

(State Labor Relations Agency Stationery)

LABOR RELATIONS AGENCY
Order and Decision #3

Petition Number 2-73

Findings of Fact

1. Local 302 of the International Union of Operating Engineers, AFL-CIO, seeks designation of a unit as being appropriate for all employees engaged in maintenance and operations of the Heating and Power Plant of the University of Alaska at College, Alaska, encompassing approximately 17 employees.

2. The petitioner filed properly with an adequate showing of interest to warrant a hearing of the petition. Hearing was conducted on April 23, 1973, in Fairbanks.

3. The proposed unit includes classifications normally found within the jurisdiction of the Operating Engineers such as fireman, junior fireman, and shift engineer. It also includes classifications not normally within the jurisdiction of the Operating Engineers, such as electrician and instrument man.

4. Other crafts work in the Heating and Power Plant from time to time.

5. The physical plant at college employs 159 persons, some of whom are custodial workers and many of whom are skilled craftsmen, including heavy equipment operators who would normally be within the jurisdiction of the Operating Engineers. Most of the crafts found within the building and Construction Trades Department of the AFL-CIO are represented within the physical plant department, as well as employees who would normally be under the jurisdiction of the Teamsters and others who would normally be considered service employees. These 159 employees are all in one department under one supervisor.

6. There are other physical plants in the University system that are not covered by the petition.

7. The proposed unit would consist of approximately two percent of the full-time classified employees of the University.

Engineers employed at College or in the University System, it is not exhaustive of all skilled craftsmen at College or in the University System; it is far from being exhaustive of all employees having a community of interest within the University System.

9. If the proposed unit were to be approved a precedent would be established that could lead to the establishment of 15 or 20 collective bargaining units at College alone.

10. The classified employees of the University System are all under the same classification system, same pay conditions, same hours of work and overtime conditions, and the same benefit programs.

11. While there has been no history of collective bargaining, there has been in existence a Classified Employees Advisory Board which has met and conferred with the administration and types or classified employees, including two or three from the physical plant department.

CONCLUSION

1. The unit requested in Petition Number 2-73 would constitute unnecessary fragmentation and is therefore inappropriate.

ORDER

1. Petition Number 2-73 is dismissed.

/s/ C. R. "Steve" Hafling
C . R. "Steve" Hafling, Chairman

/s/ Morgan W. Reed
Morgan W. Reed, Member

/s/ Joe Franich
Joe Franich, Member