

STATE OF CALIFORNIA  
DECISION OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD



IN THE MATTER OF: )  
 )  
UNIT DETERMINATION FOR SERVICE ) Case Nos.  
EMPLOYEES OF THE UNIVERSITY OF ) SF-RR-1002-H et al.  
CALIFORNIA PURSUANT TO CHAPTER 744 ) PERB Decision No. 245c-H  
OF THE STATUTES OF 1978 (HIGHER )  
EDUCATION EMPLOYER-EMPLOYEE ) March 31, 1983  
RELATIONS ACT) )  
 )

Appearances: Philip E. Callis, Attorney for California State Employees Association; Glenn Rothner, Attorney (Reich, Adell & Crost) for American Federation of State, County and Municipal Employees, AFL-CIO; Douglas H. Barton, Bonnie Kathleen Gibson, Lynne C. Hermle and Mary Maloney Roberts, Attorneys (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 decision<sup>1</sup> under the Higher

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\*Chairperson Gluck did not participate in this decision.

<sup>1</sup>Unit Determination for Service 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. 245-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)<sup>2</sup> creating two bargaining units of service employees at the University of California (UC). One unit consisted of the service employees at the Lawrence Livermore National Laboratory (LLNL), and the second consisted of all other service employees throughout the UC system. 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.<sup>3</sup> The Board has previously decided the

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<sup>2</sup>The HEERA is codified at Government Code section 3560 et seq. All statutory references are to the Government Code unless otherwise indicated.

<sup>3</sup>Subsection 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,

exclusionary issues in the LLNL service unit.<sup>4</sup>

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reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to 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:

"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.

<sup>4</sup>Unit Determination for Service Employees, Lawrence Livermore National Laboratory of the University of California, Pursuant of Chapter 744 of the Statutes of 1978 (Higher Education Employer-Employee Act) (3/8/83) PERB Decision No. 245b-H.

In the systemwide service 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.<sup>5</sup>

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

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<sup>5</sup>The 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

## CASUAL ISSUES

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 service unit, we are required to consider the following criteria set forth in subsection 3579 (a) of HEERA which, in pertinent part, provides:

(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:

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burden is on the . . . party which may seek to exclude employees from units because of alleged managerial, supervisory or 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.

(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.<sup>6</sup> 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 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

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<sup>6</sup>Hartnell 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].

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 service employees 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>
Sports Assistant	4021
Referee/Umpire	4022
Sports Event Attendant	4041
Assistant Rescue Worker	5028
Parking Assistant	5335
Head Usher	6272
Senior Usher	6273
Usher	6274
House Manager II	6282
House Manager I	6283
Assistant House Manager	6284
Airport Service Helper	8454
Driver	8483
Farm Laborer	8543
Laboratory Helper	9606
Odd Jobber	9608

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 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 be 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 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.)<sup>7</sup>

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.

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<sup>7</sup>Temporary 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 individuals in the classifications claimed as casual should be excluded from the service unit because they lack a sufficient community of interest with other unit employees and do not have a reasonable expectation of continuing regular employment.

UC cites many instances in which employees in disputed classifications are employed exclusively on a per-event or per-game basis. UC contends that these employees have only a sporadic, intermittent relationship with the university and,

therefore, lack a sufficient community of interest with other service employees to warrant their inclusion in the unit.

Referee/Umpire (Class Code 4022)

To the extent discussed below the Board agrees with UC's contentions. For instance, employees in the referee/umpire classification are employed to work as officials at intramural athletic events. Typically, they are employed throughout an intramural season, but may work as little as one game. They are paid only for the time they spend officiating. There is no indication that they have any regular contact with other unit employees, share any of the same concerns over working conditions, or have any of the same career expectations.

Sports Event Attendant (Class Code 4041)

The same is true for incumbents in the sports event attendant classification. These employees sell and collect tickets during intercollegiate athletic events. Throughout the year they are eligible to work at approximately five or six home football games, 12 to 15 basketball games and six gymnastic events. Employees in this classification generally do not work every event and have no guarantee of being called to work a minimum number of times. When asked to work an event, an individual is employed and paid for approximately six hours.

Head Usher (Class Code 6272), Senior Usher (Class Code 6273)  
and Usher (Class Code 6274)

Incumbents in the head usher, senior usher, and usher classifications are employed on the same event-by-event basis. At such events, ushers take tickets and guide members of the audience to their seats. They are employed only when events attracting audiences to university facilities occur. The record reveals, at least at the UC Berkeley campus, that ushers are not guaranteed a minimum number of hours per week, and in fact average less than four hours per week.

House Manager II (Class Code 6282), House Manager I (Class Code 6283) and Assistant House Manager (Class Code 6284)

Finally, employees in the house manager II, house manager I, and assistant house manager classifications experience the same type of periodic employment. Incumbents in each classification are involved in the direction of the house staff for a public event or performance in a university facility. While house managers are invested with a great deal of responsibility, they are employed only on an individual, per event basis. The record indicates that the positions in the house manager series are explicitly distinguished from so-called auditorium managers by the fact that they have only per-event duties as opposed to continual, overall departmental responsibilities.

The common thread for employees in all of the classifications mentioned above is that their employment is sporadic at best, and their hours of work, when employed, are extremely limited. Further, it appears that employees in these classifications generally have no regular contact with other unit members and, undoubtedly, do not look at their jobs with the same career expectations. Moreover, there is no indication that these employees possess any of the same qualifications, training or skills of other service unit employees. Since these employees lack both a continuing relationship and common interest with other unit members, we exclude the classifications discussed above as casual.

Sports Assistant (Class Code 4021)

On the other hand, the record discloses that employees in a number of other contested classifications work on a relatively consistent basis with other unit members, and in fact do share mutual interests in matters subject to negotiations. For instance, those in the sports assistant classification instruct and/or coach at intramural athletic events and perform many other duties associated with the university's physical education programs. Specifically, sports assistants may be asked to organize and direct practice sessions, assist in conducting sports workshops, plan class equipment needs, instruct participants on rules and procedures, collect fees, sell sports merchandise, maintain security and substitute for

referees or lifeguards as required. Although the record is silent as whether these employees work full-time, they are employed throughout an intramural season and may continue in such employment past the end of the sports season. There is no concrete evidence that such employment is limited and sporadic. Sports assistants indeed work under the same conditions, with the same supervision and same hours as other unit members. The mere fact that their employment does "not necessarily continue" from one intramural season to the next is not enough to convince us that these employees are casual. Thus, the sports assistant classification is included in the unit.

Assistant Rescue Worker (Class Code 5028)

Also in dispute are employees in the assistant rescue worker classification. These employees perform rescue and paramedical services primarily on the beaches at or near the UC Santa Barbara campus. In addition to alleging that these employees work only part-time, UC further claims that many assistant rescue workers serve only as substitutes for regular full-time rescue workers. As for the first contention, UC fails to specify the exact number of hours per week an individual works. Absent evidence that "part-time" employment equates to work which is clearly sporadic and intermittent, we do not find these employees to be casual. As for the second contention that some assistant rescue workers serve only as

substitutes, we do not think this, in and of itself, is sufficient to warrant their exclusion from the unit as casual. Assistant rescue workers have the same supervision and qualifications, use the same equipment, work under the same conditions, and shoulder the same degree of responsibility to the public as other unit members. Thus, they share many mutual interests in working conditions with other unit members and, therefore, the assistant rescue worker classification is included in the unit.

Parking Assistant (Class Code 5335)

We reach the same conclusion with regard to employees in the parking assistant classification. While parking assistants are employed primarily to assist with the direction and handling of heavy automobile traffic during campus events which draw a large number of vehicles, the record also discloses that these employees share in the day-to-day operation and control of university parking lots and structures. They work under the same conditions and supervision, with the same health and safety concerns as other unit members. There is nothing in the record to support the conclusion that this work is intermittent, sporadic or temporary. Thus, parking assistants share a sufficient community of interest with other service employees and the classification is included in the unit.

Airport Service Helper (Class Code 8454)

With regard to the classification of airport service helper, the record indicates only that employees in this classification average approximately four hours of work per week and do not have continuity of employment. Absent specific facts showing sporadic and intermittent employment, the Board cannot conclude that these employees lack a sufficient community of interest with other unit employees. Therefore, we include them in the unit.

Driver (Class Code 8483)

UC additionally contends that employees classified as drivers should be excluded as casual. It presented facts indicating only that these employees work part-time and have no expectation of continued employment.

The driver class is intended for use by those who operate standard UC automobiles in the transport of passengers or supplies. Nothing in the record indicates that drivers do not share a community of interest with other unit employees. There are no facts showing that drivers do not have continuing employment. Absent such evidence, we reject the claim that these employees are casual and include the driver classification in the unit.

Farm Laborer (Class Code 8543)

The claim that those in the farm laborer classification are casual is also without merit. Farm laborers perform basic agricultural tasks at farm sites operated by the university. UC's evidence indicates that these employees often work on a seasonal basis and have no expectation of continuing employment with the university. While there is little doubt that farm work is seasonal and that farm laborers may, in some cases, be laid off after planting or harvest periods, we cannot conclude that these employees have no expectation of continuing employment. The record is silent as to the percentage of farm laborers who are actually laid off, the percentage who are once again rehired, or the duration of their employment when hired to perform seasonal work. Absent this information, UC has failed to establish that these employees lack reasonable expectation of continuing employment with the university. What is clear from the record is that farm laborers are in direct contact with other unit members, work under the same conditions, perform essentially the same tasks, have the same supervision, and are subject to the same working hours. Thus, there is no reason to believe that farm laborers lack a significant interest in bargaining matters of importance to other unit members. The farm laborer classification therefore is included in the unit.

Laboratory Helper (Class Code 9606)

The same conclusion is reached with regard to employees in the laboratory helper classification. UC's evidence shows only that the laboratory helper position is one which is generally used for part-time employment, and that the position may only be for the duration of a particular research project. The record reveals that laboratory helpers work under the same conditions as other unit members, have generally the same qualifications, have the same supervision and perform similar tasks. There are no specific facts showing that these employees do not have a reasonable expectation of continuing employment and do not share the same concerns as other unit members over matters of employment. Therefore, the laboratory helper classification is included in the unit.

Odd Jobber (Class Code 9608)

Finally, UC contends that employees in the odd jobber classification should be excluded as casual. Odd jobbers perform miscellaneous unskilled maintenance and cleaning tasks around the university. Nothing in the record convinces us that these employees do not share with other unit members an interest in bargaining issues. Evidence presented by UC that incumbents in the odd jobber positions work less than full-time and for a limited duration is not sufficiently specific to establish that these employees are casual. Therefore, we conclude that the odd jobber classification is included in the 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 Service 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 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 if the parties are unable to agree whether they should be included in or excluded from the unit.

(4) The following classifications are casual and are excluded from the unit for the reasons stated in the foregoing Decision:

<u>Classification</u>	<u>Class Code</u>
Referee/Umpire	4022
Sports Event Attendant	4041
Head Usher	6272

<u>Classification</u>	<u>Class Code</u>
Senior Usher	6273
Usher	6274
House Manager II	6282
House Manager I	6283
Assistant House Manager	6284

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

<u>Classification</u>	<u>Class Code</u>
Sports Assistant	4021
Assistant Rescue Worker	5028
Parking Assistant	5335
Airport Service Helper	8454
Driver	8483
Farm Laborer	8543
Laboratory Helper	9606
Odd Jobber	9608

(5) 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 11 BY STIPULATION

<u>Title Code</u>	<u>Job Title</u>
630.4	Custodian Supervisor
.745.3	Lead Truck Driver
4821	Mail Service Supervisor
5112	Custodian Supervisor
5166	Senior Light Fixture Attendant
5450	Principal Food Service Supervisor
5451	Senior Food Service Supervisor
5501	Principal Baker
5521	Principal Cook
8082	Tree Trimmer Supervisor
8085	Pest Control Supervisor
8095	Physical Plant Laborer/Gardener Supervisor
8131	Grounds Supervisor
8247	Physical Plant Operator Supervisor
8552	Supervising Truck Driver
9552	Botanical Garden/Arboretum Manager

APPENDIX B

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EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM UNIT 11 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>TITLE NAME</u>	<u>CAMPUS</u>	<u>REASONS</u>	
1	0566.3	11	NICHOLS, CHARLES G.	MATERIAL HANDLER 3	LEL	SUP	1635
2	4822	11	DOWNING, JAMES E.	SR MAIL PROCESSOR	UCD	SUP	1643
3	4822	11	FERGUSON, ALPHONSO	SR MAIL PROCESSOR	UCLA	SUP	7430
4	4822	11	GONZALEZ, G.	SR MAIL PROCESSOR	UCSF	SUP	1639
5	4822	11	HAUGABOOK, ANN	SR MAIL PROCESSOR	UCSF	SUP	1640
6	4822	11	HENMAN, BARBARA ELLEN	SR MAIL PROCESSOR	UCD	SUP	1644
7	4822	11	HILL, BETTY J.	SR MAIL PROCESSOR	UCD	SUP	1646
8	4822	11	JAMES, JERRY	SR MAIL PROCESSOR	UCLA	SUP	7432
9	4822	11	KMETZ, LOIS	SR MAIL PROCESSOR	UCI	SUP	1653
10	4822	11	MANNING, RONALD C.	SR MAIL PROCESSOR	UCLA	SUP	1647
11	4822	11	MOORE, R.	SR MAIL PROCESSOR	UCSF	SUP	1641
12	4822	11	NISHIYAMA, S.	SR MAIL PROCESSOR	UCSF	SUP	1642
13	4822	11	PETRELLI, JEAN	SR MAIL PROCESSOR	UCLA	SUP	7429
14	4822	11	RELLES, JOEL	SR MAIL PROCESSOR	UCLA	SUP	7431
15	4822	11	RIVETTE, PAUL R.	SR MAIL PROCESSOR	UCD	SUP	1645
16	4822	11	SCHWANKE, SHERRY J.	SR MAIL PROCESSOR	UCI	SUP	1652
17	5062	11	ARCHIBALD SR., DAVID J.	SR STOREKEEPER	UCB	SUP	1654
18	5062	11	BARAJAS, JOHN H.	SR STOREKEEPER	UCSD	SUP	1674
19	5062	11	BOROWY, AL	SR STOREKEEPER	UCI	SUP	7437
20	5062	11	BRYAN, R. H.	SR STOREKEEPER	UCSB	SUP	1681
21	5062	11	BURR, NORMAN WAYNE	SR STOREKEEPER	UCLA	SUP	7433
22	5062	11	CAMPBELL, WALTER	SR STOREKEEPER	UCD	SUP	1670
23	5062	11	CAPTAIN, GWENDOLYN	SR STOREKEEPER	UCB	SUP	1655
24	5062	11	COTRELL, CHARLES	SR STOREKEEPER	UCI	SUP	1683
25	5062	11	DELEAU, RONALD	SR STOREKEEPER	UCB	SUP	1659
26	5062	11	DUNNING, ARTHUR M.	SR STOREKEEPER	UCSD	SUP	1675
27	5062	11	DURRETT, STEVE	SR STOREKEEPER	UCI	SUP	7438

APPENDIX B

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EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM UNIT 11 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>TITLE NAME</u>	<u>CAMPUS</u>	<u>REASONS</u>	
28	5062	11	FISHER, ROBERT B.	SR STOREKEEPER	UCSD	SUP	1676
29	5062	11	FLANARY, JAMES	SR STOREKEEPER	UCLA	SUP	7434
30	5062	11	GIANINNO, ALBERT	SR STOREKEEPER	UCSF	SUP	1661
31	5062	11	HAMBLIN, RONALD	SR STOREKEEPER	UCD	SUP	1662
32	5062	11	HEIDENREICH, MELVIN	SR STOREKEEPER	UCD	SUP	1671
33	5062	11	HENNEY, EDWIN A.	SR STOREKEEPER	UCD	SUP	1663
34	5062	11	HILL, THOMAS M.	SR STOREKEEPER	UCI	SUP	1684
35	5062	11	HIRAYANA, PAMELA A.	SR STOREKEEPER	UCSC	SUP	1680
36	5062	11	HUMERICKHOUSE, CHARLES R.	SR STOREKEEPER	UCSD	SUP	1677
37	5062	11	HUMPHREY, PATRICIA A.	SR STOREKEEPER	UCD	SUP	1664
38	5062	11	JIMENEZ, ALFRED	SR STOREKEEPER	UCSD	SUP	7439
39	5062	11	JOHNSTON, WILLIAM D.	SR STOREKEEPER	UCD	SUP	1665
40	5062	11	JUNIEL, S.	SR STOREKEEPER	UCB	SUP	1660
41	5062	11	LAYMAN, JAMES A.	SR STOREKEEPER	UCSD	SUP	1678
42	5062	11	LIES, WILLIAM G.	SR STOREKEEPER	UCD	SUP	1667
43	5062	11	LINGENFELTER, JUDITH R.	SR STOREKEEPER	UCD	SUP	1668
44	5062	11	McDANIELS, EDWARD L.	SR STOREKEEPER	UCLA	SUP	7435
45	5062	11	McDONALD, STEWART L.	SR STOREKEEPER	UCSD	SUP	1679
46	5062	11	OAKLEY, K. L.	SR STOREKEEPER	UCI	SUP	1685
47	5062	11	STURKE, W. A.	SR STOREKEEPER	UCB	SUP	1656
48	5062	11	TANAKA, WALTER S.	SR STOREKEEPER	UCD	SUP	1669
49	5062	11	TORRES, RALPH	SR STOREKEEPER	UCLA	SUP	7436
50	5062	11	WALKER, LYTHROL A.	SR STOREKEEPER	UCD	SUP	1672
51	5062	11	WHITE, JERRY	SR STOREKEEPER	UCD	SUP	1673
52	5062	11	WILCOX JR., TROY D.	SR STOREKEEPER	UCB	SUP	1658
53	5062	11	ZAPPALA, K.	SR STOREKEEPER	UCSB	SUP	1682
54	5064	11	BAINES, CARRIE M.	STOREKEEPER	UCSD	SUP	7440

APPENDIX B

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EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM UNIT 11 BY STIPULATION

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>TITLE NAME</u>	<u>CAMPUS</u>	<u>REASONS</u>	
55	5064	11	CORDOVA, JAVIER	STOREKEEPER	UCSD	SUP	7441
56	5064	11	DILL, TOM	STOREKEEPER	UCD	SUP	1686
57	5064	11	JONES, DEBORAH	STOREKEEPER	UCD	SUP	1687
58	5064	11	KIRKPATRICK, BRIGITEE RUT	STOREKEEPER	UCSD	SUP	1688
59	5065	11	VILLANUEVA, TED	ASST STOREKEEPER	UCD	SUP	7442
60	5101	11	ABBINGTON, JOHN R.	SR CUSTODIAN LEADER	UCB	SUP	1689
61	5113	11	ALCUS, BILL	ASST CUSTODIAN SUP	UCSF	SUP	1691
62	5113	11	BANKS, FRANK L.	ASST CUSTODIAN SUP	UCD	SUP	1695
63	5113	11	BIDDLE, CHESTER	ASST CUSTODIAN SUP	UCD	SUP	7443
64	5113	11	BRISCOE, S. M.	ASST CUSTODIAN SUP	UCI	SUP	1724
65	5113	11	BROWN, LEE A.	ASST CUSTODIAN SUP	UCD	SUP	1697
66	5113	11	CHANDLER, KERRY L.	ASST CUSTODIAN SUP	UCD	SUP	1698
67	5113	11	CLEMENTS, WILLIE	ASST CUSTODIAN SUP	UCLA	SUP	7449
68	5113	11	COLLINS, THOMAS W.	ASST CUSTODIAN SUP	UCD	SUP	1699
69	5113	11	EVANS, PAULINE E.	ASST CUSTODIAN SUP	UCD	SUP	1700
70	5113	11	FUDGE, EUGENE	ASST CUSTODIAN SUP	UCSF	SUP	7456
71	5113	11	GOOCH, A. M.	ASST CUSTODIAN SUP	UCSB	SUP	1715
72	5113	11	GRAHAM, CLYDE	ASST CUSTODIAN SUP	UCSF	SUP	1692
73	5113	11	GRAYDON, J. W.	ASST CUSTODIAN SUP	UCSB	SUP	1716
74	5113	11	GUERRA, M.	ASST CUSTODIAN SUP	UCSB	SUP	1717
75	5113	11	HARRIS, J.	ASST CUSTODIAN SUP	UCSB	SUP	1718
76	5113	11	HARVEY, WILLIE	ASST CUSTODIAN SUP	UCSF	SUP	7457
77	5113	11	HENDERSON, GLADYS B.	ASST CUSTODIAN SUP	UCD	SUP	1701
78	5113	11	HOLLOWAY, JUNE	ASST CUSTODIAN SUP	UCLA	SUP	7450
79	5113	11	ISOME, R. L.	ASST CUSTODIAN SUP	UCSB	SUP	1720
80	5113	11	JACQUES, DONALD	ASST CUSTODIAN SUP	UCD	SUP	1702
81	5113	11	JONES, MARSHALL S.	ASST CUSTODIAN SUP	UCD	SUP	1703

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>TITLE NAME</u>	<u>CAMPUS</u>	<u>REASONS</u>	
82	5113	11	LEE, X.	ASST CUSTODIAN SUP	UCI	SUP	1723
83	5113	11	LOPEZ, M. S.	ASST CUSTODIAN SUP	UCSB	SUP	1721
84	5113	11	MARTINEZ, FREDDIE	ASST CUSTODIAN SUP	UCD	SUP	1704
85	5113	11	MAS, JESS	ASST CUSTODIAN SUP	UCLA	SUP	7451
86	5113	11	MATTOS, DAVID A.	ASST CUSTODIAN SUP	UCD	SUP	1705
87	5113	11	MAZYCK, EDWARD V.	ASST CUSTODIAN SUP	UCD	SUP	1706
88	5113	11	MENDEZ, SANTIAGO O.	ASST CUSTODIAN SUP	UCI	SUP	1725
89	5113	11	METSIK M.	ASST CUSTODIAN SUP	UCLA	SUP	1713
90	5113	11	NUNES, DWIGHT	ASST CUSTODIAN SUP	UCD	SUP	1707
91	5113	11	PAXTON, CASSIUS	ASST CUSTODIAN SUP	UCLA	SUP	7452
92	5113	11	PIANAVILIA, SHIRLEY M.	ASST CUSTODIAN SUP	UCSC	SUP	1714
93	5113	11	PINCKNEY, TYRONE	ASST CUSTODIAN SUP	UCD	SUP	1708
94	5113	11	RAIDEL, CHARLOTTE	ASST CUSTODIAN SUP	UCLA	SUP	7453
95	5113	11	RICHARDSON, EVERETT	ASST CUSTODIAN SUP	UCD	SUP	7444
96	5113	11	ROBINSON, K.	ASST CUSTODIAN SUP	UCSB	SUP	7446
97	5113	11	ROMERO, MARGRET G.	ASST CUSTODIAN SUP	UCI	SUP	1726
98	5113	11	SAMELIEW, CONSTANTINE	ASST CUSTODIAN SUP	UCD	SUP	7445
99	5113	11	SANDERS, DONETHA	ASST CUSTODIAN SUP	UCD	SUP	1709
100	5113	11	SANDERS, RUBY	ASST CUSTODIAN SUP	UCLA	SUP	7448
101	5113	11	SANDERS, WOODROW	ASST CUSTODIAN SUP	UCLA	SUP	7447
102	5113	11	SHIELDS, JOSEPH	ASST CUSTODIAN SUP	UCSF	SUP	1694
103	5113	11	THURLEY, RUSH	ASST CUSTODIAN SUP	UCSF	SUP	7455
104	5113	11	TURNER, JERRY A.	ASST CUSTODIAN SUP	UCD	SUP	1710
105	5113	11	UNGLES, ROGER E.	ASST CUSTODIAN SUP	UCD	SUP	1711
106	5113	11	VERTIZ, GUILLERMO	ASST CUSTODIAN SUP	UCI	SUP	7454
107	5113	11	WHITE, M. C.	ASST CUSTODIAN SUP	UCSB	SUP	1722
108	5113	11	WILSON, MILDRED	ASST CUSTODIAN SUP	UCD	SUP	1712

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>TITLE NAME</u>	<u>CAMPUS</u>	<u>REASONS</u>	
109	5116	11	ROBINSON, CLEMON	SR CUSTODIAN	UCLA	SUP	7458
110	5333	11	DAVIS, L. A.	SR PARKING REP	UCI	SUP	1732
111	5334	11	CARLTON, MARGARET A.	PARKING REP	UCD	SUP	1733
112	5334	11	SPERLING, SHARON	PARKING REP	UCLA	SUP	7459
113	5445	11	ANTLES, J. E.	ASST FOOD SER MGR	UCSB	SUP	1740
114	5445	11	BARSON, THELMA S.	ASST FOOD SER MGR	UCB	SUP	1735
115	5445	11	CHIAPPONE, J. E.	ASST FOOD SER MGR	UCSB	SUP	1741
116	5445	11	CROW, AL	ASST FOOD SER MGR	UCLA	SUP	7463
117	5445	11	DOVER, G.	ASST FOOD SER MGR	UCSB	SUP	7467
118	5445	11	HERZOG, CATHY	ASST FOOD SER MGR	UCLA	SUP	7464
119	5445	11	JACKSON, E. L.	ASST FOOD SER MGR	UCSB	SUP	1742
120	5445	11	JONES, M.	ASST FOOD SER MGR	UCSB	SUP	7468
121	5445	11	KITAY, ROBERT J.	ASST FOOD SER MGR	UCLA	SUP	1736
122	5445	11	MANERA, C.	ASST FOOD SER MGR	UCLA	SUP	7460
123	5445	11	MURRAY, DUDLEY	ASST FOOD SER MGR	UCLA	SUP	7462
124	5445	11	NAKITIN, LEON	ASST FOOD SER MGR	UCSC	SUP	6979
125	5445	11	OSBORNE, ANN	ASST FOOD SER MGR	UCLA	SUP	7465
126	5445	11	REYNOLDS, R.	ASST FOOD SER MGR	UCSB	SUP	7469
127	5445	11	TERRY, LINDA K.	ASST FOOD SER MGR	UCR	SUP	1738
128	5445	11	WALKER, SARAH E.	ASST FOOD SER MGR	UCSD	SUP	1739
129	5445	11	WEBBER, ROGER	ASST FOOD SER MGR	UCR	SUP	7461
130	5445	11	WHITE, F.	ASST FOOD SER MGR	UCSB	SUP	7466
131	5522	11	HAWKINS, CURTIS	SR COOK	UCB	SUP	1743
132	5522	11	JOHNSON, JAMES	SR COOK	UCB	SUP	7472
133	5522	11	PETERS, LOIS F.	SR COOK	UCD	SUP	1747
134	5522	11	PILLER, MAGDALENA T.	SR COOK	UCB	SUP	1746
135	5522	11	RHODES, GEORGE A.	SR COOK	UCB	SUP	7473

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>TITLE NAME</u>	<u>CAMPUS</u>	<u>REASONS</u>	
136	5522	11	RUTLEDGE, LINTON	SR COOK	UCLA	SUP	1750
137	5650	11	COLLINS, ALFREDA A.	PRIN FOOD SER WKR	UCSD	SUP	7474
138	5650	11	HUEY, JOSEPH B.	PRIN FOOD SER WKR	UCD	SUP	1753
139	5650	11	MITCHELL, PEGGY	PRIN FOOD SER WKR	UCD	SUP	1754
140	5651	11	BRUNO, MOLLIE A.	SR FOOD SER WKR	UCD	SUP	1757
141	5651	11	CORDOVA, JAVIER	SR FOOD SER WKR	UCSD	SUP	7366
142	5651	11	JOVEZ, A.	SR FOOD SER WKR	UCSF	SUP	1756
143	5651	11	SCHELEN, ROBERT	SR FOOD SER WKR	UCD	SUP	7475
144	5652	11	WILSON, MARY	FOOD SER WKR	UCSF	SUP	7476
145	5821	11	SCHUMACHER, ALICE	SR HEAD LINEN SER WKR	UCD	SUP	1761
146	6772	11	HILES, ARDATH L.	SR LIBRARY BOOKMENDER	UCB	SUP	7551
147	8148	11	ABEL, L.E. 'BUD'	SR FARM MAINTENANCE WKR	UCD	SUP	7477
148	8148	11	LEECH, HARVEY	SR FARM MAINTENANCE WKR	UCD	SUP	1764
149	8211	11	HOBSON, ROBERT	BUILDING MAINTENANCE SUP	UCI	SUP	1956
150	8211	11	KEIL, GERALD R.	BUILDING MAINTENANCE SUP	UCD	SUP	1950
151	8211	11	STIGAR, DONALD	BUILDING MAINTENANCE SUP	UCI	SUP	1957
152	8211	11	WHITE, H. H.	BUILDING MAINTENANCE SUP	UCB	SUP	7487
153	8212	11	FASSLER, MELVIN L.	SR BUILDING MAINTENANCE WKR	UCD	SUP	1958
154	8485	11	SCOTT, STAN	PRIN AUTO EQUIPMENT OPER	UCSC	SUP	1768
155	8540	11	BOWLES, DANNY O.	PRIN AGRICULT TECH	UCR	SUP	7478
156	8540	11	FALCO, NUNCIO	PRIN AGRICULT TECH	UCR	SUP	7479
157	8540	11	ORTEGA, THOMAS	PRIN AGRICULT TECH	UCR	SUP	7480
158	8540	11	RAMIREZ, HENRY S.	PRIN AGRICULT TECH	UCR	SUP	1771
159	8540	11	TORRES, ROBERT VASQUEZ	PRIN AGRICULT TECH	UCR	SUP	1772
160	8541	11	WADDELL, DELBERT E.	SR AGRICULT TECH	UCR	SUP	1773