

STATE OF HAWAII
PUBLIC EMPLOYMENT RELATIONS BOARD

In the Matter of)	
BOARD OF REGENTS, University)	Case Nos. RA-04-46
of Hawaii,)	<u>RA-08-46</u>
)	
Petitioner,)	
)	Decision No. 151
and)	
)	
HAWAII GOVERNMENT EMPLOYEES')	
ASSOCIATION, LOCAL 152,)	
AFSCME, AFL-CIO,)	
)	
Exclusive)	
Representative,)	
Units 4 and 8.)	
)	

FINDINGS OF FACT, CONCLUSIONS
OF LAW, AND ORDER

On May 6, 1981, the Board of Regents of the University of Hawaii (hereafter BOR) filed with this Board a petition for the transfer of one position currently in Unit 4 (supervisory employees in white collar positions) to Unit 8 (personnel of the University of Hawaii and the community college system, other than faculty).

Based on the evidence submitted in support of the petition, the Board makes the following findings of fact, conclusions of law, and order.

FINDINGS OF FACT

The BOR is a public employer of employees in Units 4 and 8 as defined in Subsection 89-2(9), Hawaii Revised Statutes (hereafter HRS).

The Hawaii Government Employees' Association, Local 152, AFSCME, AFL-CIO (hereafter HGEA), is the certified exclusive representative of employees in Units 4 and 8.

The HGEA has agreed to the BOR's proposal to transfer the position at issue, and all parties have waived their right to a hearing thereon.

The position at issue is Position No. 0483, University Cashier, which is occupied by Clifford D. K. Chang in the UH Treasury Office. Pursuant to a request by the Fiscal Services Officer, said position is being reclassified to UH Administrative Officer III, a position with increased duties and responsibilities. The position will be responsible for assistance in the treasury administrative operations, administration of the Imprest Fund System and the financial control of the student registration activities. The position will also supervise five fulltime employees, 12 student assistants and the temporary staff of approximately 54 clerical and security personnel during student registration periods.

CONCLUSIONS OF LAW

Section 89-6, HRS, provides in relevant part:

Sec. 89-6. Appropriate bargaining units.
(a) All employees throughout the State within any of the following categories shall constitute an appropriate bargaining unit:

* * *

(4) Supervisory employees in white collar positions;

* * *

(8) Personnel of the University of Hawaii and the community college system, other than faculty;

* * *

Unit 4 has been defined in HPERB Decision 13 to encompass:

All supervisory employees in white collar positions employed by the State of Hawaii, City and County of Honolulu, and the Counties of

Hawaii, Maui, and Kauai, except those determined not to be eligible to vote. 1 HPERB 96.

In distinguishing the types of personnel at the University, the Board noted in Decision 25 that:

The personnel employed by the University range over a broad spectrum of occupational groupings and includes some hybrids. There are a number of personnel in the University System who do not appropriately fall within the faculty or civil service groupings. Some of the personnel who are not within the faculty or civil service systems are classified as Administrative, Professional and Technical Personnel (hereafter APT).

APT's generally perform professional level duties which may be unique to the University environment. . . . 1 HPERB No. 25 at 298.

Hence, the composition of Unit 8 was defined by the Board to include:

All administrative, technical and professional employees who are employed half-time or more, except those determined to be excluded. 1 HPERB 290.

After reviewing the evidence submitted by the BOR, the Board concludes that since the position at issue involves considerable emphasis on the administrative and professional accounting aspects as well as the supervision of the technical aspects of the UH Treasury Office, said position would be more appropriately classified as a Unit 8 position.

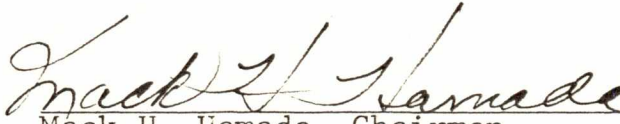
ORDER

Position No. 0483, University Cashier, in the UH Treasury Office which is occupied by Clifford D. K. Chang and is being reclassified to an APT position entitled UH Administrative Officer III, is transferred from Unit 4 to Unit 8.

The mechanics of the transfer shall be worked out among the parties to this case, provided that the

effective date shall not be earlier than the date of this decision.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD


Mack H. Hamada, Chairman


James K. Clark, Board Member


John E. Milligan, Board Member

Dated: May 19, 1981

Honolulu, Hawaii