

STATE OF CALIFORNIA
DECISION OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD



IN THE MATTER OF:)

UNIT DETERMINATION FOR PROFESSIONAL)
PATIENT CARE EMPLOYEES OF THE)
UNIVERSITY OF CALIFORNIA PURSUANT)
TO CHAPTER 744 OF STATUTES OF 1978)
(HIGHER EDUCATION EMPLOYER-EMPLOYEE)
RELATIONS ACT))

Case Nos.

SF-PC-1001 et al.

PERB Decision No. 248b-H

March 31, 1983

Appearances: Stewart Weinberg, Attorney (Van Bourg, Allen, Weinberg & Roger) for United Health Care Employees, Service Employees International Union, Locals 535 and 660; Duane B. Beeson, Attorney (Beeson, Tayer, Kovach & Silbert) for California Nurses Association; Glenn Rothner, Attorney (Reich, Adell & Crost) for American Federation of State, County and Municipal Employees, AFL-CIO; Philip E. Callis, Attorney for California State Employees Association; Douglas H. Barton, Bonnie Kathleen Gibson, Mary Maloney Roberts, Susan C. Paulsen, Attorneys (Corbett, Kane, Berk & Barton) and James N. Odle, Associate Counsel for the Regents of the University of California.

Before: Tovar, 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 and Member Jaeger did not participate in this decision.

¹Unit Determination for Professional Patient Care Employees of the University of California Pursuant to Chapter 744 of the Statutes of 1978 (Higher Education Employer-Employee Relations Act) (9/30/82) PERB Decision No. 248-H. See also the decision concerning requests for reconsideration and judicial review. Unit Determination for Technical Employees; Clerical

Education Employer-Employee Relations Act (HEERA)² creating two bargaining units of professional patient care employees at the University of California (UC). One unit consists of registered nurses and the second consists of residual patient care professional employees. Pending that decision, exclusionary issues were raised by the parties with respect to the alleged managerial, supervisory, confidential and casual status of employees in the registered nurses and residual patient care professional units, as well as other proposed UC units. The hearing on these exclusionary issues began on July 14, 1982. See Unit Determination for Employees of the Regents of the University of California (9/4/81) PERB Order No. Ad-114-H and (4/20/82) PERB Order No. Ad-114a-H. It soon became apparent that the development of the record for this and related UC units would be an unduly lengthy and complex process since a total of approximately 7000 exclusionary issues were involved. As a result, on August 4, 1982, during the testimony pertaining to another unit, the Board ordered the hearing

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.

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

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 (List A submission) and each individual employee (List B submission) exclusionary claim. 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 in this matter substantially consists of declarations submitted by UC. The employee organizations did not submit any counter-declarations. In their briefs they argue that UC's documentation is insufficient to establish a prima facie case such that none of the claimed exclusions should be allowed. The record also consists of the transcript in the matter of the Unit Determination for Professional Patient Care Employees of the University of California, supra, PERB Decision No. 248-H, including class specifications, job descriptions, the staff personnel manual and salary schedules. As discussed, infra, the record in some cases establishes and in some cases does not establish a prima facie case sufficient to exclude the disputed classifications and employees.

DISCUSSION

The terms "managerial employee", "supervisory employee" and "confidential employee" are defined in subsection 3562(1),³

³Subsection 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

section 3580.34 and subsection 3562(e)⁵,

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.

⁴Section 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, 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.

⁵Subsection 3562(e) provides:

"Confidential employee" means any employee

respectively.⁶ The definitions in these sections of HEERA essentially parallel the definitions of managerial, supervisory and confidential employees found in the State Employer-Employee Relations Act (SEERA).⁷

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.

⁶Managerial 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.

⁷The SEERA is codified at section 3512 et seq.

The definition of "managerial employee" 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. 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.

The definition of "supervisory employee" in section 3522.1 of SEERA does not contain the department chairperson language of HEERA. 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

In deciding this case, 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 the burden of proving an exclusionary claim rests with the party asserting it.⁹ Stipulations of fact

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.

The definition of "confidential employee" in subsection 3513(f) of SEERA refers to individuals who develop or present management positions with respect to "employer-employee relations" as compared to "meeting and conferring." Subsection 3513(f) provides:

"Confidential employee" means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information contributing significantly to the development of management positions.

⁸Unit Determination for Employees of the California State University and College 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.

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

submitted by the parties are accepted as conclusive. Additionally, see the detailed discussion regarding managerial and supervisory employees in 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 (3/8/83) PERB Decision No. 246a-H, at p. 8 et seq.

As was stated in that case, the Board's analysis according to the 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, 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 an employee.

REGISTERED NURSES UNIT

Registered nurses in the university system work in a variety of facilities such as university hospitals, medical centers, medical schools and student health care services. However, the organization of the facilities is often similar. Under the director of a facility is an associate director of nursing or an associate director in charge of a discrete group of nurses such as the perambulatory care nurses or anesthesia nurses. The ultimate power to hire, fire, transfer and discipline nurses generally resides in the associate director, yet that authority and other supervisory powers may be delegated through the organizational structure. Under the associate director in charge of a unit or service of the facility is a head nurse, then a charge nurse responsible for a specific area or function, shift leads, and finally floor nurses. During the swing and graveyard shifts a shift lead may have responsibility for directing work and counseling employees. The classifications of the nurses within the various levels of responsibility depend upon the size of the facility, unit or service and the level of responsibility.

The university has a two track system of classification in the registered nurses unit. The administrative nurse series is designed as a managerial and supervisory track while the clinical nurse series is the operational level concerned most directly with patient care. Advancement in the clinical

nurse series comes with increased knowledge, skill, experience and technical expertise. Head nurses are generally in the upper level administrative nurse classification.

UC claims that some or all employees within ten job classifications should be excluded from the registered nurses bargaining unit as managers or supervisors.¹⁰ In addition, it seeks to exclude one classification of nurses as casual.

The Board has attempted, in light of current National Labor Relations Board decisions, to determine whether the duties and functions described are predominately an exercise of professional judgment incidental to the treatment of patients or an exercise of true supervisory authority. See Eventide South, a Division of Geriatrics Inc. (1978) 239 NLRB 287 [99 LRRM 1606]; Doctor's Hospital (1975) 217 NLRB No. 87 [89 LRRM 1525].

¹⁰UC does claim that the evidence relating to supervisory status also indicates that many of the disputed employees are confidential and should be excluded on that basis. However, the Board has held that an employer will be allowed only a "small nucleus" of employees who develop or have access to confidential information with respect to meeting and conferring. Sierra Sands Unified School District (10/14/76) EERB Decision No. 2; Unit Determination for Professional Librarians of the University of California Pursuant to Chapter 744 of the Statutes of 1978 (Higher Education Employer-Employee Relations Act) (3/22/83) PERB Decision No. 247b-H. On the record as presented there is no indication that any service employee has confidential status.

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

Occupational Health Nurse II, Lawrence Berkeley Laboratory
(Class Code 180.2) (List A)

There is one incumbent in the classification of occupational health nurse II (OHN II). As the higher of the two grades in the OHN series, the duties of Connie Grondora basically include scheduling, training and writing performance appraisals of two other nurses. However, although she assigns and evaluates the work of these nurses, the majority of her work is similar to that of her subordinates in that she is involved in patient care, physical examinations, therapy and dispensing medication.

The very duties claimed as supervisory are those which are most accurately described as merely routine or clerical functions which are carried out within the narrow constraints of university policies and procedures. The record does not indicate actual supervisory authority. Because Grondora spends most of her time doing the work of her subordinates and her lead functions are routine and clerical in nature, we include the occupational health nurse II classification in the registered nurses unit.

Administrative Nurse II (Class Code 9133) (List A)

The administrative nurse (AN) series is designed, through five levels of progressively more responsible classifications in the series, to provide executive leadership development supporting the delivery of quality nursing within the university system. Although all incumbents at all levels of

the series must be qualified to perform at various clinical nurse levels and skills, their main concern is the management system necessary to support the health care delivery of the clinical nurses.

UC seeks to exclude all 165 incumbents in the administrative nurse II classification.¹¹ An AN II may act as the head nurse of a small unit providing around-the-clock inpatient care at a university hospital, as a head nurse for an outpatient clinic open eight to 12 hours five days a week, or as a shift manager for a large discrete inpatient unit. One AN II is the program manager of a psychiatric emergency services unit. AN II's direct the work of clinical nurses, laboratory technicians and unit service coordinators.

The record indicates that AN II's hire employees, write effective performance evaluations, adjust grievances and exercise independent judgment in making or accepting transfers into their work unit. For these reasons we find that the AN II classification is supervisory and excluded from the registered nurses unit.

Administrative Nurse I (Class Code 9134) (List A)

The administrative nurse I classification is the entry level into the administrative nurse series. UC seeks to exclude all 186 incumbents in this classification.

¹¹The employee organizations did not seek to include the administrative nurse III through V classifications in the bargaining unit.

AN I's are employed as the head nurse for a small outpatient clinic, as a shift coordinator for a small inpatient unit, or as an assistant head nurse for a large inpatient unit. They generally are expected to be able to qualify as and perform the work of a clinical nurse III. Indeed, one job description indicates that the AN I performs work equivalent to her nursing subordinates up to 80 percent of the time.

With the exception noted below, AN I's do not have sufficient indicia of supervising authority. They may only take personnel actions with the approval of their superior who is usually an AN III. These AN I's perform work similar to that of their subordinates. Their clinical supervision and subordinate evaluation functions are more an exercise of professional judgment related to patient care than a true exercise of supervisory authority.

The record does indicate that AN I's employed as the head nurse for a small outpatient clinic do perform substantial supervisory functions in the areas of hiring, performance evaluations and grievance resolution. This is true even though the record indicates that the units AN I's head are usually so small that the ratio of supervisor to subordinates will be one to one, two or three.

Thus, the AN I classification is included in the registered nurses unit, and AN I's acting as the head nurse for a small outpatient clinic are excluded as supervisory.

Clinical Nurse V (Class Code 9136) (List A)

The clinical nurse (CN) series consists of the classifications which are the most numerous and the most directly involved in patient and family care. Progression through the CN series requires increasing experience and expertise in patient care.

The clinical nurse V classification is the highest classification in the CN series. There are ten incumbents whose duties are principally in the area of clinical research and special studies. They also develop, implement and evaluate educational programs for nurses.

CN V's perform substantial supervisory duties in the hiring and employee evaluation processes and may resolve grievances. Their salary scale is equivalent to that of administrative nurse IV which is typically an assistant director of nursing classification. Based on these facts, we find the CN V classification should be excluded from the registered nurses unit.

Clinical Nurse IV (Class Code 9137)

The clinical nurse IV classification is the second most responsible in the CN classification. CN IV's use their experience and knowledge to provide, plan and evaluate care for patients with more complex health problems. They may also be involved in patient care supervision, evaluation and teaching. Of the 289 incumbents in the classification, UC claims 89 employees should be excluded as supervisors.

The following CN IV's are excluded from the unit because they have significant supervisory authority to hire, transfer, write effective performance evaluations and resolve grievances:

<u>Name</u>	<u>Department</u>	<u>Campus</u>
Mary Ellen Briggs	Nursing	UCD
Lisa Cleaver	Nursing	UCLA
Sharon Degner	Nursing	UCD
Ellen Drever	Nursing	UCSF
Cecilia Echon	Nursing	UCSD
Ann Gawlinski	Nursing	UCLA
Rufina Gee	Nursing	UCD
Peral Jemison-Smith	Nursing	UCI
Judy Keller	Emergency	UCLA
Leslie Kern	Nursing	UCLA
Vivian Molyneaux	Nursing	UCSF
Jill Nusbaum	Nursing	UCSF
Pat O'Brien	Nursing	UCLA
Susan Smith	Nursing	UCLA
Eileen Turner	Nursing	UCSF
M. B. Wolvin	Nursing	UCI

The remaining incumbents in this classification do not exercise similar duties and therefore are not supervisory. The Board therefore finds that all CN IV's not specifically listed above are included in the registered nurses unit.

Clinical Nurse III (Class Code 9138)

Clinical nurse III's provide patient care in cases presenting complex problems. They work under general supervision and yet may themselves provide some clinical supervision, subordinate evaluation and in-service education and training.

UC claims that 84 of the 794 incumbents in the CN III classification should be excluded from the unit as

supervisors. We find, however, that only a few CN III's exercise significant supervisory authority. Those that do have significant supervisory authority to hire, transfer, write effective performance evaluations and resolve grievances. Thus, the following employees are excluded from the registered nurses unit:

<u>Name</u>	<u>Department</u>	<u>Campus</u>
Elizabeth Bastible	ACC Nursing	UCSF
Margery Lyons	ACC Nursing	UCSF
Mary Ellen Meier	Emergency	UCD
Charlotte Miller	Radiation Oncology	UCLA
Katharina Seiffert	Nursing	UCD
Deborah Trevithick	Nursing	UCSF
Janet Veatch	Nursing	UCSF

All of the other disputed CN III's lack similar authority and are included in the registered nurses unit.

Clinical Nurse II (Class Code 9139)

The clinical nurse II classification is the largest in the CN series. UC seeks to exclude 17 of the 1,793 incumbents of this classification. Employees in this classification provide care to patients in a structured environment. They are guided by standard clinical procedures and current patient care practices.

We find that the majority of the 17 disputed positions do not exercise significant supervisory authority and are included in the registered nurses unit. Some CN II's are excluded as supervisory because they participate in the hiring process, make performance evaluations which affect employment status and

may exercise independent judgment in the resolution of grievances. The following employees are excluded from the registered nurses unit as supervisory:

<u>Name</u>	<u>Department</u>	<u>Campus</u>
Marlou Carrion-Petersen	Medicine	UCSD
Vanessa Clark	Pediatric/Adolescent	UCSD
Jo Ann Noonan	NPI	UCLA
Edith Phillips	Nursing	UCD

Senior Nurse Anesthetist (Class Code 9143)

UC seeks to exclude one of 31 incumbents in the senior nurse anesthetist classification as supervisory. This classification is second in a series of three anesthetist classifications. These classifications are nurse anesthetist (9144), senior nurse anesthetist and principal nurse anesthetist (9142).

Nurse anesthetists administer anesthetics to patients undergoing surgical and obstetrical procedures and perform related duties as required. Senior nurse anesthetists are assigned lead responsibilities over a group of three full-time-equivalent nurse anesthetists or are specifically assigned more difficult and demanding cases.

Senior nurse anesthetist Victoria Taber additionally performs significant supervisory functions. She selects employees to be hired and approves transfers of employees into her unit. She also writes performance evaluations which are critical to the employment status of probationary employees.

These duties are sufficient to exclude her from the registered nurses unit.

Nurse Practitioner II (Class Code 9147)

There are 38 incumbents in the nurse practitioner II classification. UC seeks to exclude only one incumbent as a supervisor. The record indicates that Teri Richards selects the employees to be hired into her unit, and uses independent judgment to resolve grievances and to discipline subordinates. We therefore find that she is excluded from the registered nurses unit.

Managerial Issues

UC seeks to exclude the classifications of administrative nurse II and administrative nurse I, and two incumbents in the clinical nurse III classification as managerial. We have already excluded as supervisory the administrative nurse II classification, certain employees in the administrative nurse I classification, and employees M. Lyons and E. Bastible in the clinical nurse III classification as at least supervisory. Therefore, it is unnecessary to decide their managerial status.¹²

¹²The 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 or supervisory status, is not relevant for this purpose. See the State Employer-Employee Relations Act, Phase

The evidence submitted by UC with regard to the managerial status of the administrative nurse I classification indicates that some incumbents are managerial and some are not. Some incumbents are clearly managerial because they are solely responsible for the overall operation of their units, possess significant responsibilities for both formulating and administering policies and programs, and perform a number of duties indicating substantial responsibility for developing, administering and modifying their unit budgets.¹³ In contrast, the other claimed managers merely share their responsibility for the operation of their departments and the

III, Unit Determination Proceeding, supra, PERB Order No. Ad-79-S, in which the Board stated that it:

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

¹³Budget responsibilities were found to be an important consideration in determining managerial status in Berkeley Unified School District (8/28/79) PERB Decision No. 101.

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. These employees are not managerial.

Since the managerial status of the entire administrative nurse I classification is in issue, it is not possible to distinguish from the evidence which incumbents are managerial and which are not. Therefore, neither the entire classification nor any incumbents can be excluded from the unit as managerial.

Casual Issue

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 patient care units, 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:

(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.¹⁴ 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

¹⁴Hartnell Community College District (1/2/79) PERB Decision No. 81; Monterey Peninsula Community College District (10/16/78) PERB Decision No. 76. See also Kalamazoo Paper Box Corp. (1962) 136 NLRB 134 [49 LRRM 1715].

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

UC seeks to exclude only the per diem (special duty) nurse (9119) classification from the registered nurses unit as casual. It makes two arguments with regard to this classification. It first contends that any employee who does not qualify for membership in one of the several retirement systems for which university employees may be eligible should be deemed casual and excluded from the bargaining unit. Generally, to be eligible for membership in these systems, a university employee must work more than 50 percent time and have an appointment of more than a year's duration. UC argues that only employees who meet these criteria for retirement system participation have sufficient employment interests to warrant their inclusion in the bargaining unit.

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

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

. . . no indication that the [petitioned-for] teachers' interest and commitment to, or empathy with, the concerns of others within the bargaining unit, is proportional to their number-of-days-employment. Moreover, to impose a threshold requirement for inclusion in the unit based on number-of-days-employment would be inevitably arbitrary [footnote omitted]. There is no rationale instructing where the line establishing the minimum should be drawn. Accordingly, this Board does not require, as a condition of unit membership, that a classroom teacher work for a specified number of days. (PERB Decision No. 171, at pp. 7-8.)¹⁵

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. Thus, the mere fact that an employee does not work a sufficient

¹⁵Temporary 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.

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.

UC secondly argues that if the Board does not adopt the retirement system eligibility criterion the individuals in the per diem nurse classification should nevertheless be excluded from the registered nurses unit because they lack a sufficient community of interest with other unit employees and do not have a reasonable expectation of continuing regular employment.

Per diem nurses work on an as-needed basis to provide temporary professional care for individual patients and supplement the regular nursing staff when regular nurses are absent or when the patient load is especially heavy. They are not guaranteed a minimum number of hours and are paid only for the hours they work. These facts are insufficient to establish that the per diem nurses lack a sufficient community of interest to be included in the registered nurses unit. The record indicates that these nurses must possess the same qualifications as their permanent counterparts in the bargaining unit. They work under the same conditions in the same environment and perform the same duties subject to the same supervision. The record also indicates that some medical facilities have developed a permanent pool of on-call nurses,

and that many nurses work for the university on a regular, if not a full-time, basis. Based on these facts, we find that the per diem nurse classification shares a community of interest with other unit members, is not casual and is included in the registered nurses unit.

RESIDUAL PATIENT CARE PROFESSIONAL UNIT

In the residual patient care professional unit, the parties have stipulated for the purposes of any representation election to the exclusion, as managerial, supervisory or confidential, of the classifications and employees listed in Appendices C and D attached hereto. The 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.¹⁶

The only remaining exclusionary issues to be decided in the residual patient care professional unit are those involving alleged casual classifications. UC makes the same arguments with regard to the alleged casual classifications in this unit as in the registered nurses unit.

¹⁶See footnote 12, supra, at p. 18.

Special Duty Physical Therapist (Class Code 9464)

Like the per diem (special duty) nurse classification, the special duty physical therapists substitute as needed for full-time physical therapists either during an employee's absence or work in addition to the full-time staff when the patient census warrants. They additionally may instruct patients in home treatments and exercise. The classification requires the same qualifications, license and expertise as full-time physical therapists. They work under the same conditions and supervision and have the same authority over hospital assistants.

UC argues that this classification should be excluded as casual because the incumbents are intermittently employed. However, we find that special duty physical therapists share a community of interest with other unit employees and the classification is included in the residual patient care professional unit.

Clinical Laboratory Technologist Apprentice (Class Code 8957)

The clinical laboratory technologist (CLT) apprentice position is a training position designed for individuals who have a CLT trainee license and are completing their final required year of training. CLT apprentices are not UC students pursuing their educational goals.

Under close supervision of a CLT, apprentices perform a variety of routine laboratory tests and functions in bacteriology, serology, hematology and biochemistry. They do the same work, under closer supervision, as the other CLT's in the lab. UC does not argue that they are less than full-time, but only that they have no guarantee of permanent employment at the university as a CLT. We find that the close working relationship with other CLT's and similarity of duties, working conditions and supervision require the conclusion that the CLT apprentice classification is not casual and is included in the residual patient care professional unit.

ORDER

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

(1) The classifications of Administrative Nurse II (Class Code 9133) and Clinical Nurse V (Class Code 9136) are excluded from the Registered Nurses Unit as supervisory for the reasons stated in the foregoing Decision.

(2) The classification of Administrative Nurse I (Class Code 9134) is included in the Registered Nurses Unit, except that Administrative Nurse I's acting as the head nurse for a small outpatient clinic are excluded as supervisory for the reasons stated in the foregoing Decision.

(3) The classifications of Occupational Health Nurse II (Class Code 180.2) and the Per Diem (Special Duty) Nurse (Class Code 9119) are included in the Registered Nurses Unit for the reasons stated in the foregoing Decision.

(4) The employees listed in Appendix A are excluded from the Registered Nurses Unit as supervisory for the reasons stated in the foregoing Decision.

(5) The employees listed in Appendix B are included in the Registered Nurses Unit for the reasons stated in the foregoing Decision.

(6) No employees are excluded from the Registered Nurses Unit as confidential for the reasons stated in the foregoing Decision.

(7) The classifications listed in Appendix C are excluded from the Residual Patient Care Professional Unit according to the agreement of the parties and based upon the factual record in this proceeding.

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

(9) The classifications of Special Duty Physical Therapist (Class Code 9464) and Clinical Laboratory Technologist Apprentice (Class Code 8957) are not casual and are included in

the Residual Patient Care Professional Unit for the reasons stated in the foregoing Decision.

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

By the BOARD

	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
1	9137	15	BRIGGS, MARY ELLEN	CLIN NURSE IV	UCD	3071
2	9137	15	CLEAVER, LISA	CLIN NURSE IV	UCLA	6190
3	9137	15	DEGNER, SHARON	CLIN NURSE IV	UCD	3076
4	9137	15	DREVER, ELLEN	CLIN NURSE IV	UCSF	6209
5	9137	15	ECHON, CECILIA M.	CLIN NURSE IV	UCSD	3097
6	9137	15	GAWLINSKI, ANNA	CLIN NURSE IV	UCLA	6192
7	9137	15	GEE, RUFINA	CLIN NURSE IV	UCD	3077
8	9137	15	JEMISON-SMITH, PERAL D.	CLIN NURSE IV	UCI	3121
9	9137	15	KELLER, JUDY	CLIN NURSE IV	UCLA	6194
10	9137	15	KERN, LESLIE	CLIN NURSE IV	UCLA	6195
11	9137	15	MOLYNEAUX, VIVIAN	CLIN NURSE IV	UCSF	3064
12	9137	15	NUSBAUM, JILL	CLIN NURSE IV	UCSF	6211
13	9137	15	O'BRIEN, PAT	CLIN NURSE IV	UCLA	6197
14	9137	15	SMITH, SUSAN	CLIN NURSE IV	UCLA	6201
15	9137	15	TURNER, EILEEN	CLIN NURSE IV	UCSF	3069
16	9137	15	WOLVIN, M. B.	CLIN NURSE IV	UCI	3135
17	9138	15	HASTIBLE, ELIZABETH	CLIN NURSE III	UCSF	3198
18	9138	15	LYONS, MARGERY	CLIN NURSE III	UCSF	3203
19	9138	15	MEIER, MARY ELLEN	CLIN NURSE III	UCD	3153
20	9138	15	MILLER, CHARLOTTE	CLIN NURSE III	UCLA	6219
21	9138	15	SEIFFERT, KATHARINA	CLIN NURSE III	UCD	3171
22	9138	15	TREVITHICK, DEBORAH	CLIN NURSE III	UCSF	3207
23	9138	15	VEATCH, JANET	CLIN NURSE III	UCSF	3208
24	9139	15	CARRION-PETERSEN, MARLOU	CLIN NURSE II	UCSD	3265
25	9139	15	CLARK, VANESSA D.	CLIN NURSE II	UCSD	3266
26	9139	15	NOONAN, JO ANN	CLIN NURSE II	UCLA	6222
27	9139	15	PHILLIPS, EDITH	CLIN NURSE II	UCD	3259

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APPENDIX A - EMPLOYEES IN POSITIONS TO BE EXCLUDED FROM REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
28	9143	15	TABER, VICTORIA	SR NURSE ANESTHETIST	UCSF	7566
29	9147	15	RICHARDS, TERI L.	NURSE PRACTITIONER II	UCSD	3274

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE INCLUDED IN REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
1	9137	15	ADUELDEL, KATHIE	CLIN NURSE IV	UCI	6182
2	9137	15	ARCHIBALD, CAROL J.	CLIN NURSE IV	UCSD	3094
3	9137	15	BARRETT, NANCY	CLIN NURSE IV	UCSF	6208
4	9137	15	BELCHER, JACKIE	CLIN NURSE IV	UCD	6178
5	9137	15	BILLET, BETTY	CLIN NURSE IV	UCLA	6189
6	9137	15	BLACK, MARY	CLIN NURSE IV	UCLA	6187
7	9137	15	BLANCO, MALOU	CLIN NURSE IV	UCLA	6188
8	9137	15	BOCHERT, LYNNE	CLIN NURSE IV	UCD	3072
9	9137	15	BRANN, LAURIE	CLIN NURSE IV	UCD	3073
10	9137	15	BREINING, CATHERINE	CLIN NURSE IV	UCD	3070
11	9137	15	CAHALAN, MARIANNE	CLIN NURSE IV	UCSF	3054
12	9137	15	CASEY, M. P.	CLIN NURSE IV	UCI	3113
13	9137	15	CASEY, NANCY A.	CLIN NURSE IV	UCI	3114
14	9137	15	CLARK, BETTY	CLIN NURSE IV	UCD	7545
15	9137	15	COLLINS, LINDA	CLIN NURSE IV	UCD	3075
16	9137	15	CROUCH, P. L.	CLIN NURSE IV	UCI	3117
17	9137	15	CUMMINGS, CAROL	CLIN NURSE IV	UCLA	6191
18	9137	15	DEKATCH, KATHLEEN B.	CLIN NURSE IV	UCSD	3096
19	9137	15	DELL, A. M.	CLIN NURSE IV	UCI	6183
20	9137	15	DEMOS, JOSEPHINE E.	CLIN NURSE IV	UCI	3118
21	9137	15	GOLIGOSKI, DIANE	CLIN NURSE IV	UCSD	6205
22	9137	15	GOMEZ, JOYCE A.	CLIN NURSE IV	UCI	3119
23	9137	15	GRAY, JAYNE A.	CLIN NURSE IV	UCSD	3098
24	9137	15	HARRIS, LOTTIE	CLIN NURSE IV	UCSF	3057
25	9137	15	HASLER, KAREN	CLIN NURSE IV	UCLA	6193
26	9137	15	HEMRICK, LYNN	CLIN NURSE IV	UCD	6179
27	9137	15	HOCHLEUTNER, IRENE S.	CLIN NURSE IV	UCI	3120

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE INCLUDED IN REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
28	9137	15	HOKAMA, ESTHER	CLIN NURSE IV	UCD	3078
29	9137	15	HOLLINGSWORTH-FRIDLUND, P.	CLIN NURSE IV	UCSD	3100
30	9137	15	IMAI, PEGGY	CLIN NURSE IV	UCSF	3060
31	9137	15	JONILONIS, JUDITH M.	CLIN NURSE IV	UCSD	3101
32	9137	15	KEHOE, PATRICIA	CLIN NURSE IV	UCD	3079
33	9137	15	KOHAN, MARGERLY	CLIN NURSE IV	UCSF	6210
34	9137	15	KONG, MARTHA S.	CLIN NURSE IV	UCI	3122
35	9137	15	KOTTE, SUSAN C.	CLIN NURSE IV	UCI	6184
36	9137	15	KUHN, JANE	CLIN NURSE IV	UCSF	3061
37	9137	15	LEE, DONNA	CLIN NURSE IV	UCD	3080
38	9137	15	LUNA, MARCIA	CLIN NURSE IV	UCLA	6176
39	9137	15	LUTAP, M. A.	CLIN NURSE IV	UCSD	3102
40	9137	15	McCLAREN, BARBARA	CLIN NURSE IV	UCD	6180
41	9137	15	McINTRIE, JANE	CLIN NURSE IV	UCSF	3063
42	9137	15	MONAZAH, KAYE	CLIN NURSE IV	UCD	6181
43	9137	15	MOORE, LINDA	CLIN NURSE IV	UCD	3081
44	9137	15	MURDOCK, MARGIE A.	CLIN NURSE IV	UCI	3123
45	9137	15	MURPHY, ELLEN	CLIN NURSE IV	UCD	3082
46	9137	15	NORTON, F. P.	CLIN NURSE IV	UCI	6185
47	9137	15	OTA, MAILE	CLIN NURSE IV	UCSF	3066
48	9137	15	PATTERSON, KAREN	CLIN NURSE IV	UCLA	6178
49	9137	15	PEEL, KATHLEEN I.	CLIN NURSE IV	UCSD	3104
50	9137	15	PRESS, ANNE K.	CLIN NURSE IV	UCI	3126
51	9137	15	PULLOS, JAMIE	CLIN NURSE IV	UCD	3084
52	9137	15	RATKAY, MARILYN	CLIN NURSE IV	UCD	3085
53	9137	15	ROBINSON, MARY A.	CLIN NURSE IV	UCI	3127
54	9137	15	ROOF, LINDA M.	CLIN NURSE IV	UCLA	3093

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE INCLUDED IN REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
55	9137	15	RUMSEY, GILLIAN	CLIN NURSE IV	UCD	6310
56	9137	15	SCHAEDLER, LUELLA	CLIN NURSE IV	UCD	3086
57	9137	15	SELFRIDGE, JUDY	CLIN NURSE IV	UCI	6186
58	9137	15	SHARP, LORRAINE	CLIN NURSE IV	UCLA	6199
59	9137	15	SLAVEN, PRISCILLA	CLIN NURSE IV	UCLA	6200
60	9137	15	SQUIRE, BARBARA	CLIN NURSE IV	UCSF	6212
61	9137	15	STEFANI, CYNTHIA	CLIN NURSE IV	UCD	3087
62	9137	15	STOWE, SIERONY	CLIN NURSE IV	UCD	3088
63	9137	15	SUNDQUIST, L. L.	CLIN NURSE IV	UCI	3129
64	9137	15	TAKEDA, ANNE	CLIN NURSE IV	UCD	3089
65	9137	15	THEROUX, NANCY	CLIN NURSE IV	UCLA	6202
66	9137	15	TODD, KATHELEEN R.	CLIN NURSE IV	UCI	3130
67	9137	15	TURNER, J. E.	CLIN NURSE IV	UCI	3131
68	9137	15	WABEKE, CATHERINE	CLIN NURSE IV	UCSD	3109
69	9137	15	WESTBERG, E. P.	CLIN NURSE IV	UCI	3134
70	9137	15	WHITE, SYLVIA	CLIN NURSE IV	UCLA	6203
71	9137	15	WILEY, FRANCES	CLIN NURSE IV	UCLA	6204
72	9137	15	WILLIAMS, MARY	CLIN NURSE IV	UCD	3091
73	9137	15	WILLIS, LINDA	CLIN NURSE IV	UCD	6207
74	9138	15	ACEVEDO, MAXINE	CLIN NURSE III	UCD	3179
75	9138	15	BALLMAN, RUTH	CLIN NURSE III	UCD	6311
76	9138	15	BLANCHARD, BARBARA	CLIN NURSE III	UCD	3180
77	9138	15	BOYER, MARCIA	CLIN NURSE III	UCD	3182
78	9138	15	BRASSARD, BRENDA	CLIN NURSE III	UCD	6312
79	9138	15	BROWN, ELIZABETH	CLIN NURSE III	UCD	3181
80	9138	15	CACIC, KATHY	CLIN NURSE III	UCD	3184
81	9138	15	CARDELLA, SHIRLEY	CLIN NURSE III	UCD	3187

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE INCLUDED IN REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
82	9138	15	CARLSON, EUNICE	CLIN NURSE III	UCD	3185
83	9138	15	CHOI, JAI IM	CLIN NURSE III	UCD	3183
84	9138	15	CLARK, LINDA	CLIN NURSE III	UCD	3186
85	9138	15	CORNWELL, PAM	CLIN NURSE III	UCD	6213
86	9138	15	DeLAPA, KATHLEEN	CLIN NURSE III	UCD	3188
87	9138	15	DELGADO, BRIGID	CLIN NURSE III	UCSF	3199
88	9138	15	DOHERTY, DEBBIE	CLIN NURSE III	UCD	6214
89	9138	15	EBERLE, LIZ	CLIN NURSE III	UCD	3189
90	9138	15	FOUST, DEBRA	CLIN NURSE III	UCD	3190
91	9138	15	GILLEY, CAROL	CLIN NURSE III	UCD	3192
92	9138	15	GUERIN, PATRICIA C.	CLIN NURSE III	UCI	3223
93	9138	15	HANSEN, JACQUELINE	CLIN NURSE III	UCD	6313
94	9138	15	HARDEN, CAROL	CLIN NURSE III	UCD	3137
95	9138	15	HARGRAVE, SHIELA	CLIN NURSE III	UCD	3196
96	9138	15	HAYWOOD, JACHQUELINE	CLIN NURSE III	UCD	3197
97	9138	15	HICKS, LOU	CLIN NURSE III	UCD	3195
98	9138	15	HOOD, JEAN	CLIN NURSE III	UCD	3194
99	9138	15	IGNACIO, EVELYN	CLIN NURSE III	UCD	3138
100	9138	15	INGRAM, HARRIET	CLIN NURSE III	UCSF	3201
101	9138	15	JACOBSON, BARBARA G.	CLIN NURSE III	UCI	3225
102	9138	15	JAHN, JUNE	CLIN NURSE III	UCD	7494
103	9138	15	KLINGER, TERRY	CLIN NURSE III	UCD	3140
104	9138	15	KOSTELLO, MARIA	CLIN NURSE III	UCD	6215
105	9138	15	KREBS, JEWEL	CLIN NURSE III	UCD	3139
106	9138	15	LaBARR, JOAN	CLIN NURSE III	UCD	3145
107	9138	15	LABARGE, NINA J.	CLIN NURSE III	UCI	3227
108	9138	15	LAMBERT, LENA	CLIN NURSE III	UCD	3146

	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
109	9138	15	LARSEN, JOAN	CLIN NURSE III	UCD	6216
110	9138	15	LAWLER, DONNA	CLIN NURSE III	UCD	3147
111	9138	15	LAWS, NANCY	CLIN NURSE III	UCD	3144
112	9138	15	LEE, AMELIA	CLIN NURSE III	UCD	3142
113	9138	15	LEVINE, ANNE	CLIN NURSE III	UCSF	3202
114	9138	15	LUM, AMY	CLIN NURSE III	UCD	6217
115	9138	15	MacADAMS, MARIA	CLIN NURSE III	UCD	3152
116	9138	15	METGZER, STEVEN	CLIN NURSE III	UCD	3150
117	9138	15	MONGEAU, KATHRYN	CLIN NURSE III	UCD	3156
118	9138	15	MOSLENER, JEANNE	CLIN NURSE III	UCSF	3204
119	9138	15	MUNYER, LINDA	CLIN NURSE III	UCD	6218
120	9138	15	NOBLE, MARGE	CLIN NURSE III	UCD	3158
121	9138	15	NORRIS, MARY	CLIN NURSE III	UCD	3157
122	9138	15	PAYETTE, LIZ	CLIN NURSE III	UCD	6314
123	9138	15	PFEIFER, KATHRYN	CLIN NURSE III	UCD	3160
124	9138	15	PIKE, CASSANDRA	CLIN NURSE III	UCD	7493
125	9138	15	PIRIE, JANET	CLIN NURSE III	UCD	3159
126	9138	15	QUADE, CATHIE MAE	CLIN NURSE III	UCD	3161
127	9138	15	RAPER, PAMELA	CLIN NURSE III	UCSF	3205
128	9138	15	RITOLA, LEE ANN	CLIN NURSE III	UCD	3163
129	9138	15	ROBERTS, MAUREEN	CLIN NURSE III	UCD	3162
130	9138	15	ROSENTHAL, DEBRA	CLIN NURSE III	UCD	3164
131	9138	15	RUBINO, CAROL S.	CLIN NURSE III	UCI	3229
132	9138	15	SALERS, MARIE	CLIN NURSE III	UCD	7492
133	9138	15	SANFORD, LENY	CLIN NURSE III	UCD	7491
134	9138	15	SARTORE, SHARI	CLIN NURSE III	UCD	3165
135	9138	15	SHIBATA, MARIKO	CLIN NURSE III	UCD	3166

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE INCLUDED IN REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
136	9138	15	SHOEMATE, HELEN M.	CLIN NURSE III	UCI	3230
137	9138	15	SMITH, GLORIANN	CLIN NURSE III	UCD	3168
138	9138	15	SOSAYA, BARBARA	CLIN NURSE III	UCLA	6220
139	9138	15	STEPHENS, MARY	CLIN NURSE III	UCD	3170
140	9138	15	SUNRISE, LOIS M.	CLIN NURSE III	UCI	3231
141	9138	15	SUTHERLAND, SUZZANNE	CLIN NURSE III	UCD	3169
142	9138	15	TAU, LESLIE	CLIN NURSE III	UCSF	3206
143	9138	15	THOMPSON, BELVA	CLIN NURSE III	UCD	3172
144	9138	15	TRUE (ADAMS) REBECCA	CLIN NURSE III	UCD	3173
145	9138	15	Van COUWENBERGHE, CAROLYN	CLIN NURSE III	UCD	3174
146	9138	15	Van LEER, ELAINE	CLIN NURSE III	UCD	3175
147	9138	15	WALL, LISA	CLIN NURSE III	UCD	3176
148	9138	15	WILLIAMSON, JOYCE	CLIN NURSE III	UCD	3178
149	9138	15	WINEGAR, MARLENE	CLIN NURSE III	UCD	3177
150	9138	15	WIPFLER, EILLEN	CLIN NURSE III	UCSF	3210
151	9139	15	BENNETT, CLAIRE	CLIN NURSE II	UCD	3253
152	9139	15	GIBSON, ALICE	CLIN NURSE II	UCD	6315
153	9139	15	LAUDON, CYNTHIA	CLIN NURSE II	UCI	6221
154	9139	15	McCAULEY, CELIA	CLIN NURSE II	UCD	3256
155	9139	15	MAYES, LAURA J.	CLIN NURSE II	UCD	3255
156	9139	15	MELLO, PAMELA	CLIN NURSE II	UCD	3257
157	9139	15	MEYER, MARGARET	CLIN NURSE II	UCD	3258
158	9139	15	NAZARETH, EVELYN	CLIN NURSE II	UCSF	3249
159	9139	15	RANKIN, ELLEN	CLIN NURSE II	UCD	3260
160	9139	15	TRYGSTAD, JULIE	CLIN NURSE II	UCD	3261
161	9139	15	WONG, BERNICES	CLIN NURSE II	UCSF	3252
162	9139	15	YUKINAGA, BRIDGE	CLIN NURSE II	UCD	3262

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APPENDIX B - EMPLOYEES IN POSITIONS TO BE INCLUDED IN REGISTERED NURSES UNIT 15

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	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	
163	9139	15	ZAMORA, MINERVA	CLIN NURSE II	UCD	3263

APPENDIX C

CLASSIFICATIONS TO BE EXCLUDED FROM
UNIT 14 BY STIPULATION

<u>Title Code</u>	<u>Job Title</u>
731.1	Medical Laboratory Technologist I
5412	Senior Dietitian
9244	Assistant Chief, Pharmaceutical Services
9245	Pharmacist Specialist
9449	Associate Chief of Rehabilitation Services

	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
1	8938	14	DIXON, EVELYN	SR CLIN LAB TECHNOL SPEC	UCD	SUP	3042
2	8938	14	SANDERSFELD, MARY A.	SR CLIN LAB TECHNOL SPEC	UCSD	SUP	3043
3	8939	14	ARRII, DON	CLIN LAB TECHNOL SPEC	UCLA	SUP	6158
4	8939	14	FOREHAN, HOWARD	CLIN LAB TECHNOL SPEC	UCI	SUP	6157
5	8940	14	COLLINS, HELI	CLIN LAB TECHNOL	UCSD	SUP	6159
6	8940	14	HUGHES, JEAN L.	CLIN LAB TECHNOL	UCSD	SUP	3048
7	9246	14	AIKMAN, JANE	SR PHARMACIST	UCSF	SUP	3287
8	9246	14	CHUI, LINDA	SR PHARMACIST	UCI	SUP	6306
9	9246	14	DEANGULO, ELSA B.	SR PHARMACIST	UCI	SUP	3298
10	9246	14	EIDAM, GILBERT	SR PHARMACIST	UCD	SUP	3289
11	9246	14	FUKUMITSU, CLIFFORD J.	SR PHARMACIST	UCI	SUP	3299
12	9246	14	GOTTFIED, NARDIN	SR PHARMACIST	UCLA	SUP	6160
13	9246	14	IKAMOTO, RODNEY	SR PHARMACIST	UCD	SUP	3290
14	9246	14	JOSLYN, DIANNE	SR PHARMACIST	UCI	SUP	6168
15	9246	14	KING, CHRIS	SR PHARMACIST	UCLA	SUP	7327
16	9246	14	KLEIN, THOMAS H.	SR PHARMACIST	UCI	SUP	3300
17	9246	14	LANDINI, T. R.	SR PHARMACIST	UCI	SUP	3301
18	9246	14	LASH, S. D.	SR PHARMACIST	UCI	SUP	6169
19	9246	14	LERRANO, VICTORIO	SR PHARMACIST	UCLA	SUP	6161
20	9246	14	McFEELEY, EDWARD	SR PHARMACIST	UCSD	SUP	6164
21	9246	14	McKINLEY, JAMES	SR PHARMACIST	UCSF	SUP	3288
22	9246	14	MOORE, VIRGINIA A.	SR PHARMACIST	UCLA	SUP	3294
23	9246	14	NICKAS, JAMES	SR PHARMACIST	UCLA	SUP	6162
24	9246	14	ODEA, PAUL R.	SR PHARMACIST	UCLA	SUP	3295
25	9246	14	ONO, C. T.	SR PHARMACIST	UCI	SUP	3302
26	9246	14	PARKER, STEPHEN B.	SR PHARMACIST	UCI	SUP	3303
27	9246	14	PLON, LAWRENCE	SR PHARMACIST	UCI	SUP	3304

	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
28	9246	14	QUINN, MICHAEL	SR PHARMACIST	UCSD	SUP	6165
29	9246	14	RIVERA, PAUL B.	SR PHARMACIST	UCLA	SUP	3296
30	9246	14	ROSS, DAVID	SR PHARMACIST	UCI	SUP	3306
31	9246	14	SCHAPIRO, DAVID J.	SR PHARMACIST	UCI	SUP	3305
32	9246	14	SCHNIEPP, GLEN	SR PHARMACIST	UCSD	SUP	6166
33	9246	14	THOMAS, RICHARD	SR PHARMACIST	UCI	SUP	3310
34	9246	14	WASHINGTON, ANITA	SR PHARMACIST	UCLA	SUP	6163
35	9246	14	WOLTER, HEATHER A.	SR PHARMACIST	UCLA	SUP	3297
36	9246	14	ZARAKOV, MILO	SR PHARMACIST	UCSD	SUP	6167
37	9247	14	ANDERSON, DON	STF PHARMACIST II	UCD	SUP	3311
38	9247	14	BAKER, GERALD	STF PHARMACIST II	UCD	SUP	3312
39	9247	14	COPELAND, JAMES ROBERT	STF PHARMACIST II	UCSD	SUP	3323
40	9247	14	DIGIAMBATTISTA, RON	STF PHARMACIST II	UCD	SUP	3314
41	9247	14	DEA, GILLAND	STF PHARMACIST II	UCD	SUP	3313
42	9247	14	DUNLAP, TERESA	STF PHARMACIST II	UCD	SUP	3320
43	9247	14	McVEIGH, FRANCES	STF PHARMACIST II	UCD	SUP	3316
44	9247	14	PAULI, MARTHA	STF PHARMACIST II	UCD	SUP	3317
45	9247	14	QUAN, WILLIE	STF PHARMACIST II	UCLA	SUP	6170
46	9247	14	SAUER, BARBARA	STF PHARMACIST II	UCD	SUP	3321
47	9247	14	WAKASA, RON	STF PHARMACIST II	UCLA	SUP	6171
48	9247	14	WONG, ELAINE	STF PHARMACIST II	UCD	SUP	3318
49	9247	14	YALE, TIM	STF PHARMACIST II	UCD	SUP	3319
50	9248	14	ARAMBEL, VERNON	STF PHARMACIST I	UCD	SUP	3326
51	9248	14	FANUSICH, PAUL	STF PHARMACIST I	UCD	SUP	7580
52	9248	14	KRAMER, EARL	STF PHARMACIST I	UCD	SUP	3328
53	9248	14	OW, LARRY	STF PHARMACIST I	UCD	SUP	3329
54	9248	14	PICHON, GARY L.	STF PHARMACIST I	UCD	SUP	3325

	<u>CODE</u>	<u>UNIT</u>	<u>NAME</u>	<u>JOB TITLE</u>	<u>CAMPUS</u>	<u>REASONS</u>	
55	9248	14	REYNOLDS, CHAS	STF PHARMACIST I	UCLA	SUP	6172
56	9248	14	ROBBINS, JACKIE	STF PHARMACIST I	UCLA	SUP	6173
57	9248	14	SILKEY, WERNER G.	STF PHARMACIST I	UCD	SUP	3330
58	9248	14	WONG, CLIFFORD	STF PHARMACIST I	UCD	SUP	3331
59	9313	14	AHERN, MARY	CLIN SOCIAL WKR III	UCSF	SUP	6176
60	9313	14	BOYD, SUZANNE	CLIN SOCIAL WKR III	UCD	SUP	6174
61	9313	14	CASE, ROBERT B.	CLIN SOCIAL WKR III	UCD	SUP	3336
62	9313	14	MILLHORE, MARTHA M.	CLIN SOCIAL WKR III	UCD	SUN	3337
63	9313	14	MUTH, DEBORAH Y.	CLIN SOCIAL WKR III	UCD	SUP	3338
64	9313	14	SCHWARTZ, JUDITH	CLIN SOCIAL WKR III	UCD	SUP	6175
65	9342	14	DEUSTCH, B.	ASST SOCIAL WORK ASSOC	UCSB	SUP	7581
66	9382	14	BILLINGS, BART	PSYCHOLOGIST III	UCD	SUP	3342
67	9382	14	HABERLAND, J. A.	PSYCHOLOGIST III	UCI	SUP	3343
68	9382	14	RENAUD, H. R.	PSYCHOLOGIST III	UCB	SUP	3340
69	9462	14	BROWN, K.	SR PHY THERAPIST	UCSF	SUP	3346
70	9462	14	CANTU, DIANNE	SR PHY THERAPIST	UCD	SUP	3348
71	9462	14	DEVINS, JOY	SR PHY THERAPIST	UCSF	SUP	3347
72	9462	14	NITTA, SARAH H.	SR PHY THERAPIST	UCD	SUP	3349
73	9462	14	RATKE, JANET	SR PHY THERAPIST	UCD	SUP	3350
74	9463	14	CLERICI, JEANNE M.	PHY THERAPIST	UCD	SUP	3352
75	9474	14	McMURTRY, CAROL	SR AUDIOLOGIST	UCD	SUP	3353
76	9493	14	SIMONTON-THORNE, SHIRLEY M.	SR OCCUPATIONAL THERAPIST	UCI	SUP	3354
77	9494	14	VOELM, JEANETTE S.	OCCUPATIONAL THERAPIST	UCD	SUP	3355