usage and administer procedures and controls for use of swimming areas. Although the record is silent as to the number of hours these employees work in a given week, it is clear that they are employed for at least one academic quarter. UC's evidence indicates that these employees have no reason to believe they will be reappointed in subsequent academic quarters. This conclusory evidence is insufficient to establish that life guards are casual. Although there is no right to reappointment, the record is silent with regard to how many life guards are in fact reappointed. Therefore, the life guard classification is included in the systemwide technical unit.

Head Resident (Class Code 4125)

We reach the same conclusion with regard to employees in the head resident classification. Head residents work in residence halls operated by the university. They are responsible for many aspects of the operation of these halls and for the well-being of the students who live in them. They work with individuals and groups of students in the residence halls on a daily and constant basis.

Head residents are generally hired for no more than a single academic year. However, nothing in the record indicates

that they may not be reappointed for a subsequent year. Nothing in the record supports the conclusion that their work is intermittent, sporadic or temporary. Thus, we find that head residents have a substantial employment relationship with the university and the classification is included in the systemwide technical unit.

Student Fire Fighter Trainee (Class Code 5213)

UC additionally contends that employees classified as student fire fighter trainees should be excluded as casual. The student fire fighter trainee class, as the name suggests, is designed for use by students enrolled at the university. Nevertheless, at least half the incumbents in this classification are not students. Those employees in this classification whose employment is contingent upon their status as students at the university are excluded under the student stipulation mentioned, supra, at p. 8. As for other employees in this classification who are not covered by the stipulation, the record reflects that they have important employment responsibilities.

Incumbents in this classification typically assist fire fighters and student fire fighters in the performance of fire fighting duties. They participate in fire drills, attend classroom instruction on fire fighting, participate in testing, inspection and maintenance operations, may operate the communications center and alarm system, ride the ambulance as

an observer-assistant and perform the duties of higher classified positions in emergencies and/or as part of staff training and development programs. In the course of these duties, student fire fighter trainees are in direct contact with other unit members, work under the same conditions, perform essentially the same tasks, have the same supervision, work with the same equipment, and undoubtedly share many of the same health and safety concerns. In light of these facts, we can find no reason to conclude that these employees lack a sufficient community of interest with other unit members. Therefore, we conclude that the student fire fighter trainee classification is included in the systemwide technical unit.

Stage Helper (Class Code 6344)

The claim that those in the stage helper classification are casual is also without merit. Stage helpers assist scene technicians and wardrobe technicians in the construction, moving, assembly and disassembly of stage equipment and sets for theatrical performances. Employees in these latter classifications are unit members. UC's evidence characterizes the employment of stage helpers as irregular and sporadic. However, there are no specific facts regarding the number of hours or frequency of employment. Absent such facts, we include the stage helper classification in the systemwide technical unit.

Language Assistant (Class Code 6650)

UC also contends that the employees in the language assistant classification should be excluded as casual. Incumbents in this classification assist in the teaching of foreign language classes to students at the university. Their duties include drafting lesson plans, writing course material, working with students on an individual or classroom basis, and correcting grammar exercises or language class course work. The record reflects that individuals in this classification work several hours per week for the duration of the course. Such employment may in fact last for several consecutive academic quarters. We are not convinced that this work is sporadic or temporary. We, therefore, include the language assistant classification in the systemwide technical unit.

Senior Linguistic Informant (Class Code 6652) and Linguistic Informant (Class Code 6653)

Similarly, those in the senior linguistic informant and linguistic informant classifications should be included in the unit. The incumbents in both classifications perform many of the same functions as language assistants. However, the emphasis of their instruction is on the analytical, interpretive and phonetic aspects of a particular foreign language. The record reflects that these employees work on a consistent basis throughout an academic quarter, and that their employment may extend beyond the duration of a single course.

It should further be noted that they generally work under the same conditions as other unit employees, have the same supervision, are paid according to the same wage scale, and possess equivalent qualifications and training. In light of these facts, we include the senior linguistic informant and linguistic informant classifications in the systemwide technical unit.

Reader for the Blind (Class Code 6677)

Additionally, UC has designated those in the reader for the blind classification as casual. Readers for the blind are hired to assist blind university students by reading aloud to them from materials necessary to their education. Readers work primarily during the academic year. The number of hours worked by individuals in this classification vary between a few hours per month to ten hours per week. Readers generally work with an individual student throughout an academic quarter or academic year. UC's evidence failed to show that readers for the blind are not employed for consecutive academic quarters and years. Based on these facts, we conclude that the record adequately supports a finding that these individuals have a significant, continuing employment relationship with the university. Therefore, the reader for the blind classification is included in the systemwide technical unit.

Senior Engineering Aid (Class Code 7162) and Engineering Aid (Class Code 7163)

Among the employees which UC seeks to exclude as casual are those in the senior engineering aid and engineering aid

classifications. These employees perform various technical and mechanical work in support of research activities at the university. Typically they may be involved in assembling or operating laboratory instruments and apparatus, recording experimental data, performing mathematical operations and calculations, and participating in the design, construction or installation of test instruments or equipment. The record reflects that employees in these classifications work under the same conditions, are involved in the same projects, have the same supervision, and perform generally the same tasks and duties as other unit members. Thus, we conclude that they have a continuing and substantial relationship with other unit employees and share many mutual employment interests. The senior engineering aid and engineering aid classifications are therefore included in the systemwide technical unit.

Scanner I (Class Code 9623)

The scanner I classification is used for individuals who perform routine tasks involving the observation and recording of events related to physics research projects and experiments. Individuals in this classification are often persons with an interest or background in physics who are willing to devote their time to physics projects or experiments conducted at the university. The record is silent as to the approximate number of hours employees in this classification work or the duration of their employment. Absent such facts,

UC has failed to meet its burden of proof that these employees are casual. We, therefore, conclude that the scanner I classification is included in the systemwide technical unit.

Senior Museum Preparator (Class Code 9633) and Museum Preparator (Class Code 9634)

Finally, UC contends that those in the senior museum preparator and museum preparator classifications should be excluded as casual. Employees in these classifications are generally assigned to work with a particular art collection or to assist artists in the preparation of exhibits and other special events. Typically, the work of incumbents in these classes involves handling artifacts and other art objects, and assisting the cataloging of art collections. The record reflects that the number of hours worked by incumbents in these classifications varies. Incumbents may not work at all during an entire month or be called to work for an extensive period during the preparation of a museum exhibit. The record also reveals that these individuals work in close contact with other regular, full-time unit members. During the course of their employment, they perform virtually identical tasks to other unit members, have the same supervision, work in the same environment, perform the same duties, and no doubt share many of the same concerns over matters of wages and hours. Absent specific factual evidence of the sporadic or intermittent nature of the work that these employees perform, we cannot conclude that they are casual. Therefore, the senior museum

preparator and museum preparator classifications are included in the systemwide technical unit.

UNIT 13 - PATIENT CARE TECHNICAL UNIT

In the patient care technical unit, the parties have stipulated for the purposes of any representation election to the exclusion, as managerial, supervisory or confidential, of the classifications and employees listed in Appendices C and D attached hereto. The parties have also stipulated that each employee organization may identify certain disputed employees who shall vote challenged ballots in any representation election if the parties are unable to agree whether they should be included in or excluded from the unit. A review of the record herein reveals that it is adequate to support the stipulations. Therefore, the stipulations are approved by the Board.⁸

The only remaining exclusionary issues to be decided in the patient care technical unit are those involving alleged casual employees. UC has designated several job classifications in the unit which it claims are designed for use exclusively by employees who have a casual employment relationship with the university. These classifications are:

<u>Classification</u>	<u>Class Code</u>
Special Duty Hospital Assistant	8906
Special Duty Vocational Nurse	8918

⁸See footnote 5, supra, at p. 4.

<u>Classification</u>	<u>Class Code</u>
Senior Nursing Aide	8922
Radiation Therapy Technologist Trainee	9014
Radiologic Technologist Trainee	9024
Respiratory Therapy Apprentice	90 51
Dental Extern	9189
Dental Hygienist	9190
Dental Aide	9200
Hospital Unit Senior Coordinator I	9259

Employees in this classification whose employment is contingent upon their status as students of the university have been excluded by stipulation as in the systemwide technical unit. UC also makes the same arguments with regard to the remaining alleged casual employees in this unit. It first contends that any employee in these classifications who does not qualify for membership in one of the several retirement systems for which university employees may be eligible should be deemed casual and excluded from the bargaining unit. It also argues that if the Board does not adopt the retirement system eligibility criterion, the employees should be excluded from the unit because they lack a sufficient community of interest with other unit employees and do not have a reasonable expectation of continuing employment. As in the systemwide technical unit, the Board rejects qualification in the retirement system as the measure of casual status.

Special Duty Hospital Assistant (Class Code 8906)

The special duty hospital assistant classification is used to supplement the regular staff or provide relief on a

particular shift for employees in the hospital assistant classification. Special duty hospital assistants work on an on-call basis and are paid at an agreed-upon per diem rate according to the hours actually worked. The record reflects that employees in the special duty hospital assistant classification possess the same qualifications, certification and skills as the employees they supplement. They perform duties which are similar to those of other unit members, work under the same conditions and have the same supervision. There is no indication that employees in this classification do not have a reasonable expectation of continuing employment. The Board therefore concludes that the special duty hospital assistant classification is not casual and is included in the patient care technical unit.

Special Duty Vocational Nurse (Class Code 8918)

Special duty vocational nurses work on an on-call basis when career vocational nurses are absent. They also provide assistance during periods of heavy workloads or when an individual patient requires constant attention. Although they are paid on an hourly rate, the classification requires the same qualifications, certification and skills as those possessed by regular career employees. They perform the same duties and work in the same environment under the same supervision. There is no indication that the employees in this classification do not have a reasonable expectation of

continuing employment. We therefore conclude that the special duty vocational nurse classification is included in the patient care technical unit.

Senior Nursing Aide (Class Code 8922)

The incumbents in the senior nursing aide classification perform both professional and nonprofessional nursing functions under the supervision of a clinical nurse. They assist patients with personal hygiene and physical care, as well as help dispense medication, apply dressings and administer other therapeutic procedures as needed. The qualifications for employees in this classification are that they must have completed three years of a four-year program toward a degree in nursing. Employees in this classification may be non-UC students who are employed to work as nurses during the summer months, non-UC students who are working during the academic year on a part-time basis, or nurses who have completed their education and are awaiting the results of their licensing examinations. The record reflects that these employees perform essentially the same functions as other unit members, have generally the same responsibilities, work under the same conditions, share the same career expectations, and possess much the same qualifications. Absent evidence that the nature of the work that these employees perform is clearly sporadic or intermittent, we do not conclude that they are casual. Therefore, the senior nursing aide classification is included in the patient care technical unit.

Radiation Therapy Technologist Trainee (Class Code 9014)

The record reveals that employees in the radiation therapy technologist trainee classification are employed by the university in a one or two year trainee program to qualify them as radiation therapy technologists. The program includes classroom instruction as well as the performance of duties similar to those of licensed radiation therapy technologist. There are no facts in the record upon which to base a conclusion that their employment is sporadic, intermittent or temporary. Absent such evidence, we conclude that these employees have a substantial community of interest with other members of the unit and, therefore, the radiation therapy technologist trainee classification is included in the patient care technical unit.

Radiologic Technologist Trainee (Class Code 9024)

Employees in the radiologic technologist trainee classification are employed by the university in a one or two year trainee program to qualify them as radiologic technologists. The program includes classroom instruction as well as work similar to that performed by career radiologic technologists. Here, again, there is no indication that the work performed by these employees is sporadic, intermittent or temporary. Absent such evidence, we include the radiologic technologist trainee classification in the patient care technical unit.

Respiratory Therapy Apprentice (Class Code 9051)

The respiratory therapy apprentice classification is used only for the second year of a two-year training program leading to qualification for licensing as a respiratory therapist. That program includes classroom instruction as well as on-the-job training. Again, there is no indication that the work performed by employees in this classification is sporadic, intermittent or temporary. We therefore include the respiratory therapy apprentice classification in the patient care technical unit.

Dental Extern (Class Code 9189)

Individuals employed in the dental extern classification are third or fourth year dental students obtaining practical experience under faculty supervision. The record is silent as to the duration of this employment. Absent specific facts which clearly indicate that this employment is sporadic, intermittent or temporary, UC has failed to meet its burden of proof that employees in this classification are casual. We therefore include the dental extern classification in the patient care technical unit.

Dental Hygienist (Class Code 9190)

Incumbents in the dental hygienist classification assist dentists in providing oral health care to patients. Dental hygienists perform prophylactic work utilizing hand and mechanized dental instruments. Further, they conduct preliminary examinations of the teeth and surrounding tissues,

instruct patients in preventive dental care procedures, take dental x-rays and record evaluations of mouth conditions on dental charts. With regard to these employees, the evidence indicates only that they are guaranteed no particular amount of work time with the university and that they may well have simultaneous employment elsewhere. Absent specific facts showing that their positions are indeed temporary or intermittent, we cannot conclude that these employees are casual. Thus, the dental hygienist classification is included in the patient care technical unit.

Dental Aide (Class Code 9200)

Incumbents in this position perform a variety of semi-skilled duties such as maintaining dental equipment and supplies; cleaning and lubricating head pieces; cleaning, sharpening and sterilizing instruments; preparing pre-set trays according to dental standards; mixing filling materials and dental cements; and conveying post-operative instructions. The record contains no information regarding the number of hours that these employees work or the extent and duration of their employment. The evidence that their employment is only short term and intermittent is merely conclusory. There are not sufficient facts to establish a prima facie case for exclusion of these employees. Absent specific evidence of casual status, we include the dental aide classification in the patient care technical unit.

Hospital Unit Service Coordinator I (Class Code 9259)

Finally, UC contends that those in the hospital unit service coordinator I classification should be excluded as casual. The record reveals that this classification has two purposes. The classification is often used as a trainee position for individuals newly hired as clericals at a university hospital. It is also generally used as a part-time position for employees who work less than one-half time for the university. UC has failed to establish that employees in this classification have a sporadic or intermittent work relationship with the university, or that these employees otherwise lack a substantial community of interest with other unit members. Absent such evidence, we conclude that these employees are not casual and the hospital unit service coordinator I classification is included in the patient care technical unit.

ORDER

Upon the foregoing Decision and the entire record in this case, the Public Employment Relations Board ORDERS that:

(1) The classifications listed in Appendix A are excluded from the Systemwide Technical Unit according to the stipulation of the parties and based upon the factual record in this proceeding.

(2) The positions occupied by the employees listed in Appendix B are excluded from the Systemwide Technical Unit according to the stipulation of the parties and based upon the

factual record in this proceeding.

(3) In accordance with the stipulation of the parties, each employee organization may identify certain disputed employees who shall vote challenged ballots in any representation election in the Systemwide Technical Unit if the parties are unable to agree whether they should be included in or excluded from the unit.

(4) The classification of Art Model (Class Code 6107) is casual and is excluded from the Systemwide Technical Unit for the reasons stated in the foregoing Decision.

(5) The following classifications are not casual and are included in the Systemwide Technical Unit for the reasons stated in the foregoing Decision:

<u>Classification</u>	<u>Class Code</u>
Life Guard	4031
Head Resident	4125
Student Fire Fighter Trainee	5213
Stage Helper	6344
Language Assistant	6650
Senior Linguistic Informant	6652
Linguistic Informant	6653
Reader for the Blind	6677
Senior Engineering Aid	7162
Engineering Aid	7163
Scanner I	9623
Senior Museum Preparator	9633
Museum Preparator	9634

(6) The job classifications listed in Appendix C are excluded from the Patient Care Technical Unit according to the stipulation of the parties and based upon the factual record in this proceeding.

(7) The positions occupied by the employees listed in Appendix D are excluded from the Patient Care Technical Unit according to the stipulation of the parties and based upon the factual record in this proceeding.

(8) In accordance with the stipulation of the parties, each employee organization may identify certain disputed employees who shall vote challenged ballots in any representation election in the Patient Care Technical Unit if the parties are unable to agree whether they should be included in or excluded from the unit.

(9) The following classifications are not casual and are included in the Patient Care Technical Unit for the reasons stated in the foregoing Decision:

<u>Classification</u>	<u>Class Code</u>
Special Duty Hospital Assistant	8906
Special Duty Vocational Nurse	8918
Senior Nursing Aide	8922
Radiation Therapy Technologist Trainee	9014
Radiologic Technologist Trainee	9024
Respiratory Therapy Apprentice	9051
Dental Extern	9189

<u>Classification</u>	<u>Class Code</u>
Dental Hygienist	9190
Dental Aide	9200
Hospital Unit Senior Coordinator I	9259

(10) Any technical errors in this Order shall be presented to the director of representation who shall take appropriate action thereon in accordance with this Decision.

By the BOARD

APPENDIX A

CLASSIFICATIONS TO BE EXCLUDED FROM
UNIT 09 BY STIPULATION

Title <u>Code</u>	<u>Job Title</u>
4121	Senior Resident Advisor
6221	Principal Photographer
6314	Assistant Public Events Manager
8330	Communications Officer
8372	Senior Marine Cook
8662	Senior Petrological Technologist
9521	Animal Resources Manager
9522	Animal Resources Supervisor
9523	Principal Animal Technician
9534	Animal Health Technician IV
9535	Animal Technician III
9601	Laboratory Assistant IV

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM SYSTEMWIDE TECHNICAL UNIT 09 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
1	0374 3	9	BOYLE, GEORGE S,	ACCELERATOR OPERATIONS SUP	LBL.	SUP	1776
2	0374 3	9	HATCH JR., CHESTER W.	ACCELERATOR OPERATIONS SUP	LBL	SUP	1777
3	0374.3	9	MILLER, ROBERT M.	ACCELERATOR OPERATIONS SUP	LBL	SUP	1778
4	0386.1	9	MORRIS, DONALD D,	SR TECHNI/SCIENTIFIC COORD	LBL	SUP	1779
5	0386.1	9	PENMAN, ROBERT	SR TECHNI/SCIENTIFIC COORD	LBL	SUP	1780
6	0386.1	9	STENVOLD, ALLAN B.	SR TECHNI/SCIENTIFIC COORD	LBL	SUP	1781
7	0716.1	9	CARMIGNANI JR., GEORGE J.	LEAD TECH	LBL	SUP	1782
3	0716.1	9	HARVEY, ROBERT W.	LEAD TECH	LBL	SUP	1783
9	0716, 1	9	JENKINS, WILLIAM A.	LEAD TECH	LBL	SUP	1784
10	0716.1	9	KLEIST, GUDRUN H.	LEAD TECH	LBL	SUP	1786
11	0716.1	9	McCLURE, MICHAEL G.	LEAD TECH	LBL	SUP	1787
12	0716.1	9	REINEKE, WILLIAM K.	LEAD TECH	LBL	SUP	1788
13	4122	9	MONAHAN, KATHLEEN M,	RESIDENT ADVISOR	UCR	SUP	1792
14	4122	9	SLUSARZ, ELIZABETH	RESIDENT ADVISOR	UCSC	SUP	1793
15	4812	9	D'OTTAVIO, MARK	SR COMPUTER OPER	UCD	SUP	1794
16	4812	9	HILLARY, P. M.	SR COMPUTER OPER	UCLA	SUP	7376
17	4812	9	LACEY, WILLIAM A.	SR COMPUTER OPER	UCLA	SUP	7377
18	4812	9	LONG, RUSSELL	SR COMPUTER OPER	UCLA	SUP	7378
19	4812	9	PRECIADO, ROBERT	SR COMPUTER OPER	UCLA	SUP	7379
20	4812	9	SEDOTTI, RICHARD	SR COMPUTER OPER	UCLA	SUP	7380
21	4812	9	VEENSTRA, K.	SR COMPUTER OPER	UCSB	SUP	7381
22	4813	9	DURAN, JOSE B.	COMPUTER OPER	UCLA	SUP	7382
23	4813	9	MCCLELLAND, ROBERT	COMPUTER OPER	UCSB	SUP	7383
24	6102	9	BROWN, S.	SR ARTIST	UCSB	SUP	7384
25	6102	9	HUBBS, NINA C,	SR ARTIST	UCB	SUP	1795
26	6102	9	KITAMATA--PULA3KI, WENDY	SR ARTIST	UCB	SUP	7385
27	6102	9	MYERS, ROBERT K,.	SR ARTIST	UCSC	SUP	7543

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM SYSTEMWIDE TECHNICAL UNIT 09 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
28	6103	9	CHURKA, T. J,	ARTIST	UCD	SUP	1797
29	6111	9	FOGASSY, KAROLY	PRIN ILLUSTRATOR	UCR	SUP	1799
30	6112	9	HAYES, RICHARD H,	SR ILLUSTRATOR	UCD	SUP	1801
31	6112	9	WHELAN, ANNETTE P.	SR ILLUSTRATOR	UCSC	SUP	1802
32	6222	9	CLARK, JACK	SR PHOTOGRAPHER	UCD	SUP	7367
33	6222	9	FUKUDA, DON	SR PHOTOGRAPHER	UCSC	SUP	1806
34	6222	9	HARDAKER, WARREN E.	SR PHOTOGRAPHER	UCD	SUP	1805
35	6222	9	ROLLINS, JERRY	SR PHOTOGRAPHER	UCSF	SUP	1804
36	6312	9	HAMILTON, C.	SR PUBLIC EVENTS MAN	UCSB	SUP	7547
37	6313	9	FAUNCE, T.	PUBLIC EVENTS MGR	UCSB	SUP	1808
38	6313	9	GARNETT, JULIA A,	PUBLIC EVENTS MGR	UCSC	SUP	1807
39	6313	9	VOOSS, VLADIMIR	PUBLIC EVENTS MGR	UCSD	SUP	7386
40	6317	9	KRESS, PHYLLIS	SR WARDROBE TECH	UCB	SUP	7543
41	6318	9	POORBAUGH, JEAN	WARDROBE TECH	UCD	SUP	7387
42	6332	9	HELM, JERRY	SR SCENE TECH	UCD	SUP	7549
43	6333	9	MOON, DAVID	SCENE TECH	UCD	SUP	7550
44	6680	9	MARCHAND, LISA P.	INTERP/TRANSLTR FOR THE DEAF	UCD	SUP	1810
45	7002	9	DEFLAVIO, ART	SR CONSTRUCTION INSPEC	UCLA	SUP	7388
46	7002	9	FENTON JR,, VERNON G.	SR CONSTRUCTION INSPEC	UCI	SUP	1813
47	7002	9	OKEEFE, JACK A.	SR CONSTRUCTION INSPEC	UCB	SUP	1811
48	7101	9	HEGEMIER, EVELYN	PRIN DRAFTING TECH	UCSD	SUP	7389
49	7101	9	PARRA, GILBERT	PRIN DRAFTING TECH	UCD	SUP	1816
50	7102	9	LONG, BARBARA J.	SR DRAFTING TECH	UCSD	SUP	7390
51	7141	9	PEREZ, ARTHUR	PRIN ENVIR HLTH&SFTY TECHNOL	UCD	SUP	1820
52	7143	9	PERSICO, TOM	ENV HLTH & SFTY TECH	UCD	SUP	7391
53	7161	9	MAIELLO, VICTOR R.	PRIN ENGINEERING AID	UCD	SUP	1821
54	7170	9	CHINN, HAROLD L.	DEVELOPMENT TECH V	UCSD	SUP	3 822

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM SYSTEMWIDE TECHNICAL UNIT 09 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB_TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
55	7170	9	FONG, NORMAN G,	DEVELOPMENT TECH V	UCSB	SUP	1823
56	7171	9	KIRK, MICHAEL R.	DEVELOPMENT TECH IV	UCSB	SUP	1828
57	8291	9	BLANC, RENE	PRIN TELEVISION TECH	UCB	SUP	1830
58	8291	9	RUEB, V. DUANE	PRIN TELEVISION TECH	UCB	SUP	1831
59	8291	9	SMITH, JOHN	PRIN TELEVISION TECH	UCSF	SUP	1832
60	8292	9	HEUGA, GEORGE R.	SR TELEVISION TECH	UCB	SUP	1833
61	8293	9	BROUN, BAYARD J,	TELEVISION TECH	UCD	SUP	1834
62	8301	9	ABE, ROBERT S.	PRIN ELECTRONICS TECH	UCB	SUP	1835
63	8301	9	BARKER, ROBERT A.	PRIN ELECTRONICS TECH	UCSD	SUP	1.845
64	8301	9	BREUTON, DAN A.	PRIN ELECTRONICS TECH	UCSD	SUP	1846
65	8301	9	ENGEMAN, G. A.	PRIN ELECTRONICS TECH	UCB	SUP	1836
66	8301	9	FADLING, RICHARD E.	PRIN ELECTRONICS TECH	UCB	SUP	1841
67	8301	9	FERNANDES JR., MANUEL	PRIN ELECTRONICS TECH	UCB	SUP	7394
68	8301	9	FUJISHIGE, HENRY	PRIN ELECTRONICS TECH	UCB	SUP	7393
69	8301	9	GAINES, RICHARD A.	PRIN ELECTRONICS TECH	UCSB	SUP	1847
70	8301	9	GROVE, KENNETH H,	PRIN ELECTRONICS TECH	UCB	SUP	1837
71	8301	9	HARRELL, HENRY J.	PRIN ELECTRONICS TECH	UCB	SUP	7392
72	8301	9	HERNANDEZ, D. T.	PRIN ELECTRONICS TECH	UCSB	SUP	1851
73	8301	9	JACOBS, ERNEST EDWARD	PRIN ELECTRONICS TECH	UCSD	SUP	1849
74	8301	9	MENTZER, ED U.	PRIN ELECTRONICS TECH	UCB	SUP	1838
75	8301	9	SEAGRAVE, CHARLES G,	PRIN ELECTRONICS TECH	UCSD	SUP	1850
76	8301.	9	UYESUGI, ROBERT T.	PRIN ELECTRONICS TECH	UCD	SUP	1842
77	8302	9	CARO, JOHN V.	SR ELECTRONICS TECH	UCSD	SUP	1852
78	8302	9	NAKAMURA, GEORGE	SR ELECTRONICS TECH	UCSD	SUP	1853
79	8303	9	HARTZELL, CHRISTINE	ELECTRONICS TECH	UCB	SUP	7368
80	8311	9	STURGEON, ELMER E.	PRIN LAB GLASSBLOWER	UCD	SUP	1854
81	8311	9	VANGENT, MAARTEN	PRIN LAB GLASSBLOWER	UCSC	SUP	1.855

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB_TITL</u>	<u>CAMPUS</u>	<u>REASONS</u>	
82	8651	9	ANDERSON, GERALD D.	PRIN LAB MECH	UCD	SUP	1866
83	8651	9	BAROCIO, DELFINO	PRIN LAB MECH	UCB	SUP	1857
84	8651	9	BEIHL, D, U.	PRIN LAB MECH	UCSB	SUP	1873
85	8651	9	JEFFERS, C. D.	PRIN LAB MECH	UCD	SUP	1867
86	8651	9	KRIMETZ, WASYL	PRIN LAB MECH	UCD	SUP	1868
87	8651	9	LOCKE, VERNON A.	PRIN LAB MECH	UCB	SUP	1859
88	8651	9	LYNCH, R, U,	PRIN LAB MECH	UCSB	SUP	1874
89	8651	9	MONFORT, MICHAEL R.	PRIN LAB MECH	UCSD	SUP	1872
90	8651	9	NAKAGAWA, NOBORI	PRIN LAB MECH	UCB	SUP	7397
91	8651	9	REHDER, DAVID L.	PRIN LAB MECH	UCB	SUP	1860
92	8651	9	SICARD, EDWIN D.	PRIN LAB MECH	UCB	SUP	7396
93	8651	9	TALBOT, RONALD J.	PRIN LAB MECH	UCB	SUP	1862
94	8651	9	VIGUS, LEONARD J.	PRIN LAB MECH	UCB	SUP	1863
95	8651	9	WALSH, J. J.	PRIN LAB MECH	UCB	SUP	1864
96	8651	9	WINTERBAUER, D. E.	PRIN LAB MECH	UCB	SUP	1865
97	8652	9	BENOIT, DANIEL S.	SR LAB MECH	UCB	SUP	1892
98	8652	9	FLETCHER, R. C.	SR LAB MECH	UCSB	SUP	1883
99	8652	9	FREDERICKS JR., JOHN J.	SR LAB MECH	UCB	SUP	1877
100	8652	9	JONES, DAVID A.	SR LAB MECH	UCD	SUP	1882
101	8652	9	LARKIN, WILLIAM	SR LAB MECH	UCLA	SUP	7398
102	8652	9	NORRIS, FELIX A.	SR LAB MECH	UCB	SUP	1.878
103	9524	9	BORGESON, WILL D.	SR ANIMAL TECH	UCD	SUP	7402
104	9524	9	BYRNE, KEVIN	SR ANIMAL TECH	UCSD	SUP	7406
105	9524	9	DALEY, VICTORIA C,	SR ANIMAL TECH	UCD	SUP	1898
106	9524	9	DANIELS, BEBRA S.	SR ANIMAL TECH	UCI	SUP	7405
107	9524	9	GLASSON, J. R,	SR ANIMAL TECH	UCB	SUP	1896
108	9524	9	HARRISON, BILLY	SR ANIMAL TECH	UCI	SUP	74 04

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
109	9524	9	LEE, GEORGE R.	SR ANIMAL TECH	UCD	SUP	1399
110	9524	9	LUJAN, ALFRED Q,	SR ANIMAL TECH	UCD	SUP	1900
111	9524	9	MACHADO, JOHN V.	SR ANIMAL. TECH	UCD	SUP	1901
112	9524	9	RICHARDSON, AUSTIN	SR ANIMAL TECH	UCI	SUP	7403
113	9524	9	RODRIGUEZ, MAXIMILIANO	SR ANIMAL TECH	UCD	SUP	1902
114	9524	9	RUFF, JERRY D.	SR ANIMAL TECH	UCD	SUP	1903
115	9524	9	WALKER, JOHN G.	SR ANIMAL. TECH	UCD	SUP	1904
116	9524	9	WRYICK, JAN	SR ANIMAL TECH	UCSF	SUP	7407
117	9536	9	LIBRACH, FRED	ANIMAL. HLTH TECH II	UCD	SUP	7409
118	9536	9	MORGAN, COLLEEN K.	ANIMAL HLTH TECH II	UCB	SUP	7408
119	9536	9	NORMAN, CYNTHIA M.	ANIMAL HLTH TECH II	UCD	SUP	1905
120	9536	9	WEST, DOUGLAS	ANIMAL HLTH TECH II	UCD	SUP	7410
121	9602	9	ADAMS, JANEEN C,	LAB ASST III	UCI	SUP	1920
122	9602	9	AIMAN, VERNON V.	LAB ASST III	UCSD	SUP	1917
123	9602	9	CARLSON, CHRISTINE R.	LAB ASST III	UCB	SUP	7411
124	9602	9	FIELD, CHRISTINE	LAB ASST III	UCSF	SUP	1911
125	9602	9	FRIEDMAN, LAURIE M,	LAB ASST III	UCD	SUP	1912
126	9602	9	FUNG, THOMAS L.	LAB ASST III	UCB	SUP	1906
127	9602	9	HAYASHI, FUMI M.	LAB ASST III	UCB	SUP	7412
128	9602	9	HEBERT, ALPHA M.	LAB ASST III	UCD	SUP	1913
129	9602	9	JOHNSON, BERLYN	LAB ASST III	UCLA	SUP	7416
130	9602	9	LITTLE, ALICIA	LAB ASST III	UCLA	SUP	7417
131	9602	9	MCCARTHY, CATHERINE M.	LAB ASST III	UCD	SUP	1914
132	9602	9	MEARS, RICHARD K.	LAB ASST III	UCD	SUP	1915
133	9602	9	MELVILLE, KEITH U.	LAB ASST III	UCSD	SUP	1919
134	9602	9	NELSON, SUE	LAB ASST III	UCLA	SUP	7418
135	9602	9	POLAKOFF, JESS	LAB ASST III	UCD	SUP	7419

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM SYSTEMWIDE TECHNICAL UNIT 09 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
136	9602	9	RILLERA, DANIEL	LAB ASST III	UCSD	SUP	7415
137	9602	9	ROMERO, CARLOS	LAB ASST III	UCSF	SUP	7414
138	9602	9	SEEAR, J. L.	LAB ASST III	UCB	SUP	1910
139	9602	9	YAMASHITA, JOANN N.	LAB ASST III	UCB	SUP	7413
140	9603	9	BERRY, ZAIL S.	LAB ASST II	UCSD	SUP	1925
141	9603	9	BLOOMER, JOAN	LAB ASST II	UCD	SUP	7420
142	9603	9	CARPENTER, PATRICIA	LAB ASST II	UCSD	SUP	7422
143	9603	9	DAVIS', M, K.	LAB ASST II	UCB	SUP	1921
144	9603	9	DECESARE, KYMROM B.	LAB ASST II	UCD	SUP	1923
145	9603	9	FERRERO, KEVIN U,	LAB ASST II	UCD	SUP	1924
146	9603	9	GRSKI, SUSAN	LAB ASST II	UCLA	SUP	7423
147	9603	9	SCOUN, RICHARD	LAB ASST II	UCD	SUP	7421
148	9603	9	CAHILL, STEVEN J.	LAB ASST I	UCR	SUP	1927
149	9605	9	LISTMANN, THOMAS S.	LAB ASST I	UCSC	SUP	1928
150	9632	9	GOODUIN, MARK B,	PRIN MUSEUM PREPARATOR	UCB	SUP	1929

APPENDIX C

CLASSIFICATIONS TO BE EXCLUDED FROM
UNIT 13 BY STIPULATION

Title	
<u>Code</u>	<u>Job Title</u>
8791	Principal Surgical Instrument Maker
8961	Principal Electrocardiographic Technician
8978	Principal Nuclear Medicine Technician
9020	Associate Chief Radiologic Technologist
9046	Respiratory Therapist IV
9047	Respiratory Therapist III
9058	Supervising Electroencephalographic Technologist
9197	Supervisory Dental Assistant (Teaching Clinic)

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APPENDIX D - EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM PATIENT CARE TECHNICAL UNIT 13 BY STIPULATION

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	CODE	UNIT	NAME	JOB TITLE	CAMPUS	REASONS	
1	7170	13	JOHNSON, FLOYD W.	DEVELOPMENT TECH V	UCSD	SUP	1824
2	7171	13	BAKER, EVERET	DEVELOPMENT TECH IV	UCD	SUP	1827
3	83 01	13	DAVIS, E.	PRIN ELECTRONICS TECH	UCSF	SUP	1840
4	8301	13	SPENCER, STEVE	PRIN ELECTRONICS TECH	UCD	SUP	1843
5	8652	13	LINTINI, CHARLES	SR LAB MECH	UCSF	SUP	1881.
6	8916	13	CLARK, ALICE	SR VOC NURSE	UCLA	SUP	6134
7	8916	13	GORDY, WILMA	SR VOC NURSE	UCD	SUP	3364
8	8965	13	LOUSCHER, SHEILA L.	PRIN ULTRASOUND TECHNOL	UCI	SUP	3367
9	8965	13	YEE, YIN	PRIN ULTRASOUND TECHNOL	UCSF	MANSUP	3366
10	8973	13	ARAND, DONNA	HOSPITAL LAB TECH IV	UCLA	SUP	6135
11	8973	13	BAILEY, ROY	HOSPITAL LAB TECH IV	UCLA	SUP	6136
12	8973	13	BROUN, DAVID U.	HOSPITAL LAB TECH IV	UCSD	MANSUP	3383
13	8973	13	BUCHANAN, BOB	HOSPITAL LAB TECH IV	UCD	SUP	3372
14	8973	13	HARVEY, EILISH M.	HOSPITAL LAB TECH IV	UCLA	SUP	3379
15	8973	13	HEINRICH, DOREEN	HOSPITAL LAB TECH IV	UCD	SUP	3373
16	8973	13	HUNTER, WILLIE J.	HOSPITAL LAB TECH IV	UCSD	SUP	3384
17	8973	13	KEOWN, MARK	HOSPITAL LAB TECH IV	UCD	SUP	3374
18	8973	13	LINDSAY, CRAIG	HOSPITAL LAB TECH IV	UCD	SUP	3376
19	8973	13	LINDSAY, MARGARET	HOSPITAL LAB TECH IV	UCD	SUP	3375
20	8973	13	LONDON, LINDA	HOSPITAL LAB TECH IV	UCSF	SUP	3368
21	8973	13	LUCE, JUDITH	HOSPITAL LAB TECH IV	UCSF	SUP	3369
22	8973	13	MEURER, UILLIAM T,	HOSPITAL LAB TECH IV	UCSD	SUP	3385
23	8973	13	MEYEROTT, SUSAN J.	HOSPITAL LAB TECH IV	UCLA	SUP	3380
24	8973	13	NESBITT, PAMELA	HOSPITAL LAB TECH IV	UCD	SUP	3377
25	8973	13	NORIYUKI, HEIDI	HOSPITAL LAB TECH IV	UCLA	SUP	3381
26	8973	13	REIDY, D. G.	HOSPITAL LAB TECH IV	UCI	SUP	3386
27	8973	13	RITCHEY, JERRY	HOSPITAL LAB TECH IV	UCSF	SUP	3370

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
28	8973	13	VOGT, JUDITH	HOSPITAL LAB TECH IV	UCSF	SUP	3371
29	8973	13	WOODS, MARJORIE	HOSPITAL LAB TECH IV	UCD	SUP	3378
30	8974	13	BYFORD, BARRY	HOSPITAL LAB TECH III	UCSF	SUP	3387
31	8974	13	DRAPER, LARRY	HOSPITAL LAB TECH III	UCD	SUP	3391.
32	8974	13	FARR, SUSAN M,	HOSPITAL LAB TECH III	UCLA	SUP	6137
33	8974	13	FIELDS, EDUARD R.	HOSPITAL LAB TECH III	UCSD	SUP	3396
34	8974	13	HUNN, ROBERT	HOSPITAL LAB TECH III	UCSF	SUP	3388
35	8974	13	JUNQUERA, PATRICIA A.	HOSPITAL LAB TECH III	UCSD	SUP	3397
36	8974	13	KEMNITZ, HEINO	HOSPITAL LAB TECH III	UCD	SUP	3392
37	8974	13	KENTON, WAYNE	HOSPITAL LAB TECH III	UCD	SUP	3393
38	8974	13	McGLOTHLEN, LINDA	HOSPITAL LAB TECH III	UCD	SUP	3394
39	8974	13	MORRIS, BRUCE	HOSPITAL LAB TECH III	UCSF	SUP	33B9
40	8974	13	RE IF-EN RATH, GLENDA	HOSPITAL LAB TECH III	UCSF	SUP	3390
41	8974	13	ROSS, DEBBIE	HOSPITAL LAB TECH III	UCD	SUP	3395
42	8974	13	SREBNIK, ELENA	HOSPITAL LAB TECH III	UCI	SUP	3398
43	8974	13	THURBER, S. S.	HOSPITAL LAB TECH III	UCI	SUP	6138
44	8975	13	CAPUTO, GERARD	HOSPITAL LAB TECH II	UCLA	SUP	6139
45	8975	13	FORGES, LORRAINE	HOSPITAL LAB TECH II	UCLA	SUP	6140
46	8975	13	GERRETS, MILTON	HOSPITAL LAB TECH II	UCD	SUP	3400
47	8975	13	HUCKSTER, JOYCE	HOSPITAL LAB TECH II	UCLA	SUP	7427
48	8975	13	JACKSON, DARUIN	HOSPITAL LAB TECH II	UCLA	SUP	7426
49	8975	13	JARMON, HOMER	HOSPITAL LAB TECH II	UCLA	SUP	6141
50	8975	13	McKENNA, DENISE	HOSPITAL LAB TECH II	UCD	SUP	3399
51	9021	13	AGEE, REBA F.	PRIN RADIOLOGIC TECHNOL	UCD	SUP	3405
52	9021	13	CONTE, DAUN	PRIN RADIOLOGIC TECHNOL	UCD	SUP	3406
53	9021	13	HANSEN, DENNIS	PRIN RADIOLOGIC TECHNOL	UCD	SUP	3407
54	9021	13	ROBEY, D. L.,	PRIN RABIOLOGIC TECHNOL	UCI	SUP	6142

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
55	9021	13	SMITH, ROBERT L..	PRIN RADIOLOGIC TECHNOL	UCD	SUP	3408
56	9021	13	WAGNON, DENISE	PRIN RADIOLOGIC TECHNOL	UCSF	SUP	6307
57	9021	13	ZICK, BERNARD D.	PRIN RADIOLOGIC TECHNOL	UCB	SUP	3403
58	9022	13	CURTIS, JAMES	SR RADIOLOGIC TECHNOL	UCSF	SUP	3409
59	9022	13	DONG, KUOK	SR RADIOLOGIC TECHNOL.	UCSF	SUP	3410
60	9022	13	McLEES, M. M.	SR RADIOLOGIC TECHNOL	UCSB	SUP	6308
61	9048	13	ANDERSON, PONITA	RESPIRATORY THERAPIST II	UCSF	SUP	3412
62	9048	13	CAIN, LESLIE	RESPIRATORY THERAPIST II	UCSD	SUP	3420
63	9048	13	GABRIEL, CLAUDE	RESPIRATORY THERAPIST II	UCSF	SUP	3413
64	9048	13	KODET, LYNN	RESPIRATORY THERAPIST II	UCSF	SUP	3414
65	9048	13	MADDEN, CHRISTI	RESPIRATORY THERAPIST II	UCSF	SUP	3415
66	9048	13	MILLER, WILLIAM	RESPIRATORY THERAPIST II	UCD	SUP	3417
67	9048	13	NORMAN, MARK A.	RESPIRATORY THERAPIST II	UCSD	SUP	3421
68	9048	13	PARKER, BEVERLY L.	RESPIRATORY THERAPIST II	UCSD	SUP	3422
69	9048	13	PORTER, JOHN	RESPIRATORY THERAPIST II	UCSF	SUP	3416
70	9048	13	STARK, DOROTHY	RESPIRATORY THERAPIST II	UCD	SUP	3418
71	9048	13	STRIEGEL, CHRISTINA	RESPIRATORY THERAPIST II	UCD	SUP	3419
72	9199	13	HOOVER, CONSTANT A.	DENTAL ASST	UCD	SUP	3423
73	9251	13	ADAMS, RONALD D.	HOSPITAL _____ ASST III	UCD	SUP	3438
74	9251	13	ARISTO, ESPERANZA	HOSPITAL _____ ASST III	UCLA	SUP	3442
75	9251	13	BOSIC, MOLLIE K.	HOSPITAL _____ ASST III	UCSD	SUP	3447
76	9251	13	CARSON JR., ANDY	HOSPITAL _____ ASST III	UCSF	SUP	3424
77	9251	13	CRENSHAU, SHARON	HOSPITAL _____ ASST III	UCSF	SUP	3425
78	9251	13	DEAN, PATRICIA	HOSPITAL _____ ASST III	UCSF	SUP	3426
79	9251	13	DORSEY, JUDITH E.	HOSPITAL _____ ASST III	UCD	SUP	3439
80	9251	13	EDWARDS, DAISY	HOSPITAL _____ ASST III	UCSF	SUP	3427
81	9251	13	GARRETT, MONICA	HOSPITAL _____ ASST III	UCSF	SUP	3428

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APPENDIX D- EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM PATIENT CARE TECHNICAL UNIT 13 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOBTITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
82	9251	13	HANSEN, JOSEPH	HOSPITAL ----- ASST III	UCSF	SUP	
83	9251	13	HENDERSON, CORA	HOSPITAL ----- ASST III	UCLA	SUP	77425
84	9251	13	HINKLE, SYLVIA	HOSPITAL ----- ASST III	UCSF	SUP	3430
85	9251	13	HOY, TIMOTHY	HOSPITAL ----- ASST III	UCD	SUP	33440
86	925.1.	13	JOHNSON, ROBERT P,	HOSPITAL ----- ASST III	UCLA	SUP	3444
87	9251	13	KELLY, DOROTHY	HOSPITAL ----- ASST III	UCSF	SUP	3432
88	9251	13	LAM, TERRY	HOSPITAL ----- ASST III	UCSF	SUP	3433
89	9251	13	LEON, GLADYS	HOSPITAL ----- ASST III	UCLA	SUP	3445
90	9251	13	LEWIS, J.	HOSPITAL ----- ASST III	UCSF	SUP	3434
91	9251	13	LOCKE, PAULINE I,	HOSPITAL ----- ASST III	UCI	SUP	3449
92	9251	13	MORGAN, BARBARA E.	HOSPITAL ----- ASST III	UCLA	SUP	3446
93	9251	13	ROBERTS, GLADY	HOSPITAL ----- ASST III	UCLA	SUP	6143
94	9251	13	ROBINSON, GABRIEL	HOSPITAL ----- ASST III	UCSF	SUP	3435
95	9251	13	SCHAFER, BRENDA	HOSPITAL ----- ASST III	UCLA	SUP	7424
96	9251	13	SIMPSON, BETTY	HOSPITAL ----- ASST III	UCSF	SUP	3436
97	9251	13	TAYLOR, RACHEL	HOSPITAL ----- ASST III	UCLA	SUP	6144
98	9251	13	THOMPSON, EVA MAE	HOSPITAL ----- ASST III	UCSD	SUP	3448
99	9251	13	TSE, GEORGE	HOSPITAL ----- ASST III	UCSF	SUP	3437
100	9251	13	UILBURN, MAE	HOSPITAL ----- ASST III	UCLA	SUP	6145
101	9252	13	BROOKS, MARGARET	HOSPITAL ----- ASST II	UCLA	SUP	6146
102	9252	13	CARLSON, CARL E.	HOSPITAL, ----- ASST II	UCD	SUP	7496
103	9252	13	COOPER, SANDRA GAIL	HOSPITAL ----- ASST II	UCD	SUP	3453
104	9252	13	DAVIS, AUDREY	HOSPITAL ----- ASST II	UCD	SUP	3453
105	9252	13	FATTORINI, LORA JANE	HOSPITAL ----- ASST II	UCD	SUP	3455
106	9252	13	HILL, CRAIG	HOSPITAL ----- ASST II	UCLA	SUP	6117
107	9252	13	HOLLAND, MARY ELIZABETH	HOSPITAL ----- ASST II	UCD	SUP	3456
108	9252	13	JOHNSON, DOROTHY	HOSPITAL ----- ASST II	UCLA	SUP	6148

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APPENDIX D- EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM PATIENT CARE TECHNICAL. UNIT 13 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOJLTITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
109	9252	13	KNIGHT, COSTELLA	HOSPITAL ASST II	UCLA	SUP	6149
110	9252	13	OSEJO, ADELA	HOSPITAL ASST II	UCLA	SUP	6150
111	9252	13	ROSCOVICH, TOM	HOSPITAL ASST II	UCD	SUP	3457
112	9252	13	SAYA, MIKE	HOSPITAL ASST II	UCD	SUP	3450
113	9252	13	SMITH, LORRAINE	HOSPITAL ASST II	UCD	SUP	3458
114	9252	13	TYLER, GEORGE ELLA	HOSPITAL ASST II	UCLA	SUP	6151
115	9252	13	VAILS, EARIS	HOSPITAL ASST II	UCLA	SUP	6152
116	9252	13	UALSTON, ALICE	HOSPITAL ASST II	UCD	SUP	6153
117	9263	13	HEICKE, PATRICIA	MED REC ADMNTOR	UCI	SUP	7564
118	9263	13	MASON, LYNNETTE	MED REC ADMNTOR	UCD	SUP	7562
119	9263	13	ROBERTS, INGRID	MED REC ADMNTOR	UCD	SUP	7563
120	9339	13	STRATTON, LINIJA MARIE	ASST COORD OF VOLUNTEER SERV	UCSD	SUP	3470