Electronically Filed
2018-11-13 09:37:40
PERB
BU-0817

THE EMPLOYER SHALL PROMPTLY POST THIS ORDER IN THE MANNER AND LOCATIONS CUSTOMARILY USED FOR THE POSTING OF INFORMATION TO EMPLOYEES. THIS ORDER SHALL REMAIN POSTED FOR 10 DAYS.

IF THE EMPLOYER CUSTOMARILY DISTRIBUTES INFORMATION TO EMPLOYEES BY ADDITIONAL MEANS, SUCH AS BY E-MAIL OR HARD COPY, THE EMPLOYER SHALL PROMPTLY DISTRIBUTE THIS ORDER TO THE AFFECTED EMPLOYEES THROUGH THOSE MEANS AS WELL.

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
State of Iowa,	)	
Public Employer,	)	BU-0817
	)	
and	)	
	)	
AFSCME Iowa Council 61 (Technical),	)	
Certified Employee Organization.	)	
	)	

ORDER OF RECERTIFICATION

Following the filing of an order directing an election, the Public Employment Relations Board (Board) conducted a retention and recertification election pursuant to Iowa Code section 20.15(2). The Board, having subsequently reviewed the file and being fully advised in the premises, finds that a majority of the employees in the bargaining unit voted in favor of retaining and recertifying AFSCME Iowa Council 61 (Technical) as the exclusive bargaining representative of the bargaining unit described below.

No objections to the election were filed as provided for in Iowa Code section 20.15(4) and PERB rule 621—5.4, and no postelection challenges were filed pursuant to PERB subrule 621—5.2(1)(*b*)(2) and PERB rule 621—5.6(8). Therefore, the Board finds that an order of recertification should be issued.

IT IS THEREFORE ORDERED that AFSCME Iowa Council 61 (Technical) is hereby recertified as the exclusive bargaining representative of the bargaining unit of employees of the State of Iowa as described at the end of this document.

DATED at Des Moines, Iowa, this 13th day of November, 2018.

PUBLIC EMPLOYMENT RELATIONS BOARD

By: _____

Jamie Van Fossen, Interim Chair

STATE OF IOWA/AFSCME IOWA COUNCIL 61 (TECHNICAL)
BU 817

INCLUDED: To include the job classification of Systems Control Technician in the bargaining unit consisting of all technical employees in the State of Iowa as set forth in Appendix A of the 1989-91 Collective Bargaining Agreement Regents Merit Classifications between the State of Iowa and AFSCME/Iowa Council 61.

EXCLUDED: All job classifications excluded in PERB Case Numbers 1071, 1105, 1289, 1559 and 2516, all persons excluded by Section 4 of the Act, and all other employees of the State of Iowa.

APPENDIX A

Code No.	Pay Grade	Classification
00135	17	Computer Operator 1
00136	21	Computer Operator 2
00150	20	Computer Program Trainee
00205	18	Purchasing Assistant
00290	17	Accounting Technician 1
00292	20	Accounting Technician 2
00294	23	Accounting Technician 3
00354	19	Revenue Agent 1
00355	23	Revenue Agent 2
00356	27	Revenue Agent 3 (013 Pay Plan)
00443	19	Jr. Insurance Co. Examiner
00556	24	Utility Reg. Inspector
00638	17	Law Clerk (013 Pay Plan)
00702	30	Director of Elections
00708	21	Administrative Asst. 1
00709	24	Administrative Asst. 2
00740	15	Statistical Asst. 1
00741	17	Statistical Asst. 2
00803	20	Job Service Interviewer 1
00805	23	Job Service Interviewer 2
00831	20	Retirement Benefit Spec. 1
00832	22	Retirement Benefit Spec. 2
00895	22	Refugee Specialist 1
00896	24	Refugee Specialist 2
01005	18	Education Aide
01010	19	Education Assistant
01035	23	Vocational Instructor
01037	25	Certified Voc. Instructor
01310	17	Library Associate
01330	25	Museum Technician
01333	18	Museum Guide
01338	16	Museum Assistant
01345	26	Exhibits Designer
02002	23	Licensed Prac. Nurse
02085	15	Central Supply Worker 1
02086	16	Central Supply Worker 2
02105	18	Activities Aide
02107	19	Activities Assistant
02117	20	Occupational Therapy Assistant
02125	17	Physical Therapy Aide
02134	16	Speech Therapy Technician
02200	20	Respiratory Therapy Technician

Code No.	Pay Grade	Classification
02205	19	Medical Lab. Technician
02209	20	Radiologic Technologist 1
02211	21	Radiologic Technologist 2
02220	14	Dental Assistant
02225	16	Pharmacy Assistant
02575	18	Voc. Rehab. Assistant
02585	22	Braille Transcriber
03005	13	Community Program Aide
03010	19	Social Work Associate
03040	19	Youth Services Worker
03047	21	Youth Services Technician
03171	21	Sign Language Interpreter
03201	19	Resident Treatment Worker
03202	22	Resident Treatment Technician
03251	20	Drug Abuse Counselor 1
03252	23	Drug Abuse Counselor 2
03306	18	Chaplaincy Assistant
03351	22	Volunteer Serv. Specialist
03435	16	Civil Rights Assistant
04005	15	Planning Aide 1
04006	18	Planning Aide 2
04007	21	Planning Aide 3
04008	24	Planning Aide 4
04106	18	Right of Way Aide 2
04107	21	Right of Way Aide 3
04108	24	Right of Way Aide 4
04305	15	Engineering Aide 1
04306	18	Engineering Aide 2
04308	21	Asst. Soils Party Chief
04310	24	Soils Party Chief
04320	23	Construction Tech. 1
04321	25	Construction Tech. 2
04323	28	Senior Engineering Tech.
04325	23	Assistant Survey Party Chief
04335	23	Photogrammetrist 1
04336	26	Photogrammetrist 2 (013 Pay Plan)
04340	15	Materials Technician 1
04341	19	Materials Technician 2
04342	22	Materials Technician 3
04343	21	Materials Fab. Inspector 1
04344	26	Materials Fab. Inspector 2
04345	26	Materials Tech. 4
04355	15	Design Technician 1
04356	18	Design Technician 2
04357	22	Design Technician 3
04358	26	Design Technician 4
04363	25	Architectural Tech. 1
04364	27	Architectural Tech. 2

Code No.	Pay Grade	Classification
04380	21	Eng. Office Asst. 1
04381	24	Eng. Office Asst. 2
04400	15	Geological Aide
04401	19	Geological Technician
04605	30	Aeronautical Standards Officer
04715	20	Communications Center Spec. 1
04717	22	Communications Center Spec. 2
04735	22	Communications Tech. 1
04736	25	Communications Tech. 2
04737	27	Communications Tech. 3
04742	28	Electronic Engineer Tech.
04750	20	Traffic Signal Tech. 1
04900	22	Radiological Electronics Tech.
05104	23	Metrologist
05165	12	Lab. Asst.1
05166	16	Lab. Asst. 2
05167	17	Lab. Asst. 3
05303	19	Fisheries Technician
05331	20	Wildlife Technician
05465	16	Soil Conservation Aide
05465	16	Soil Conservation Technician 1
05466	18	Soil Conservation Technician 2
05467	21	Soil Conservation Technician 3
06030	20	Fingerprint Technician
06302	26	Drivers Lic. Hearing Officer
06460	23	State Industries Sales Rep.
07340	17	Therapeutic Technician
08000	20	Control Center Operator
08004	23	Energy Management Technician
08133	23	Bridge Inspector 1
08137	27	Bridge Inspector II
08320	91	Scale Mechanic
08505	17	Compositor
08511	15	Phot. Proc. 1
08512	19	Phot. Proc. 2
08516	22	Photographer
08518	22	Graphic Artist
08520	19	Illustrator
08605	86	Beautician
08610	88	Beauty Shop Operator
08640	29	Aircraft Pilot
08645	21	Audio-Visual Aide Tech.
08650	91	Geological Research Driller
04738	21	Camera Operator
04755	21	Engineer 1
04756	24	Engineer 2
04757	27	Engineer 3
04759	30	Senior Engineer

Code No.	Pay Grade	Classification
15054	18	Mutuels Rulings Auditor (013 Pay Plan)
30370	19	Evaluator Technician

Regents Merit Classifications

Code No.	Pay Grade	Classification
8101	413	Architectural Assistant
3901	404	Assembly Technician I
3902	407	Assembly Technician II
4051	409	Audio Specialist
4062	405	Audiovisual Equipment Tech. II
4081	409	Audiovisual Specialist
7631	405	Barber
7641	405	Beautician
3448	403	Broadcast Master Cont. Operator
3485	409	Broadcast Television Prod. Spec.
3441	409	Broadcast TV-Radio Tech. I
3442	413	Broadcast TV-Radio Tech. II**
3443	415	Broadcast TV-Radio Tech. III***
7201	405	Central Service Technician I
7202	407	Central Service Technician II
3291	405	Clinical Technician I
3292	409	Clinical Technician II
1811	407	Computer Operator I
1812	409	Computer Operator II
5601	412	Construction Inspector
7951	407	Costume Tailor
3051	404	Dental Assistant I
3052	406	Dental Assistant II
3041	404	Dental Dispensary Assistant
3141	405	Dental Technician I
3142	408	Dental Technician II
3501	409	Drafter
3511	412	Drafter-Design & Packager
3302	408	Electroencephalographic Technologist I
3303	410	Electroencephalographic Technologist II
3304	413	Electroencephalographic Technologist III
3271	408	Electron Microscope Technician I
3272	411	Electron Microscope Technician II
3401	412	Electronics Technician I
3402	415	Electronics Technician II
8221	409	Emergency Comm. Center Dispatcher
3541	413	Engineering Technician I
3542	415	Engineering Technician II
4444	409	Epidemiology Quality Assurance Tech.
3326	411	Extracorporeal Technician Heart/Lung
3321	411	Extracorporeal Technician/Kidney

Code No.	Pay Grade	Classification
3801	406	Field Laboratory Technician I
3802	408	Field Laboratory Technician II
3803	410	Field Laboratory Technician III
3491	405	Film Library Coordinator
4091	406	Film Library Technician
3991	413	Glassblower
4111	410	Graphics Specialist I
4101	403	Graphics Technician I
4102	407	Graphics Technician II
4103	408	Graphics Technician III
5791	409	Greenhouse Caretaker
3411	405	Health Physics Technician I
3412	410	Health Physics Technician II
3413	415	Health Physics Technician III
3331	408	Health Technician
3408	408	Hemodialysis Technician
3261	405	Histology Technician I
3262	409	Histology Technician II
7921	405	Hospital Sewing Machine Operator
7661	405	Houseparent I
7662	409	Houseparent II
3151	403	Laboratory Assistant I
3152	405	Laboratory Assistant II
3701	405	Laboratory Mechanical Tech. I
3702	409	Laboratory Mechanical Tech. II
3711	410	Laboratory Mechanical Tech.
3251	406	Laboratory Technician I
3252	408	Laboratory Technician II
3253	410	Laboratory Technician III
7211	407	Licensed Practical Nurse
7911	404	Medical Assistant
3601	408	Motion Picture/Video Prod. Spec. I
3602	410	Motion Picture/Video Prod. Spec. II
7221	404	Nursing Assistant I
7222	405	Nursing Assistant II
7261	407	Occupational Therapy Assistant
7231	406	Operating Room Technician
7941	410	Orthotist
7942	412	Orthotist Senior
8231	403	Patient Escort
3381	404	Pharmacy Manufacturing Tech. I
3382	407	Pharmacy Manufacturing Tech. II
3361	405	Pharmacy Technician I
3362	407	Pharmacy Technician II
4201	407	Photo Specialist I
4202	410	Photo Specialist II
4211	403	Photo Technician I
4212	404	Photo Technician II

Code No.	Pay Grade	Classification
4213	406	Photo Technician III
7241	403	Physical Therapy Aide
7251	406	Physical Therapy Assistant
5781	409	Plant House Assistant
7271	404	Psychiatric Nursing Assistant I
7272	406	Psychiatric Nursing Assistant II
3372	410	Radiation Therapy Technician
3281	409	Radiographer I
3282	410	Radiographer II
7721	407	Recreation Activities Coordinator
4501	413	Research Technician
4511	415	Research Technician, Senior
4910	410	Respiratory Therapy Tech.
7741	405	School Assistant
3811	404	Seed Analyst I
3812	406	Seed Analyst II
3813	409	Seed Analyst III
3821	404	Seed Processing Technician I
3822	407	Seed Processing Technician II
7751	403	Sewing Machine Operator I
7752	405	Sewing Machine Operator II
7753	407	Sewing Machine Operator III
3446	405	Television Media Technician
3431	406	Television Production Assistant

** Start at Step 3
*** Start at Step 4

CEO 817

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

FEB 21 1990 FILED
PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA, Public Employer, and AFSCME/IOWA COUNCIL 61, Petitioner.	)))))))	CASE NO. 4132

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's [Board] Rules, the parties filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and no objections having been filed thereto:

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case No. 2516 and the certification of AFSCME/Iowa Council 61, is amended to read as follows:

INCLUDED: To include the job classification of Systems Control Technician in the bargaining unit consisting of all technical employees in the State of Iowa as set forth in Appendix A of the 1989-91 Collective Bargaining Agreement Regents Merit Classifications between the State of Iowa and AFSCME/Iowa Council 61.

EXCLUDED: All job classifications excluded in PERB Case Numbers 1071, 1105, 1289, 1559 and 2516, all persons excluded by Section 4 of the Act, and all other employees of the State of Iowa.

DATED at Des Moines, Iowa this 21st day of February, 1990.

RICHARD R. RAMSEY, CHAIRMAN

cc: Thomas E. Donahue
Donald G. McKee
Herbert Rogers, Sr.

CEO 817

FILED
89 NOV -8 PM 1:28
PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA, Public Employer, and AFSCME/IOWA COUNCIL 61, Certified Employee Organization.	))))))))))	CASE NO. 4067

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules, the parties waived hearing and filed with the Board a Stipulation of Bargaining Unit.

Said Stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules, and no objections having been filed thereto:

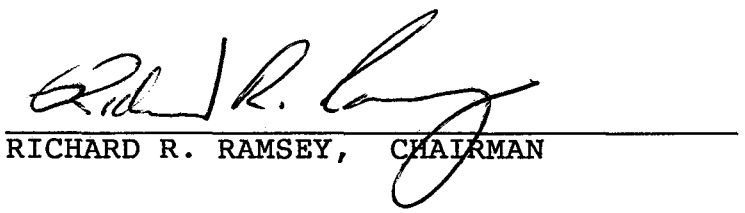
ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Numbers 1071, 1105, 1289, 1559 and 2516 and the certification of AFSCME/Iowa Council 61 is amended to read as follows:

INCLUDED: To include the job classifications of: Soil Conservation Technician 1, Soil Conservation Technician 2 and Soil Conservation Technician 3 in the bargaining unit consisting of all technical and related employees of the State of Iowa.

EXCLUDED: All job classifications excluded in PERB Case Numbers 1071, 1105, 1289, 1559 and 2516, all persons excluded by Section 4 of the Act, and all other employees of the State of Iowa.

DATED at Des Moines, Iowa this 8th day of November, 1989.



RICHARD R. RAMSEY, CHAIRMAN

cc: Linda Hanson
Michael Hansen

CEO 817

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA PUBLIC EMPLOYER AND AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61 CERTIFIED EMPLOYEE ORGANIZATION/PETITIONER	)	CASE NO. 2516 (Amending Case Nos. 1071 & 1143)

AMENDMENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act, and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit including the job classification of Purchasing Assistant (00205) in the bargaining unit consisting of all technical and related employees of the State of Iowa. A mail ballot election was held in which a majority of the Purchasing Assistants voting voted to be included in the technical bargaining unit represented by AFSCME, Iowa Public Employees Council 61.

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 1071 & 1143, and the certification of AFSCME, Iowa Public Employees Council 61, in Case No. 1071 be and hereby is amended to read as follows:

INCLUDED: To include the job classification of Purchasing Assistant (00205) in the bargaining unit consisting of all technical and related employees of the State of Iowa

EXCLUDED: Those classifications set forth under exclusions in the above referenced cases and all other persons excluded by Section 4 of the Act and all other employees of the State of Iowa.

DONE by the Public Employment Relations Board this 4th day of October, 1983.

PETER L.J. PASHLER, BOARD MEMBER

CEO 817

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

PUBLIC NOTICE OF PROPOSED DECISION OF AMENDED BARGAINING UNIT AND NOTICE TO EMPLOYEES

STATE OF IOWA, PUBLIC EMPLOYER AND AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61, PETITIONER/CERTIFIED EMPLOYEE ORGANIZATION	CASE NO. 2516

A petition for amendment of bargaining unit has been filed with the Public Employment Relations Board by AFSCME, Iowa Public Employees Council 61, seeking to include the job classification of Purchasing Assistant (00205) in an existing bargaining unit of all technical and related employees of the State of Iowa. The Purchasing Assistant classification was originally included in the Clerical bargaining unit. The State of Iowa has agreed to AFSCME's petition and, accordingly,

YOU ARE HEREBY NOTIFIED that the Public Employment Relations Board has given tentative approval to the technical bargaining unit as amended by the parties pursuant to Section 4.6(20) of the Board's Rules and Regulations.

The case is now being examined and NO DETERMINATION HAS BEEN MADE AT THIS TIME.

It is possible that some of you may have an interest in the outcome of this case. For this reason, the Board has directed that this Notice be posted to inform you of your rights under the Public Employment Relations Act.

*To organize, form, join or assist any employee organization.

*To negotiate collectively through representatives of your own choosing.

*To engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, to the extent that such activities are not prohibited by the Public Employment Relations Act or any other law of the State of Iowa.

*To refuse to do any or all of the above things; to refuse to join or participate in the activities of employee organizations, including the payment of any dues, fees or assessments or service fees of any type.

Persons desiring further information may contact the parties named below or the Public Employment Relations Board. Persons having objections to the inclusion of Purchasing Assistants in the technical unit must file same in writing with the Board at the address set forth below not later than July 18, 1983. Objecting parties must identify themselves, provide a mailing address and telephone number, and set out their specific grounds for objecting. If no objections are filed, the Public Employment Relations Board shall endorse the proposed decision as final.

William Snyder	Jan Corderman
NAME OF EMPLOYER REPRESENTATIVE	NAME OF EMPLOYEE REPRESENTATIVE
Office of Employment Relations State Capitol Des Moines, IA	AFSCME Council 61 2000 Walker, Suite C Des Moines IA
ADDRESS	ADDRESS
515/ 281-3883	515/ 266-2622
PHONE: (AREA CODE) NUMBER	PHONE: (AREA CODE) NUMBER

PUBLIC EMPLOYMENT RELATIONS BOARD
507 TENTH STREET
DES MOINES, IOWA 50309
Phone: 515/281-4414

If no objections are filed with the Board by July 18, 1983, the Board will notify, by mail, those persons employed as Purchasing Assistant (00205) of the details of a mail ballot election. The purpose of the mail ballot election is to determine whether those persons employed as Purchasing Assistant wish to be represented for purposes of collective bargaining by AFSCME, Iowa Public Employees Council 61.

CEO 817

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

507 TENTH STREET • DES MOINES, IOWA 50309 • (515) 281-4414

TERRY E. BRANSTAD
GOVERNOR

John E. Beamer
Chairman
John R. Loihl
Member
Peter L. J. Pashler
Member

June 20, 1983

Donna Hylarides
Employment Relations
Capitol
Des Moines IA 50319

RE: Case No. 2516

Dear Ms. Hylarides:

This is to advise you that the enclosed petition for Amendment of Bargaining Unit accompanied by a Stipulation of Amendment of Bargaining Unit has been filed with the Board pursuant to the Public Employment Relations Act.

Enclosed is a copy of the petition and copies of the Notice to Employees. The Employer is required to post copies of this Notice in conspicuous places customarily used for the posting of information to employees.

The Board will conduct an investigation of the requested amendment and may issue a decision and order without a hearing. Such an order may amend the certification of the affected employee organization(s) consistent with the decision.

The Board will consider the Stipulation of Amendment of Bargaining Unit submitted with the petition and contact you concerning its approval.

Any inquiry concerning this matter may be directed to James McClimon, at the address and phone number above.

Respectfully,

John E. Beamer

John E. Beamer
Chairman

JEB/crw
Enc.
cc Don McKee
Jan Corderman
CERTIFIED

CEO 817

FILED
JUN 17 1983 - 2:00 PM
PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

PUBLIC EMPLOYMENT RELATIONS BOARD

STIPULATION OF BARGAINING UNIT AS AMENDED

Pursuant to a Petition for Amendment of Bargaining Unit duly filed under the Public Employment Relations Act, and subject to the approval of the Public Employment Relations Board, the undersigned parties hereby AGREE AS FOLLOWS:

1. The following constitutes an appropriate unit for the purposes of collective bargaining within the meaning of Section 13 of the Public Employment Relations Act:

INCLUDED:

All technical and related employees of the State of Iowa as set forth in Case # 1071,1105, 1278

and

00205 Purchasing Assistant

EXCLUDED:

Those classifications set forth under exclusions in the above referenced cases and all other persons excluded by Section 4 of the Act and all other employees of the state of Iowa.

EXPLANATION:

Properly in the technical unit

Employment Relations Office
State of Iowa
(Employer)
Comptrollers Office - State Capitol
Des Moines, IA 50319
(Address)

By William C. Snyder
(Name and Title)
Assistant Director

AFSCME/Iowa Public Employees
(Employee Organization)
Council 61
2000 Walker, Suite C
Des Moines, IA 50317
(Address)

By Donald S. McGee President
(Name and Title)

~~Final~~ Tentative Approval 6/24/83

For PERB:

By John B. Fiehl
(Board Member)

CEO 817

FILED
JUN 17 1983 - 2.00 PM
PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

PETITION FOR AMENDMENT OF BARGAINING UNIT

INSTRUCTIONS–Submit an original and two (2) copies of this Petition to the Board. If more space is required, attach additional sheets.

DO NOT WRITE IN THIS SPACE
Case No. 2516
Date Filed

The Petitioner alleges that the following circumstances exist and requests that the Board proceed, under its proper authority pursuant to the Public Employment Relations Act, to amend the unit appropriate for collective bargaining.

1. Case Number where unit was previously determined by Board, if known. 1071, 1105, 1278

Description of Existing Unit:
Included: All technical and related employees of the State of Iowa as set forth in the above referenced cases.

Excluded: Those classifications set forth under exclusions in the above referenced cases and all other persons excluded by Section 4 of the Act and all other employees of the State of Iowa.

2. Description of proposed amended unit:
Included:

ADD 00205 Purchasing Assistant

Excluded:

3. The affected job classifications and the number of employees involved in each classification:

00205 Purchasing Assistant (14 employees)

4. Reason for seeking amendment of unit:

Properly in technical bargaining unit

5. Name and Address of Public Employer: Employment Relations Department, State of Iowa, Comptrollers Office, State Capitol, Des Moines, IA 50319

Employer's representative William Snyder | Phone No. 515 266-2622

6. Certified Employee Organization (if none, so state): AFSCME/Iowa Public Employees Council 61, 2000 Walker, Suite C, Des Moines, Iowa, 50317

Representative: Don McKee, President | Phone No. 515 266-2622

7. Names and Addresses of Other Individuals or Organizations Which May Claim to Represent the Employees in the Bargaining Unit (If none, so state):

NONE

8. Name and Address of Petitioner: AFSCME/Iowa Public Employees Council 61, 2000 Walker, Suite C, Des Moines, IA

Petitioner's representative: Don McKee, President | Phone No. 515 266-2622

I hereby declare that I have read the contents of the instant Petition and that the statements contained herein are true and accurate to the best of my knowledge and belief.

Donald L. McKee President — NAME AND TITLE

June 17, 1983 — DATE

PERB–1-A

CPC-17471 3/76

CEO 817

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: STATE OF IOWA, Public Employer and AFSCME, COUNCIL 61, Certified Employee Organization	CASE NO. 1559 (Amending Case No. 363, 364 et. al (Unit No. 5) and Case No. 1071)

AMENDENT OF BARGAINING UNIT AND CERTIFICATION

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the parties waived hearing and filed with the Public Employment Relations Board a stipulation of bargaining unit including the job classification of Administrative Aide (30369) in the bargaining unit consisting of all technical and related employees of the State of Iowa.

Said stipulation having been tentatively approved by the Board and the Board having no objections;

ORDER

IT IS HEREBY ORDERED that the bargaining unit previously determined in Case Nos. 363, 364 et, al. and 1071 and the certification of AFSCME, Council 61 in those cases are hereby amended to read as follows:

INCLUDED: To include the job classification of Administrative Aide (30369) in the bargaining unit consisting of all technical and related employees of the State of Iowa (PERB Case No. 1071).

Administrative Aide (30369) was formerly included in the "Professionals in Fiscal & Staff Services" unit PERB Case Nos. 364, 365, et. al. Unit #5.

EXCLUDED: All employees excluded in PERB Case No. 1071.

DONE by the Public Employment Relations Board this 29th day of October, 1981.

John E. Beamer

JOHN E. BEAMER, CHAIRMAN

CEO 817

NOV 2 1978 - 3:00 PM

PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: STATE OF IOWA, Public Employer and AFSCME, AFL CIO, COUNCIL NO. 61, Petitioner/Certified Employee Organization	CASE NO. 1289

AMENDMENT OF BARGAINING UNITS AND CERTIFICATIONS

Upon a petition for amendment of bargaining unit duly filed under Section 13 of the Public Employment Relations Act and Rule 4.6 of the Public Employment Relations Board's Rules and Regulations, the above-named parties waived hearing and filed with the Board a stipulation amending the bargaining units found appropriate in Board Case Nos. 363, 364 et. al. and Case No. 1071.

Said stipulation having been tentatively approved by the Board and posted in conformance with the Board's Rules and Regulations, and no objection having been filed thereto;

ORDER

IT IS HEREBY ORDERED that the bargaining units previously determined in Case Nos. 363, 364 et. al. and Case No. 1071, and the certification of AFSCME, AFL-CIO, Council No. 61 in Case Nos. 1105 and 1139 be amended as follows:

Case Nos. 363, 364, et. al.

EXCLUDED: Public Information Supervisor (14715), Producer/Director I (14723), Producer/Director II (14722), Executive Producer (14721), Art Supervisor (14725), Film Supervisor (14727), and Unit Supervisor (14729).

Case No. 1071

INCLUDE: Canera Operator

DONE by the Public Employment Relations Board this 2nd day of November, 1978.

Vernon C. Cook

VERNON C. COOK, BOARD MEMBER

CEO 817

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: STATE OF IOWA, Public Employer AND AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61, Petitioner	CASE NO. 1105

ORDER OF CERTIFICATION

Now on this 28th day of November, 1977, the Board being advised that an election was conducted purusant to Order of the Board, and that the American Federation of State, County and Municipal Employees, Council 61, an employee organization, received an affirmative vote of the majority of employees voting in the above-referenced case, and the Board having further found that the employee organization has fully complied with all regulations of the Act and the rules and regulations thereunder;

IT IS HEREBY ORDERED that the American Federation of State, County and Municipal Employees, Council 61, should be, and hereby is, designated as the exclusive bargaining representative for certain employees of the State of Iowa, a public employer, in the following bargaining unit:

> INCLUDED: All technical and related employees of the State of Iowa as set forth under inclusions in Appendix A (Attached).
>
> EXCLUDED: Those classifications set forth under exclusions in Appendix A (Attached), all other persons excluded by Section 4 of the Act, and all other employees of the State of Iowa.

DONE by the Public Employment Relations Board this 28th day of November, 1977.

John R. Loihl

JOHN R. LOIHL, BOARD MEMBER

CEO 817

PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

STATE OF IOWA,
PUBLIC EMPLOYER

AND

AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61,
PETITIONER

TALLY OF BALLOTS

CASE NO. 1105

DATE ISSUED November 18, 1977

TYPE OF ELECTION Mail Ballot

The undersigned, as agent of the Board, hereby certifies that the results of the tabulation of ballots cast in the election held in the above case were as follows:

1. Total Number of Eligible Voters 3820
2. Void Ballots 6
3. Votes cast for AFSCME, Iowa Public Employees Council 61 2736
4. Votes cast for _____ . . . . . .
5. Votes cast for _____ . . . . . .
6. Votes cast for no employee organization ("No", "Neither", "None") 1078
7. Valid votes counted (Sum of Lines 3, 4, 5, & 6) 3814
8. Unresolved Challenged Ballots 57
9. Maximum possible vote count (Valid votes counted plus unresolved challenged ballots, (Line 7 + Line 8) 3871
10. Majority based on maximum possible votes. (Majority of Line 9) 1936
11. Minimum vote count in which challenged ballots would determine the outcome of the election. (Line 10 - Line 8) 1879
12. (Check one)

[ ] a. Challenges are sufficient in number to affect the results of the election.

[V] b. A majority of the voters have voted for AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61 as their exclusive bargaining representative.

[ ] c. A majority of the voters have not voted for AFSCME, IOWA PUBLIC EMPLOYEES COUNCIL 61 as their exclusive bargaining representative.

FOR THE BOARD

James A. McClimon

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above, and hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

FOR AFSCME, Council 61

Doug Hart

FOR STATE OF IOWA

Steve Weber

FOR _____

FOR _____

00930	27	Customer Service Representative
03313	24	Affirmative Action Comp. Off. 1
03314	28	Affirmative Action Comp. Off. 2
04023	29	Program Planner 3
04112	29	Right of Way Agent 3
04385	26	Maintenance Operations Asst. 1
14584	24	Assistant Auditor 1
14585	27	Assistant Auditor 2
14741	29	Exec. Asst.
14913	28	Administrative Assistant 3
14914	30	Administrative Assistant 4
15305	25	Unclaimed Property Examiner
15461	28	Military Record Archivist
15462	33	Inspector General
20574	28	Arts Programmer 3
20639	30	Justice Systems Analyst
31211	35	Coordinator of Planning
31305	33	Resource Manager

SECURITY (006)

General Government Classifications

Code No.	Pay Grade	Classification
00482	24	Warehouse & Grain Dealer Examiner
00660	24	Field Safety Technician
00675	26	Elevator Inspector
00683	25	Track Car Operator
00684	32	Track Inspector
02405	19	Health Inspector
02425	25	Disease Prevention Specialist 1
05101	20	Weights & Measures Inspector
05102	21	Food & Sanitation Inspector
05103	24	Food Sanitation Survey Officer
05105	23	Sr. Weights & Measures Insp.
05112	22	Dairy Products Inspector
05117	21	Livestock Inspector
05120	27	Livestock Compliance Invest.
05126	21	Meat Inspector
05127	24	Sr. Meat Inspector
05132	21	Livestock Marketing Specialist
05140	19	Apiary Inspector
05144	21	Agricultural Products Inspector
05145	27	Pesticide Investigator
05186	20	Dairy Trade Practices Invest.
05356	24	Conservation Program Coord.

06075	24	Training Facilities Coord.
06340	25	Motor Vehicle Investigator
06360	23	Motor Vehicle Officer 1
06361	25	Motor Vehicle Officer 2
06406	21 (23)	Correctional Officer (Grade 23 on 1/1/91)
06409	23 (25)	Senior Correctional Officer (Grade 25 on 1/1/91)
06465	25	State Industries Technician
06467	26	Senior State Industries Technician
07110	15	Security Guard 1
07111	17	Security Guard 2
07112	16	Military Security Guard
07130	23	Airport Firefighter
08430	26	Boiler Inspector

SECURITY UNIT

Regents Merit Classifications

Code No.	Pay Grade	Classification
7581	306	Hospital Security Officer I
7801	303	Parking Enforcement Officer
8121	305	Plant Safety Patrol Officer
8131	307	Plant Safety Sergeant
7591	308	Public Safety Dispatcher
8111	313	Safety Inspector
7491	305	Security-Auxiliary Officer
7551	310	Security-Detective
7501	303	Security Guard
7571	313	Security-Lieutenant Detective
7511	310	Security-Patrol Officer
7521	311	Security-Sergeant
7561	311	Security-Sergeant Detective

TECHNICAL UNIT (002)

General Government Classifications

Code No.	Pay Grade	Classification
00135	17	Computer Operator 1
00136	21	Computer Operator 2
00150	20	Computer Program Trainee
00205	18	Purchasing Assistant
00290	17	Accounting Technician 1
00292	20	Accounting Technician 2
00294	23	Accounting Technician 3
00354	19	Revenue Agent 1
00355	23	Revenue Agent 2

00356	27	Revenue Agent 3 (013 Pay Plan)
00443	19	Jr. Insurance Co. Examiner
00556	24	Utility Reg. Inspector
00638	17	Law Clerk (013 Pay Plan)
00702	30	Director of Elections
00708	21	Administrative Asst. 1
00709	24	Administrative Asst. 2
00740	15	Statistical Asst. 1
00741	17	Statistical Asst. 2
00803	20	Job Service Interviewer 1
00805	23	Job Service Interviewer 2
00831	20	Retirement Benefit Spec. 1
00832	22	Retirement Benefit Spec. 2
00895	22	Refugee Specialist 1
00896	24	Refugee Specialist 2
01005	18	Education Aide
01010	19	Education Assistant
01035	23	Vocational Instructor
01037	25	Certified Voc. Instructor
01310	17	Library Associate
01330	25	Museum Technician
01333	18	Museum Guide
01338	16	Museum Assistant
01345	26	Exhibits Designer
02002	23	Licensed Prac. Nurse
02085	15	Central Supply Worker 1
02086	16	Central Supply Worker 2
02105	18	Activities Aide
02107	19	Activities Assistant
02117	20	Occupational Therapy Assistant
02125	17	Physical Therapy Aide
02134	16	Speech Therapy Technician
02200	20	Respiratory Therapy Technician
02205	19	Medical Lab. Technician
02209	20	Radiologic Technologist 1
02211	21	Radiologic Technologist 2
02220	14	Dental Assistant
02225	16	Pharmacy Assistant
02575	18	Voc. Rehab. Assistant
02585	22	Braille Transcriber
03005	13	Community Program Aide
03010	19	Social Work Associate
03040	19	Youth Services Worker
03047	21	Youth Services Technician
03171	21	Sign Language Interpreter
03201	19	Resident Treatment Worker

Tech

03202	22	Resident Treatment Technician
03251	20	Drug Abuse Counselor 1
03252	23	Drug Abuse Counselor 2
03306	18	Chaplaincy Assistant
03351	22	Volunteer Serv. Specialist
03435	16	Civil Rights Assistant
04005	15	Planning Aide 1
04006	18	Planning Aide 2
04007	21	Planning Aide 3
04008	24	Planning Aide 4
04106	18	Right of Way Aide 2
04107	21	Right of Way Aide 3
04108	24	Right of Way Aide 4
04305	15	Engineering Aide 1
04306	18	Engineering Aide 2
04308	21	Asst. Soils Party Chief
04310	24	Soils Party Chief
04320	23	Construction Tech. 1
04321	25	Construction Tech. 2
04323	28	Senior Engineering Tech.
04325	23	Assistant Survey Party Chief
04335	23	Photogrammetrist 1
04336	26	Photogrammetrist 2 (013 Pay Plan)
04340	15	Materials Technician 1
04341	19	Materials Technician 2
04342	22	Materials Technician 3
04343	24	Materials Fab. Inspector 1
04344	26	Materials Fab. Inspector 2
04345	26	Materials Tech. 4
04355	15	Design Technician 1
04356	18	Design Technician 2
04357	22	Design Technician 3
04358	26	Design Technician 4
04363	25	Architectural Tech. 1
04364	27	Architectural Tech. 2
04380	21	Eng. Office Asst. 1
04381	24	Eng. Office Asst. 2
04400	15	Geological Aide
04401	19	Geological Technician
04605	30	Aeronautical Standards Officer
04715	20	Communications Center Spec. 1
04717	22	Communications Center Spec. 2
04735	22	Communications Tech. 1
04736	25	Communications Tech. 2
04737	27	Communications Tech. 3

04742	28	Electronic Engineer Tech.
04750	20	Traffic Signal Tech. 1
04900	22	Radiological Electronics Tech.
05104	23	Metrologist
05165	12	Lab. Asst. 1
05166	16	Lab. Asst. 2
05167	17	Lab. Asst. 3
05303	19	Fisheries Technician
05331	20	Wildlife Technician
05465	16	Soil Conservation Aide
06030	20	Fingerprint Technician
06302	26	Drivers Lic. Hearing Officer
06460	23	State Industries Sales Rep.
07340	17	Therapeutic Technician
08000	20	Control Center Operator
08004	23	Energy Management Technician
08133	23	Bridge Inspector 1
08137	27	Bridge Inspector II
08320	91	Scale Mechanic
08505	17	Compositor
08511	15	Phot. Proc. 1
08512	19	Phot. Proc. 2
08516	22	Photographer
08518	22	Graphic Artist
08520	19	Illustrator
08605	86	Beautician
08610	88	Beauty Shop Operator
08640	29	Aircraft Pilot
08645	21	Audio-Visual Aide Tech.
08650	91	Geological Research Driller
14738	21	Camera Operator
14755	21	Engineer 1
14756	24	Engineer 2
14757	27	Engineer 3
14759	30	Senior Engineer
15054	18	Mutuels Rulings Auditor (013 Pay Plan)
30370	19	Evaluator Technician

TECHNICAL UNIT

Regents Merit Classifications

Code No.	Pay Grade	Classification
8101	413	Architectural Assistant
3901	404	Assembly Technician I
3902	407	Assembly Technician II
4051	409	Audio Specialist

Tech

4062	405	Audiovisual Equipment Tech. II
4081	409	Audiovisual Specialist
7631	405	Barber
7641	405	Beautician
3448	403	Broadcast Master Cont. Operator
3485	409	Broadcast Television Prod. Spec.
3441	409	Broadcast TV-Radio Tech. I
3442	413	Broadcast TV-Radio Tech. II**
3443	415	Broadcast TV-Radio Tech. III***
7201	405	Central Service Technician I
7202	407	Central Service Technician II
3291	405	Clinical Technician I
3292	409	Clinical Technician II
1811	407	Computer Operator I
1812	409	Computer Operator II
5601	412	Construction Inspector
7951	407	Costume Tailor
3051	404	Dental Assistant I
3052	406	Dental Assistant II
3041	404	Dental Dispensary Assistant
3141	405	Dental Technician I
3142	408	Dental Technician II
3501	409	Drafter
3511	412	Drafter-Design & Packager
3302	408	Electroencephalographic Technologist I
3303	410	Electroencephalographic Technologist II
3304	413	Electroencephalographic Technologist III
3271	408	Electron Microscope Technician I
3272	411	Electron Microscope Technician II
3401	412	Electronics Technician I
3402	415	Electronics Technician II
8221	409	Emergency Comm. Center Dispatcher
3541	413	Engineering Technician I
3542	415	Engineering Technician II
4444	409	Epidemiology Quality Assurance Tech.
3326	411	Extracorporeal Technician Heart/Lung
3321	411	Extracorporeal Technician/ Kidney
3801	406	Field Laboratory Technician I
3802	408	Field Laboratory Technician II

3803	410	Field Laboratory Technician III
3491	405	Film Library Coordinator
4091	406	Film Library Technician
3991	413	Glassblower
4111	410	Graphics Specialist I
4101	403	Graphics Technician I
4102	407	Graphics Technician II
4103	408	Graphics Technician III
5791	409	Greenhouse Caretaker
3411	405	Health Physics Technician I
3412	410	Health Physics Technician II
3413	415	Health Physics Technician III
3331	408	Health Technician
3408	408	Hemodialysis Technician
3261	405	Histology Technician I
3262	409	Histology Technician II
7921	405	Hospital Sewing Machine Operator
7661	405	Houseparent I
7662	409	Houseparent II
3151	403	Laboratory Assistant I
3152	405	Laboratory Assistant II
3701	405	Laboratory Mechanical Tech. I
3702	409	Laboratory Mechanical Tech. II
3711	410	Laboratory Mechanical Tech.
3251	406	Laboratory Technician I
3252	408	Laboratory Technician II
3253	410	Laboratory Technician III
7211	407	Licensed Practical Nurse
7911	404	Medical Assistant
3601	408	Motion Picture/Video Prod. Spec. I
3602	410	Motion Picture/Video Prod. Spec. II
7221	404	Nursing Assistant I
7222	405	Nursing Assistant II
7261	407	Occupational Therapy Assistant
7231	406	Operating Room Technician
7941	410	Orthotist
7942	412	Orthotist Senior
8231	403	Patient Escort
3381	404	Pharmacy Manufacturing Tech. I
3382	407	Pharmacy Manufacturing Tech. II
3361	405	Pharmacy Technician I
3362	407	Pharmacy Technician II
4201	407	Photo Specialist I
4202	410	Photo Specialist II
4211	403	Photo Technician I

4212	404	Photo Technician II
4213	406	Photo Technician III
7241	403	Physical Therapy Aide
7251	406	Physical Therapy Assistant
5781	409	Plant House Assistant
7271	404	Psychiatric Nursing Assistant I
7272	406	Psychiatric Nursing Assistant II
3372	410	Radiation Therapy Technician
3281	409	Radiographer I
3282	410	Radiographer II
7721	407	Recreation Activities Coordinator
4501	413	Research Technician
4511	415	Research Technician, Senior
4910	410	Respiratory Therapy Tech.
7741	405	School Assistant
3811	404	Seed Analyst I
3812	406	Seed Analyst II
3813	409	Seed Analyst III
3821	404	Seed Processing Technician I
3822	407	Seed Processing Technician II
7751	403	Sewing Machine Operator I
7752	405	Sewing Machine Operator II
7753	407	Sewing Machine Operator III
3446	405	Television Media Technician
3431	406	Television Production Assistant

** Start at Step 3
***Start at Step 4

APPENDIX B

ORGANIZATIONAL AND EMPLOYING UNITS

Organizational units for purposes of layoff pursuant to Article VI and employing units for purposes of transfers pursuant to Article VII, are defined as:

1. Board of Regents:
   Institutions
2. Human Services:
   Institutions
   Districts
   Central Office
3. Department of Transportation:
   Districts
   Ames/Des Moines Complex
4. Alcoholic Beverage Division of the Depart-

CEO 817

FILED
OCT 5 1977 -4 00 PM
PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: STATE OF IOWA, PUBLIC EMPLOYER/ PETITIONER AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL 61; IOWA FEDERATION OF LICENSED PRACTICAL NURSES, INC./ SERVICE EMPLOYEES INTERNATIONAL UNION, AFL-CIO, CLC; PROFESSIONAL SECURITY COUNCIL OF THE IOWA NURSES ASSOCIATION; AND COMMUNICATION WORKERS OF AMERICA, AFL-CIO, INTERVENORS	CASE NO. 1071

DECISION AND ORDER

The petition in this matter was filed on August 4, 1977, by the State of Iowa, seeking determination of an appropriate unit for all technical employees of the State of Iowa. Pursuant to Notice in accordance with Sections 2.2(20) and 4.2(3) of the Rules and Regulations of the Public Employment Relations Board (Iowa Administrative Code, Chapter 660), a public hearing was held on September 7, 1977. All parties were afforded an opportunity to present evidence and to examine and cross-examine witnesses.

The State of Iowa (hereinafter the State) seeks inclusion, as set forth in its petition, of all technical and related employees of the State in a single bargaining unit. The American Federation of State, County and Municipal Employees, AFL-CIO, Council 61 (hereinafter AFSCME) concurs with the State; further, on September 26,

1977, AFSCME filed a petition for bargaining representative determination (Case No. 1105) among employees in a statewide technical unit. Iowa Federation of Licensed Practical Nurses, Inc./Service Employees International Union, AFL-CIO, CLC (hereinafter I.F.L.P.N./S.E.I.U.) requests that licensed practical nurses employed by the State not be included in such a bargaining unit. I.F.L.P.N./S.E.I.U. requests, alternatively: that licensed practical nurses be included in the previously determined units of professional patient care employees, which units include registered nurses; that they be placed in a separate unit of licensed practical nurses only; or that they be placed in a unit comprised of all State technical employees engaged in health care. The Professional Security Council of the Iowa Nurses Association (hereinafter I.N.A.) intervened for the sole purpose of objecting to the placement of licensed practical nurses in the previously determined unit of professional health care employees at the University of Iowa Hospitals. Communication Workers of America, AFL-CIO (hereinafter C.W.A.) seeks exclusion of five classifications from the technical unit: Communications operator, communications technician I, communications technician II, electronic engineer technicians, and traffic signal technicians I. C.W.A. requests that these classifications be determined to constitute a separate appropriate unit.

FINDINGS OF FACT

Although it is not a matter of record evidence in this proceeding, we take administrative notice that we have previously determined a number of bargaining units for state employees based upon broad occupational groupings, including units of blue collar employees, public safety employees, security employees, fiscal and staff services employees, and so forth. Among those units are two units in which there are registered nurses: a unit

of professional employees engaged in tertiary health care at the University of Iowa Hospitals and a unit of all other professional health care employees in the State.

The State's proposed unit consists of all employees defined by it as "technical" employees. It includes those classifications which, according to the State, are not held by "professional employees" as that term is defined in Section 3(11) of the Act but require utilization of a skill level generally higher than that of blue collar personnel. The unit proposed by the State would include approximately 7,000 employees in approximately 325 different job classifications.

There are approximately 500 licensed practical nurses employed by the State at a substantial number of different locations. Depending in each instance upon the identity of their appointing authority, licensed practical nurses, like others in the technical unit, are covered by either the Iowa Merit Commission or the Board of Regents Merit System. Registered nurses in the Regents System are generally not employed pursuant to that Merit System.

To gain State licensure as a licensed practical nurse, there are, in essence, three requirements: first, a high school diploma; second, completion of a course of study (generally one year) at an accredited L.P.N. school; and third, successful completion of a State license exam. The examination, however, is administered on a national level and is not unique to the State of Iowa. Although the first year of training for licensed practical nurses and registered nurses is substantially the same, and thus interchangable, the requirements to become a registered nurse, are, at a minimum level, one additional year of training. The requirement for a licensed practical nurse I under the State Merit System, and a licensed practical nurse under the Regents Merit System, is licensure by the State or a valid work permit issued by the Iowa Board of Nursing. Under the State Merit

System experience as a child development worker, geriatric worker, or mental health worker is applicable for promotional purposes to the position of licensed practical nurse II. The duties of those positions are similar in many respects to that of a licensed practical nurse.

Illustrative examples of the work performed by licensed practical nurses are set forth in the job description for that position. (Petitioner's Exhibit 1):

> Provides general residential care to residents; takes temperature, pulse, respiration, and blood pressure; gives enemas and douches; makes beds, changes linen, gives baths and rubs.
>
> Administers inter-muscular and subcutaneous injections, passes medications, conducts simple treatments as ordered by physicians.
>
> Applies sterile dressings to wounds or incisions; cares for closed chest drainage; adjusts the rate of flow of intravenous fluids.
>
> Records observations of symptoms, reactions, care and treatment given, and reports to nursing supervisor.
>
> Assist with surgical procedures, setting up trays, circulating, practicing general sterile technique.
>
> Maintains equipment and supplies; sterilizes instruments; makes up sterile packs.
>
> Attends staff meetings as required.
>
> Handles ward admissions and discharges, doctors orders and preparation of medications.

With regard to the classifications sought as a separate unit by the C.W.A., the C.W.A. did not appear at hearing and offered no testimony or other evidence in support of its position. The job descriptions of those positions were, however, introduced by the State at hearing. (Petitioner's Exhibit 2). Generally the work performed by those classifications concerns, as the job titles would indicate, the design, installation, and maintenance of radio and tele-communications systems. All require a high school diploma and/or one or two years of specialized training.

CONCLUSIONS OF LAW

In general terms, the issue before us in this case is the appropriate unit or units for 7,000 state employees described in the State's petition as "technical and related employees". The State seeks a single unit for employees in these classifications. The only objections raised to such a unit are by the I.F.L.P.N./ S.E.I.U., which desires a different unit placement for licensed practical nurses, and the C.W.A., which seeks a separate unit for several classes of communications employees.

An ancillary issue, not raised directly by the I.F.L.P.N./ S.E.I.U., but implicitly requiring an answer, is whether licensed practical nurses are "professional employees" within the meaning of Section 3(11) of the Act:

> "'Professional employee' means any one of the following:
> (a) Any employee engaged in work:
>
> (1) Predominatly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work;
>
> (2) Involving the consistent exercise of discretion and judgment in its performance;
>
> (3) Of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time; and
>
> (4) Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.
>
> (b) Any employee who (i) has completed the courses of specialized intellectual instruction and study described in subparagraph four (4) of paragraph a of this subsection, and (ii) is performing related work under the supervision of a professional person to qualify himself or herself to become a professional employee as defined in paragraph a of this subsection.

Based upon the testimony and record evidence before us in this case, we find that licensed practical nurses are not "professional employees" within the meaning of the Act. In sc finding, we do not infer that licensed practical nurses are not professionals as that term is used in its generic sense. Rather, we find that a licensed practical nurse does not meet the stringent qualifications of the definition of professional employee set forth above. We note that our conclusion in this regard is consistent with that of the National Labor Relations Board, which has similarly ruled upon the application of the definition of professional employee in the National Labor Relations Act (identical to that in the Iowa law) to licensed practical nurses. Bishop Randall Hospital, 89 LRRM 1249 (1975); Presbyterian Medical Center, 89 LRRM 1752 (1975); Waterloo Surgical and Medical Group, 87 LRRM 1136 (1974).

We turn then to the issue of the appropriate bargaining unit. Section 13 of the Act provides that, upon a petition filed by a public employer, public employee, or employee organization, it is the obligation of the Board to determine an appropriate bargaining unit. In so doing, we are required to consider,

> along with other relevant factors, the principles of efficient administration of government, the existence of a community of interest among public employees, the history and extent of public employee organization, geographical location, and the recommendations of the parties involved.

We have previously defined "principles of efficient administration of government" to require for any one employer the smallest number of bargaining units consistent with meaningful and effective representation of the employees involved. Des Moines Independent Community School District, PERB Case Nos. 21, 125 and 126 (1975). We have attempted by this standard to avoid undue fragmentation of similar types of employees into different bargaining units unless

some other factor compels such a division, and to establish bargaining units based upon only the broadest occupational groupings. Polk County, PERB Case Nos. 120 et al. (1975). Woodbury County, PERB Case Nos. 46, 118 and 470 (1975); State of Iowa, PERB Case No. 930 (1977). Hence, in this case a single unit of all technical and related employees would appear appropriate unless there are within that unit communities of interest so divergent from one another that they compel division of that unit, or unless some other statutory factor compels such a division.

We generally find a community of interest to exist among a group of employees when it can be found that they are subject to similar benefits and conditions of employment, similar qualifications, training and skills, and other similarities which demonstrate that their interests and concerns regarding matters subject to collective bargaining are largely compatible. Consistent with that principle, we have, for example, included in a single unit all blue collar employees of the State, notwithstanding great variation in the individual duties performed by employees in that unit. State of Iowa, PERB Case No. 930 (1977). Likewise, at the State Universities we found appropriate units of all non-faculty professional employees, although those units group together such divergent occupations as engineers and accountants. State of Iowa, PERB Case No. 365 (1977).

Thus, with regard to the existence of a community of interest, the question here is whether there exists common interests sufficient to combine in a single unit all the classifications in the State's proposed technical and related unit. I.F.L.P.N./S.E.I.U. and the C.W.A. allege not, and contend that licensed practical nurses and communications employees respectively, do not share a community of interest with other employees in the State's proposed unit.

According to the I.F.L.P.N./S.E.I.U., licensed practical nurses share a greater community of interest and should be included with

registered nurses in the previously determined units of professional health care employees. However, because that would create a unit comprised of professional and non-professional employees, an election under Section 13(4) of the Act would be required. In that election the professional employees and the licensed practical nurses would be separately polled to determine whether they agreed to such a joint unit. In the event that a majority of either group objected, there would then be separate units. Therefore, the dynamics of the process of including licensed practical nurses in the previously determined professional unit dictates an implicit finding that licensed practical nurses can, as a necessary alternative, constitute a separate appropriate unit by themselves, which is an alternative position also proposed by the I.F.L.P.N./S.E.I.U.

Such a unit, comprised of licensed practical nurses only, however, would not in our opinion be appropriate under any circumstances. First, it would create among the 40,000 state employees a unit comprised solely of one job classification and numbering only about 500 employees at a maximum. Such a unit would be contrary to our prior standards of unit determinations for large multi-functional employers. Indeed, we specifically rejected such a unit in the case of registered nurses. Second, a unit comprised solely of licensed practical nurses ignores the obvious community of interest that licensed practical nurses have with other health care employees in the technical unit. For although the State's proposed unit includes employees with diverse classifications, there are a large number of classifications in that unit with which licensed practical nurses are generally associated: child development workers, mental health workers, physical therapy aides, speech therapy technicians, medical lab technicians, radiologic technologists, dental assistants, pharmacy assistants, geriatric workers, therapeutic technicians, extracorporeal technicians, nursing assistants, operating room technicians,

psychiatric nursing assistants, physical therapy assistants, and many others. There is, we submit, a large number of employees in this bargaining unit with whom licensed practical nurses do share a community of interest and from whom it would not be appropriate to segregate them.

With regard to the communications employees sought as a separate unit by the C.W.A., we believe such a unit inappropriate in that it would likewise create a unit consisting of a very small number of employees in only a few classifications. Similar to the situation of licensed practical nurses, there is within the State's proposed unit a substantial number of classifications with whom communications employees share a community of interest based upon a broad occupational grouping.

Although we believe, therefore, that licensed practical nurses and communications employees should not be placed in separate bargaining units, we do at the same time admit that the unit sought by the State is quite broad in scope and inclusive of some classifications which would appear not to share a community of interest with others. For example, while we have listed many health care classifications in the State's proposed unit, there are also such classifications included as airplane pilots, museum technicians, seed analysts, fingerprint technicians, and reactor operators. It cannot be seriously argued that a close working relationship exists between an aircraft pilot and a licensed practical nurse. The problem, however, is that it is difficult to find <u>any</u> other classification with which an aircraft pilot does share such a relationship. To establish a separate unit, therefore, for licensed practical nurses would fairly require that we grant similar treatment to aircraft pilots and seed analysts. By such a practice, though, we could quite conceivably find 50 or more units among the employees in the State's proposed unit, resulting in a proliferation of bargaining units entirely inconsistent

with the statutory requirement that we give consideration to the principles of efficient administration of government.

Much the same problem is presented by the I.F.L.P.N./S.E.I.U.'s alternate position that we establish a unit of technical health care employees. That division would appear to group licensed practical nurses and similar occupations into a unit with fewer ideosyncratic classifications. But as to the remainder of the unit, the same dilemna remains, with museum technicians and seed analysts (for example) in the same unit. Should we not then find still another division, and another, to remove such apparently inconsistent vocations from a common bargaining group? The result, quite likely, would be no fewer than a dozen units, and perhaps many more, to find a close alignment of similar job duties.

The alternative which we have previously followed and must apply here is to search for a reasonable community of interest based on broader considerations than individual job duties. Such a grouping does exist, we believe, among the employees in the State's proposed unit. For although the individual duties and job functions may be divergent, there is a common thread of relationship among them. In the broadest sense, the unit is comprised of employees with skill levels described as technical - greater than those of blue collar occupations but not rising to the level of professional employee as that term is statutorily defined. Many, if not most, of the classifications included in the proposed unit require a high degree of skill and the application of specific training and technical education. In this sense at least there is a community of interest which encompasses all of the proposed "technical and related" unit proposed by the State.

Further, there are for purposes of collective bargaining, which is our concern, other similarities among the employees in this proposed

unit. Their fringe benefits bear, for the most part, an historical similarity. Their salary rates all fall within a range which is not substantially dissimilar, and their general conditions of employment are the same. They constitute, in substance, an apparently cohesive grouping for engaging in collective bargaining activities, and do, we submit, share a mutuality of interests in terms of similarity of general working conditions, wages, terms of employment, and other common collective bargaining interests.

Such a unit, moreover, is not without precedent. For example, a Michigan task force considering this problem stated:

> Yet the clear indication from public sector experience, especially at the state level, is that large units cutting across departmental lines, which include all employees in broad occupational groups, make the most sensible arrangement for both management and employees... 1/

And in the industrial sector, the National Labor Relations Board has often grouped into a single unit all technical employees. Sheffield Corp., 49 LRRM 1265 (1961); Bendix Corporation, 58 LRRM 1154 (1964). Further, in health care institutions and hospitals, the NLRB has specifically rejected units of licensed practical nurses in favor of overall technical bargaining units. Mt. Airy Foundation, 89 LRRM 1067 (1975); St. Catherine's Hospital, 89 LRRM 1070 (1975); William Backus Hospital, 90 LRRM 1696 (1976).

In summary, we believe that a sufficient, albeit broad, community of interest exists among the employees in the State's proposed unit so as not to compel the exclusion from it of licensed practical nurses and communications employees. Particularly when viewed against the requirement that we consider as well the "principles of efficient administration of government," and establish therefore as few a number of units as is consistent with meaningful representation, we believe that a single unit of all technical and related employees best meets the interests of both the State and the affected employees.

1/ Report: Staff Task Force on Public Employee Relations, Michigan Department of Civil Service, August 5, 1975.

With regard to the other statutory factors which we are mandated to consider, we find none of them controlling in this case. There is no significant history or extent of public employee organization among the employees in question. Any unit structure would result in a large geographic distribution of employees. And the recommendations of the parties are, as set forth, disparate. We would note, however, that the only objections stated to the unit were the inclusions of licensed practical nurses and communications employees. At least one employee organization, AFSCME, concurs in the State's proposed unit and has stated a willingness and intent to seek to gain representative status for that unit. Although not a controlling factor, such a willingness has been viewed in other jurisdictions as a significant basis upon which to establish the largest appropriate unit. Fairleigh Dickinson University, 84 LRRM 1033 (1973); Minnesota State College Board v. PERB, 89 LRRM 2833 (Minn. Supreme Court, 1975).

We find, therefore, that the following unit is appropriate for the purposes of collective bargaining within the meaning of Section 13(2) of the Act:

> All technical and related employees of the State of Iowa as set forth under inclusions in Appendix A; but excluding those classifications set forth under exclusions in Appendix A, all other persons excluded by Section 4 of the Act, and all other employees of the State of Iowa. 2/

DATED at Des Moines, Iowa this 5th day of October, 1977.

PUBLIC EMPLOYMENT RELATIONS BOARD

John E. Beamer
JOHN E. BEAMER, CHAIRMAN

Vernon C. Cook
VERNON C. COOK, MEMBER

John R. Loihl
JOHN R. LOIHL, MEMBER

2/ We note that the particular inclusions and exclusions have neither been stipulated to nor determined by us.

INCLUSIONS

APPENDIX A

State Merit Classification

Code No.	Classification
00135	Computer Operator I
00136	Computer Operator II
00150	Computer Program Trainee
00185	Crim. Just. Field Spec.
00290	Accounting Technician I
00292	Accounting Technician II
00294	Accounting Technician III
00340	Revenue Agent I
00341	Revenue Agent II
00443	Jr. Insurance Co. Examiner
00462	Insurance Licensing Technician
00520	Transportation Rate Analyst I
00521	Transportation Rate Analyst II
00555	Utility Reg. Inspector I
00556	Utility Reg. Inspector II
00702	Director of Elections
00708	Administrative Asst. I
00709	Administrative Asst. II
00740	Statistical Asst. I
00741	Statistical Asst. II
00762	Personnel Technician
00804	Manpower Specialist I
00806	Manpower Specialist II
00808	Manpower Specialist III
00831	Retirement Benefit Spec. I
00832	Retirement Benefit Spec. II
00852	Claims Specialist I
00853	Claims Specialist II
00893	Emerg. Employ. Act. Intern
01005	Institutional Teacher Aide
01010	Institutional Instructor
01030	Vocational Instructor Aide
01035	Vocational Instructor
01037	Certified Voc. Instructor
01310	Library Associate
01330	Museum Technician
01333	Museum Guide
02001	Licensed Prac. Nurse I
02002	Licensed Prac. Nurse II
02085	Central Supply Worker I
02086	Central Supply Worker II
02105	Activities Aide
02107	Activities Assistant
02125	Physical Therapy Aide
02134	Speech Therapy Technician
02205	Medical Lab. Tech.
02209	Radiologic Technologist I
02211	Radiologic Technologist II
04320	Construction Tech. I
04321	Construction Tech. II
04323	Dist. Construction Tech.
04325	Asst. Survey Party Chief
04335	Photogrammetrist I
04340	Materials Inspector I
04341	Materials Inspector II
04342	Materials Inspector III
04345	Materials Inspector IV
04350	Materials Lab. Tech. I
04351	Materials Lab. Tech. II

Code No.	Classification
02218	Electroencephalograph Tech.
02220	Dental Assistant
02225	Pharmacy Assistant
02575	Voc. Rehab. Assistant
03005	Community Program Aide I
03006	Community Program Aide II
03010	Social Work Associate
03045	Youth Services Worker I
03046	Youth Services Worker II
03047	Youth Services Worker III
03066	Dormitory Monitor
03077	Institutional Homemaker
03090	Income Maint. Worker I
03091	Income Maint. Worker II
03092	Income Maint. Worker III
03093	Income Maint. Worker IV
03094	Income Maint. Worker V
03095	Income Maint. Worker VI
03205	Mental Health Worker I
03206	Mental Health Worker II
03207	Mental Health Worker III
03210	Child Development Worker I
03211	Child Development Worker II
03212	Child Development Worker III
03225	Geriatric Worker I
03226	Geriatric Worker II
03227	Geriatric Worker III
03251	Drug Abuse Counselor I
03252	Drug Abuse Counselor II
03306	Chaplaincy Assistant
03351	Volunteer Serv. Specialist
03435	Civil Rights Assistant I
03436	Civil Rights Assistant II
04005	Planning Aide I
04006	Planning Aide II
04007	Planning Aide III
04008	Planning Aide IV
04010	Planning Assistant
04105	Right of Way Aide I
04106	Right of Way Aide II
04107	Right of Way Aide III
04108	Right of Way Aide IV
04125	Land Acquisition Agent
04203	Highway Engineer Trainee
04305	Engineering Aide I
04306	Engineering Aide II
04308	Asst. Soils Party Chief
04310	Soils Party Chief
04315	Soils Design Tech.
04354	Materials Field Tech.
04355	Design Technician I
04356	Design Technician II
04357	Design Technician III
04358	Design Technician IV
04363	Architectural Tech. I
04364	Architectural Tech. II
04370	Contracts Technician
04380	Eng. Office Asst. I
04381	Eng. Office Asst. II
04400	Geological Aide
04401	Geological Technician
04418	Climatology Asst.

State Merit Classification

Code No.	Classification
06302	Drivers Lic. Hearing Officer
06460	State Industries Sales Representative
06500	Comm. Corr. Services Tech.
06501	Comm. Corr. Services Trainee
07340	Therapeutic Technician
08135	Bridge Maint. Insp. I
08136	Bridge Maint. Insp. II
08320	Scale Mechanic
08505	Compositor
08511	Phot. Proc. I
08512	Phot. Proc. II
08515	Photographer I
08516	Photographer II
08518	Graphic Artist
08520	Illustrator
08605	Beautician
08610	Beauty Shop Operator
08615	Barber
08640	Aircraft Pilot
08645	Audio-Visual Aide Tech.
08650	Geology Research Driller
08991	Civil Defense Oper. Officer
04505	Environmental Technician
04605	Aero. Stds. Officer
04715	Communications Operator
04735	Communications Tech. I
04736	Communications Tech. II
04742	Electronic Engineer Tech.
04745	Communications Planner
04750	Traffic Signal Tech. I
05104	Metrologist
05168	Seed Analyst
05171	Food & Agric. Tech.
05175	Tests & Standards Tech. I
05176	Tests & Standards Tech. II
05235	Exhibit Assistant
05240	Exhibit Specialist
05303	Fisheries Technician
05331	Wildlife Technician
05465	Soil Conservation Aide
05471	Soil Conservation Eng. Tech.
05510	Conservation Proj. Coord.
06030	Fingerprint Technician

State Non-Merit Classification

Code No.	Classification
10011	Admin. & Supply Technician
10012	Calibration Technician
14561	Asst. Supv.-Apiary Inspector
14732	Accounting Clerk III
14755	Engineer I
14756	Engineer II
14757	Engineer III
14758	Field Engineer
14759	Engineering Supervisor
14802	Admin. Asst. II
15018	Admin. Asst. I
20508	Accounting Technician I
20509	Accounting Technician II
20601	Planning Intern
30174	Entry Level Evaluator
30274	Entry Level Counselor
30370	Evaluator Technician
30470	Rehabilitation Aide III
30570	Social Skills Assessor

Regents Merit Classification

Code No.	Classification
08101	Architectural Assistant
03901	Assembly Technician I
03902	Assembly Technician II
04051	Audio Specialist
04031	Audio/Video Technician
04601	Audiovisual Equipment Coordinator
04071	Audiovisual Equipment Specialist
04061	Audiovisual Equipment Technician I
04062	Audiovisual Equipment Technician II
04081	Audiovisual Specialist
07631	Barber
07641	Beautician
03446	Broadcast Film Technician
03448	Broadcast Master Control Operator
03441	Broadcast TV-Radio Technician I
03442	Broadcast TV-Radio Technician II
03448	Broadcast TV-Radio Technician III
03485	Broadcast Television Production Spec
03481	Broadcast Videotape Assistant
03478	Broadcast Videotape Director
07201	Central Service Technician I
07202	Central Service Technician II
03291	Clinical Technician I
03292	Clinical Technician II
01811	Computer Operator I
01861	Computer Operator - Small Systems
05601	Construction Inspector
07951	Costume Tailor
03341	Cytotechnologist I
03342	Cytotechnologist II
03051	Dental Assistant I
03052	Dental Assistant II
03061	Dental Assistant Expanded Function
03141	Dental Technician I
03142	Dental Technician II
03143	Dental Technician III
03501	Draftsman
03511	Draftsman-Design & Packager
03522	Draftsman-Inker
03241	Drug Abuse Counselor I
03242	Drug Abuse Counselor II
03302	Electroencepholographic Technologist
03303	Electroencepholographic Technologist
03304	Electroencepholographic Technologist
03271	Electron Microscope Technician I
03272	Electron Microscope Technician II
03401	Electronics Technician I
03402	Electronics Technician II
03541	Engineering Technician I
03542	

Regents Merit Classification

Code No.	Classification
08231	Patient Escort
03381	Pharmacy Manufacturing Technician I
03382	Pharmacy Manufacturing Technician II
03361	Pharmacy Technician I
03362	Pharmacy Technician II
04201	Photo Specialist I
04202	Photo Specialist II
04211	Photo Technician I
04212	Photo Technician II
04213	Photo Technician III
07241	Physical Therapy Aide
07251	Physical Therapy Assistant
05781	Plant House Assistant
07271	Psychiatric Nursing Assistant I
07272	Psychiatric Nursing Assistant II
03961	Reactor Operator
03971	Reactor Operator, Senior
03966	Reactor Technician
03581	Reactor Shift Coordinator
07721	Recreation Activities Coordinator
04501	Research Technician
04511	Research Technician, Senior
08331	Residence Hall Night Host/Hostess
04551	Respiratory Therapy Technician I
04552	Respiratory Therapy Technician II
03981	Scanner I
03982	Scanner II
07741	School Aide
03811	Seed Analyst I
03812	Seed Analyst II
03813	Seed Analyst III
03821	Seed Processing Technician I
03822	Seed Processing Technician II
07751	Sewing Machine Operator I
07752	Sewing Machine Operator II
03561	Technical Illustrator
03911	Telemetry Operator I
03912	Telemetry Operator II
03451	Television Producer-Director
03431	Television Production Assistant
03461	Television Technician
03281	X-Ray Technician I
03282	X-Ray Technician II
03321	Extracorporeal Technician/Kidney
03326	Extracorporeal Technician I/Heart-Lung
03327	Extracorporeal Technician II/Heart-Lung
03801	Field Laboratory Technician I
03802	Field Laboratory Technician II
03803	Field Laboratory Technician III
03428	Fabricator
03491	Film Library Coordinator
04091	Film Library Technician
03991	Glassblower
04111	Graphics Specialist I
04101	Graphics Technician I
04102	Graphics Technician II
04103	Graphics Technician III
05791	Greenhouse Caretaker
07901	Health Aide I
07902	Health Aide II
03411	Health Physics Technician I
03412	Health Physics Technician II
03413	Health Physics Technician III
03331	Health Technician
03408	Hemodialysis Technician
03261	Histology Technician I
03262	Histology Technician II
07921	Hospital Sewing Machine Operator
07661	Houseparent I
07662	Houseparent II
07663	Houseparent III
03151	Laboratory Assistant I
03152	Laboratory Assistant II
03701	Laboratory Mechanical Technician I
03702	Laboratory Mechanical Technician II
03711	Laboratory Mechanical Technologist
03251	Laboratory Technician I
03252	Laboratory Technician II
03253	Laboratory Technician III
07211	Licensed Practical Nurse
03421	Mass Spectrometer Technician
03391	Materials Analysis Technician
07911	Medical Assistant
04151	Motion Picture Laboratory Specialist
03601	Motion Picture Production Specialist I
03602	Motion Picture Production Specialist II
03351	Nuclear Medicine Technician I
03352	Nuclear Medicine Technician II
07221	Nursing Assistant
07261	Occupational Therapy Assistant
07231	Operating Room Technician
03071	Orthodontic Assistant
07941	Orthotist

State Merit Classification

Code No.	Classification
00078	Medical Records Admin.
00137	Computer Operator III
00147	Computer Operations Manager I
00148	Computer Operations Manager II
00149	Computer Operations Manager III
00186	Crim. Just. Field Supervisor
00227	Liquor Store Manager III
00228	Liquor Store Manager IV
00254	Asst. Liquor Warehouse Manager
00256	Warehouse Supervisor
00257	Liquor Warehouse Manager
00463	Insurance Licensing Supv.
00809	Manpower Specialist IV
00833	Asst. Retirement Benefit Supervisor
00834	Retirement Benefits Supervisor
00854	Claims Specialist III
00855	Claims Specialist IV
00856	Claims Specialist V
00857	Claims Specialist VI
01040	Vocational Instructor Supervisor
01045	Vocational School Principal
02003	Licensed Practical Nurse III
02087	Central Supply Supervisor
03007	Community Prog. Aide III
03048	Youth Serv. Worker III (Supv)
03050	Youth Services Supervisor
06461	State Ind. Sales Manager
06475	Asst. Manager, State Industries
06476	Manager, State Industries
08137	Bridge Maint. Inspector III
03099	Income Maintenance Program Admin.
03165	Inc. Maint. Worker III (Supv)
03166	Inc. Maint. Worker IV (Supv)
03167	Inc. Maint. Worker V (Supv)
03168	Inc. Maint. Worker VI (Supv)
03208	Mental Health Worker IV
03213	Child Development Worker IV
03214	Child Development Worker III (Supv)
03253	Drug Abuse Counselor III
04011	Planning Asst. (Supv)
04312	Soils Party Supervisor
04322	Construction Tech. III
04326	Survey Party Chief
04330	Surveys Supervisor
04336	Photogrammetrist II
04346	Materials Inspector (Supv)
04352	Materials Lab. Tech. III
04353	Materials Lab. Tech. IV
04360	Design Technician V
04361	Design Technician VI
04365	Chief Arch. Tech.
04385	Maint. Operations Asst.
04725	Radio Station Supervisor
04740	Chief Comm. Technician
04752	Traffic Signal Tech. II
08138	Chief Bridge Maint. Inspector
08425	Plant Operations Manager I
08426	Plant Operations Manager II
08427	Plant Operations Manager III (Supv)

State Non-Merit Classification

Code No.	Classification
14702	Director of Engineering
14703	Asst. Director of Engineering
30172	Work Supervisor

Regents Merit Classification

Code No.	Classification
07203	Central Service Technician III
01813	Computer Operator III
03053	Dental Assistant III
03144	Dental Technician IV
03254	Laboratory Technician IV
03383	Pharmacy Manufacturing Technician III
03363	Pharmacy Technician III
03983	Scanner III
03823	Seed Processing Technician III
03283	X-Ray Technician III
04203	Photo Specialist III
04112	Graphics Specialist II
03903	Assembly Technician III
03263	Histology Technician III
03243	Drug Abuse Counselor III
07961	Facilities Coordinator (Conf.)