

11-28-72  
B

State of Kansas  
PUBLIC EMPLOYEE RELATIONS BOARD

IN THE MATTER OF CASE NO. 1 - PETITION OF SERVICE EMPLOYEES'  
UNION LOCAL NO. 513 FOR UNIT DETERMINATION FOR CERTAIN  
EMPLOYEES AT FT. HAYS KANSAS STATE COLLEGE

O R D E R

The above matter originally came before this Board for hearing on November 16, 1972.

Appearing on behalf of the Petitioner:

Mr. Harry Helser, Field Staff Representative  
Public Service Employees Union Local No. 513

Appearing on behalf of the Employer:

Mr. Walter Keeting, V. President, Administration  
Ft. Hays Kansas State College

Mr. Lowell Long, State Personnel Director

Mr. Franklin Theis, Atty., Dept. of Administration

Mr. Max Bickford, Executive Officer  
State Board of Regents

Mr. Daniel Beatty, V. President, Business Affairs  
Kansas State University

Testimony and other evidence was presented by the parties and the hearing terminated with the Board taking the matters before it under consideration.

The Board considered guidelines in the Kansas Statutes and also considered the experience of other states such as New York and Hawaii which have developed statewide units numbering from 5 to 13 units. The rationale of this Board has more closely followed the state of Wisconsin wherein 5 basic state units were created with an additional unit at each state institution of higher education. The 5 basic state units of Wisconsin are as follows:

75-46A-1-1973

Case No. 1

- 1) an operational services unit
- 2) a security services unit
- 3) an institutional services unit
- 4) an administrative services unit
- 5) a professional, scientific, and technical services unit

The Board feels that this overall plan is more ideally suited for this state than any other plan; thus, the Board would allow public employees at each unit of higher education to organize on individual institutional units.

Each institution, the Board feels, is a separate distinct operating entity with a complex relationship already existing between the public employees and the administration therein. The principles of efficient administration will be maintained inasmuch as the evidence before this Board indicates that most problems concerning conditions of employment with university employees have been handled on a local basis; i.e. between the local university administration and the employee. Evidence before this Board also indicates that a distinct "community of interest" is enjoyed by employees at the individual institutions. Particularly, it was expressed that the workers with similar occupations at KU Medical Center and at Kansas University were working under different environments with different benefits in some cases. Contrasted with this, the employees at each institution had a common base in their working conditions and the evidence indicated a similarity of problems at each institution that is not evident between employees of separate institutions.

Some previous history of employee organization, specifically, KU Medical Center, was noted but not considered as having great weight. However, geographical location posed a possible serious problem, especially when considered with the concept of the separate identity of each institution as mentioned above. The difficulties of employees organizing over a great distance (i.e., the distance between Wichita and Ft. Hays) when considered in light of the fact that each institution has operated as a separate identity, made the unit determinations on an individual institutional basis seem most logical. The Board did not view the problems of overfragmentation and splintering of a work force as automatically requiring a statewide unit in every case, but that each case must be reviewed on its own merit, thus our decision of the individual institutional units.

The appropriate unit for each state university is deemed by the Board to consist mostly of maintenance and service employees.

ORDER

Case No. 1

The Board having fully considered all evidence presented at the aforementioned hearing, and all evidence available to this Board, finds that the appropriate unit for certain employees at Ft. Hays Kansas State College should be as follows:


INCLUDE: All housekeepers, custodians, maintenance and grounds employees.

EXCLUDE: All supervisors, clerical, security, engineers, firemen and all other employees of Ft. Hays Kansas State College

List of employees in appropriate unit:

Farmer I	Maintenance Mason
Farmer II	Maintenance Painters
Farmer III	Maintenance Electrician
Florist	Stationary Firemen
Ref. & Air Cond. Mechanic	Printer
Automotive Mechanic I	Dairy Food Processor
Automotive Mechanic II	Custodial Worker
Maintenance Repairman	Domestic Worker
Maintenance Carpenter	Electronics Tech. I
Maintenance Plumber	Electronics Tech. II
	Activity Therapy Aid II

IT IS SO ORDERED November 28, 1972

  
Carol J. Wampler, Secretary

*Custodial Supervisor I  
to be included*

STATE OF KANSAS

Public Employee Relations Board



STATE CAPITOL BUILDING  
TOPEKA, KANSAS 66612

ROBERT B. DOCKING  
GOVERNOR

July 23, 1973

ELDON DANENHAUER, *Chairman*  
ALAN NEELLY  
MERLE STAATS  
NATHAN W. THATCHER  
ARTHUR J. VEACH

M E M O R A N D U M

TO: Mr. W. E. Keating, Vice President  
Administration & Finance  
Ft. Hays Kansas State College

Mr. Robert David, President  
Service Employees Union Local 513

Mr. Lowell Long, State Director  
Division of Personnel

FROM: Carol J. Wampler, Secretary

A handwritten signature in cursive script, appearing to read "Carol J. Wampler".

RE: Case No. 1 - Certification of certain employees at  
Ft. Hays Kansas State College

It has come to the Board's attention that the list of positions in the appropriate unit erroneously included Farmer III and omitted Custodial Supervisor I.

Please correct the list to read as follows:

List of employees in appropriate unit:

Farmer I	Maintenance Electrician
Farmer II	Stationary Firemen
Florist	Printer
Ref. & Air Cond. Mechanic	Dairy Food Processor
Automotive Mechanic I	Custodial Supervisor I
Automotive Mechanic II	Custodial Worker
Maintenance Repairman	Domestic Worker
Maintenance Carpenter	Electronics Tech. I
Maintenance Plumber	Electronics Tech. II
Maintenance Mason	Activity Therapy Aid II
Maintenance Painters	

Case No. 1