

[Labor Relations Agency Stationery]

In the Matter of: )  
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UNIT DETERMINATION OF CARL ) PROPOSED ORDER & DECISION  
POLLARD: PCN-023925, and ) No. 78  
ROBIN BOLAWICZ: PCN-23919 )  
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 )  
 ) UC-82-2  
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FINDINGS OF FACT AND CONCLUSIONS OF LAW

Unit clarification hearings were held in November, 1982, and February of 1983, concerning whether Mr. Robin Bolawicz, PCN-23919, and Carl Pollard, PCN-023925 should be placed in the General Government Unit (GGU) or the Laborer's Trades and Crafts Unit (LTC).

The positions were reclassified to Communications Engineer I from Electronics Technician II. Communications Engineer I was a position which was represented by LTC; the proposed changes would place Electronic Technicians in the GGU.

The individuals were doing the work of the new positions without being technically placed within the positions to prevent them from being laid off while the new positions were being filled. During this period of time, they were represented by LTC. The dispute in this transaction concerns whether the employees should remain in LTC in their new positions, or be changed to the GGU.

The case was heard before a hearing officer who makes the following findings to the full Board:

1. That the desire of the employees is to be placed in the GGU.

2. That the actual work performed by the employees has changed since the employees began performing the duties of Communications Engineer I as opposed to Electronics Technicians II.

As Communications Engineer I, the employees do very little, if any, maintenance work and have more supervisory responsibility to informing technicians how to install and service electronic equipment; are given more discretion to use their independent judgment of how to design electronic systems, as opposed to their duties of following instructions and installing electronic systems; have the actual duty of ordering their own equipment and supplies as opposed to following the instruction of' others and perform the actual labor.

And based on those findings concludes as a matter of law that the employees be placed in the GGU as opposed to the LTC. The employees duties are more closely aligned with the duties of GGU employees as opposed to LTC employees.

DATED this 2 day of March, 1983

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WILLIAM J. PAUZAUSKIE, Consultant

[Signature on File]

O R D E R

The Board having reviewed the hearing officer's report, and good cause being shown therefore,

HEREBY ADOPTS the hearing officer's report and ORDERS that the applicants, POLLARD and BOLAWICZ be placed within the GGU as soon as it is reasonably possible after receipt of this Order.

The Board further ORDERS that any party requesting a hearing in front of a full Board, as has been the Board's practice, should make such application within TWENTY (20) days receipt of this Order and Decision. Said possibility of a full hearing should not delay the transfer from LTC to CUG.

DATED this 2 day of March, 1983.

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C.R. "STEVE" HAFLING,  
Chairman

DATED this 2 day of March, 1983.

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MORGAN REED,  
Member

DATED this \_\_\_\_\_ day of March, 1983.

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RONALD HENRY  
Member

[Signatures Of Hafling and Reed On File]