

STATE OF CALIFORNIA  
DECISION OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD



In the matter of:

UNIT DETERMINATION FOR SKILLED CRAFTS )  
EMPLOYEES OF THE UNIVERSITY OF ) Case NOS. SF-RR-1002 et al.  
CALIFORNIA PURSUANT TO CHAPTER 744 )  
OF THE STATUTES OF 1978 (HIGHER ) PERB Decision No. 242-H  
EDUCATION EMPLOYER-EMPLOYEE )  
RELATIONS ACT) ) September 30, 1982

Appearances; Robert J. Bezemek and Stewart Weinberg, Attorneys (VanBourg, Allen, Weinberg & Roger) for Alameda County Building and Construction Trades Council, San Francisco Building and Construction Trades Council, Printing Trades Alliance, International Association of Machinists, District Lodge No. 115, International Union of Operating Engineers, Stationary Local No. 39; Hirsch Adell and Glenn Rothner, Attorneys (Reich, Adell & Crost) and Les Chisholm for American Federation of State, County and Municipal Employees, AFL-CIO; Christine A. Bologna, Attorney, Wayne Heine and Gerald B. Radeleff for California State Employees Association; Patrick J. Szymanski, Attorney (Beeson, Tayer, Kovach & Silbert) for Brotherhood of Teamster and Auto Truck Drivers, Local No. 70; Lawrence Rosenzweig, Attorney (Levy & Goldman) for International Union of Operating Engineers, Local 501, AFL-CIO; Thomas E. Rankin, Attorney for Laborers International Union, Local 1276; Jerrold C. Schaefer and Judith Droz Keyes, Attorneys (Corbett, Kane & Berk) for the Regents of the University of California.

Before Gluck, Chairperson; Tovar, Jaeger, Morgenstern and Jensen, Members.

DECISION

The Higher Education Employer-Employee Relations Act (HEERA),<sup>1</sup> a comprehensive collective bargaining

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<sup>1</sup>The HEERA is codified at Government Code section 3560 et seq. All statutory references are to the Government Code unless otherwise indicated.

act,<sup>2</sup> which became effective July 1, 1979, gives the Public Employment Relations Board (PERB) jurisdiction over the University of California (UC) and its employees, including authority to determine appropriate representational units for the University's employees.<sup>3</sup>

Pursuant to section 51100 of the PERB Rules and Regulations,<sup>4</sup> certain employee organizations filed with the

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<sup>2</sup>In addition to providing for exclusive representation of employees in appropriate units by employee organizations, HEERA also makes it unlawful for the employer or the employee organization to commit certain acts and requires the employer and the exclusive representative to meet and confer in good faith and endeavor to reach an agreement on matters within the scope of representation.

<sup>3</sup>Subsection 3563(a) states:

This chapter shall be administered by the Public Employment Relations Board. In administering this chapter the board shall have all of the following rights, powers, duties and responsibilities:

(a) To determine in disputed cases, or otherwise approve, appropriate units.

<sup>4</sup>PERB Rules and Regulations for HEERA are codified at California Administrative Code, title 8, section 50000 et seq.

Section 51100 reads in part:

(a) Subject to the limitations expressed in Section 51140(b), a petition for certification pursuant to Government Code section 3575(c) by an employee organization wishing to be certified by the Board as the exclusive representative in an appropriate unit shall be filed with the regional office . . . .

Board petitions describing proposed skilled craft units. The Board is not limited by the parties' original or formally amended petitions. In Joint Hearing Order (7/16/80); HEERA-UC Unit Determination; Phase II, Professional Operations Hearing, (9/29/80) PERB Order No. Ad-101-H, it held that,

Any party may alter its original position or propose alternatives at any time without formal amendment as long as its new position or proposed alternative(s) does not expand the existing scope of the hearing.

Ultimately, 19 proposals for craft units were presented to the Board. They include:

1. American Federation of State, County, and Municipal Employees (AFSCME) - Universitywide craft unit
2. AFSCME - a residual unit of craft employees should campus units be created by the Board.
3. The Alameda Construction and Building Trades Council (Alameda) - building and construction craft employees at UC, Berkeley, excluding stationary engineers.
4. Alameda in joint council with the Laborer's International Union, Local 1276 (Alameda/Laborers) - all building and construction craft employees at Lawrence Livermore Laboratory.
5. Alameda in joint council with International Association of Machinists (Alameda/IAM) - building/construction craft employees at Lawrence

Berkeley Laboratories, but excluding stationary engineers.

6. Alameda in joint council with IAM – all building and construction craft employees at UC, Berkeley and Lawrence Berkeley Laboratory.
7. California State Employees Association (CSEA) – Universitywide unit of crafts, excluding the Lawrence Laboratories.
8. CSEA – Universitywide unit of craft employees.
9. International Union of Operating Engineers, Local 39 (Local 39) – stationary engineers at UC, Berkeley.
10. Local 39 – stationary engineers at UC, San Francisco.
11. Local 39 – stationary engineers at UC, Davis.
12. Local 39 – multi-campus units of stationary engineers only.
13. International Unit of Operating Engineers, Local 501 (Local 501) – craft employees, less stationary engineers, at UC, Los Angeles (UCLA).
14. Local 501 – stationary engineers at UCLA.
15. Local 501 – all building and construction craft employees at UCLA.
16. San Francisco Building and Construction Trades Council (SFTC) – building/construction craft employees, less stationary engineers at UC, San Francisco.

17. SFTC - building and construction craft employees at UC, San Francisco.
18. Laborers International Union (Local 1276) - craft and maintenance employees at Lawrence Livermore Laboratory.
19. Independent Tool and Dye Crafts (ITD) - a unit of mechanics at UC, Berkeley.

The University's position during the hearings has been that there are two appropriate units for skilled crafts employees: (1) employees of the Lawrence Livermore Laboratory and (2) all other skilled crafts employees.

#### DISCUSSION

Criteria for the determination of appropriate units are set forth in section 3579 of the Act which, in pertinent part, provides:

(a) In each case where the appropriateness of a unit is an issue, in determining an appropriate unit, the board shall take into consideration all of the following criteria:

(1) The internal and occupational community of interest among the employees, including, but not limited to, the extent to which they perform functionally related services or work toward established common goals, the history of employee representation with the employer, the extent to which such employees belong to the same employee organization, the extent to which the employees have common skills, working conditions, job duties, or similar educational or training requirements, and the extent to which the employees have common supervision.

(2) The effect that the projected unit will have on the meet and confer relationships, emphasizing the availability and authority of employer representatives to deal effectively with employee organizations representing the unit, and taking into account such factors as work location, the numerical size of the unit, the relationship of the unit to organizational patterns of the higher education employer, and the effect on the existing classification structure or existing classification schematic of dividing a single class or single classification schematic among two or more units.

(3) The effect of the proposed unit on efficient operations of the employer and the compatibility of the unit with the responsibility of the higher education employer and its employees to serve students and the public.

(4) The number of employees and classifications in a proposed unit, and its effect on the operations of the employer, on the objectives of providing the employees the right to effective representation, and on the meet and confer relationship.

(5) The impact on the meet and confer relationship created by fragmentation of employee groups or any proliferation of units among the employees of the employer.

(b) There shall be a presumption that professional employees and nonprofessional employees shall not be included in the same representation unit. However, the presumption shall be rebuttable, depending upon what the evidence pertinent to the criteria set forth in subdivision (a) establishes.

(c) There shall be a presumption that all employees within an occupational group or groups shall be included within a single representation unit. However, the presumption shall be rebutted if there is a preponderance of evidence that a single representation unit is inconsistent with the criteria set forth in subdivision (a) or the purposes of this chapter.

(d) Notwithstanding the foregoing provisions of this section, or any other provision of law, an appropriate group of skilled employees shall have the right to be a single, separate unit of representation. Skilled crafts employees shall include, but not necessarily be limited to, employment categories such as carpenters, plumbers, electricians, painters, and operating engineers. The single unit of representation shall include not less than all skilled crafts employees at a campus or at a Lawrence Laboratory.

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The Act does not provide a precise definition of the term "skilled crafts employees," although subsection 3579 (d) sheds light on the legislative intent through the list of occupations to be included. Patently, the classifications are representative of the traditional grouping of functionally interrelated journeymen found in the construction and building trades, and distinguishable from other occupational classifications which may require specialized training and even apprenticeships.

When subsection (a) is read together with subsection (d), the legislative emphasis on functionally interrelated work towards common goals, history of representation (which we interpret to include historical unit patterns), common

supervision and common skills, it becomes a virtual certainty that the term "skilled crafts employees" was meant to refer to these traditional occupations.

In considering craft severance petitions, the National Labor Relations Board (NLRB) placed emphasis on whether the unit would consist of a homogeneous group of skilled craftsmen or of employees constituting a functionally distinct department and the degree of integration of the employer's processes.<sup>5</sup> The NLRB applied the same test to the initial formulation of units in unorganized plants. The emphasis on functional integration is further manifested by the board's approach to departmental unit petitions. Montgomery Ward and Co. (1964) 150 NLRB 598 [58 LRRM 1110]; Lily-Tulip Cup Corporation (1969) 177 NLRB [371 LLRM 1378].

We, therefore, conclude that a unit of skilled craft employees limited to those occupations traditionally identified with the construction and building trades would be appropriate within the meaning and direction of subsection 3579 (d) provided that not less than all of such employees are included in a campus or laboratory unit.

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<sup>5</sup>Mallinckrodt Chemical Works (1966) 162 NLRB 387 [64 LRRM 1011]. We follow the lead of the California Legislature in placing emphasis on functional relationships and grouping of classifications engaged in attaining common objectives.

The proposed units of all skilled craft employees, as defined, at the individual campuses and laboratories are therefore presumptively appropriate. Further, the proposed units of skilled craft employees which would include occupations other than those found in the construction and building trades are also presumptively appropriate. Subsection 3579(d) does not preclude such units, since it only requires that they include "not less than" all of the traditional classifications.

It therefore remains for the Board to determine which of the units shall be established. In doing so, we look to section 3579 to determine which appear to be the units preferred by the Legislature.

At the outset, however, we dismiss those petitions which the section clearly rejects as inappropriate. These include:

1. Alameda – crafts, excluding stationary engineers at Berkeley.
2. Alameda/IAM – crafts, excluding stationary engineers at UC Berkeley and Lawrence Berkeley Laboratory.
3. Local 39 Operating Engineers – since they would exclude all crafts but stationary engineers.
4. Local 501 Operating Engineers – craft employees excluding stationary engineers at UCLA.
5. Local 501 Operating Engineers – stationary engineers only at UCLA.

6. SFTC - craft employees, excluding stationary engineers at UC, San Francisco.

In addition, we note that the employees petitioned for by the Independent Tool and Dye Craftsmen have been found to be technical employees and included in a separate unit. See Unit Determination for Technical Employees of the University of California (9/30/82) PERB Decision No. 241-H issued herewith.

Subsection 3579 (d) does more than create a presumption in favor of skilled craft units. It specifically gives to employees in such occupations the right to a single and separate unit of representation. Consequently, an appropriate unit of such employees as defined must be given preference over proposed units which include other classifications. Therefore, since the following petitions conflict with preferred units, they will be declined:

1. Laborers, Local 1276 - craft and maintenance employees at Lawrence Livermore Laboratory which conflicts with a pure craft unit at the same laboratory as requested by Alameda and the Laborers in joint council;
2. CSEA - a systemwide unit of all craft employees, including occupations other than those traditionally associated with the building and construction trades;
3. CSEA - systemwide unit of such craft employees, except for those at Lawrence Livermore Laboratory;

4. AFSCME - a systemwide unit of all craft employees, including occupations other than those traditionally associated with the building and construction trades.

We also reject AFSCME's petition for a "residual" craft unit. The statutory presumption of appropriateness of a unit of skilled craft employees refers to campus and single systemwide units. An undefined residual unit, on its face, raises serious questions of appropriateness in light of the criteria specified in section 3547. AFSCME has provided the Board with no evidence on which it can find a community of interest based on functional interrelationship of occupations, representational history, or common supervision (subparagraph a); the relationship of such units to the organizational pattern of the University and the availability of employer representatives for the purpose of bargaining (subparagraph b); or the effect of such a residual unit on operational efficiency (subparagraph c). The proposed residual unit lacks the structural form that is visible in the case of campus or systemwide proposals. Absent evidence of the appropriateness of such a residual unit, the Board declines to establish one.

In resolving the remaining proposals, we read the evidence in light of the requirements of section 3579. We have previously held:

. . . that such unit determination criteria cannot be reviewed in isolation from one another; indeed, there is substantial

interplay among the various criteria. Therefore, all of the factors involved in a given situation must be balanced against one another. The result of any such balancing process is that in a particular factual setting some criteria are emphasized over others while in a different setting the weight given the same criteria may be altered. Unit Determination for Employees of the California State University and College! (11/17/81) PERB Decision No. 176-H (hereafter CSU); Unit Determination for the State of California (hereafter SEERA Unit Determination (11/7/79) PERB Decision No. 110-S (hereafter SEERA Unit Determination).

Lawrence Livermore National Laboratory (LLNL);

The skilled craft employees at this facility, like all employees at the facility, have a special community of interest. Indeed, nearly all the parties to the hearing agree that this facility should have a separate unit of representation.

The unique nature of the work carried on at the laboratory distinguishes it from the rest of the University operations as well as from the Lawrence Berkeley Laboratory. The primary activity of the facility is nuclear weapons research for the federal government. The extent to which radioactive and other hazardous materials are used creates unique problems for the employees. Security requirements pervade the entire work environment; for example, as a condition of employment, all laboratory employees must obtain security clearance.

The laboratory is almost exclusively funded with federal revenues and operates under a contract with the United States

Department of Energy (DOE). For this reason, the laboratory is not primarily dependent upon the State Legislature for its financial resources as is the case with the other University operations. Cf., Peralta Community College District (11/17/78) PERB Decision No. 77.

Personnel policy is governed by a contract between the University and DOE. The University, for example, must obtain DOE approval for significant personnel decisions including affirmative action plans, salary increases, and changes in classification specifications. The laboratory's classification scheme is different from the rest of the University and, while some classifications parallel those elsewhere, many are unique to the laboratory. We conclude, therefore, that a unit of craft employees as defined at the Lawrence Livermore National Laboratory is an appropriate unit.

UC, Berkeley/Lawrence Berkeley Laboratory (B/LBL); UC, San Francisco; UCLA

The Board finds a single unit of skilled craft employees at UC, Berkeley and Lawrence Berkeley Laboratory to be appropriate. It also finds such a unit appropriate at UC, San Francisco and appropriate at UCLA.

The Berkeley facilities are geographically contiguous on the main Berkeley campus. Frequently, Berkeley and LBL employees work side by side. For example, Berkeley employees

make repairs on laboratory facilities. Further, there is some degree of employee interchange between the two institutions.

While LBL is similar to LLNL in that it gets federal funding and must seek DOE approval of personnel policy, these factors alone do not mandate a separate unit for the laboratory. LBL is distinguishable from LLNL in that salary ranges at the latter are set by a local job market survey which must be approved by the DOE, whereas LBL ranges are set by the University and do not require federal approval. Moreover, LBL is not involved in nuclear weapons research and its employees are not required to have security clearance.

While generally the skilled craft employees on the several campuses have similar skills and perform similar job duties, the job functions and immediate job goals among the individual campuses are not integrated. Employees on each campus work in functional relationships with each other and have no contact with those on other campuses. There are no joint campus projects and virtually no inter-campus transfers of skilled craft employees.

While the existence of centralized personnel policies is generally of probative value, it is less persuasive here for the skilled craft employees for the reasons already discussed. Furthermore, despite the University's assertion that skilled craft employees do perform the same duties at UCLA as in UC, San Francisco and UC, Berkeley, the University has

established different job classifications such as the physical plant craft workers series and physical plant mechanics series in UC, San Francisco, UC, Berkeley and UCLA. These classifications have different rates of compensation which reflect local labor market conditions. Similar exceptions to the general policies for skilled craft classifications have been permitted at the Lawrence Laboratories. The Board also assigns limited weight to the University's centralized personnel policies because it finds that there is significant individual campus autonomy in the day-to-day establishment, implementation and administration of these policies as applied to skilled craft employees.<sup>6</sup> The staff personnel policy delegates extensive authority to the chancellor at the local campus with respect to recruitment, performance evaluations, employee grievances, special appointments, leaves, et cetera. Campus administrators have almost total responsibility in such areas as directing the work force, scheduling employees, and assigning overtime work.

Further, skilled craft employees at these campuses have been represented almost exclusively at the local level. In the Bay Area, the Alameda and San Francisco Trades Councils have represented the UC, Berkeley and UC, San Francisco crafts in conjunction with Local 39 of the Operating Engineers.

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<sup>6</sup>See Walgreen Co. v. NLRB (7th Cir. 1977) 564 F.2d. 751 [96 LRRM 2952] .

Similarly, as previously mentioned, craft employees at UCLA have had a history of employee representation largely restricted to its own campus and have been represented by the Los Angeles Building and Construction Trades Council, the Teamsters, and the Operating Engineers Local 501.

CSEA asserts that it has represented the skilled crafts on a systemwide basis. While the record provides ample support for this claim, it fails to demonstrate that CSEA's representation has been on the specialized campus basis that has been characteristic.

We do not find that the remaining criteria of section 3579 militate against the creation of campus units. The University has met and conferred on a campus basis for some 30 years. It has not demonstrated that it is now incapable of continuing such representational relationships. Its evidence of adverse affect resulting from campuswide representation is not persuasive and does not overcome the presumption that the creation of campus units will provide the continuity in employer-employee relations which would tend to promote stability in the management of employer-employee relations.

Finally, in view of the legislative approval of campus craft units,<sup>7</sup> the Board cannot consider their establishment

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<sup>7</sup>Such craft units are authorized "notwithstanding subsections (a) and (b)" of section 3579, supra. The units created here are distinguishable from the skilled craft units

as undue unit fragmentation or proliferation. The Board concludes that a unit of skilled crafts employees at UCLA and a unit of skilled crafts employees at UC, San Francisco are each appropriate.

#### Disputed Classifications

The parties do not agree on the appropriateness of including the following classifications in the skilled crafts units:

- (1) Physical Plant Laborers/Gardeners, UC San Francisco (8096-8098)  
Building Maintenance Workers, UCLA (8210-8213)  
Facilities Grade V. Shop Helper and Combination Control Custodian, LLNL (491.5)

Physical plant laborer/gardeners have been placed in a Service Unit. See Unit Determination for Service Employees of the University of California (9/30/82) PERB Decision No. 245-H.

The building maintenance workers at UCLA are included in the skilled craft employees unit. At least four workers are skilled refrigeration repairmen. The remainder are principally craft helpers and assistants who help set up, move tools and

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petitioned for by the Operating Engineers in the Unit Determination for Employees of the CSUC (HEERA) (Nonprofessional) (11/17/82) PERB Decision No. 176-H (hereafter CSU). There, the unit consisted of only 13 employees at only one campus. The petitioning organization presented no evidence to demonstrate the existence of a community of interest distinct from the other skilled crafts employees in the CSU system. Nor did it provide us with information demonstrating that the University's operational efficiency would not be damaged by such fragmentation.

heavy equipment, do minor electrical and plumbing work and clean up. Some maintenance workers do not directly assist crafts workers, but virtually all employees in these classifications are under the general supervision of the crafts department and have some functional relationship to the skilled operations. Moreover, in the past maintenance workers have been selected to become craft apprentices.

The Facilities Grade V Shop Helper at LLNL assists crafts employees. They gather materials for jobs, perform semi-skilled shop operations and assist with cutting, breaking, shaping and joining of materials. See Contract 48, Appendix A, University of California Laboratories Berkeley and Livermore (hereafter Contract 48). They are included in the LLNL unit.

The Combination Control Custodian assist the skilled crafts locksmith in installing, repairing, and maintaining locking systems. We include them in the LLNL unit.

(2) Facilities Grades I-XII, LLNL

These are general crafts, maintenance and service classifications. Employees in grades I-IV, VI and VII include occupations such as custodian, vehicle driver, field worker, pest and weed controller, and fence erector, these are not skilled crafts, do not functionally integrate with and are therefore not included in the skilled crafts units at LLNL.

Facilities grade VIII, Cement Finisher, is included. These employees are comparable to masons and bricklayers in the private sector in that they lay out jobs, prepare, pour, and

finish cement; and lay bricks and concrete blocks. See Contract 48, supra. They are required to have four years of experience in the trade to qualify for employment, a length of time comparable to apprenticeship training for masons.

With the exception of vehicle mechanic, lead truck driver and truck driver, the Board includes all positions within Facilities Grades IX-XII. These include such traditional trades as carpenters, welders, heavy equipment operators and electricians.

- (3) Machinists, LLNL (910.0-910.4)
- Assembly Machinists, LLNL (911.1-911.3)
- Machine Repairers, LLNL (912.1-912.3)
- Mechanical Inspectors, LLNL (921.1-921.3)
- Metal Fabricators, LLNL (922.1-922.9)
- Technician Metal Plater LLNL (728)
- Machinists, LBL (785.0-787.3)

These classifications have been determined to be appropriate for placement in a technical unit. See Unit Determinations for Technical Employees, supra.

- (4) Maintenance\_\_\_\_\_B, Maintenance\_\_\_\_\_A, UC  
    Berkeley (8164-8167)

Employees within these classifications are not skilled crafts workers. They do not interrelate with the other skilled crafts at UC, Berkeley. They operate out of different departments, under different supervision. Further, they do not have the experience, training or specialization of the skilled crafts employees. For the most part they perform general maintenance, which entails some carpentry and minor electrical and plumbing work. Because of their different training and

experience, the maintenance workers cannot readily transfer to the skilled physical plant mechanics series. They are, therefore, excluded from the skilled crafts units.

- (5) Automotive Mechanic (8472-8474)  
Farm Machinery Mechanic (8523-8525)

It is inappropriate to include these classifications in the campus skilled crafts unit at UC, Berkeley. They do not share a community of interest with the other classifications of the units. Automotive and Farm Mechanics do not participate in functionally related services or work toward established common goals with the building trades. Furthermore, they do not share similar working conditions, common supervision, or a history of union representation.

#### ORDER

Based on the entire record in this case, the Public Employment Relations Board hereby ORDERS that:

1. A unit of skilled craft employees as listed in the Appendix attached hereto at the University of California, San Francisco is an appropriate unit of representation;
2. A unit of skilled craft employees at the University of California, Berkeley and the Lawrence Berkeley Laboratory as listed in the appendix attached hereto is an appropriate unit of representation;
3. A unit of skilled craft employees at the University of California at Los Angeles as listed in the Appendix attached hereto is an appropriate unit of representation;

4. A unit of skilled craft employees as listed in the Appendix attached hereto at Lawrence Livermore National Laboratory is an appropriate unit of representation.

5. Each of the units found appropriate shall exclude managerial, supervisory and confidential employees of the University.

6. Any technical errors in the ORDER shall be presented to the Director of Representation who shall take appropriate action thereon in accordance with this Decision.

The Board hereby ORDERS a representation election in each of these units and the General Counsel is hereby directed to proceed in accordance with California Administrative Code, title 8, part 3, division 4.

By the BOARD

APPENDIX

SKILLED CRAFTS UNIT - LLNL

<u>Title Code</u>	<u>Classification</u>
491.5	Facilities Grade V - Shop Helper Facilities Grade V - Combination Control Custodian
491.8	Facilities Grade VIII - Cement Finisher
491.9	Facilities Grade IX - Carpenter Facilities Grade IX - Facilities Heavy Equipment Operator Facilities Grade IX - Painter Facilities Grade IX = Rigger Facilities Grade IX = Shop Electrician Facilities Grade IX = Welder
492.0	Facilities Grade X -- Carpenter Shop Fabricator Facilities Grade X -- Field Electrician Facilities Grade X -- Heavy Equipment Mechanic Facilities Grade X -- Locksmith Facilities Grade X -- Instrument Repair Mechanic Facilities Grade X -- Plumber/Fitter Facilities Grade X -- Refrigeration Mechanic I Facilities Grade X -- Sheet Metal Worker Facilities Grade X -- Specialty Painter Facilities Grade X -- Utility Operator
492.1	Facilities Grade XI - Industrial Controls Mechanic
492.2	Facilities Grade XI - Weldment Mechanic Facilities Grade XII - Alarms Mechanic Facilities Grade XII - Refrigeration Mechanic II Facilities Grade XII - Cable Splicer Facilities Grade XII - High Voltage Mechanic
494.0	Training Grade X - Utility Operator Apprentice
494.1	Training Grade X - Utility Operator Apprentice (Classroom Instruction)
494.2	Training Grade XII - Refrigeration Mechanic Apprentice Training Grade XII - Industrial Maintenance Electrician Apprentice

<u>Title Code</u>	<u>Classification</u>
494.3	Training Grade XII - Refrigeration Mechanic Apprentice (Classroom Instruction)
	Training Grade XII - Industrial Maintenance Electrician Apprentice
494.4	Training Grade XII - Refrigeration Mechanic Apprentice
	Training Grade XII - Industrial Maintenance Electrician Apprentice
494.5	Training Grade XII - Refrigeration Mechanic Apprentice
	Training Grade XII - Industrial Maintenance Electrician Apprenticeship (Classroom Instruction)

SKILLED CRAFTS UNIT, U.C. SAN FRANCISCO

<u>Title Code</u>	<u>Classification</u>
8095	Physical Plant Laborer Gardener Supervisor
8170	Physical Plant Mechanic Supervisor
8171	Assistant Physical Plant Mechanic Supervisor
8172	Senior Physical Plant Mechanic
8173	Lead Physical Plant Mechanic
8174	Physical Plant Mechanic
8175	Physical Plant Specialist
8187	Elevator Mechanic Supervisor
8188	Elevator Mechanic
8189	Elevator Construction Mechanic
8201	Chief Medical Center Stationary Engineer
8202	Assistant Chief Medical Center Stationary Engineer
	Senior Medical Center Stationary Engineer
8203	Medical Center Stationary Engineer
	Medical Center Apprentice Stationary Engineer
8204	Medical Center Incinerator Operators/Fire Extinguisher Repair
8581	Supervisor Maintenance Machinist
8583	Maintenance Mechanist

SKILLED CRAFTS UNIT, U.C. BERKELEY/LAWRENCE BERKELEY LABORATORY

<u>Title Code</u>	<u>Classification</u>
8170	Physical Plant Mechanic Supervisor
8171	Assistant Physical Plant Mechanic Supervisor
8172	Senior Physical Plant Mechanic
8173	Lead Physical Plant Mechanic
8174	Physical Plant Mechanic
8251	Chief Stationary Engineer
8252	Assistant Chief Stationary Engineer
	Senior Stationary Engineer
8253	Stationary Engineer
8254	Apprentice Stationary Engineer
791.0	Planner-Estimator
791.1	Plant Assistant I
791.2	Plant Assistant II

SKILLED CRAFTS UNIT, U.C. BERKELEY/LAWRENCE BERKELEY LABORATORY  
(Cont.)

<u>Title Code</u>	<u>Classification</u>
791.3	Plant Mechanic I
791.4	Plant Mechanic II
791.5	Lead Mechanic
791.6	Plant Mechanic, Apprentice
788.1	Mechanical Shops Fabricator Assistant I
788.2	Mechanical Shops Fabricator Assistant II
788.3	Mechanical Shops Fabricator
788.4	Mechanical Shops Fabricator, Specialist
788.5	Mechanical Shops Fabricator, Apprentice (Classroom Instruction)
788.6	Mechanical Shops Fabricator, Apprentice

SKILLED CRAFTS UNIT, UCLA

<u>Title Code</u>	<u>Classification</u>
8181	Physical Plant _____ Supervisor (B)
8182	Physical Plant _____ Supervisor (A)
8183	Lead Physical Plant _____ (B)
8184	Lead Physical Plant _____ (A)
8185	Physical Plant _____ (B)
8186	Physical Plant _____ (A)
8187	Elevator Mechanic Supervisor
8188	Elevator Mechanic
8210	Senior Building Maintenance Supervisor, UCLA
8211	Building Maintenance Supervisor, UCLA
8212	Senior Building Maintenance Worker, UCLA
8213	Building Maintenance Worker, UCLA
8235	Lead Steam Operating Engineer
8236	Chief Operating Engineer
8237	Assistant Chief Operating Engineer
8238	Service Engineer
8239	Steam Operating Engineer
8240	Apprentice Steam Operating Engineer