CEO 1085

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
STATE OF IOWA (BOARD OF REGENTS), Public Employer,	)	
	)	
and	)	CASE NO. 7349
	)	
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 199, Petitioner/Certified Employee Organization.	)	

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 [Act], Chapter 20, Code of Iowa (2005) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board both a Stipulation and Corrected Stipulation of Bargaining Unit. Said Corrected Stipulation was tentatively approved by the Board and deletes the presently included classifications of "Activities Therapist II" and "Clinical Teacher (Psychiatry)" from the list of classifications specifically included in the bargaining unit; replaces the presently included classification of "Senior Radiation Therapist Technologist", "Clinical Laboratory Scientist" and "Domismetrist", with the classifications of "Senior Radiation Therapist", "Clinical Laboratory Scientist I", "Clinical Laboratory Scientist II", "Dosimetrist I" and "Dosimetrist II"; adds the classifications of "Andrology Technician", "Cytogenetics Lab Specialist I" and "Cytogentics Lab Specialist II", "Educator", "Electroneurodiagnostic Technician", "Imaging Technologist", "Neonatal Nurse Practitioner", "Opthalmic Photographer I", "Opthalmic Photographer II", "Radiation

Therapist", and "Rehabilitation Assistant", to the list of classifications specifically included within the proposed unit; and adds the classification of "Hospitalist" to the list of classifications specifically excluded from the bargaining unit. A Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed:

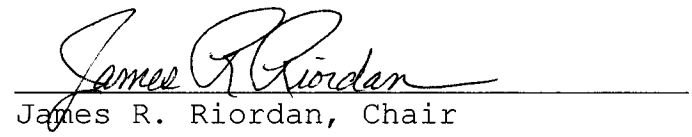
IT IS THEREFORE ORDERED that the bargaining unit previously determined in Case No. 5834 and amended in Case No. 6507, and the certification amended in Case No. 6133 of Service Employees International Union, Local 199, is amended to read as follows:

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

EXCLUDED: All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 19th day of December, 2006.

PUBLIC EMPLOYMENT RELATIONS BOARD



James R. Riordan, Chair

cc: Tom Evans
Mollie Anderson
Kevin Ward
Kim Miller
Matthew Glasson

Appendix A

CLASSIFICATIONS INCLUDED

Activities Therapist
Advanced Practice Nurse (Patient Care)
Advanced Registered Nurse Practitioner (Patient Care)
Andrology Technician
Audiologist
Audiologist II
Blood Donor Center Nurse I
Blood Donor Center Nurse II
Cardiovascular Perfusionist
Clinical Laboratory Scientist I
Clinical Laboratory Scientist II
Clinical Laboratory Specialist – Pathology
Clinical Laboratory Technologist I
Clinical Pharmacist (Patient Care)
Clinical Psychologist
Clinical Specialist, PT
Counselor – Substance Abuse
Cytogenetics Lab Specialist I
Cytogenetics Lab Specialist II
Cytotechnologist
Dental Hygienist
Dietician I
Dietician II
Dosimetrist I
Dosimetrist II
Echographic Diagnostic Assistant
Education Consultants
Educator
Electroneurodiagnostic Technician
Embryologist
Hospital Mortician
Imaging Technologist
Neonatal Nurse Practitioner
Nuclear Medicine Technologist
Occupational Therapist
Ocularist I
Ocularist II
Opthalmic Photographer I
Opthalmic Photographer II
Opthalmic Professional I

Opthalmic Professional II
Optician
Optometrist I
Optometrist II
Physical Therapy
Physician's Assistant
Psychometrist
Radiation Therapist
Rehabilitation Assistant
Respiratory Therapist
Senior Activities Therapist
Senior Imaging Technologist
Senior Nuclear Medicine Technologist
Senior Occupational Therapist
Senior Physical Therapist
Senior Psychometrist
Senior Radiation Therapist
Senior Respiratory Therapist
Social Work Specialist I
Social Work Specialist II (Patient Care)
Social Worker I
Social Worker II
Social Worker III
Sonographer
Speech Pathologist I
Speech Pathologist II
Staff Nurse I
Staff Nurse II
Staff Pharmacist I
Staff Pharmacist II
Utilization Review Assistant

Appendix B

CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy
Advanced Practice Nurse (Supervisory)
Assistant Nurse Manager
Assistant, Staff Development
Blood Donor Nurse III
Chief Diagnostic Radiologic Technologist
Chief EFG Technologist
Chief Nuclear Pharmacist
Clinical Section Manager, Pathology
Clinical Coordinator Radiology
Clinical Lab Technologist III
Clinical Lead Lab Scientist – Pathology
Clinical Lead Lab Scientist (EV) – Pathology
Clinical Pharmacist (Supervisory)
Clinical Pharmacy Specialist
Clinical Supervisor Physical Therapy
Hospitalist
Lab Coordinator
Nurse Clinician – Specialty (Supervisory)
Nursing Supervisor
Patient Representative
Pharmacy Practice Specialist
Pharmacy Supervisor
Pharmacy Technician Supervisor
Respiratory Therapy Supervisor
Senior Audiologist
Senior Speech Pathologist
Social Work Specialist II (Supervisory)
Staff Nurse Anesthetist II

CEO 1085

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
STATE OF IOWA (BOARD OF REGENTS),	)	
Public Employer,	)	
	)	
and	)	CASE NO. 6507
	)	
SERVICE EMPLOYEES INTERNATIONAL	)	
UNION, LOCAL 199,	)	
Certified Employee	)	
Organization.	)	

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 [Act], Chapter 20, Code of Iowa (2001) and Rule 4.6 of the Public Employment Relations Board [Board or PERB], the parties filed with the Board a Stipulation of Bargaining Unit. Said Stipulation was tentatively approved by the Board and deletes the classifications of Clinical Lab Scientist (Eve), Clinical Lab Scientist (Night) and Clinical Lab Scientist-Pathology from the list of those classifications specifically included in the bargaining unit and to replace them on that list with the classification of Clinical Laboratory Scientist, adds the classifications of Advanced Registered Nurse Practitioner (Patient Care), Cardiovascular Perfusionist, Cytotechnologist, Hospital Mortician and Sonographer to the list of classifications specifically included in the bargaining unit and deletes the classifications of Cardiovascular Perfusionist, Clinical Lead Lab Scientist (EV)-Pathology, Cytotechnologist, Embryologist and Sonographer from the list of those classifications specifically excluded from the bargaining unit and adds the classification of Advanced Registered Nurse

Practitioner (Supervisory) to the list of classifications specifically excluded from the bargaining unit; a Public Notice of Proposed Decision of Amendment of Bargaining Unit was posted in conformance with PERB Rules; and no objections were filed:

IT IS THEREFORE ORDERED that the bargaining unit previously determined in Case No. 5834, and the certification amended in Case No. 6133, and the certification of Service Employees International Union, Local 199, is amended to read as follows:

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

EXCLUDED: All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 21st day of August, 2002.

PUBLIC EMPLOYMENT RELATIONS BOARD

James R. Riordan, Chair

cc: Joseph Flynn
Matthew Glasson
Charles Wright
Kevin Ward
Diana Leventry

APPENDIX A

CLASSIFICATIONS INCLUDED

Activities Therapist
Activities Therapist II
Advanced Practice Nurse (Patient Care)
Advanced Registered Nurse Practitioner (Patient Care)
Audiologist
Audiologist II
Blood Donor Center Nurse I
Blood Donor Center Nurse II
Cardiovascular Perfusionist
Clinical Laboratory Scientist
Clinical Laboratory Specialist-Pathology
Clinical Laboratory Technologist I
Clinical Pharmacist (Patient Care)
Clinical Psychologist
Clinical Specialist, PT
Clinical Teacher (Psychiatry)
Counselor-Substance Abuse
Cytotechnologist
Dental Hygienist
Dietician I
Dietician II
Dosimetrist
Echographic Diagnostic Assistant
Education Consultants
Embryologist
Hospital Mortician
Nuclear Medicine Technologist
Nurse Clinician-Specialty (Patient Care)
Occupational Therapist
Ocularist I
Ocularist II
Opthalmic Professional I
Opthalmic Professional II
Optician
Optometrist I
Optometrist II
Physical Therapist
Physician's Assistant
Psychometrist
Respiratory Therapist
Senior Activities Therapist
Senior Imaging Technologist
Senior Nuclear Medicine Technologist
Senior Occupational Therapist
Senior Physical Therapist
Senior Psychometrist
Senior Radiation Therapist Technologist
Senior Respiratory Therapist
Social Work Specialist I
Social Work Specialist II (Patient Care)

Social Worker I
Social Worker II
Social Worker III
Speech Pathologist I
Speech Pathologist II
Sonographer
Staff Nurse I
Staff Nurse II
Staff Pharmacist I
Staff Pharmacist II
Utilization Review Assistant

APPENDIX B

CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy
Advanced Practice Nurse (Supervisory)
Advanced Registered Nurse Practitioner (Supervisory)
Assistant Nurse Manager
Assistant, Staff Development
Blood Donor Nurse III
Chief Diagnostic Radiologic Technologist
Chief EEG Technologist
Chief Nuclear Pharmacist
Clinical Section Manager, Pathology
Clinical Coordinator Radiology
Clinical Lab Technologist III
Clinical Lead Lab Scientist-Pathology
Clinical Operations Coordinator-Pathology
Clinical Pharmacist (Supervisory)
Clinical Pharmacy Specialist
Clinical Supervisor Physical Therapy
Lab Coordinator
Nurse Clinician-Specialty (Supervisory)
Nursing Supervisor
Patient Representative
Pharmacy Practice Specialist
Pharmacy Supervisor
Pharmacy Technician Supervisor
Respiratory Therapy Supervisor
Senior Audiologist
Senior Speech Pathologist
Social Work Specialist II (Supervisory)
Staff Nurse Anesthetist II

CEO 1085

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
STATE OF IOWA, BOARD OF REGENTS Public Employer,	)	
	)	
and	)	CASE NO. 6133
	)	
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 150, Certified Employee Organization/Petitioner.	)	

AMENDMENT OF CERTIFICATION

A petition for amendment of certification was duly filed under Rule 4.8 of the Public Employment Relations Board [Board or PERB] Rules. Said petition has been tentatively approved by the Board; a Public Notice of Proposed Decision of Amendment of Certification has been posted in conformance with PERB rules; and no objections have been filed, therefore:

IT IS THEREFORE ORDERED that the certification of Service Employees International Union, Local 150, issued in Case No. 5834, is amended to read as follows:

Service Employees International Union, Local #199

DATED at Des Moines, Iowa this 6th day of March, 2000.

PUBLIC EMPLOYMENT RELATIONS BOARD

Richard P. Moore

Richard P. Moore, Chair

cc: Matthew Glasson
Joseph Flynn

cert.ac

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA
BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:	)	
	)	
STATE OF IOWA (BOARD OF REGENTS),	)	
Public Employer,	)	
	)	
and	)	CASE NO. 5834
	)	
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 150,	)	
Petitioner.	)	

ORDER OF CERTIFICATION

The Public Employment Relations Board [Board or PERB] has been advised that an election was conducted pursuant to Order of the Board; that a majority of the ballots were cast for Service Employees International Union, Local 150, an employee organization; that no objections to the election have been filed, and that said employee organization has complied with all requirements of the Public Employment Relations Act, Chapter 20, Code of Iowa (1997) and the Rules thereunder:

IT IS THEREFORE ORDERED that Service Employees International Union, Local 150, should be, and hereby is, designated and certified by this Board to be the exclusive bargaining representative for employees of the State of Iowa (Board of Regents), a public employer, in the following bargaining unit:

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals and Clinics as specifically described by classifications as provided in Appendix A attached hereto.

EXCLUDED: All managerial, supervisory and confidential employees, all employees included in other bargaining units, part-time employees who are regularly scheduled for less than 780 hours per fiscal year and who are scheduled

for less than an average of 15 hours per week, those classifications as specifically set forth as exclusions in Appendix B attached hereto, hourly (on-call) employees, and all other persons excluded by Section 4 of the Act.

DATED at Des Moines, Iowa this 11th day of August, 1998.

PUBLIC EMPLOYMENT RELATIONS BOARD

RICHARD P. MOORE, CHAIR

APPENDIX A

CLASSIFICATIONS INCLUDED

Activities Therapist
Activities Therapist II
Advanced Practice Nurse (Patient Care)
Audiologist
Audiologist II
Blood Donor Center Nurse I
Blood Donor Center Nurse II
Clinical Lab Scientist (Eve)
Clinical Lab Scientist (Night)
Clinical Laboratory Scientist - Pathology
Clinical Laboratory Specialist - Pathology
Clinical Laboratory Technologist I
Clinical Pharmacist (Patient Care)
Clinical Psychologist
Clinical Specialist, PT
Clinical Teacher (Psychiatry)
Counselor - Substance Abuse
Dental Hygienist
Dietitian I
Dietitian II
Dosimetrist
Echographic Diagnostic Assistant
Education Consultants
Nuclear Medicine Technologist
Nurse Clinician - Specialty (Patient Care)
Occupational Therapist
Ocularist I
Ocularist II
Ophthalmic Professional I
Ophthalmic Professional II
Optician
Optometrist I
Optometrist II
Physical Therapist
Physician's Assistant
Psychometrist
Respiratory Therapist
Senior Activities Therapist
Senior Imaging Technologist
Senior Nuclear Medicine Technologist
Senior Occupational Therapist
Senior Physical Therapist
Senior Psychometrist
Senior Radiation Therapist Technologist
Senior Respiratory Therapist
Social Work Specialist I
Social Work Specialist II (Patient Care)
Social Worker I
Social Worker II

Social Worker III
Speech Pathologist I
Speech Pathologist II
Staff Nurse I
Staff Nurse II
Staff Pharmacist I
Staff Pharmacist II
Utilization Review Assistant

APPENDIX B

CLASSIFICATIONS EXCLUDED

Administrative Support Manager, Pharmacy
Advanced Practice Nurse (Supervisory)
Assistant Nurse Manager
Assistant, Staff Development
Blood Donor Nurse III
Cardiovascular Perfusionist
Chief Diagnostic Radiologic Technologist
Chief EEG Technologist
Chief Nuclear Pharmacist
Clinical Section Manager, Pathology
Clinical Coordinator Radiology
Clinical Lab Technologist III
Clinical Lead Lab Scientist - Pathology
Clinical Lead Lab Scientist (EV) - Pathology
Clinical Operations Coordinator - Pathology
Clinical Pharmacist (Supervisory)
Clinical Pharmacy Specialist
Clinical Supervisor Physical Therapy
Cytotechnologist
Embryologist
Lab Coordinator
Nurse Clinician - Specialty (Supervisory)
Nursing Supervisor
Patient Representative
Pharmacy Practice Specialist
Pharmacy Supervisor
Pharmacy Technician Supervisor
Respiratory Therapy Supervisor
Senior Audiologist
Senior Speech Pathologist
Social Work Specialist II (Supervisory)
Sonographer
Staff Nurse Anesthetist II

CEO 1085

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PUBLIC EMPLOYMENT RELATIONS BOARD

STATE OF IOWA

BEFORE THE PUBLIC EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF: STATE OF IOWA PUBLIC EMPLOYER AND IOWA HIGHER EDUCATION ASSOCIATION, STAFF EMPLOYEES COLLECTIVE ORGANIZATION, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, PETITIONERS AND/OR INTERVENORS	Case Nos. 365, 366, 632, and 640
IN THE MATTER OF: STATE OF IOWA, PUBLIC EMPLOYER AND IOWA BRAILLE EDUCATION ASSOCIATION, IOWA SCHOOL FOR THE DEAF EDUCATION ASSOCIATION, PETITIONERS AND/OR INTERVENORS	Case Nos. 364, 389, and 522.
IN THE MATTER OF: PROFESSIONAL SECURITY COUNCIL OF THE IOWA ASSOCIATION OF NURSES, PETITIONER AND STATE OF IOWA, PUBLIC EMPLOYER	Case Nos. 363, 641, 642, 681, and 682.

DECISION AND ORDER

Edward F. Kolker, Chairman. Hearings on the merits of the above entitled matters were conducted by the Public Employment Relations Board (hereinafter the Board) during August, September and November, 1976. Briefs of the parties were filed in October, 1976, and January, 1977. Because of the interrelation of issues among the cases, and our judgment that determination of bargaining units for state employees should be accomplished in a comprehensive fashion, we have consolidated the cases for decision. In doing so, however, we have attempted to segregate the basic

2. A single statewide bargaining unit consisting of fiscal and staff employees of the State of Iowa, excluding the professional fiscal and staff employees of the Regents.

3. A single statewide bargaining unit consisting of professionals in engineering, excluding those professionals in engineering employed by the Regents.

The specific composition of the above described units is more fully set forth in the Order, Infra.

III. State Patient Care Employees (Case Nos. 363 & 681); Tertiary Health Care Employees (Case Nos. 641 & 682)

A. FINDINGS OF FACT

Excluding patient care employees of the University of Iowa Hospital complex, the state employs approximately 370 employees in this category, the overwhelming majority of whom are registered nurses. Other occupational specialities within this grouping are physical therapists, activities specialists, social workers, laboratory technicians and others. The University of Iowa hospitals employ approximately 930 patient care employees, which for purposes of these cases have been denominated as tertiary health care employees. Of these employees, approximately 682 are registered nurses, and the remainder consists of audiologists, laboratory technicians, psychologists, therapists, social workers, pharmacists and others. With respect to the patient care employees outside the University hospital setting, the state seeks a statewide unit consisting of all such employees, whereas the Iowa Association of Nurses seeks to carve out a separate unit consisting solely of registered nurses from among those employees. With respect to tertiary patient care employees, the Regents seek a single unit of all such employees, whereas the Iowa Association of Nurses seeks a separate unit for all nurses employed by the Regents. Thus, the issue is one of separate treatment for

medical consultants, chief medical consultant-disability determination division, and directors of student health services;

EXCLUDED: Managerial, supervisory, confidential and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

Unit 8.

INCLUDED: All professional employees of the State of Iowa engaged in tertiary health care at the University of Iowa Hospitals, as set forth under "Inclusions" in Appendix G;

EXCLUDED: All persons holding classifications as set forth under "Exclusions" in Appendix G; managerial, supervisory, confidential and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

Unit 9.

INCLUDED: All professional employees of the State of Iowa engaged in patient care, as set forth under "Inclusions" in Appendix H;

EXCLUDED: All professional employees engaged in tertiary health care at the University of Iowa Hospitals; all persons holding classifications as set forth under "Exclusions" in Appendix H; managerial, supervisory, confidential and all other employees of the State of Iowa; and all other persons excluded by Section 4 of the Act.

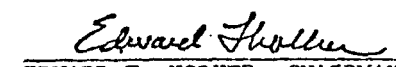
Petitions for representative determination (election petitions) have not been filed for the employees in Units 2, 4, 5, 6 and 7 above. Further, although such petitions are on file for certain employees in Units 1, 3, 8 and 9, due to the determinations of units different than those requested by the petitioners, election orders are withheld pending further investigation of the interest showings previously submitted. To facilitate such investigation, and pursuant to Rule 4.3(3) the employer is directed, as set forth below, to submit to the Board lists of employees in those units. Should further evidence of interest be necessary to fulfill the requirement of Section 14(2)(b) of

the Act, Rule 4.4(4) shall apply. Therefore,

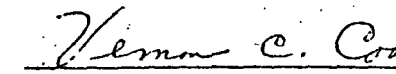
IT IS FURTHER ORDERED that the public employer submit to the Board within fourteen days alphabetical lists of the names and job classifications of the employees in Units 1, 3, 8 and 9 above.

DATED at Des Moines, Iowa this 3rd day of March, 1977.

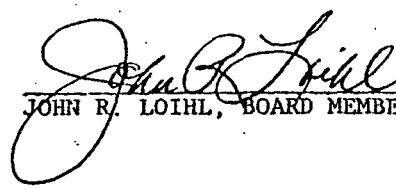
PUBLIC EMPLOYMENT RELATIONS BOARD



EDWARD F. KOLKER, CHAIRMAN



VERNON C. COOK, BOARD MEMBER



JOHN R. LOIHL, BOARD MEMBER

APPENDIX G

INCLUSIONS

Asst., Nurse Employment
Asst., Nurse Development
Asst., Staff Development, Nursing
Audiologist I
Audiologist II
Clinical Lab. Technologist I
Clinical Psychologist
Clinical Teacher (Psychiatry)
Dental Hygienist
Dietician I
Dietician II
Donor Center Nurse I
Donor Center Nurse II
Dosimetrist
Lab Orthodontist
Nuclear Medical Technologist
Nurse Clinician I
Occupational Therapist
Ocularist II
Orthopist
Physical Therapist
Physicians Assistant
Recreation Therapist (Activities)
Psychometrist
Sr. Activities Therapist
Sr. Asst. Staff & Progr. Dev. (Nursing Service)
Sr. Occupational Therapist
Sr. Ocularist
Sr. Physical Therapist
Sr. Psychometrist
Social Worker I
Social Worker II
Social Worker III
Social Worker Specialist I
Social Worker Specialist II
Speech Pathologist I
Speech Pathologist II
Staff Nurse
Staff Pharmacist I
Staff Pharmacist II
Utilization Review Coordinator
Graduate Nurses

EXCLUSIONS

Asst. Dir., Dietary
Asst. Dir., Iowa Mental Health Authority
Asst. Dir., Nursing
Asst. Dir., Pharmacy Service
Asst. Mgr., Central Sterilizing Serv.
Assoc. Dir., Nursing for Deliv. of Nursing Care
Assoc. Dir., Nursing Staff & Devel. Program
Assoc. Dir., Social Service
Assoc. Chief, Psych. Social Service
Chief Clinical Lab Tech.
Chief EEG Tech.
Chief Respiratory Therapist
Chief, Psych. Social Service
Clinical Lab Tech. II
Clinical Nurse Sp. I
Clinical Nurse Sp. II
Clinical Nurse Sp. III
Clinical Supervisor of Physical Therapy
Coordinator, Alcoholism Program
Coordinator, Clinical Pharmacy Serv.
Coordinator, Staff Development
Dietary Assistant
Director, Drug Info. Etc.
Director, Occup. Therapy
Director, Dietary
Director of Nursing
Director, Occup. Therapy (Oakdale)
Director Occup. Therapy (Psych.)
Director, Pharmacy
Director, Physical Therapy
Director, Rec. Therapy
Director, Social Service
Manager, Central Sterilizing Serv.
Nurse Clinician II
Nurse Clinician III
Nurse Epidemiologist
Outclinic Coord., Hospital School
Patient Care Evaluator
Pharmacy Supervisor
Sr. Asst. Nursing Staff & Progr. Devel.
Staffing Assoc., Nursing
Supervising Histologist
Supervising Orthoptist
Supervisor, Psych. Services (Hospital School)
Supervisor, Physical Therapy
Supervisor of Service Hospital Dietary
Supervisor, Extracorp. Tech.
Tech. Oper. Dir. (Pharmacy)