



STATE OF CALIFORNIA
DECISION OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

UNIT DETERMINATION FOR
PROFESSIONAL SCIENTISTS AND
ENGINEERS, LAWRENCE LIVERMORE
NATIONAL LABORATORY, OF THE
UNIVERSITY OF CALIFORNIA
PURSUANT TO CHAPTER 744 OF
STATUTES OF 1978 (HIGHER
EDUCATION EMPLOYER-EMPLOYEE
RELATIONS ACT)

Case Nos.
SF-PC-1001-H et al.

PERB Decision 246b-H

March 8, 1983

Appearances: Philip E. Callis, Attorney for California State Employees Association; Douglas H. Barton, Attorney (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.

1 Unit Determination for Professional Scientists and Engineers, Lawrence Livermore National Laboratory, 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. 246-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 a bargaining unit of professional scientists and engineers at the Lawrence Livermore National Laboratory (LLNL or laboratory) of the University of California (UC). A hearing was held to determine which employees or classifications should be excluded from the unit as managerial, supervisory, confidential or casual. It soon became apparent that the development of the record for this and other UC units would be an unduly lengthy and complex process since a total of approximately 7,000 exclusionary issues were involved. As a result, on August 4, 1982, during the testimony concerning the LLNL professional scientists and engineers unit, the Board ordered the hearing suspended pending further procedural orders. Unit Determination for Employees of the Regents of the University of California (8/4/82) PERB Order No. Ad-114b-H.

Thereafter, on August 12, 1982, the director of representation issued a pre-hearing notice and order for investigation, production of documents, and hearing. See Unit Determination For Employees of the Regents of the University of California (Exclusionary Phase) (9/14/82) PERB Order No. Ad-114c-H. This order directed UC to submit declarations and relevant supporting documents to support each whole classification and/or individual employee exclusionary claim.

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

The order provided that the documentation submitted by UC should be legally sufficient to constitute its case-in-chief for all disputed classifications and employees.

The employee organizations were directed to review the material submitted by UC and to submit counter-declarations and relevant documents where they opposed UC's exclusionary claims. The employee organizations were advised that a failure to file counter-declarations would be deemed a waiver of opposition to the claim unless opposition was stated on the ground that a prima facie case was not established by UC. The parties were then advised that PERB would examine the disputed claims on the basis of the totality of materials submitted by the parties to determine whether a sufficient case was presented for decision by the Board, or whether further investigation or formal hearing would be required to resolve disputed issues of fact.

As a result of the procedural history described above, the record for decision in the professional scientists and engineers unit consists of a combination of hearing transcripts and exhibits, and declarations and supporting documents submitted by UC and the California State Employees Association/Society of Professional Scientists and Engineers (CSEA). CSEA submitted only 15 counter-declarations. Its case mainly consists of its argument that the declarations submitted

should be allowed. As discussed, infra, the declarations and the record as a whole in some cases support and in some cases do not support the exclusion of employees from the unit.

The parties have stipulated to the fact that there are approximately 7,500 LLNL employees and to the inclusion of 3,205 of these employees in the LLNL professional scientists and engineers unit. The parties have also stipulated to the exclusion of 325 employees from the unit as managerial, supervisory or confidential. These are listed in Appendix A attached hereto. (The appendix is based upon stipulations dated November 17, 1982 and February 7, 1983.) These stipulations are approved by the Board based upon the record in this proceeding, including testimony in the exclusionary hearing transcripts and declarations submitted to PERB by the UC on September 27, October 1 and October 14, 1982.³

³The Board does not specifically designate as managerial, supervisory or confidential the employees the parties have agreed to exclude. 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

DISCUSSION

The terms "managerial employee" and "supervisory employee" are defined in subsection 3562(1)⁴ and section 3580.3,⁵

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 employees from the unit, and not the specific basis for the exclusion.

⁴Subsection 3562(1) 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.

⁵Section 3580.3 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 recommend such action, if,

respectively.⁶ The statutory language of these sections of HEERA essentially parallels the definitions of managerial and supervisory employees found in the State Employer-Employee Relations Act (SEERA).⁷ In resolving the exclusionary issues

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.

⁶Managerial employees are excluded from coverage under HEERA in subsection 3562(f). Supervisory employees have limited rights as set forth in section 3580 et seq.

⁷The SEERA is codified at section 3512 et seq.

"Managerial employee", as defined in section 3513(e) of SEERA, refers to agency or department policies or programs, does not exclude decisions relevant to courses, curriculum, personnel and other matters of educational policy, and does not include reference to department chairpersons. Similarly, "supervisory employees", as defined in section 3522.1 of SEERA, does not contain the department chairperson language of HEERA.

in dispute, we find no reason to depart from the Board's conclusions regarding exclusionary issues set forth in Unit Determination for the State of California Pursuant to Chapter 1159 of the Statutes of 1977 (State Employer-Employee Relations Act) (12/31/80) PERB Decision No. 110c-S.⁸

Thus, we conclude that UC has an interest in being assured of a cadre of employees whose loyalty will not be compromised by concurrent obligations to the interests of those employees who are entitled to negotiate wages, hours, and terms and

Subsection 3513(e) provides:

"Managerial employee" means any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department.

Section 3522.1 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 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. Employees whose duties are substantially similar to those of their subordinates shall not be considered to be supervisory employees.

⁸Unit 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 and (11/17/81) PERB Decision No. 176-H.

conditions of employment. Nevertheless, the burden of proving an exclusionary claim rests with the party asserting it.⁹

Absent that burden being met, the employees in dispute are to be included in the unit. Stipulations of fact submitted by the parties are accepted as conclusive.

Supervisory Employees

With respect to supervisory exclusion issues, we continue to apply the disjunctive interpretation of section 3580.3.¹⁰ If UC demonstrates that an employee meets one of the specified criteria for exclusion and does no rank-and-file work, the employee will be excluded from the unit. However, most circumstances do not fit this extreme case. Where other factors are involved, the following caveats apply.

Section 3580.3, like section 3522.1 of SEERA, clearly authorizes the Board to include in representation units employees who perform some supervisory functions. These employees, despite titles, job descriptions and even duties, may be sufficiently invested with rank-and-file interests to warrant their inclusion in bargaining units. This will occur where control is demonstrated only over work processes as distinguished from personnel policies and practices. The

⁹See also In Re: The State Employer-Employee Relations Act, Phase III, Unit Determination Proceeding (10/18/79) PERB Order No. Ad-79-S.

¹⁰The disjunctive interpretation was applied in Unit Determination for Employees of the California State University and Colleges, supra, PERB Decision Nos. 173-H and 176-H.

conflict of interest to be prevented is the division of supervisors' loyalties that might occur because of the negotiating relationship of the parties, concerned as it is with wages, hours and working conditions. The potential for this conflict lies in the authority to control or influence personnel decisions on matters falling within the scope of representation, as opposed to work processes.

Employees with control over work processes are often called "lead" employees. These employees may also perform some supervisory personnel functions, although the bulk of their duties are substantially similar to those of their subordinates. Such employees may also be included in the unit. Their guidance of other employees is derived from greater experience, technical expertise and knowledge of the employer's mission and tasks. The important measure in such cases is the point at which the employees' supervisory obligation to the employer outweighs their entitlement to the rights afforded rank-and-file employees.

This point is not determined merely by quantitative analysis. Even though they spend part of their time performing the work of subordinates, their involvement in one or more supervisory functions may conflict with their participation in rank-and-file unit activity. The existence of such supervisory obligations precludes a finding that the disputed employees'

duties, overall, are "substantially similar" to those of their subordinates.

Employees who perform some supervisory functions may also be included in the unit if their exercise of authority does not require the use of independent judgment, but is merely routine or clerical in nature. Independent judgment is indicated where the performance of the duties includes the opportunity to make a clear choice between two or more significant alternative courses of action and the power to make that choice is without broad review and approval. Such functions are characterized by significant autonomy and control over the decision-making or recommending processes. On the other hand, the exercise of authority is of a merely routine or clerical nature where the action is limited to choosing between two or more tightly directed and narrowly defined procedures. In addition, there may be substantial review or prior approval of the alleged supervisory act, either by specific action or existing policy, thereby precluding any finding of independent judgment.

Finally, employees who perform some supervisory duties may be included in the unit if the exercise of the duties is sporadic and atypical.

In the instant case, the Board's analysis according to the foregoing principles established in the SEERA unit determination decision has been complicated because the record provides few direct facts regarding the amount of time the

employees in issue perform duties substantially the same as those of their subordinates, whether such subordinates are members of the same bargaining unit, or whether the exercise of supervisory duties is sporadic and atypical or requires the use of independent judgment. Absent these facts, the evidence must be conservatively approached. Thus, the point at which an employee's supervisory obligation to the employer outweighs the entitlement to the rights afforded rank-and-file employees will be reached only where the record indicates the substantial performance of supervisory duties. Additionally, certain supervisory duties may indicate a serious potential for a conflict of interest with bargaining unit members and thus require the exclusion of the employee.

Managerial Employees

Although section 3562(1) is written in the disjunctive, the Board concludes that a managerial employee must possess significant responsibilities for both formulating and administering policies and programs.¹¹ The formulation of policy contemplates the exercise of discretionary authority to

¹¹This construction is parallel to the Board's interpretation of the similar definition of "management employee" in the Educational Employment Relations Act (EERA), codified at section 3540 et seq. Subsection 3540.1(g) provides:

"Management employee" means any employee in a position having significant responsibilities for formulating district policies or administering district programs. Management positions shall be

develop and modify institutional goals and priorities. The administration of programs contemplates effective implementation of the policy through the exercise of independent judgment. Thus, managerial status contemplates those persons who have discretion in the performance of their jobs beyond that which must conform to an employer's established policy. The question as to whether particular employees are managerial must be answered in terms of the employees' actual job responsibilities, authority and relationship to the employer.¹² Employees who exercise discretion only within areas of technical expertise are not managerial."¹³

ORGANIZATION OF LAWRENCE LIVERMORE LABORATORY

An overview of the laboratory's organization is essential in order to accurately apply the supervisory and managerial criteria set forth in the statute.

designated by the public school employer
subject to review by the Educational
Employment Relations Board.

See Lompoc Unified School District (3/17/77) EERB Decision No. 13 at pp. 20-21. Prior to January 1, 1978, PERB was known as the Educational Employment Relations Board (EERB).

¹²Hartnell Community College District (1/2/79) PERB Decision No. 81, at 13; Berkeley Unified School District (8/28/79) PERB Decision No. 101, at pp. 3-4.

¹³Oakland Unified School District (3/28/77) EERB Decision No. 15, at pp. 6-7.

The top position in the laboratory is held by the director. He has ultimate authority over the policies and procedures of the laboratory. Attached to his office is an administrative staff which oversees, among other things, the laboratory's public affairs and budget.

One step below the director in the chain of authority are associate directors. Their responsibilities include coordinating interdepartmental projects, organizing administrative and budgetary programs, and formulating laboratory-wide personnel standards.

Below associate directors are department heads. The laboratory is divided into "program departments" and "support departments." Each "program" department is oriented toward a specific area of nuclear technology. These include magnetic fusion, lasers, military development, and biomedical/environmental research. The "support" departments are organized into areas of scientific expertise. These include engineering, chemistry and computations. The support departments are designed to act as pools of scientific expertise from which program departments may borrow when the need arises. Department heads oversee all projects in their department and are responsible for implementing the laboratory's personnel policies and procedures.

Each department is divided into divisions. Each division works on a segment of the overall departmental project. They

are headed by division leaders who report directly to their respective department heads. Division leaders are responsible for hiring, firing, disciplinary and salary decisions. Division leaders review or write performance evaluations and counsel subordinates on career development. Division leaders are also responsible for the overall work of their particular unit.

Divisions are further divided into groups or sections. Each group or section works on a specific problem within the division's assignment. Groups and sections are led by employees with a variety of working titles. Most are called group leader, but the titles project engineer, team leader, principal investigator and simply "supervisor" also describe the same position, i.e., leader of a group or section. These individuals are sometimes called "front-line" supervisors. They are responsible for the day-to-day work activities of group employees, and provide "hands-on" technical advice and direction. Generally, they are responsible for performance evaluations, salary and hiring recommendations and informal grievances. For the most part, it is these individuals around whom the issues in this case center.

EMPLOYEES LISTED IN APPENDIX B

We find that the employees listed in Appendix B do not have sufficient supervisory authority to be excluded from the unit. The record reflects that their duties in the areas of hiring,

transfers, promotions, discipline, grievance resolution, performance evaluations, merit salary increases and other functions do not involve true supervisory authority, but reflect lead worker status or involve the routine control of work processes.

Hiring

Hiring at the laboratory is initiated by the personnel manager acting in response to a request or recommendation from a department head or division leader. The personnel manager is responsible for selecting from applicants those meeting the stated requirements and qualifications who will be interviewed. The personnel manager also advises the department head or division leader about the laboratory's personnel policies, legal requirements and selection standards.

An applicant may be required to take a written examination or may be orally interviewed by one or several of the following: a member of the personnel department, a department head, a division leader, an employee designated by a department head or division leader, or a panel of interviewers composed of employees and/or individuals from outside the laboratory that are appointed by a department head or division leader. The selection is made by the department head or division leader. They recommend to the personnel manager that a formal offer of employment be made based on a record of their reasons for selecting the successful applicant and rejecting the others. Offers of employment can be made only by the personnel manager.

The record indicates that the employees UC seeks to exclude make recommendations as to the selection of individuals into their work units that are "routinely followed." At first glance, it might appear that these employees make "effective recommendations" with regard to hiring decisions. Upon closer examination, however, this single fact is insufficient to justify a finding that these employees possess true supervisory authority. In the SEERA unit determination decision,¹⁴ the Board declined to afford supervisory status to employees who participated in hiring interviews and made recommendations in hiring matters unless those recommendations amounted to a true exercise of hiring authority. As discussed above, hiring decisions at the laboratory are made after a series of interviews and evaluations by department heads, division leaders, personnel representatives, and, in some instances, individuals from outside the laboratory. Actual hiring decisions are solely in the hands of department heads, division leaders and the personnel manager. Appendix B employees participate in hiring matters only to the extent that they have some input in the process and that input is merely a factor in the final decision. This is not enough to establish that their recommendations are "effective." Absent detailed and explicit evidence that the recommendations of these employees are

¹⁴Unit Determination for the State of California, supra, PERB Decision No. 110c-S, at p. 11.

tantamount to true hiring authority, there is no indication of supervisory authority.

With respect to hiring, the record indicates that five principal investigators have the authority to select, from a pool of applicants, the individual who will be hired into his or her work unit. This fact might also at first glance suggest that these employees should be excluded from the unit on the basis of their power to hire subordinates. However, the evidence also indicates an inconsistent hiring authority. The evidence shows that rarely, if ever, has an employee been hired into the work unit without or against these employees' recommendations. This indicates that the employees do not in fact have independent authority to hire. For these reasons, it is found that the principal investigators do not have true supervisory authority in the area of hiring.

Transfers and Promotions

While the laboratory's policy manual encourages employees to speak to their "supervisors" as well as their department head or division leader about voluntary transfers, the process of transfers, including preparation of paperwork, arranging of interviews, and approval of release time for interviews is done by the personnel manager. The applicant must apply to the personnel department for a transfer. A representative of the personnel department refers the applicant to the appropriate department head and/or division leader. If the department head

or division leader determines that an applicant appears able to perform the job duties successfully, an interview is scheduled. An applicant may be interviewed by a department head, division leader, supervisor or any other person deemed appropriate. Transfers will not be approved without the consent of the department heads and division leaders involved.

The record indicates that each alleged supervisor's recommendations regarding the transfer of employees into and/or out of the supervisor's work unit are "routinely followed or would be followed." While Appendix B employees may interview transfer applicants and make recommendations about them, there is no showing that they exercise any true authority in these matters. Indeed, the record as a whole shows that the true authority to transfer rests at higher levels. As with the hiring authority, these employees cannot be considered to make effective recommendations in transfer matters sufficient to exclude them from the unit.

Promotions from one laboratory position to another follow the procedures prescribed for transfers, and the participation of Appendix B employees in promotion decisions likewise does not indicate true supervisory authority.

Discipline

The record indicates that the claimed supervisors have the authority to advise subordinates regarding the level of performance expected of them and to counsel them about

performance problems as necessary in the supervisor's judgment. This function reflects laboratory policy which extends to front-line supervisors the power to issue verbal warnings to employees. Verbal warnings, however, carry no punitive result and are not considered corrective action. A front-line supervisor may not take any other corrective action without the prior approval of the department head or division leader. The authority to issue written warnings rests with department head or division leader. In the SEERA unit determination decision,¹⁵ it was found that informal counseling, even if it involves criticism and corrective effort, does not amount to the effective recommendation of discipline.

The claimed supervisors may also place an employee on immediate investigatory leave (suspension without pay while charges of serious misconduct are investigated) whenever an employee's actions are such that they constitute a threat to other employees. The power to place an employee on immediate investigatory leave under these circumstances, however, does not require any special supervisory skills. The act is simply a matter of necessity. It reflects no prescribed supervisory authority, but only the exercise of common sense judgment under difficult conditions. Absent threatening behavior, the advice

¹⁵Id., at pp. 12-13.

of a department head or division leader always must be sought before placing an employee on investigatory leave.

In conclusion, nothing in the record establishes that Appendix B employees have true supervisory authority in disciplinary matters. While they may play a minor role in the process, their authority is basically limited to informal counseling functions. The power to discipline employees rests exclusively with department heads and division leaders.

Grievance Resolution

The record shows that Appendix B employees take action in response to subordinates' complaints and/or resolve the grievances of their subordinates according to their own judgment. However, it is not indicated whether this occurs at the informal stage or at one of the formal steps of the grievance procedure.

Formal written grievances are processed through the personnel department and heard by a non-University hearing officer or a presumably impartial laboratory hearing committee. It is at these levels that the power to resolve grievances exists.

The authority to informally resolve grievances must be treated like the informal counseling function discussed above. Thus, the resolution of grievances at a level below the first formal step does not indicate true supervisory authority sufficient to require the exclusion of Appendix B employees from the unit.

Performance Evaluations and Merit Salary Increases

Employees receive periodic written performance evaluations, the frequency of which is determined by their career or probationary employment status. Written evaluations are prepared by an employee's immediate supervisor. Evaluations are intended to give employees and their immediate supervisors an opportunity to discuss job responsibilities, accomplishments, objectives, performance problems and work progress. Performance evaluations may also provide information to department heads or division leaders in personnel decisions regarding promotions, demotions, salary increases, assignments and dismissals.

The record indicates that the vast majority of Appendix B employees are responsible for the performance evaluations of their subordinates. The performance evaluations are then reviewed and may be changed by their supervisors. The evaluations are a factor in awarding annual merit salary increases.

The laboratory has an elaborate salary setting procedure designed to reflect the relative value of employees to their division or department. The procedure involves a series of successive rankings which starts at the group leader level. Department heads and division leaders are ultimately responsible for determining the relative ranks of scientists and engineers in their organization. These ranks are then

compared against the ranking decisions made in other departments or divisions.

Once the ranking process is completed, actual assignment of a particular salary is made by a division leader or department head. The employee's salary is compared to a "merit maturity curve" and may again be adjusted to reflect the employee's rank and years of service. Department heads and division leaders, despite this system, retain the right to deviate from the procedures when an employee's final ranking does not precisely reflect his or her value to the laboratory.

Employees are encouraged to resolve any salary concerns with their immediate supervisors. If impasse is reached in such discussions, an employee can ask that the situation be reviewed at a higher level.

With regard to merit increases, the SEERA unit determination decision¹⁶ indicated that "the Board's emphasis has been on the exercise of independent judgment; the routine administration of a well-articulated system or the essential lack of control over the decision-making process has been found insufficient cause for exclusion." A review of laboratory procedures discloses that Appendix B employees' input in merit salary increase decisions is minimal at best. Merit increases are awarded after a series of reviews and rankings by

¹⁶Id., at p. 14.

department heads and division leaders. Appendix B employees may have initial input into the process, but their recommendations go through such review and adjustment that their first evaluation often does not reflect the final award. The performance evaluations written by the group leaders also have minimal impact on merit increase decisions. In sum, these employees simply do not have the degree of independent judgment in such decisions to warrant their exclusion.

Other Supervisory Functions

Finally, the record indicates that Appendix B employees participate in a number of work-related supervisory functions including scheduling of hours and vacations, approving sick leave, monitoring the quality of subordinates' work, and training subordinates. There is nothing in these duties from which we could conclude that Appendix B employees have control or influence over personnel decisions. These duties appear limited simply to routine or clerical decision-making which does not require independent judgment. The scheduling of vacations is essentially ministerial, based on the convenience of the laboratory, and follows well-defined procedures outlined in the laboratory's policy manual. Sick leave is awarded according to standards also articulated in the policy manual. Training and monitoring the quality of subordinates' work involves merely the routine control of work processes.

In conclusion, based upon the entire record in this case, we find that Appendix B employees lack any true supervisory authority sufficient to exclude them from the unit. Therefore, their inclusion in the unit is appropriate.

EMPLOYEES LISTED IN APPENDIX C

The employees listed in Appendix C are excluded from the unit because they are found to exercise true supervisory authority in one area.

The evidence offered by UC regarding the supervisory status of Appendix C employees is similar to that offered for Appendix B employees. However, there is the single significant difference that Appendix C employees play a critical role in the employment status of probationary employees. This fact mandates a different conclusion with regard to their supervisory status.

Appendix C employees participate in the initial hiring of unit employees in the same manner as those in Appendix B. Additionally, employees in both groups are responsible for annual and probationary performance evaluations. These employees prepare the evaluations and deliver them to their subordinates. The evaluations are used to give notice of poor work performance to employees, and additionally as a factor in determining annual merit salary increases. Performance evaluations written by Appendix C employees, however, have an added use. With respect to probationary employees, the

performance evaluation is critical to a determination that the probationary employee will either be retained or be discharged from employment. This fact adds a significant dimension to the role of Appendix C employees in the hiring process. It indicates that the performance evaluations, without broad review or approval, are basically determinative of the employment fate of probationary employees and that Appendix C employees do, in fact, make effective recommendations regarding the hiring of probationary employees. Therefore, UC has met its burden in establishing that these employees have sufficient supervisory authority in hiring matters to warrant their exclusion from the unit.

EMPLOYEES LISTED IN APPENDIX D

Employees listed in Appendix D are included within the unit. Except as discussed below, the evidence relative to these employees is generally the same as for the Appendix C employees. They are responsible for the preparation and completion of performance evaluations which are critical to the determination of whether probationary employees will become permanent or will be discharged. Appendix D employees, however, perform duties similar to those of their subordinates and thus separate and additional discussion is required.

Group leaders spend 80 percent of their time and project engineers spend 90 percent of their time on technical work as opposed to administrative and personnel duties. The group

leaders are viewed as fellow scientists and working leaders primarily engaged in scientific work rather than as supervisors.¹⁷

As we stated above, section 3580.3 provides that employees whose duties are substantially similar to those of their subordinates shall not be considered supervisory employees. For employees who perform some supervisory duties and some duties similar to those of subordinates, we have rejected a formal rule based on any specific percentage of time spent on rank-and-file work. Instead, we have determined that an appropriate measure is the point at which the employees' supervisory obligation to the employer outweighs their entitlement to the rights afforded rank-and-file employees. Additionally, where the employees' involvement in supervisory functions conflicts with their participation in rank-and-file unit activity, there cannot be a finding that the employees' duties are substantially similar to those of their subordinates.

We find that Appendix D employees do not have a supervisory obligation to the employer which outweighs their entitlement to the rights afforded rank-and-file employees. These employees are involved in but one supervisory function, and spend 80 to

¹⁷James Day, a project engineer designated by UC as a supervisory employee, additionally asserted that he "views himself as a technical work horse primarily engaged in technical work like everyone else on the project." He further stated that he "also takes care of some administrative details."

90 percent of their time performing duties similar to those of subordinates. Such employees' extensive involvement in rank-and-file work clearly outweighs the supervisory function, which may only be sporadically exercised. We see no significant risk that the employees' participation in rank-and-file activities will conflict with their supervisory obligation to the employer where such obligation is limited to their role in determining whether probationary employees will be retained. Accordingly, Appendix D employees are included within the unit.

MANAGERIAL EXCLUSIONARY ISSUES

UC seeks to exclude 63 employees from the unit as managerial. These employees are designated by working title rather than job classification. In the hierarchy of the laboratory, they are below the department and division levels and located at the group and section levels. Thus, they are at the same level in the laboratory hierarchy as the employees addressed in Appendices B, C and D, whom UC seeks to exclude as supervisory. It is not clear from the record why employees at the same level should in some instances be considered to perform supervisory duties and in other instances perform managerial duties.

Some of the 63 employees have already been determined to be at least supervisory and excluded from the unit. Therefore, it

is unnecessary to decide the managerial status of these employees.¹⁸

The remaining employees may be distinguished between those who are solely responsible for the overall operation of their unit as contrasted to those who share such responsibility with others. In some cases the shared responsibility is with the employee's superior and in some cases there is no information regarding the persons with whom the employee shares responsibility.

The employees who are solely responsible for the overall operation of their units also have individual responsibility to develop important policies and programs. Additionally, they perform a number of duties indicating substantial responsibility in developing, administering and modifying the unit budget. In contrast, the other claimed managers merely "participate" in the development of policies and programs. While their recommendations concerning the development and administration of the budget for the unit may be routinely followed, there is no indication of significant responsibility.

¹⁸Again, as was stated in footnote 3, supra, and in the State Employer-Employee Relations Act, Phase III Unit Determination Proceeding, supra, PERB Order No. Ad-79-S, the focus of this decision is the determination of those employees who are to be included in the unit. The specific basis for the exclusion of an employee, whether it is managerial, supervisory or confidential status, is not relevant for this purpose.

The Board finds that the employees who are solely responsible for the overall operation of their units should be excluded from the unit as managerial. The record indicates that these proposed managers do in fact possess significant responsibilities for both formulating and administering policies and programs. They exercise discretionary authority in developing and modifying institutional goals and priorities. They exercise independent judgment in administering unit programs. They have discretion beyond that which must conform to an employer's established policy. Additionally, budget responsibilities were found to be an important consideration in determining managerial status in Berkeley Unified School District (8/28/79) PERB Decision No. 101.

Lacking the stronger responsibilities described above, it cannot be concluded that the remaining disputed employees are managerial. There is no showing that the "shared" responsibilities do, in fact, constitute "significant responsibilities" for the formulation and administration of policies and programs. For these employees, UC has not met its burden of proof and the employees therefore must be included in the unit.

In addition to the employees discussed above, there are four employees whom UC seeks to exclude as supervisory or managerial who are all part of the laboratory's Z-Division.

These employees are Fred Jessen, David Dye, John Illige and Fred Kovar. The Z-Division is primarily responsible for providing technical assistance to the United States intelligence community. In the course of their work these employees have significant responsibilities for formulating and administering policies and programs which respond to the needs of various government agencies. These four individuals design, administer and control laboratory programs and, in so doing, have significant authority in budgetary matters. As such, we find them all to possess managerial responsibilities and accordingly exclude them from the unit.

Based on the foregoing discussion, the employees to be excluded from the unit as managerial are listed in the attached Appendix E, and the employees to be included in the unit are listed in the attached Appendix F.

ORDER

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

(1) The employees listed in Appendix A, attached hereto, are excluded from the Lawrence Livermore National Laboratory Professional Scientists and Engineers Unit as managerial, supervisory or confidential according to the stipulations of the parties and based upon the factual record in this proceeding.

(2) The employees listed in Appendices B, D and F, attached hereto, are included in the unit for the reasons stated in the foregoing Decision.

(3) Those employees listed in Appendices C and E, attached hereto, are excluded from the unit as supervisory or managerial for the reasons stated in the foregoing Decision.

(4) 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

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APPENDIX A

EMPLOYEES TO BE EXCLUDED IN UNIT 16

PAGE 1

CODE	TITLE NAME	NAME	REC
0225.0	BIOMEDICAL SCI	CARRANO, ANTHONY V.	4823
0225.0	BIOMEDICAL SCI	DOBSON, R. LOWRY	4825
0225.0	BIOMEDICAL SCI	GLEDHILL, BARTON L.	4827
0225.0	BIOMEDICAL SCI	GRAY, JOE W.	4828
0225.0	BIOMEDICAL SCI	HATCH, FREDERICK T.	4829
0225.0	BIOMEDICAL SCI	JENSEN, RONALD H.	4830
0230.0	ENVIR SCI	ANSPAUGH, LYNN R.	4838
0230.0	ENVIR SCI	HARRISON, FLORENCE L.	4840
0230.0	ENVIR SCI	ROBISON, WILLIAM L.	4846
0230.0	ENVIR SCI	SHINN, JOSEPH H.	4847
0230.0	ENVIR SCI	STUERMER, DANIEL H.	4850
0242.0	CHEMIST	ALIRE, RICHARD M.	4858
0242.0	CHEMIST	BARTON, GEORGE W.	4860
0242.0	CHEMIST	BENDER, CHARLES F.	4861
0242.0	CHEMIST	CARVER, RILEY D.	4864
0242.0	CHEMIST	DOROUGH JR., GUS D.	4866
0242.0	CHEMIST	ERNST, KLAUS	4869
0242.0	CHEMIST	FLEMING, EDWARD H.	4871
0242.0	CHEMIST	GATROUSIS, CHRISTOPHER	4874
0242.0	CHEMIST	HORNBECK, ROBERT F.	4881
0242.0	CHEMIST	IDE, ROGER H.	4883
0242.0	CHEMIST	JOHNSON, QUINTIN C.	4886
0242.0	CHEMIST	KAHN, JAMES S.	4887
0242.0	CHEMIST	KOLB, JOHN	5705
0242.0	CHEMIST	KURY, JOHN W.	4888
0242.0	CHEMIST	LEIDER, HERMAN R.	4891

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0242.0	CHEMIST	MUSGRAVE, BURDON C.	4897
0242.0	CHEMIST	NERVIK, WALTER E.	4899
0242.0	CHEMIST	NOSHKIN, VICTOR E.	4900
0242.0	CHEMIST	PYPER, JAMES W.	4901
0242.0	CHEMIST	RIZZO, HARRY F.	4902
0242.0	CHEMIST	SCHOCK, ROBERT N.	4904
0242.0	CHEMIST	SCHWARTZ, LARRY L.	4905
0242.0	CHEMIST	STREET JR., KENNETH	4906
0242.0	CHEMIST	STRUBLE, GORDON L.	4907
0242.0	CHEMIST	WALKER, FRANKLIN E.	4908
0242.0	CHEMIST	WILSON, HUGH D.	4909
0249.0	ENG	ALTBAUM, LAURENCE P.	4912
0249.0	ENG	ARNOLD, WALTER F.	4916
0249.0	ENG	BAKER, CHARLES F.	4918
0249.0	ENG	BARLOW, THOMAS M.	4921
0249.0	ENG	BATZER, THOMAS H.	4922
0249.0	ENG	BEHNE JR., JOSEPH C.	4924
0249.0	ENG	BERG, ROBERT A.	4928
0249.0	ENG	BISHOP, CLIFFORD B.	4932
0249.0	ENG	BLAKE, ALEXANDER	4933
0249.0	ENG	BOHN, MICHAEL P.	4936
0249.0	ENG	BROADMAN, GENE A.	4940
0249.0	ENG	CABAYAN, HRIAR S.	4946
0249.0	ENG	CARR, RONALD B.	4952
0249.0	ENG	CHARGIN, ANTHONY K.	4957
0249.0	ENG	CHOU, CHENG-KON	4958

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	CLELAND, L. LYNN	4960
0249.0	ENG	CLOUGH, ROBERT E.	4961
0249.0	ENG	CORALLO, RICHARD A.	4966
0249.0	ENG	COYLE III, PHILIP E.	5716
0249.0	ENG	CRAIG, ROBERT J.	4968
0249.0	ENG	CRAMER, JAMES L.	4969
0249.0	ENG	CUMMINGS, GARTH E.	4972
0249.0	ENG	DAVIS, DARRELL D.	4975
0249.0	ENG	DECKER, WALLACE D.	4979
0249.0	ENG	DIACONOFF, J. PHILIP	5723
0249.0	ENG	DITTIG, JAMES S.	4982
0249.0	ENG	DITTMAN, GERALD L.	4983
0249.0	ENG	DITTMORE, MAYLIN H.	4984
0249.0	ENG	DOGGETT, JAMES N.	4985
0249.0	ENG	DOW, JEROME P.	4988
0249.0	ENG	DRANEY, EUGENE C.	4989
0249.0	ENG	DZAKOWIC, GERALD S.	4992
0249.0	ENG	EKSTROM, STANLEY J.	4994
0249.0	ENG	ENGLISH, EDWARD G.	4996
0249.0	ENG	FERNANDEZ, MICHAEL W.	4998
0249.0	ENG	FISHER, DENNIS K.	4999
0249.0	ENG	FREYNIK JR., HENRY S.	5004
0249.0	ENG	FREYTAG, E. KARL	5005
0249.0	ENG	GALLES, HARRY L.	5006
0249.0	ENG	GOLUBA, RAYMOND W.	5011
0249.0	ENG	GRESHO, PHILIP M.	5013

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	GRISSOM, MILTON L.	5014
0249.0	ENG	HALL, DONALD F.	5017
0249.0	ENG	HASLAM, W. KENT	5021
0249.0	ENG	HATFIELD, RICHARD F.	5023
0249.0	ENG	HELM, GARTH L.	5027
0249.0	ENG	HENRY, CHARLES R.	5028
0249.0	ENG	HUNT, RICHARD W.	5038
0249.0	ENG	IANTUONO, ALEXANDER	5040
0249.0	ENG	INNES, THOMAS G.	5041
0249.0	ENG	INOUE, WILLIAM S.	5042
0249.0	ENG	JENSEN, J. ALLEN	5045
0249.0	ENG	KARPENKO, VICTOR N.	5050
0249.0	ENG	KELLER JR., JOSEPH E.	5051
0249.0	ENG	KRAKOWSKY, ARTHUR	5729
0249.0	ENG	LaFRANCHI, EDWARD A.	5060
0249.0	ENG	LAKE, ROGER E.	5062
0249.0	ENG	LANGLAND, ROBERT T.	5064
0249.0	ENG	LARSON, A. ROY	5067
0249.0	ENG	LEVY, ALLEN J.	5074
0249.0	ENG	LINDQUIST, WALTER B.	5075
0249.0	ENG	LOGAN, CLINTON M.	5077
0249.0	ENG	LONGERBEAM, GORDON T.	5079
0249.0	ENG	LOQUIST, LELAND C.	5080
0249.0	ENG	MacMILLAN, KEITH C.	5731
0249.0	ENG	McCLURE, ELDON R.	5093
0249.0	ENG	McDONALD, HENRY C.	5096

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	MACKANIC, GEORGE	5083
0249.0	ENG	MAHLER, JENS P.	5732
0249.0	ENG	MANES, KENNETH R.	5086
0249.0	ENG	MAXFIELD, BRUCE W.	5089
0249.0	ENG	MEIER, CHARLES W.	5102
0249.0	ENG	MILLER, EDMUND K.	5106
0249.0	ENG	MORRISON JR., FRANK A.	5114
0249.0	ENG	MORTON, RAYMOND L.	5115
0249.0	ENG	NELSON, WILLIAM E.	5121
0249.0	ENG	NEWTON, SHERMAN L.	5123
0249.0	ENG	NIVEN, WILLIAM A.	5125
0249.0	ENG	OLSON, AUGUST W.	5130
0249.0	ENG	ORPHAN, RICHARD C.	5135
0249.0	ENG	PAGE, JAMES R.	5139
0249.0	ENG	PAIGE, RUDOLPH S.	5140
0249.0	ENG	PEHRSON, DAVID L.	5142
0249.0	ENG	PERLMAN, THEODORE	5143
0249.0	ENG	PETRIE, ROBERT B.	5146
0249.0	ENG	PHELPS JR., PAUL L.	5147
0249.0	ENG	POLLARD, LLOYD W.	5151
0249.0	ENG	REYNERSON, DONALD M.	5158
0249.0	ENG	RITTMAN, JERROLD G.	5160
0249.0	ENG	ROSSMAN, RUSSELL P.	5161
0249.0	ENG	ROZSA, RUDOLF B.	5164
0249.0	ENG	RUSSELL JR., WILLIAM L.	5168
0249.0	ENG	SCHULTZ, PHILLIP A.	5175

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	SHARRY, JOHN A.	5178
0249.0	ENG	SHIKANY, S. DAVID	5179
0249.0	ENG	SILVER, WILLIAM J.	5181
0249.0	ENG	SIMECKA JR., WILLIAM B.	5182
0249.0	ENG	SIMMONS, WILLIAM W.	5183
0249.0	ENG	SMITH, PAUL D.	5185
0249.0	ENG	STARK, ANDREW H.	5190
0249.0	ENG	STRANGE, FREDRIC M.	5195
0249.0	ENG	SUSKI, GREGORY J.	5198
0249.0	ENG	SWINGLE, JAMES C.	5199
0249.0	ENG	TEIRFELD, HERMAN H.	5201
0249.0	ENG	THOMAS, ARTHUR D.	5203
0249.0	ENG	TROST, STANLEY R.	5209
0249.0	ENG	WALTER, CARL E.	5223
0249.0	ENG	WARNER, DEAN H.	5225
0249.0	ENG	WASLEY, RICHARD J.	5226
0249.0	ENG	WEISSENBERGER, STEIN	5229
0249.0	ENG	WERNE, ROGER W.	5231
0249.0	ENG	WESTBROOK, ROBERT W.	5233
0249.0	ENG	WICHNER, RONALD	5238
0249.0	ENG	WONDOLOWSKI, FRANCIS R.	5245
0249.0	ENG	WRAITH, CHARLES L.	5246
0249.0	ENG	ZEVANOVE, LOUIS R.	5248
0256.0	MATHEMATICIAN	EDDY, RICHARD E.	5251
0256.0	MATHEMATICIAN	KILLEEN, JOHN	5252
0256.0	MATHEMATICIAN	MENSING, RICHARD	5707

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0256.0	MATHEMATICIAN	SMIRIGA, NORA G.	5255
0265.0	METALLURGIST	BALSER, JOSEPH D.	5256
0265.0	METALLURGIST	CLINE, CARL F.	5257
0265.0	METALLURGIST	HAUBER, JAMES R.	5258
0265.0	METALLURGIST	LANDINGHAM, RICHARD L.	5259
0265.0	METALLURGIST	MARA, GLENN L.	5260
0265.0	METALLURGIST	ROBBINS, JACK L.	5261
0265.0	METALLURGIST	ROOT, G. STEPHEN	5262
0265.0	METALLURGIST	SHORT, DAVID	5708
0265.0	METALLURGIST	VANDERVOORT, RICHARD R.	5263
0270.0	PHYSICIST	AHLSTROM, HARLOW G.	5265
0270.0	PHYSICIST	ANDERSON, JOHN D.	5269
0270.0	PHYSICIST	ANDREWS, ROBERT T.	5270
0270.0	PHYSICIST	BARKER, ROBERT B.	5275
0270.0	PHYSICIST	BAUER, RUDOLF W.	5278
0270.0	PHYSICIST	BORCHERS, ROBERT R.	5282
0270.0	PHYSICIST	BRAFF, DONALD L.	5283
0270.0	PHYSICIST	BRIGGS, RICHARD J.	5284
0270.0	PHYSICIST	BROWN, PAUL S.	5285
0270.0	PHYSICIST	CAROTHERS, JAMES E.	5290
0270.0	PHYSICIST	CHANG, JULIUS S.	5292
0270.0	PHYSICIST	CHASE, JAY B.	5293
0270.0	PHYSICIST	CHRZANOWSKI, PAUL L.	5294
0270.0	PHYSICIST	CLATWORTHY, JOHN	5295
0270.0	PHYSICIST	COCHRAN, STEPHEN G.	5296
0270.0	PHYSICIST	COENSGEN, FREDERIC	5297

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0270.0	PHYSICIST	COX, LYLE A.	5299
0270.0	PHYSICIST	DAMM, CHARLES C.	5300
0270.0	PHYSICIST	DAVIS, JAMES I.	5301
0270.0	PHYSICIST	DAVIS, JAY C.	5302
0270.0	PHYSICIST	DICKERSON, MARVIN H.	5303
0270.0	PHYSICIST	DUBA, AL	5717
0270.0	PHYSICIST	ECCLES, SAMUEL F.	5307
0270.0	PHYSICIST	EMMETT, JOHN L.	5309
0270.0	PHYSICIST	FLECK JR., JOSEPH A.	5313
0270.0	PHYSICIST	FOWLER, THOMAS K.	5316
0270.0	PHYSICIST	GEORGE, EDWARD V.	5317
0270.0	PHYSICIST	GRABOSKE JR., HAROLD C.	5320
0270.0	PHYSICIST	GRIFFITH, RICHARD V.	5321
0270.0	PHYSICIST	GROSECLOSE, B. CLARK	5322
0270.0	PHYSICIST	HADLEY, JAMES W.	5325
0270.0	PHYSICIST	HAIGHT, ROBERT C.	5326
0270.0	PHYSICIST	HARRISON, MELVIN A.	5330
0270.0	PHYSICIST	HAUSSMANN, ALFRED C.	5332
0270.0	PHYSICIST	HENDRICKS, CHARLES D.	5335
0270.0	PHYSICIST	HOGAN, WILLIAM J.	5339
0270.0	PHYSICIST	HOLTZ, JAMES Z.	5340
0270.0	PHYSICIST	HOLZRICHTER, JOHN F.	5341
0270.0	PHYSICIST	HOWERTON, ROBERT J.	5344
0270.0	PHYSICIST	HUDGINS, ARTHUR J.	5345
0270.0	PHYSICIST	IMMELE, JOHN D.	5348
0270.0	PHYSICIST	KNOX, JOSEPH B.	5355

EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0270.0	PHYSICIST	KOLAR, O. C.	5356
0270.0	PHYSICIST	KRUER, WILLIAM L.	5360
0270.0	PHYSICIST	KRUPKE, WILLIAM F.	5362
0270.0	PHYSICIST	KUCKUCK, ROBERT W.	5363
0270.0	PHYSICIST	LINDL, JOHN D.	5367
0270.0	PHYSICIST	LOGAN, B. GRANT	5368
0270.0	PHYSICIST	LOKKE, WILLIAM A.	5369
0270.0	PHYSICIST	LUTHER, FREDERICK M.	5371
0270.0	PHYSICIST	MacCRACKEN, MICHAEL C.	5372
0270.0	PHYSICIST	McCALL, JOHN R.	5377
0270.0	PHYSICIST	McCLELLAND, W. MELVILL	5378
0270.0	PHYSICIST	MASSEY, STEPHEN A.	5375
0270.0	PHYSICIST	MAY, MICHAEL M.	5376
0270.0	PHYSICIST	MEAD, S. WARREN	5382
0270.0	PHYSICIST	MEISENHEIMER, ROBERT G.	5383
0270.0	PHYSICIST	MILANOVICH, FRED P.	5386
0270.0	PHYSICIST	MILLER, GEORGE H.	5387
0270.0	PHYSICIST	MULLINS JR., ROY K.	5393
0270.0	PHYSICIST	NEIFERT, RICHARD D.	5397
0270.0	PHYSICIST	NIELSEN, DALE E.	5399
0270.0	PHYSICIST	NORDYKE, HILO D.	5400
0270.0	PHYSICIST	NUCKOLLS, JOHN H.	5402
0270.0	PHYSICIST	OLSEN, JAMES L.	5403
0270.0	PHYSICIST	PEARLSTEIN, L. DONALD	5407
0270.0	PHYSICIST	POPPE, CARL H.	5409
0270.0	PHYSICIST	POST, RICHARD F.	5410

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0270.0	PHYSICIST	RESCIGNO, THOMAS N.	5415
0270.0	PHYSICIST	RHOADES JR., CLIFFORD E.	5416
0270.0	PHYSICIST	RICHARDS, GERALD T.	5417
0270.0	PHYSICIST	SACK, SEYMOUR	5419
0270.0	PHYSICIST	SCANLIN JR., WILLIAM F.	5420
0270.0	PHYSICIST	SCHWAB, MICHAEL	5422
0270.0	PHYSICIST	SHAY, HENRY D.	5425
0270.0	PHYSICIST	SHULER, WILLIAM B.	5428
0270.0	PHYSICIST	SIMONEN, THOMAS C.	5429
0270.0	PHYSICIST	SUOY, WALTER R.	5434
0270.0	PHYSICIST	SPAETH, MARY L.	5435
0270.0	PHYSICIST	STAEHLE, GEORGE G.	5438
0270.0	PHYSICIST	SZOKO, ABRAHAM	5441
0270.0	PHYSICIST	TARTER, C. BRUCE	5442
0270.0	PHYSICIST	TAYLOR, CHARLES J.	5443
0270.0	PHYSICIST	THOMASSEN, KEITH I.	5445
0270.0	PHYSICIST	TOMAN, JOHN	5446
0270.0	PHYSICIST	TYLER, JAMES V.	5449
0270.0	PHYSICIST	VIECELLI, JAMES A.	5450
0270.0	PHYSICIST	WALTSTEDT, ROLAND	5721
0270.0	PHYSICIST	WILKINS, MARK L.	5461
0270.0	PHYSICIST	WOOD, LOWELL L.	5463
0270.0	PHYSICIST	WOODRUFF, ROY D.	5464
0270.0	PHYSICIST	ZIMMERMAN, GEORGE B.	5466
0285.0	COMPUTER SCI/MTH PGMR	BROVONT JR., H. OWEN	5471
0285.0	COMPUTER SCI/MTH PGMR	BRULJNES, HANS R.	5473

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0285.0	COMPUTER SCI/MTH PGMR	FUSS, DIETER	5478
0285.0	COMPUTER SCI/MTH PGMR	HENDRICKSON, CHRISTOPHER P.	5484
0285.0	COMPUTER SCI/MTH PGMR	HERRICK, CHARLENE P.	5485
0285.0	COMPUTER SCI/MTH PGMR	JESSEN, TIM D.	5489
0285.0	COMPUTER SCI/MTH PGMR	KISHI, TADASHI	5491
0285.0	COMPUTER SCI/MTH PGMR	LYNCH, PAUL R.	5494
0285.0	COMPUTER SCI/MTH PGMR	MENDICINO, SAM F.	5497
0285.0	COMPUTER SCI/MTH PGMR	MICHELS, THEODORE C.	5498
0285.0	COMPUTER SCI/MTH PGMR	PATTON, ROBERT A.	5502
0285.0	COMPUTER SCI/MTH PGMR	RANELLETTI, JOHN E.	5505
0285.0	COMPUTER SCI/MTH PGMR	SCHOONOVER, JOBE E.	5508
0285.0	COMPUTER SCI/MTH PGMR	SEICHTER, RALPH N.	5510
0285.0	COMPUTER SCI/MTH PGMR	VRANESH, GEORGE E.	5517
0285.0	COMPUTER SCI/MTH PGMR	WATSON, RICHARD W.	5519
0285.0	COMPUTER SCI/MTH PGMR	ZWAKENBERG, RICHARD G.	5523
0302.2	SR SCIENTIFIC ASSOC	CAVAGNOLO, HENRY R.	5526
0302.2	SR SCIENTIFIC ASSOC	KINNEY, JOHN D.	5529
0302.2	SR SCIENTIFIC ASSOC	MOEBUS, MILTON C.	5530
0334.1	ENGRNG DESIGN ASSOC	WARD, RICHARD F.	5534
0337.1	ENGRNG TECHNI ASSOC	JONES, DAVID E.	5535
0337.1	ENGRNG TECHNI ASSOC	PASTRONE, JAMES A.	5536
0338.1	ENGRNG/SCIENTIFIC COORD	SATO, H. CALVIN	5537
0339.2	SR ENGRNG ASSOC	AMERMAN, WILLIAM R.	5711
0339.2	SR ENGRNG ASSOC	ANDRUS, KENNETH L.	5538
0339.2	SR ENGRNG ASSOC	BAN, ALFRED	5712
0339.2	SR ENGRNG ASSOC	BILLIA, RICHARD J.	5539

EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0339.2	SR ENGRNG ASSOC	BORZILERI, CHARLES V.	5540
0339.2	SR ENGRNG ASSOC	BOYER, NORMAN W.	5541
0339.2	SR ENGRNG ASSOC	BROADWATER, CALVIN W.	5542
0339.2	SR ENGRNG ASSOC	CHAKEDIS, DENNIS V.	5543
0339.2	SR ENGRNG ASSOC	CLOUSER, RICHARD W.	5544
0339.2	SR ENGRNG ASSOC	CONNER, WAYNE C.	5545
0339.2	SR ENGRNG ASSOC	DADDARIO, MATTHEW J.	5546
0339.2	SR ENGRNG ASSOC	DEVINE, GARY J.	5547
0339.2	SR ENGRNG ASSOC	DITTBENNER, GERALD R.	5548
0339.2	SR ENGRNG ASSOC	DRAGON, ERNEST P.	5549
0339.2	SR ENGRNG ASSOC	ELSHOLZ, WILLIAM E.	5550
0339.2	SR ENGRNG ASSOC	GRETHER, RICHARD E.	5552
0339.2	SR ENGRNG ASSOC	HALL, DARRYL D.	5713
0339.2	SR ENGRNG ASSOC	HENDERSON, HERMAN F.	5553
0339.2	SR ENGRNG ASSOC	HERSEY JR., RALPH J.	5554
0339.2	SR ENGRNG ASSOC	JANZEN, JOSEPH H.	5555
0339.2	SR ENGRNG ASSOC	JOHANSEN, HAROLD R.	5556
0339.2	SR ENGRNG ASSOC	KUHN, BERNHARD A.	5558
0339.2	SR ENGRNG ASSOC	LANZA, RICHARD Z.	5559
0339.2	SR ENGRNG ASSOC	MARTIN, JOHN L.	5560
0339.2	SR ENGRNG ASSOC	MAYO, STEPHEN E.	5561
0339.2	SR ENGRNG ASSOC	MEISNER, LEO F.	5562
0339.2	SR ENGRNG ASSOC	MONTGOMERY, KERMUTH L.	5563
0339.2	SR ENGRNG ASSOC	NAKANO, SAM S.	5714
0339.2	SR ENGRNG ASSOC	O'CONNOR, JOHN W.	5564
0339.2	SR ENGRNG ASSOC	OH, JEFFREY	5565

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EMPLOYEES TO BE EXCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0339.2	SR ENGRNG ASSOC	PERRY, RAYMOND W.	5715
0339.2	SR ENGRNG ASSOC	RAMOS, TERRY J.	5566
0339.2	SR ENGRNG ASSOC	ROBERTS, DAVID H.	5567
0339.2	SR ENGRNG ASSOC	ROMO JR., JOSEPH G.	5568
0339.2	SR ENGRNG ASSOC	SCHLEICHER, BARRY R.	5569
0339.2	SR ENGRNG ASSOC	STEELE, RONALD L.	5570
0339.2	SR ENGRNG ASSOC	WENGERT, JOHN F.	5571
0339.2	SR ENGRNG ASSOC	WHITLOW, HAROLD F.	5572
0339.2	SR ENGRNG ASSOC	WOOD, DAVID D.	5573
0235.0	BIOPHYSICIST	ALL EMPLOYEES	

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APPENDIX B

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EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0225.0	BIOMEDICAL SCI	BALHORN, RODNEY L.	4820
0225.0	BIOMEDICAL SCI	BIGREE, WILLIAM L.	4821
0225.0	BIOMEDICAL SCI	BRANSCOMB, ELBERT W.	4822
0225.0	BIOMEDICAL SCI	DEAN, PHILLIP N.	4824
0225.0	BIOMEDICAL SCI	FELTON, JAMES S.	4826
0225.0	BIOMEDICAL SCI	PALLAVICINI, MARIA G.	4831
0225.0	BIOMEDICAL SCI	SHORE, VIRGIE O.	4832
0225.0	BIOMEDICAL SCI	TAYLOR, ROBERT T.	4833
0225.0	BIOMEDICAL SCI	THOMPSON, LAWRENCE H.	4834
0225.0	BIOMEDICAL SCI	VANDERLAAN, MARTIN	4835
0225.0	BIOMEDICAL SCI	WYROBEK, ANDREW J.	4836
0230.0	ENVIR SCI	BINGHAM, GAIL E.	4839
0230.0	ENVIR SCI	KERCHER, JAMES R.	4841
0230.0	ENVIR SCI	KORANDA, JOHN J.	4842
0230.0	ENVIR SCI	LAYTON, DAVID W.	4843
0230.0	ENVIR SCI	RICE JR., DAVID W.	4845
0230.0	ENVIR SCI	SPIES, ROBERT B.	4848
0230.0	ENVIR SCI	STUART, MARSHALL L.	4849
0242.0	CHEMIST	ALDER, BERNI J.	4857
0242.0	CHEMIST	BAISDEN, PATRICIA A.	4859
0242.0	CHEMIST	BORG, RICHARD J.	4862
0242.0	CHEMIST	BUDEMEIER, ROBERT W.	4863
0242.0	CHEMIST	GUDIKSEN, PAUL H.	4877
0242.0	CHEMIST	GUNNINK, RAYMOND	4878
0242.0	CHEMIST	HEARD, HUGH C.	4880
0242.0	CHEMIST	HULET, E. KENNETH	4882

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EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0242.0	CHEMIST	LEE, EDWARD L.	4889
0242.0	CHEMIST	LEICH, DOUGLAS A.	4890
0242.0	CHEMIST	MANN, LLOYD G.	4894
0242.0	CHEMIST	ROSS, MARVIN	4903
0242.0	CHEMIST	WONG, KAI M.	4910
0249.0	ENG	AL-AYAT, ROKAYA	4911
0249.0	ENG	ARMANTROUT, GUY A.	4915
0249.0	ENG	BALCH, JOSEPH W.	4919
0249.0	ENG	BAXTER, RICHARD C.	4923
0249.0	ENG	BEHRIN, ERVIN	4925
0249.0	ENG	BEVENSEE, ROBERT M.	4930
0249.0	ENG	BIGGS, ALFRED G.	4931
0249.0	ENG	BLUM, ASHER S.	4934
0249.0	ENG	BLUMENTHAL, DONALD K.	4935
0249.0	ENG	BROUGH, WINSLOW G.	4941
0249.0	ENG	BROUGHTON, JEFFREY M.	4942
0249.0	ENG	BRYSON, WILLIAM R.	5725
0249.0	ENG	CANDY, JAMES V.	4950
0249.0	ENG	CASEY, KENDELL F.	5722
0249.0	ENG	CERVELLI, JOSEPH D.	4954
0249.0	ENG	COOPER, WILSON E.	4964
0249.0	ENG	COPELAND, ALAN B.	4965
0249.0	ENG	CROWE, RANDEL A.	4971
0249.0	ENG	DINI, JOHN W.	4981
0249.0	ENG	DONALDSON, ROBERT R.	4986
0249.0	ENG	DONICH, TERRY R.	4987

EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	ENHERT, RICHARD A.	4995
0249.0	ENG	FRANCIS, HORACE D.	5001
0249.0	ENG	GILMARTIN, THOMAS J.	5009
0249.0	ENG	HATFIELD, LANSING	5022
0249.0	ENG	HOLDSWORTH, THOMAS	5032
0249.0	ENG	HUBBELL JR., WILLIAM H.	5036
0249.0	ENG	JAROSKA, MILES F.	5044
0249.0	ENG	KAIFER, ROBERT	5728
0249.0	ENG	KALIBJIAN, RALPH	5047
0249.0	ENG	KIEFER, RODNEY D.	5052
0249.0	ENG	KRAUSE, KARL H.	5056
0249.0	ENG	KULKE, BERNARD	5058
0249.0	ENG	LABADORF, HARRY A.	5059
0249.0	ENG	LAINE, EDWIN F.	5061
0249.0	ENG	LEIGHTON, JAMES F.	5069
0249.0	ENG	LONG, ROBERT M.	5078
0249.0	ENG	LUDWIG, ERNEST R.	5081
0249.0	ENG	LYTLE, R. JEFF	5082
0249.0	ENG	MCCUE JR., HOWARD K.	5094
0249.0	ENG	McKINLEY, KARENA D.	5097
0249.0	ENG	McQUAID, JAMES H.	5100
0249.0	ENG	McWILLIAMS, THOMAS G.	5101
0249.0	ENG	MACLEAN, LEE M.	5084
0249.0	ENG	MARTIN, LEROY C.	5087
0249.0	ENG	MILLER, DALE E.	5105
0249.0	ENG	MILLER, JOHN L.	5107

EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	MOYER, DAVID R.	5116
0249.0	ENG	MOYER, JERARD H.	5117
0249.0	ENG	NEWTON, LLOYD E.	5122
0249.0	ENG	NIELSEN, STANLEY A.	5124
0249.0	ENG	NYHOLM, ROBERT A.	5126
0249.0	ENG	O'BERST, EUGENE F.	5127
0249.0	ENG	O'BRIEN, DENNIS W.	5128
0249.0	ENG	OPPENHEIMER, JAMES L.	5133
0249.0	ENG	PETERSON, ROGER L.	5145
0249.0	ENG	PLOEGER, WILLIAM M.	5149
0249.0	ENG	PORTNOFF, MICHAEL R.	5153
0249.0	ENG	REGINATO, LOUIS L.	5156
0249.0	ENG	ROUSSEAU, WILLIAM F.	5163
0249.0	ENG	RUBERT, RODNEY R.	5165
0249.0	ENG	RUMBLE, ROBERT P.	5166
0249.0	ENG	SANGER, GREGORY M.	5171
0249.0	ENG	SAUNDERS, KENNETH A.	5172
0249.0	ENG	SCHNEIDER JR., NORMAN A.	5173
0249.0	ENG	SCHNEIDER, JOSEPH	5174
0249.0	ENG	SHANNON, MICHAEL J.	5177
0249.0	ENG	SHIMER, DANIEL W.	5180
0249.0	ENG	SPATARO, SAM J.	5187
0249.0	ENG	SPOGEN JR., LEO R.	5189
0249.0	ENG	THOMPSON, DANIEL C.	5206
0249.0	ENG	THROOP, ALAN L.	5208
0249.0	ENG	TWOGOOD, RICHARD E.	5210

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EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	VAN NESS, HUBERT W.	5213
0249.0	ENG	VOLLMER, DONALD W.	5218
0249.0	ENG	WALLING, JUAQUIN L.	5222
0249.0	ENG	WATLING, HUGH E.	5227
0249.0	ENG	WELLS, JAMES E.	5230
0249.0	ENG	WIESKAMP, T. F.	5239
0249.0	ENG	WITHERELL, CHARLES E.	5243
0249.0	ENG	WOELFFER, ROBERT A.	5244
0249.0	ENG	WYMAN JR., ROBERT H.	5247
0256.0	MATHEMATICIAN	BASINGER, RICHARD C.	5249
0256.0	MATHEMATICIAN	CARLSON, RALPH	7544
0256.0	MATHEMATICIAN	DUBOIS, PAUL F.	5250
0256.0	MATHEMATICIAN	MARGOLIES, DAVID S.	5253
0256.0	MATHEMATICIAN	MOORE II, DAN H.	5254
0270.0	PHYSICIST	ALONSO, CAROL T.	5267
0270.0	PHYSICIST	ALVAREZ JR., RAYMOND A.	5268
0270.0	PHYSICIST	AULT, EARL R.	5272
0270.0	PHYSICIST	AXELROD, TIMOTHY S.	5273
0270.0	PHYSICIST	BALDWIN, DAVID E.	5274
0270.0	PHYSICIST	BARLETTA, WILLIAM A.	5276
0270.0	PHYSICIST	BARR, ORVILLE C.	5277
0270.0	PHYSICIST	BERNAT, THOMAS P.	5280
0270.0	PHYSICIST	BLISS, ERLAN S.	5281
0270.0	PHYSICIST	BUCK, RICHARD M.	5286
0270.0	PHYSICIST	CAMPBELL, EDWARD M.	5288
0270.0	PHYSICIST	CEGLIO, NATALE M.	5291

EMPLOYEES TO BE INCLUDED IN UNIT 16

<u>CODE</u>	<u>TITLE NAME</u>	<u>NAME</u>	<u>REC</u>
0270.0	PHYSICIST	DUNLOP, WILLIAM S.	5304
0270.0	PHYSICIST	ERICKSON, STANLEY A.	5310
0270.0	PHYSICIST	ERMAK, DONALD L.	5311
0270.0	PHYSICIST	FORTNER, RICHARD J.	5315
0270.0	PHYSICIST	GOOSMAN, DAVID R.	5319
0270.0	PHYSICIST	HACKEL, LLOYD A.	5324
0270.0	PHYSICIST	HALSEY, WILLIAM G.	5327
0270.0	PHYSICIST	HASELMAN JR., LEONARD C.	5331
0270.0	PHYSICIST	HEIKKINEN, DALE W.	5333
0270.0	PHYSICIST	HERMAN, PAUL T.	5336
0270.0	PHYSICIST	HESTER, ROSS E.	5337
0270.0	PHYSICIST	HILDUM, JOSEPH S.	5338
0270.0	PHYSICIST	JOHNSON, KENT C.	5350
0270.0	PHYSICIST	JOHNSON, MICHAEL A.	5351
0270.0	PHYSICIST	KERR, RODERICK G.	5354
0270.0	PHYSICIST	KNAUSS, KEVIN G.	5718
0270.0	PHYSICIST	KOOPMAN, RONALD P.	5357
0270.0	PHYSICIST	KRAMER, GEORGE D.	5359
0270.0	PHYSICIST	KRUGER, HANS W.	5361
0270.0	PHYSICIST	KUIZENGA, DIRK J.	5364
0270.0	PHYSICIST	LOWDERMILK, W. HOWARD	5370
0270.0	PHYSICIST	McKAGUE, HERBERT L.	5379
0270.0	PHYSICIST	McMAHAN, ANDREW K.	5380
0270.0	PHYSICIST	McNAMARA, BRENDAN	5381
0270.0	PHYSICIST	MALLETT, JOHN H.	5373
0270.0	PHYSICIST	MILAM, DAVID	5385

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EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0270.0	PHYSICIST	MINICHINO, CAMILLE	5388
0270.0	PHYSICIST	MONSLER, MICHAEL J.	5390
0270.0	PHYSICIST	MOSES, EDWARD I.	5392
0270.0	PHYSICIST	MULTHAUF, LLOYD G.	5394
0270.0	PHYSICIST	MURRAY, JOHN R.	5395
0270.0	PHYSICIST	MYERS, BOTH R.	5396
0270.0	PHYSICIST	NAKANISHI, KEITH	5720
0270.0	PHYSICIST	NOWAK, DAVID A.	5401
0270.0	PHYSICIST	O'NEIL, RICHARD W.	5404
0270.0	PHYSICIST	PAISNER, JEFFREY A.	5405
0270.0	PHYSICIST	PATTERSON, DAN W.	5406
0270.0	PHYSICIST	PLEASANCE, LYN D.	5408
0270.0	PHYSICIST	POWELL, HOWARD T.	5411
0270.0	PHYSICIST	PROCTOR, IVAN D.	5413
0270.0	PHYSICIST	ROUTH, JAMES W.	5418
0270.0	PHYSICIST	SCHEIMER, JAMES F.	5421
0270.0	PHYSICIST	SHARP JR., RICHARD W.	5423
0270.0	PHYSICIST	SHAW, LARRY L.	5424
0270.0	PHYSICIST	SHEPP, THOMAS A.	5426
0270.0	PHYSICIST	SHOTTS, WAYNE J.	5427
0270.0	PHYSICIST	SLIVINSKY, VINCENT W.	5430
0270.0	PHYSICIST	SLONE JR., HASEL J.	5431
0270.0	PHYSICIST	SMITH, WALTER L.	5432
0270.0	PHYSICIST	SOLARZ, RICHARD W.	5433
0270.0	PHYSICIST	SPECK, DAVID R.	5436
0270.0	PHYSICIST	STOKOWSKI, STANLEY E.	5439

EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0270.0	PHYSICIST	SULLIVAN, THOMAS J.	5440
0270.0	PHYSICIST	TERHUNE, ROBERT W.	5444
0270.0	PHYSICIST	TRAINOR, ROBERT J.	5447
0270.0	PHYSICIST	TURNER, WILLIAM C.	5448
0270.0	PHYSICIST	WAINWRIGHT, THOMAS	5451
0270.0	PHYSICIST	WEBER, HARVIN J.	5453
0270.0	PHYSICIST	WEINGART, RICHARD C.	5454
0270.0	PHYSICIST	WEIR, JOHN T.	5456
0270.0	PHYSICIST	WEISS, HORTON S.	5457
0270.0	PHYSICIST	WESTBROOK, CHARLES K.	5458
0270.0	PHYSICIST	WHEELER, PAUL C.	5459
0270.0	PHYSICIST	WILDER, DALE G.	5460
0285.0	COMPUTER SCI/MTH PGMR	BALABAN, DAVID J.	5467
0285.0	COMPUTER SCI/MTH PGMR	BRANDT, J. JOSEPH	5469
0285.0	COMPUTER SCI/MTH PGMR	BREngle, THOMAS A.	5470
0285.0	COMPUTER SCI/MTH PGMR	FONG, KIRBY W.	5477
0285.0	COMPUTER SCI/MTH PGMR	GRIFFING, R. BRUCE	5480
0285.0	COMPUTER SCI/MTH PGMR	HOWARD, BARRY C.	5488
0285.0	COMPUTER SCI/MTH PGMR	LUND, PAUL E.	5493
0285.0	COMPUTER SCI/MTH PGMR	MATTHEWS, JACK R.	5496
0285.0	COMPUTER SCI/MTH PGMR	NG, WALTER C.	5500
0285.0	COMPUTER SCI/MTH PGMR	NOVELL, DONNA M.	5501
0285.0	COMPUTER SCI/MTH PGMR	STORCH, F. DAVID	5513

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SUPERVISORY EMPLOYEES TO BE EXCLUDED FROM UNIT 16

CODE	TITLE NAME	NAME	REC
0242.0	CHEMIST	DUPZYK, ISABELLE A.	4868
0242.0	CHEMIST	FINGER, MILTON	4870
0242.0	CHEMIST	FLEMING, PHILIP G.	4872
0242.0	CHEMIST	GUARIENTI, RICHARD P.	4876
0242.0	CHEMIST	JOHNSON, JAMES S.	4885
0242.0	CHEMIST	MCGUIRE, RAYMOND R.	4895
0242.0	CHEMIST	NATHANS, MARCEL W.	4898
0249.0	ENG	ALVAREZ, NORMAN J.	4913
0249.0	ENG	AMES, HENRY S.	4914
0249.0	ENG	AUYONG, MARJORIE	4917
0249.0	ENG	BOSSI, RICHARD H.	4937
0249.0	ENG	BROWN, ROGER P.	4943
0249.0	ENG	BRYAN, JAMES B.	4945
0249.0	ENG	CAMPBELL, DONALD E.	4949
0249.0	ENG	CASAMAJOR, ALAN B.	4953
0249.0	ENG	CHAPMAN, WILLIAM H.	4956
0249.0	ENG	CONRAD, DAVID C.	4963
0249.0	ENG	CURRY, CHARLES R.	4973
0249.0	ENG	DAVIN, JAMES M.	4974
0249.0	ENG	DIAZ, BENJAMIN R.	4980
0249.0	ENG	ECKARD, ROYCE D.	4993
0249.0	ENG	FISHER, EUGENE R.	5000
0249.0	ENG	FRAIZER, ROBERT L.	5002
0249.0	ENG	FREELAND, GARY E.	5003
0249.0	ENG	GOUDREAU, GERALD L.	5012
0249.0	ENG	GRITTON, DALE G.	5015

SUPERVISORY EMPLOYEES TO BE EXCLUDED FROM UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	- GUENTERBERG, GORDON L.	5016
0249.0	ENG	- HANGARTNER, LYLE G.	5019
0249.0	ENG	- HARRI, JOHN G.	5020
0249.0	ENG	- HED, P. PAUL	5024
0249.0	ENG	- HELD, BRUCE J.	5025
0249.0	ENG	- HELD, JAMES L.	5026
0249.0	ENG	- HOFER, WALTER W.	5031
0249.0	ENG	- HOLCOMB, FRANK	5727
0249.0	ENG	- HOLLOWAY, FREDERICK W.	5034
0249.0	ENG	- HOLTEN, DAVID C.	5035
0249.0	ENG	- HUMPAL, HAROLD H.	5037
0249.0	ENG	- HURLEY, CHARLES A.	5039
0249.0	ENG	- JANDRISEVITS, RUSSELL A.	5043
0249.0	ENG	- JOHNSON III, COLEMAN V.	5047
0249.0	ENG	- KOPIERECKI, MARIAN W.	5054
0249.0	ENG	- LAMBERT, JOSEPH K.	5063
0249.0	ENG	- LENNON, JOSEPH P.	5070
0249.0	ENG	- LEONG, ROBERT	5072
0249.0	ENG	- LERCHE, RICHARD A.	5073
0249.0	ENG	- LINDSEY, D. H.	5076
0249.0	ENG	- McDANIEL, DARLEEN D.	5095
0249.0	ENG	- MAGEE, MICHAEL W.	5085
0249.0	ENG	- MASLES, THOMAS D.	5088
0249.0	ENG	- MONAHAN, BERNARD G.	5110
0249.0	ENG	- MONTGOMERY, DAVID L.	5111
0249.0	ENG	- NATTRASS, LAURENCE A.	5119

SUPERVISORY EMPLOYEES TO BE EXCLUDED FROM UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	- ONG, MIKE M.	5132
0249.0	ENG	- OPSAL, JON L.	5134
0249.0	ENG	- OSTER, YALE	5136
0249.0	ENG	- OZARSKI, ROBERT G.	5138
0249.0	ENG	- PITTENGER, LEE C.	5148
0249.0	ENG	- POMERNACKI, CHARLES L.	5152
0249.0	ENG	- RAVENSCROFT, DEWEY S.	5154
0249.0	ENG	- REGO JR., JACK	5157
0249.0	ENG	- RIENECKER JR., FRED	5159
0249.0	ENG	- RUPERT, PAUL R.	5167
0249.0	ENG	- SACKETT, STEVEN J.	5170
0249.0	ENG	- SEVERYN, JOHN R.	5176
0249.0	ENG	- SMUDA, PAUL A.	5186
0249.0	ENG	- SPENCER, JACK W.	5188
0249.0	ENG	- STOWERS, IRVING F.	5194
0249.0	ENG	- SUMMERS, MARK A.	5197
0249.0	ENG	- THOMPSON, CALVIN E.	5205
0249.0	ENG	- VAROSH, RONALD E.	5215
0249.0	ENG	- VASICK, GEORGE A.	5216
0249.0	ENG	- VOLKMAN, KENNETH W.	5217
0249.0	ENG	- WAGNER, JAN K.	5219
0249.0	ENG	- WALDRON, RAYMOND L.	5220
0249.0	ENG	- WALLERSTEIN, EDWARD P.	5221
0249.0	ENG	- WEBER JR., FRANK R.	5228
0249.0	ENG	- WEST, JESSE J.	5232
0249.0	ENG	- WHELAN, HOWARD A.	5234

SUPERVISORY EMPLOYEES TO BE EXCLUDED FROM UNIT 16

CODE	TITLE NAME	NAME	REC
0247.0	ENG	WHITE JR., HENRY A.	5235
0248.0	ENG	WHITHAM, KENNETH	5236
0249.0	ENG	WHITING JR., HOWARD H.	5237
0249.0	ENG	WILSON, HERBERT E.	5240
0249.0	ENG	WITHARM, TERRY T.	5242
0270.0	PHYSICIST	CAMPBELL, GEORGE W.	5289
0270.0	PHYSICIST	ELLIOTT, JACK H.	5308
0270.0	PHYSICIST	FESSENDEN, THOMAS J.	5312
0270.0	PHYSICIST	FLETCHER, JOHN G.	5314
0270.0	PHYSICIST	MICHAEL, GEORGE A.	5384
0270.0	PHYSICIST	POWELL, T. JORDAN	5412
0270.0	PHYSICIST	PREVO, CHARLES T.	5719
0285.0	COMPUTER SCI/MTH PGMR	BOER, GARRET L.	5468
0285.0	COMPUTER SCI/MTH PGMR	BRUCE, A. LANDON	5472
0285.0	COMPUTER SCI/MTH PGMR	DESAUSSURE, RAYMOND E.	5474
0285.0	COMPUTER SCI/MTH PGMR	DU BOIS, PIERRE J.	5475
0285.0	COMPUTER SCI/MTH PGMR	EMERY, DONALD R.	5476
0285.0	COMPUTER SCI/MTH PGMR	GIROUX, ELLIOT D.	5479
0285.0	COMPUTER SCI/MTH PGMR	GULLIFORD, ROBERT J.	5482
0285.0	COMPUTER SCI/MTH PGMR	HOLT, RICHARD D.	5486
0285.0	COMPUTER SCI/MTH PGMR	LITTERST, RONALD F.	5492
0285.0	COMPUTER SCI/MTH PGMR	MORRISON, IRA W.	5499
0285.0	COMPUTER SCI/MTH PGMR	PLOOF, FRANK W.	5503
0285.0	COMPUTER SCI/MTH PGMR	PRATT, MICHAEL W.	5504
0285.0	COMPUTER SCI/MTH PGMR	REQUA, JOSEPH E.	5506
0285.0	COMPUTER SCI/MTH PGMR	SNYDER, EUGENE L.	5511

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SUPERVISORY EMPLOYEES TO BE EXCLUDED FROM UNIT 16

CODE	TITLE NAME	NAME	REC
0285.0	COMPUTER SCI/MTH PGMR	UYEMURA, MIKE T.	5515
0285.0	COMPUTER SCI/MTH PGMR	WARREN, WILLIAM E.	5518
0285.0	COMPUTER SCI/MTH PGMR	WEIDHAAS, PATRICK P.	5520
0285.0	COMPUTER SCI/MTH PGMR	WILGUS, CONRAD A.	5522
0371.1	HLTH AND SFTY ASSOC	RODRIGUES, ROBERTA A.	5575

EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	BERNREUTER, DON L.	4929
0249.0	ENG	BOUMAN, BARRY R.	4938
0249.0	ENG	CALDERON, MANUEL O.	4947
0249.0	ENG	CARLSON, GUSTAV A.	4951
0249.0	ENG	CHUANG, TIEN-YUH	4959
0249.0	ENG	COATS JR., DAVID W.	4962
0249.0	ENG	CORNISH, DONALD N.	4967
0249.0	ENG	DAY, JAMES A.	4976
0249.0	ENG	GARCIA, JON R.	5007
0249.0	ENG	GERICH, JERRY W.	5008
0249.0	ENG	HANSON, CLARK L.	5726
0249.0	ENG	HINKLE, RICHARD E.	5029
0249.0	ENG	HOLL, PETER M.	5033
0249.0	ENG	KOZMAN, THEODORE A.	5055
0249.0	ENG	LARA, MANRICO C.	5066
0249.0	ENG	LUNDBERG, ANDERS	5730
0249.0	ENG	MCCALLUM, WALTER J.	5091
0249.0	ENG	MERCIER, JOHN A.	5103
0249.0	ENG	MISKEL, PAUL L.	5109
0249.0	ENG	MOOR II, ERNEST H.	5113
0249.0	ENG	MURRAY, ROBERT C.	5118
0249.0	ENG	NELSON, ROBERT L.	5120
0249.0	ENG	O'NEAL, WILLIAM C.	5131
0249.0	ENG	PETERSON, RICHARD T.	5144
0249.0	ENG	RUSSO, MATTHEW J.	5169
0249.0	ENG	SIMMS, DENNIS D.	5184

EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0249.0	ENG	STERBENTZ, WILLIAM H.	5192
0249.0	ENG	STONE, ROGER R.	5193
0249.0	ENG	STRIPEIKA, ALEXANDER J.	5196
0249.0	ENG	VALBY, LAWRENCE E.	5211
0249.0	ENG	VANSANT JR., JAMES H.	5214
0270.0	PHYSICIST	JOHNSON, KEITH W.	5349
0285.0	COMPUTER SCI/MTH PGMR	HORVATH JR., JOHN A.	5487
0285.0	COMPUTER SCI/MTH PGMR	RICHARDS, MARILYN D.	5507
0285.0	COMPUTER SCI/MTH PGMR	SEBERGER, DAVID A.	5509
0285.0	COMPUTER SCI/MTH PGMR	SOLBECK, STANLEY V.	5512
0285.0	COMPUTER SCI/MTH PGMR	THOMPSON, DAVID W.	5514
0205.0	COMPUTER SCI/MTH PGMR	WHITTEN, GAIL A.	5521

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MANAGERIAL EMPLOYEES TO BE EXCLUDED FROM UNIT 16

CODE	TITLE NAME	NAME	REC
0242.0	CHEMIST	CHEW, MELTON H.	4865
0242.0	CHEMIST	ENEIDI, WALTER	5704
0242.0	CHEMIST	GOISHI, WATARU	4875
0242.0	CHEMIST	ILLIGE, JOHN D.	4884
0242.0	CHEMIST	LIPERA, JOE	4893
0242.0	CHEMIST	MORSE, JAMES L.	4896
0249.0	ENG	RALLOU, LYNDON	5724
0249.0	ENG	HAMM JR., THEODORE	5018
0249.0	ENG	JESSEN, FREDRICK W.	5046
0249.0	ENG	LENNON, WILLIAM J.	5071
0249.0	ENG	MCCARDLE, ROGER A.	5092
0249.0	ENG	MENAIKY JR., RAY M.	5099
0249.0	ENG	MAYHEW, JAMES A.	5090
0249.0	ENG	MICKEL, CHARLES W.	5104
0249.0	ENG	MOON, LAWRENCE L.	5112
0249.0	ENG	O'CONNELL, LAWRENCE G.	5129
0249.0	ENG	PARTLOW, A. LEE	5141
0249.0	ENG	ROTHMAN, AL	5733
0249.0	ENG	STEPHENS, DOUGLAS R.	5191
0249.0	ENG	VAN DYKE, OWEN R.	5212
0270.0	PHYSICIST	BECKER, JAMES F.	5279
0270.0	PHYSICIST	DYE, DAVID H.	5305
0270.0	PHYSICIST	GLENN, LEWIS A.	5318
0270.0	PHYSICIST	HANNON JR., WILLARD J.	5328
0270.0	PHYSICIST	HORNADY, ROBERT S.	5342
0270.0	PHYSICIST	KAN, TEHNAU	5352

MANAGERIAL EMPLOYEES TO BE EXCLUDED FROM UNIT 16

<u>CODE</u>	<u>TITLE NAME</u>	<u>NAME</u>	<u>REC</u>
0270.0	PHYSICIST	KOVAR, FREDERICK R.	5358
0270.0	PHYSICIST	LEWIS, ARTHUR E.	5366
0270.0	PHYSICIST	MORE, RICHARD H.	5391
0270.0	PHYSICIST	NELLIS, WILLIAM J.	5398
0270.0	PHYSICIST	RAMSPOTT, LAWRENCE D.	5414
0270.0	PHYSICIST	YOUNKER, LELAND	5465
0285.0	COMPUTER SCI/MTH PGHR	MARON, NEIL	5495

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APPENDIX E

PAGE 1

EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0242.0	CHEMIST	DUBBIN, JAMES W.	4867
0242.0	CHEMIST	HATCHER, CHARLES W.	4879
0242.0	CHEMIST	LEE, EDWARD L.	4889
0249.0	ENG	CALDWELL, WILLIAM J.	4948
0249.0	ENG	FARADO, BURSEY D.	4997
0249.0	ENG	GILMARTIN, THOMAS J.	5009
0249.0	ENG	GODWIN, ROBERT O.	5010
0249.0	ENG	HOAGLAND, DAVID E.	5030
0249.0	ENG	KRAUSE, OTTO A.	5057
0249.0	ENG	PLOEGER, WILLIAM M.	5149
0249.0	ENG	POGGIO, ANDREW J.	5150
0249.0	ENG	ROSSOW, TERRY L.	5162
0249.0	ENG	WANG, SOU-TIEN	5224
0249.0	ENG	WERNER, RICHARD	5734
0270.0	PHYSICIST	ATTWOOD JR., DAVID T.	5271
0270.0	PHYSICIST	COLEMAN, LAMAR W.	5298
0270.0	PHYSICIST	EARLY, JAMES T.	5306
0270.0	PHYSICIST	HAAS, ROGER A.	5323
0270.0	PHYSICIST	HUNT, JOHN T.	5347
0270.0	PHYSICIST	MOIR, RALPH W.	5389
0270.0	PHYSICIST	TURNER, WILLIAM C.	5448
0270.0	PHYSICIST	WEINSTEIN, BERTHOLD W.	5455

MANAGERIAL EMPLOYEES TO BE EXCLUDED FROM UNIT 16

<u>CODE</u>	<u>TITLE NAME</u>	<u>NAME</u>	<u>REC</u>
0270.0	PHYSICIST	KOVAR, FREDERICK R.	5358
0270.0	PHYSICIST	LEWIS, ARTHUR E.	5366
0270.0	PHYSICIST	MORE, RICHARD M.	5391
0270.0	PHYSICIST	NELLIS, WILLIAM J.	5398
0270.0	PHYSICIST	RAMSPOTT, LAWRENCE D.	5414
0270.0	PHYSICIST	YOUNKER, LELAND	5465
0285.0	COMPUTER SCI/MTH PMR	MARON, NEIL	5495

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APPENDIX F

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EMPLOYEES TO BE INCLUDED IN UNIT 16

CODE	TITLE NAME	NAME	REC
0242.0	CHEMIST	DUBRIN, JAMES W.	4867
0242.0	CHEMIST	HATCHER, CHARLES W.	4879
0242.0	CHEMIST	LEE, EDWARD L.	4889
0249.0	ENG	CALDWELL, WILLIAM J.	4948
0249.0	ENG	FARADO, BURSEY D.	4997
0249.0	ENG	GILMARTIN, THOMAS J.	5009
0249.0	ENG	GODWIN, ROBERT O.	5010
0249.0	ENG	HOAGLAND, DAVID E.	5030
0249.0	ENG	KRAUSE, OTTO A.	5057
0249.0	ENG	PLOEGER, WILLIAM M.	5149
0249.0	ENG	POGGIO, ANDREW J.	5150
0249.0	ENG	ROSSOW, TERRY L.	5162
0249.0	ENG	WANG, SOU-TIEN	5224
0249.0	ENG	WERNER, RICHARD	5734
0270.0	PHYSICIST	ATTWOOD JR., DAVID T.	5271
0270.0	PHYSICIST	COLEMAN, LAMAR W.	5298
0270.0	PHYSICIST	EARLY, JAMES T.	5306
0270.0	PHYSICIST	HAAS, ROGER A.	5323
0270.0	PHYSICIST	HUNT, JOHN T.	5347
0270.0	PHYSICIST	MOIR, RALPH W.	5389
0270.0	PHYSICIST	TURNER, WILLIAM C.	5448
0270.0	PHYSICIST	WEINSTEIN, BERTHOLD W.	5455