

11-28-72

State of Kansas
PUBLIC EMPLOYEE RELATIONS BOARD

IN THE MATTER OF CASE NO. 7 - PETITION OF PUBLIC SERVICE
EMPLOYEES LOCAL UNION 1132 FOR UNIT DETERMINATION FOR
CERTAIN EMPLOYEES OF KANSAS UNIVERSITY MEDICAL CENTER

A M E N D E D O R D E R

Sample

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

Appearing on behalf of the Petitioner:

Mr. Neil Thursby, Representative
Public Service Employees Local Union 1132

Mr. Lloyd Rose, Business Manager
Public Service Employees Local Union 1132

Mr. James Yount, Executive V. President
Kansas State Federation of Labor

Appearing on behalf of the Employer:

Mr. Lowell Long, State Director of Personnel

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:

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- 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.

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 KU Medical Center should be as follows:

INCLUDE: All the employees in KU Medical Center as listed below.

EXCLUDE: Office, clerical, guards, professional employees, licensed practical nurses, registered nurses and supervisors as defined in the Act under Section 75-4322(b).

List of employees in appropriate unit:

Animal Caretaker I	Laborer II
Automotive Driver	Laundry Worker
Automotive Mechanic I	Maintenance Carpenter
Automotive Serviceman	Maintenance Electrician
Baker	Maintenance Mason
Clerk I (Mail Room only)	Maintenance Painter
Cook I	Maintenance Plumber
Cook II	Maintenance Repairman
Custodial Worker	Refrigeration & Air Cond. Mech.
Elevator Operator	Seamstress I
Equipment Operator I	Sheet Metal Worker
Food Service Worker I	Stationary Fireman
Food Service Worker II	Steam Fitter
Hospital Attendant	Storekeeper I
Laborer I	Storekeeper II
	Welder

IT IS SO ORDERED November 28, 1972


Carol J. Wampler, Secretary