

Dec 74

STATE OF HAWAII

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

| | | |
|---------------------------------|---|--------------------|
| In the Matter of |) | CASE NOS. S-01-17a |
| |) | S-02-17b |
| GEORGE R. ARIYOSHI, Governor, |) | S-03-17c |
| State of Hawaii; EILEEN R. |) | S-04-17d |
| ANDERSON, Mayor, City and |) | S-09-17e |
| County of Honolulu, |) | S-10-17f |
| |) | S-13-17g |
| Petitioners, |) | |
| |) | DECISION NO. 191 |
| and |) | |
| |) | |
| HAWAII GOVERNMENT EMPLOYEES' |) | |
| ASSOCIATION, AFSCME LOCAL |) | |
| 152, AFL-CIO, and UNITED PUBLIC |) | |
| WORKERS, AFSCME, LOCAL 646, |) | |
| |) | |
| Exclusive |) | |
| Representative. |) | |

ERRATA NO. 2

The above-referenced decision contains the following errors which should be corrected accordingly. These errors are inadvertent and the corrected figures truly reflect the Board's intent.

STATE OF HAWAII

DEPARTMENT OF HEALTH

1. Kau Hospital (Page 25)

Food Preparation

Error:

| | | | |
|----|-----------------|----|-----------------|
| 02 | Food Svc. Supv. | .5 | M-F and standby |
|----|-----------------|----|-----------------|

Correction:

| | | | |
|----|-----------------|----|--------------------------|
| 02 | Food Svc. Supv. | .5 | 4 hours/day + standby |
|----|-----------------|----|--------------------------|

2. Maui Memorial Hospital (Page 27)

Nursing Services-Administration

Error:

| | | | |
|----|----------------------|---|------------------------------------------------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 3 | 7 days/week; 24 hours/day; regular hours; on-call emergency; variable days, variable shifts |
|----|----------------------|---|------------------------------------------------------------------------------------------------------------|

Correction:

| | | | |
|----|--------------------------------------------|---|------------------------------------------------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 2 | 7 days/week; 24 hours/day; regular hours; on-call emergency; variable days, variable shifts |
| 09 | Regis. Prof. Nurse V (U.R. Coordinator) | 1 | M-F; regular hours |

3. Maui Memorial Hospital (Page 31)

Clerical Services

Administrations and Discharge

Error:

| | | | |
|----|----------------|---|------------------------------------------------|
| 03 | Admit. Clerk I | 5 | 7 days/week; 24 hours/day; regular hours |
|----|----------------|---|------------------------------------------------|

Correction:

| | | | |
|----|---------------------------------|---|------------------------------------------------|
| 03 | Admit. Clerk I (switchboard) | 5 | 7 days/week; 24 hours/day; regular hours |
|----|---------------------------------|---|------------------------------------------------|

4. Leahi Hospital (Page 37)

Nursing Services

North Trotter - ICF

Error:

| | | | |
|----|----------------------|---|-----------------------------------------------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse III | 2 | 7 days/week; 8 hours/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) Reliever to allow for days off |
|----|----------------------|---|-----------------------------------------------------------------------------------------------------------------|

Correction:

| | | | |
|----|----------------------|---|------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse III | 2 | 7 days/week; 8 hours/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm |
|----|----------------------|---|------------------------------------------------------------------------|

5. Samuel Mahelona Memorial Hospital (Page 46)

Direct Patient Services

Nursing Services

Error:

| | | | |
|----|---------------------|----|---------------|
| 09 | Lic. Prac. Nurse II | 10 | Same as above |
|----|---------------------|----|---------------|

Correction:

| | | | |
|----|---------------------|----|---------------|
| 10 | Lic. Prac. Nurse II | 10 | Same as above |
|----|---------------------|----|---------------|

6. Waimano Training School & Hospitals Division (Page 50)

Pharmaceutical Services

Error:

| | | | |
|----|-----------------------|----|--------------------|
| 13 | Pharmacist | .5 | M-F; 7:45am-4:15pm |
| 10 | Para-Medical Asst. IV | .5 | Same as above |

Correction:

| | | | |
|----|-----------------------|----|------------------|
| 13 | Pharmacist | .5 | M-F; 4 hours/day |
| 10 | Para-Medical Asst. IV | .5 | Same as above |

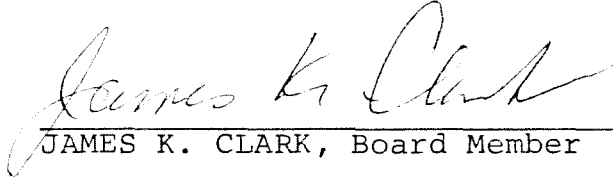
DATED: Honolulu, Hawaii, March 5, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD



 MACK H. HAMADA, Chairperson

GEORGE R. ARIYOSHI, Governor, State of Hawaii, et al. vs. HAWAII
GOVERNMENT EMPLOYEES' ASSOCIATION, et al.
CASE NOS. S-01-17a, S-02-17b, S-03-17c, S-04-17d, S-09-17e,
S-10-17f, S-13-17g
ERRATA NO. 2



JAMES K. CLARK, Board Member



JAMES R. CARRAS, Board Member

Copies sent to:

Michael Abe, Deputy Corporation Counsel
Clayton Kubota, Deputy Attorney General
Hawaii Government Employees' Association
United Public Workers
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HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

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| In the Matter of |) | CASE NOS.: | S-01-17a |
| |) | | S-02-17b |
| GEORGE R. ARIYOSHI, Governor, |) | | S-03-17c |
| State of Hawaii; EILEEN R. |) | | S-04-17d |
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| and |) | DECISION NO. 191 | |
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| ASSOCIATION, AFSCME LOCAL |) | | |
| 152, AFL-CIO, and UNITED PUBLIC |) | | |
| WORKERS, AFSCME, LOCAL 646, |) | | |
| |) | | |
| Exclusive |) | | |
| Representatives. |) | | |
| |) | | |

ERRATA

The above-referenced decision contains the following errors which should be corrected accordingly. These errors are inadvertent and the corrected figures truly reflect the Board's intent.

STATE OF HAWAII

DEPARTMENT OF HEALTH

1. Honokaa Hospital (Page 18)

Error:

Ancillary Patient Services

Dietary Services

02 Food Service Sup.

1

7 days/week;
6:00am-6:00pm;
regular hours.
Employees will cover
7-day operation

| | | |
|-------------------|---|---------------|
| 01 Kitchen Helper | 2 | Same as above |
|-------------------|---|---------------|

Correction:

| | | |
|----------------------|----|--------------------------|
| 02 Food Service Sup. | .5 | 4 hours/day + standby |
|----------------------|----|--------------------------|

| | | |
|-------------------|---|-------------------------------------------------|
| 01 Kitchen Helper | 2 | 7 days/week; 6:00am-6:00pm; regular hours |
|-------------------|---|-------------------------------------------------|

2. Honokaa Hospital (Page 19)

Central Service and Supplies and Operating Room

Error:

| | | |
|--------------------------|---|--------------------|
| 09 Regis. Prof. Nurse IV | 1 | M-F; 7:45am-4:30pm |
|--------------------------|---|--------------------|

| | | |
|------------------------|---|---------------|
| 10 Lic. Prac. Nurse II | 1 | Same as above |
|------------------------|---|---------------|

Correction:

| | | |
|--------------------------|---|---------|
| 09 Regis. Prof. Nurse IV | 1 | Standby |
|--------------------------|---|---------|

| | | |
|------------------------|---|---------------|
| 10 Lic. Prac. Nurse II | 1 | Same as above |
|------------------------|---|---------------|

3. Honokaa Hospital

Clerical Services

Error:

| | | |
|-------------------|---|--------------------|
| 03 Accountant III | 1 | M-F; 7:45am-4:30pm |
|-------------------|---|--------------------|

Correction:

Delete

4. Kohala Hospital (Page 20)

Facility Support Services

Operations and Maintenance Services

(All maintenance services combined)

Error:

| | | |
|-------------------|---|---------------------------------------------------|
| 01 Electrician II | 1 | M-F; 7:30am-9:30am and on call 7 days/ week |
|-------------------|---|---------------------------------------------------|

Correction:

Delete and replace with:

| | | |
|------------------------|---|---------------------------------------------------|
| 01 Bldg. Maint. Wkr. I | 1 | M-F; 7:30am-9:30am and on call 7 days/ week |
|------------------------|---|---------------------------------------------------|

5. Kona Hospital (Page 21)

Intensive Care Unit/Cardiac Care Unit

The following entry was omitted and should be added:

| | | |
|--------------------------|---|-----------------------------------------------|
| 09 Regis. Prof. Nurse IV | 1 | 5 days/week; 8 hours/day; 6:45am-3:15pm |
|--------------------------|---|-----------------------------------------------|

6. Kauai Veterans Memorial Hospital (Page 46)

Operations and Maintenance Services

Error:

| | | |
|----------------------|---|--------------------------------------------------------|
| 01 Bldg. Main Helper | 2 | (1) 8 hours/day; M-F (1) 8 hours/day; Sun-W; Sat |
|----------------------|---|--------------------------------------------------------|

Correction:

| | | |
|----------------------|---|-------------------------------------------------------------------------------------------|
| 01 Bldg. Main Helper | 2 | (1) 8 hours/day; M-F (1) 8 hours/day; Sun-W; Sat Both employees also standby. |
|----------------------|---|-------------------------------------------------------------------------------------------|

DATED: Honolulu, Hawaii, February 20, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD


MACK H. HAMADA, Chairperson


JAMES K. CLARK, Board Member

GEORGE R. ARIYOSHI, et al. and HAWAII GOVERNMENT EMPLOYEES
ASSOCIATION, et al.
CASE NOS.: S-01-17a, S-02-17b, S-03-17c, S-04-17d, S-09-17e,
S-10-17f, S-13-17g

ERRATA


JAMES R. CARRAS, Board Member

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HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD

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| GEORGE R. ARIYOSHI, Governor, |) | | S-03-17c |
| State of Hawaii; EILEEN R. |) | | S-04-17d |
| ANDERSON, Mayor, City and |) | | S-09-17e |
| County of Honolulu; |) | | S-10-17f |
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| Petitioners, |) | | |
| |) | DECISION NO. 191 | |
| and |) | | |
| |) | | |
| HAWAII GOVERNMENT EMPLOYEES |) | | |
| ASSOCIATION, AFSCME LOCAL |) | | |
| 152, AFL-CIO, and UNITED |) | | |
| PUBLIC WORKERS, AFSCME, LOCAL |) | | |
| 646, |) | | |
| |) | | |
| Exclusive |) | | |
| Representatives. |) | | |

AMENDED GENERAL ORDERS

The Board further orders the following in the event of a strike by Units 1, 2, 3, 4, 9, 10 and 13 employees:

1. The class or position titles identified in the foregoing portion of the order are designated as essential positions. Any or all incumbents in the essential positions may be designated by the respective Employers as essential employees.

2. The Employer shall designate employees to fill essential positions. Each Employer shall give notice to an essential employee in accordance with Subsection 89-12(c)(2), HRS. It is the duty and responsibility of the essential employee to contact the Employer for his or her work assignment. This duty continues throughout the duration of any strike.

3. "Standby," as directed by these orders, requires that the Employer compensate all such designated employees at the rate of 25% of the individual employee's current salary. The employee on standby shall respond to requests made by the Employer to work and shall provide the Employer with the necessary telephone numbers and the location where he or she can be contacted should the need arise.

When hours are not specified or when 24-hour standby is coupled with scheduled working hours, "standby" shall mean standby for non-duty hours only.

"On-call," as provided for in these orders, does not require compensation by the Employer nor does it require that the employee respond to any work requests made by the Employer.

4. An essential employee shall report to work as directed by each Employer, unless the absence is excused due to illness or other bona fide reasons. In order to determine the validity of such reasons, the essential employee shall submit a written statement of reasons to the Employer. In the event an absence is based upon a medical disability, a statement from a physician shall be submitted to the Employer. The absence of an essential employee from assigned work without a bona fide reason shall be deemed a violation of these orders and deemed to constitute unlawful participation in a strike under Subsection 89-12(a), HRS.

5. If an essential employees does not report to work as directed and there are additional incumbents to fill an essential position, the Employer may designate another incumbent

to perform such work. The Employer may notify such employee by whatever means practicable, including by telephone contact, to ensure the delivery of essential services.

If the Employer is unable to fill the essential position with an incumbent, the Employer may assign other employees within the same job classification who are capable of satisfactorily performing the functions, duties and responsibilities of the essential position, and shall notify the Board accordingly. If the employee is not an incumbent of the position, the employee shall have the right to refuse the temporary assignment to the designated essential position.

6. In the assignment of incumbents or other employees to essential positions, the Employer shall refrain from assigning persons designated as picket line captains, stewards, negotiation team members and Union Board of Directors members unless there are no other employees capable of satisfactorily performing the functions, duties and responsibilities of the essential positions.

Respondents shall furnish the respective Employers with the names of picket line captains, stewards, negotiations team members and Board of Directors members forthwith.

7. The Union shall be responsible for taking all necessary steps to ensure that essential services required by this order are performed without interruption, slowdown, sick-out or other forms of interference.

8. To minimize confusion in communications between the parties, each Employer and each Union shall designate one overall

coordinator to be contacted. In addition, each Employer and each Union shall designate a coordinator for each county. These coordinators shall be responsible for maintaining essential services within their respective jurisdictions and implementing any order issued by the Board at the close of this proceeding or during a strike. Each party shall notify the other and this Board, in writing, of their coordinators with their respective current address and business and residence telephone numbers forthwith.

9. Employer may designate one entrance to every worksite having multiple entrances specifically to permit uninhibited ingress and egress by employees in positions designated as essential by the Board, excluded employees, and private employees only. The Employer shall notify the Union that these designated entrances shall be free of any pickets. Should the Employer fail to monitor the designated entrances and access is permitted to other than essential, excluded, and private employees, the Union shall notify this Board and the Board will determine whether the entrance may be lawfully picketed. Further, any monitor representing the Union and present at this entrance shall not impede or harass any essential, excluded or private employees from ingress or egress to the worksite.

Worksites, buildings or facilities which have only one entrance may be picketed, but persons on the picket lines shall permit anyone to cross the picket lines.

In addition, any entrance or exit to a hospital's emergency room door and driveway, as well as the entrance/exit and/or driveway of ambulance stations must be free of pickets.

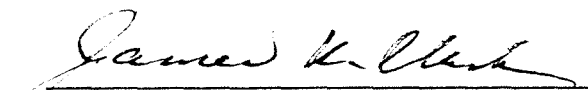
10. To ensure the health or safety of the public, all picket lines of Units 1, 2, 3, 4, 9, 10 and 13 employees shall be supervised by an on-site picket line captain designated by the Union. The Union shall provide the Employer with a list of picket line captains at all picket lines forthwith. The picket line captain and ultimately, the Union, shall share the responsibility to ensure that picketing is conducted in a lawful manner. Pickets must permit ingress and egress to all persons. Responsibility for insuring uninhibited ingress and egress to all worksites rests with the Union.

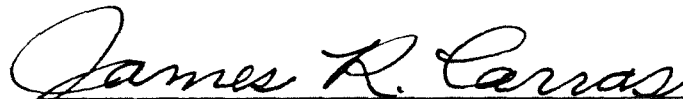
These orders may be amended by the Board. Any questions of interpretation of these orders shall be brought to the immediate attention of this Board.

DATED: Honolulu, Hawaii, February 21, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD


MACK H. HAMADA, Chairperson


JAMES K. CLARK, Board Member


JAMES R. CARRAS, Board Member

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STATE OF HAWAII

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| GEORGE R. ARIYOSHI, Governor, |) | | S-03-17c |
| State of Hawaii; EILEEN R. |) | | S-04-17d |
| ANDERSON, Mayor, City and |) | | S-09-17e |
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| Petitioners, |) | | |
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| and |) | DECISION NO. 191 | |
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| ASSOCIATION, AFSCME LOCAL |) | | |
| 152, AFL-CIO, and UNITED PUBLIC |) | | |
| WORKERS, AFSCME, LOCAL 646, |) | | |
| |) | | |
| Exclusive |) | | |
| Representatives. |) | | |

FINDINGS OF FACT, CONCLUSIONS
OF LAW AND ORDERS

On January 20, 1984, public employers GEORGE R. ARIYOSHI, Governor, State of Hawaii and EILEEN R. ANDERSON, Mayor, City and County of Honolulu [hereinafter referred to as Petitioners or Employers] petitioned this Board to conduct an investigation, pursuant to the authority conferred upon it by Section 89-12 of the Hawaii Revised Statutes [hereinafter referred to as HRS], to determine whether a strike by State and County employees in collective bargaining Unit 1 (nonsupervisory employees in blue collar positions), Unit 2 (supervisory employees in blue collar positions), Unit 3 (nonsupervisory employees in white collar positions), Unit 4 (supervisory employees in white collar

positions), Unit 9 (registered professional nurses), Unit 10 (nonprofessional hospital and institutional workers), and Unit 13 (professional and scientific employees, other than registered professional nurses), would present an imminent or present danger to the health and safety of the public and to set requirements that must be complied with to avoid or remove any such danger.

Hearings on the petition were held on January 25, 27, 30, 31; February 1, 2, 3, 4, 5, 6, 9, 16, 17, and 18, 1984. All parties were represented and participated in the investigation. Based upon the entire record and credible evidence developed during said investigation, the Board makes the following:

FINDINGS OF FACT

Petitioners ARIYOSHI and ANDERSON are each public employers within the meaning of Subsection 89-2(9), HRS.

Respondent UNITED PUBLIC WORKERS, AFSCME LOCAL 646, AFL-CIO [hereinafter referred to as UPW or Union] is the exclusive representative within the meaning of Subsection 89-2(12), HRS, of employees in collective bargaining Units 1 and 10, composed of non-supervisory employees in blue collar positions and nonprofessional hospital and institutional workers, respectively.

Respondent HAWAII GOVERNMENT EMPLOYEES' ASSOCIATION, AFSCME, LOCAL 152, AFL-CIO [hereinafter referred to as HGEA or Union] is the exclusive representative within the meaning of Subsection 89-2(12), HRS, of employees in collective bargaining Units 2, 3, 4, 9 and 13, composed of supervisory employees in

blue collar positions, nonsupervisory employees in white collar positions, supervisory employees in white collar positions, registered professional nurses and professional and scientific employees other than registered professional nurses, respectively.

Negotiations for a new contract for Unit 1 employees commenced on September 8, 1982. On April 22, 1983, the UPW filed a Notice of Impasse with this Board. On June 7, 1983, the Board ruled that an impasse existed in said negotiations and appointed a mediator to assist the parties. Mediation failed to resolve the dispute and a fact-finding panel was appointed by the Board pursuant to Subsection 89-11(b)(2), HRS. The panel's report was issued on July 7, 1983 and its recommendations were rejected by Petitioners and UPW. Neither party wished to submit the issues to final and binding arbitration. The report was made public in accordance with Subsection 89-11(b)(2), HRS. On September 15, 1983, the sixty-day "cooling off" period for the Unit 1 impasse elapsed.

Negotiations for a new contract for Unit 10 employees commenced on September 9, 1982. On April 22, 1983, the UPW filed a Notice of Impasse on behalf of Unit 10 employees with this Board. On July 5, 1983, the Board ruled that an impasse existed in said negotiations and appointed a mediator to assist the parties. Mediation failed to resolve the dispute and a fact-finding panel was appointed by the Board pursuant to Subsection 89-11(b)(2), HRS. The panel's report was issued on August 4, 1983, and its recommendations were in part, rejected, by Petitioners

and UPW. Neither party wished to submit the issues to final and binding arbitration. The report was made public in accordance with Subsection 89-11(b)(2), HRS. On October 10, 1983, the sixty-day "cooling off" period for the Unit 10 impasse lapsed.

Negotiations for a new contract for Units 2, 3, 4, 9 and 13 commenced on September 22, 1982. On April 8, 1983, the HGEA filed a Notice of Impasse with this Board. On May 25, 1983, the Board ruled that an impasse existed in said negotiations and appointed a mediator to assist the parties. Mediation failed to resolve the dispute and a fact-finding panel was appointed by the Board on June 15, 1983 pursuant to Subsection 89-11(b)(2), HRS. The panel's Report and Recommendation was issued on June 27, 1983. Both Petitioners and HGEA rejected the Report and Recommendation. Both parties chose not to refer the issues to final and binding arbitration. Thus, the report was made public in accordance with Subsection 89-11(b)(2), HRS. The sixty-day "cooling off" period for the HGEA impasses elapsed on September 4, 1983.

On February 9, 1984, Respondents filed with this Board their notice of intent to strike on or after February 22, 1984. The notices are identical in substance and provide that the respective Union, pursuant to Subsection 89-12(b), HRS, affirms that:

1. the requirements of Section 89-11, HRS, relating to the resolution of disputes have been complied with in good faith;
2. there are no proceedings for the prevention of any prohibited practices; and

3. 60 days have elapsed since the fact-finding board made public its findings and recommendations;

and therefore gave notice to the Board and the Employers of the intent to strike if a satisfactory agreement is not negotiated before that date.

The notices of Respondents' intent to strike have not been rescinded or revoked.

The Employers presented this Board with a voluminous record to substantiate the allegations set forth in their combined petition in which they asked that a number of Unit 1, 2, 3, 4, 9, 10 and 13 employees be required to work during the threatened strike because, it was alleged, if the employees did not perform their usual work, or were not available to work in emergencies, such withdrawal of services would present an imminent or present danger to the public health or safety.

The case presented by the Employers has convinced this Board that the withholding of services performed by certain Unit 1, 2, 3, 4, 9, 10 and 13 employees during a strike will create an imminent or present danger to the health and safety of the public.

Specific findings follow:

HOSPITALS

The State of Hawaii through the Department of Health operates and maintains thirteen County/State hospitals which provide health care services throughout the State. These hospitals provide a broad range of inpatient and outpatient services, including acute and long term care at the skilled

nursing and intermediate care levels. These services include surgery, diagnostic services, pharmaceutical, therapy and emergency services.

Moreover, the State operates Waimano Training School and Hospital which has a population consisting largely of severely and profoundly retarded residents. The residents require skilled nursing, intensive care/general and intensive care/mental retardation.

Hawaii State Hospital is the only state-operated inpatient psychiatric facility for the criminally insane and those considered dangerous to self and others. The level of care varies from acute and long term chronic patients.

Kalaupapa Hospital provides inpatient and outpatient care at the Kalaupapa Settlement in Molokai. The level of care is generally at the care home and intermediate care facility level.

Hale Mohalu at Leahi Hospital is the Hansen's Disease specialty treatment and care facility for the State. The hospital provides acute, skilled, intermediate and care home services to its permanent residents, visiting patients from Kalaupapa and patients in the community.

The Board takes official notice of the evidence presented to it and upon which it relied in reaching its Decision 119, dated October 19, 1979.

The Board finds, as it did in its Decision 119, that the total withdrawal of services at the hospitals, by striking Unit 1 employees would present an imminent or present danger

to the health or safety of the public and that the staffing requirements set forth in the orders contained herein must be met to remove such danger.

The public employees at the foregoing hospitals perform services ranging from cleaning and maintenance activities of the physical plant to the provision of direct medical services to the patients. The employees contribute to the total operation of the facilities by performing clerical and ancillary services for the smooth operation of the facilities.

Units 1 and 2 employees at the various facilities perform ancillary patient and facilities support services. They prepare and, at some hospitals, transport the meals for the patients, clean the hospitals, do the laundry and maintain the facilities. The facility support services include building maintenance, boiler maintenance, sewer treatment and water services.

Units 3 and 4 employees consist of clerical employees, x-ray technicians, switchboard operators, medical records technicians and medical technicians. They perform a variety of direct and ancillary patient services and facility support services. The patient services include diagnostic and central services. The facility support activities include administrative services such as payroll and purchasing.

The registered professional nurses in Unit 9 provide direct patient services such as assisting physicians, administering medication, and caring for and feeding patients. They also

perform ancillary services attendant to patient treatment, such as maintaining equipment and supplies.

Unit 10 employees include licensed practical nurses, paramedic assistants, morgue attendants, emergency medical technicians, respiratory therapy technicians as well as laboratory assistants. The services performed include nursing and rehabilitation services, pharmaceutical and ambulance services and respiratory therapy services. Their ancillary services also include central services for maintaining equipment and supplies necessary to treat patients.

The Unit 13 professional and scientific employees include physicians, pharmacists, physical and occupational therapists, social workers, medical technologists and psychologists. Some are involved in direct patient services providing diagnosis, treatment, rehabilitation, pharmaceuticals, and social and psychological services. The ancillary care provided include dietetic services and medical records services. Non-medical Unit 13 members furnish facility support services, including administrative service necessary for the payment of salaries and wages of hospital employees as well as supplies and contract services.

The above public employees serve a part in the total presentation of health care for the State population. They perform services which clearly impact upon the health and safety of the public. The Board finds, therefore, that the withholding of services customarily performed by employees included in Units 1, 2, 3, 4, 9, 10 and 13 will create an imminent and present

danger to the public health or safety and the staffing requirements set forth in the orders must be complied with in order to avoid such danger.

Emergency Medical Services System Branch

Petitioner ARIYOSHI also seeks the designation of an Emergency Medical Services System (EMSS) Specialist as an essential position. The State alleges that the position verifies and certifies invoices from contractors and facilitates payment to contractors in order that ambulance services be continually provided. In addition, the EMSS Specialist conducts inspections of ambulances throughout the State. Testimony, however, indicated that the employee inspects the ambulances on site twice a year and such inspection can be delayed without presenting a threat to the public's health or safety. Moreover, it appears to the Board that the contracts entered into with emergency ambulance providers can be preprocessed in order to remove any threat of lapsing of contracts.

The Board finds the total withdrawal of the services by the EMSS Specialist does not present an imminent or present danger to the health or safety of the public. Hence, the Board refrains from designating such positions as essential.

Ambulance Services

The Department of Health of the City and County of Honolulu is responsible for delivering services related to emergency medical care. These services include the provision of pre-hospital emergency medical care and emergency ambulance

services. In the event of life-threatening illnesses, accidents, heart attacks, etc., the ambulance arrives in not more than twenty minutes and Emergency Medical Technicians provide medical care. If there is a delay or inadequate response to the emergency due to a lack of personnel or a reduction in these services, the patient's condition could deteriorate to the point of death.

An integral part of the emergency ambulance operation is the Dispatch Center. The center receives requests for emergency ambulance services and dispatches the ambulance to the scene and connects technicians in the field to emergency room physicians. The Central Support Unit coordinates among other things crew relief assignments and replacement ambulances. In addition, the equipment officer, a Unit 10 member, provides for the repair and maintenance of the ambulances. These support functions combine to ensure the timely delivery of emergency medical care.

The Board therefore finds that the withholding of such services customarily performed by employees included in Unit 10 will create an imminent and present danger to the health and safety of the public and staffing requirements set forth in the orders must be met in order to avoid such danger.

Based upon the foregoing findings of fact, the Board makes as follows its:

CONCLUSIONS OF LAW

The Board has jurisdiction of the subject Petition pursuant to Subsection 89-12(c)(1), HRS, which provides:

If a strike, which may endanger the health or safety of the public, is about to occur or is in progress, the public employer concerned may petition the Board to make an investigation. If the Board finds that there is imminent or present danger to the health or safety of the public, the Board shall establish specific requirements that must be complied with and which shall include, but not be limited to:

- (A) Designation of essential positions; and
- (B) Any other requirement it deems necessary in order to avoid or remove any imminent or present danger to the health or safety of the public.

Such jurisdiction is proper and necessary given the overwhelming amount of material the Employers presented in support of their petitions. As stated in previous Board decisions,

This Board is not required to sit passively by and wait for a strike to occur before it can reasonably conclude that a . . . strike poses the kind of danger Subsection 89-12(c) was designed to remove or avoid.

Ariyoshi, et al., v. United Public Workers,
2 HPERB 337 (1979).

The Board further concludes that a strike by Units 1, 2, 3, 4, 9, 10 and 13 employees is about to occur, and that the withholding during said strike of the Units 1, 2, 3, 4, 9, 10 and 13 services which are the subject of the findings will create an imminent or present danger to the health and safety of the public.

The performance of the services herein found to be essential to remove such danger must be done by Units 1, 2, 3, 4, 9, 10 and 13 incumbents of the job titles or positions listed in the orders. The Board finds the Respondents' suggestions that private contractors or scabs or persons in wholly unrelated

classifications should perform the essential services to be frivolous, unrealistic, and wholly divorced from the realities of the tensions and pressures which exist in a strike.

In the Staffing Orders which follow, the Board has set forth the maximum number of positions which the Employer may fill as essential positions to perform the tasks which the Board finds to be necessary to avoid or remove danger to public health or safety during a Units 1, 2, 3, 4, 9, 10 and 13 strike. If, however, the Employers discover that they need more positions than they asked for and were given, then they are expected to report that fact immediately to this Board. The mandate of Subsection 89-12(c), HRS, is to protect the public health and safety from danger in the event of strikes. It is impossible to predict, with certainty, exactly what number of people may be required to work during a strike to cover events which may occur in the future.

ORDERS

Based therefore upon the foregoing findings of fact and conclusions of law, the Hawaii Public Employment Relations Board hereby orders that the following positions be filled in the event of any strike or job action by Units 1, 2, 3, 4, 9, 10 and 13 employees in accordance with the schedule provided.

STAFFING ORDERS

| <u>BU & CLASS TITLE</u> | <u>NO. REQUIRED</u> | <u>WHEN REQUIRED</u> |
|------------------------------------------------------|-------------------------|---------------------------------------|
| <u>STATE OF HAWAII</u> | | |
| <u>DEPARTMENT OF HEALTH</u> | | |
| <u>Hilo Hospital</u> | | |
| <u>Direct Patient Service</u> | | |
| <u>Nursing Services/Administration</u> | | |
| <u>Administration</u> | | |
| 09 Regis. Prof. Nurse V | 3 | 7 days/wk; 24 hrs day; regular hrs |
| 09 Regis. Prof. Nurse IV (Utilization Review) | 1 | M-F, 7:30am-4:00pm |
| <u>Intensive Care Unit</u> | | |
| 09 Regis. Prof. Nurse IV | 1 | M-F, 6:45am-3:15pm |
| 09 Regis. Prof. Nurse III | 14 | 7 days/wk; 24 hrs day; regular hrs |
| 10 Lic. Prac. Nurse II | 7 | 7 days/wk; 24 hrs day; regular hrs |
| <u>South 1 - Psychiatric, Isolation and Overflow</u> | | |
| 09 Regis. Prof. Nurse IV | 1 | M-F, 6:45am-3:15pm |
| 09 Regis. Prof. Nurse III | 7 | 7 days/wk; 24 hrs day; regular hrs |
| 10 Lic. Prac. Nurse II | 7 | Same as above |
| <u>North 2 - Medical</u> | | |
| 09 Regis. Prof. Nurse IV | 1 | M-F, 6:45am-3:15pm |
| 09 Regis. Prof. Nurse III | 13 | 7 days/wk; 24 hrs day; regular hrs |

| | | | |
|-----------------------------------------|------------------------|----|-----------------------------------------|
| 10 | Lic. Prac. Nurse II | 12 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Para-Med. Asst. II | 1 | M-F, 8 hours |
| <u>Operating Room</u> | | | |
| 09 | Regis. Prof. Nurse III | 5 | M-F (3) 6:45am-3:15pm (2) Standby |
| 10 | Para-Med. Asst. III | 2 | M-F, 6:45am-3:15pm |
| 10 | Para-Med. Asst. II | 1 | M-F, 6:45am-3:15pm |
| <u>Obstetrics</u> | | | |
| 09 | Regis. Prof. Nurse IV | 1 | M-F, 6:45am-3:15pm |
| 09 | Regis. Prof. Nurse III | 12 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Lic. Prac. Nurse II | 10 | Same as above |
| 10 | Para-Med. Asst. II | 4 | Same as above |
| <u>Intermediate Care Facility (ICF)</u> | | | |
| 10 | Lic. Prac, Nurse II | 15 | 7 days/wk; 24 hrs/ day; regular hrs |
| 10 | Para-Med. Asst. II | 17 | Same as above |
| <u>Skilled Nursing Facility (SNF)</u> | | | |
| 09 | Regis. Prof. Nurse IV | 1 | M-F, 6:45am-3:15pm |
| 09 | Regis. Prof. Nurse III | 4 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Lic. Prac. Nurse II | 10 | Same as above |
| 10 | Para-Med. Asst. II | 6 | Same as above |
| 10 | Para-Med. Asst. I | 2 | M-F, 6:45am-3:15pm |
| <u>Diagnostic Services</u> | | | |
| <u>Radiology</u> | | | |
| 03 | X-Ray Tech. II | 2 | Standby |
| 03 | X-Ray Tech. III | 1 | M-F, 7:30am-4:00pm |
| 10 | Para-Med. Asst. III | 1 | M-F, 7:30am-400pm |

Laboratory

| | | | |
|---------------|------------------|---|------------------------------------|
| 13 | Med. Tech. V | 1 | Standby |
| 13 | Med. Tech. III | 2 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Morgue Attendant | 1 | M-Sat (1/2 day on W & Sat) |
| 7:00am-3:30pm | | | |

Rehabilitation ServicesOccupational Therapy

| | | | |
|----|------------------|---|---------|
| 13 | Occup. Therap. V | 1 | Standby |
|----|------------------|---|---------|

Physical Therapy

| | | | |
|----|-----------------|---|---------|
| 13 | Phy. Therap. IV | 1 | Standby |
|----|-----------------|---|---------|

Pharmaceutical Services

| | | | |
|----|---------------------|---|----------------------------|
| 13 | Pharmacist III | 1 | Standby |
| 13 | Pharmacist I | 2 | 7 days/wk 7:30am-4:00pm |
| 10 | Para-Med. Asst. III | 5 | Same as above |

Ambulance Services/Emergency Room

| | | | |
|----|------------------------|---|------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | M-F, 6:45am-3:15pm |
| 09 | Regis. Prof. Nurse III | 6 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Lic. Prac. Nurse II | 1 | M-F, 2:45pm-11:15pm |
| 10 | Emerg. Med. Tech. IV | 1 | Same as above |
| 10 | Emerg. Med. Tech. II | 9 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Para-Med. Asst. II | 1 | M-F, 6:45am-3:15pm |

Social Services

| | | | |
|----|------------------|----|------------------|
| 13 | Social Worker IV | .5 | M-F, 8:00am-Noon |
|----|------------------|----|------------------|

Respiratory Therapy

| | | | |
|----|-----------------------|---|------------------------------------|
| 10 | Res. Therapy Tech. IV | 5 | 7 days/wk; 24 hrs day; regular hrs |
| 10 | Res. Therapy Tech. V | 1 | Same as above |

Ancillary Patient Services

Dietary Services

Dietitian Services

| | | | |
|----|---------------|---|---------------------------------------------|
| 13 | Dietitian V | 1 | 7 days/wk 6:00am-2:30pm and as needed |
| 13 | Dietitian III | 1 | 7 days/wk 11:00am-7:30pm |

Food Preparation

| | | | |
|----|------------------------|---|---------------------------------------------------------------------------------------|
| 02 | Cook IV | 1 | 7 days/wk 9:30am-6:00pm |
| 01 | Cook III | 2 | 7 days/wk 5:30am-2:00pm |
| 01 | Cook II | 1 | 7 days/wk 10:00am-6:30pm Cook III relieves Cook IV, III and 1 day Cook II |
| 01 | Baker I | 1 | 7 days/wk 7:30am-4:00pm |
| 01 | Asst. to the Dietitian | 1 | 7 days/wk 10:00am-6:30pm |
| 01 | Food Cart Del. Worker | 2 | 7 days/wk (1) 6:00am-2:30pm (1) 11:00am-7:30pm |
| 01 | Kitchen Helper I | 8 | 7 days/wk (3) 6:00am-2:30pm (1) 7:30am-4:00pm (4) 11:00am-7:30pm |

Housekeeping

| | | | |
|----|------------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01 | Janitor II | 14 | (2) ECD: 7 days/wk 7:00am-3:30pm (9) Acute Patient Services Areas: 7 days/wk 7:00am-3:30pm (2) Operating Room: M-F, 2:45pm-11:15pm (1) Operating Room: Weekends & Holidays 2:45pm-11:15pm |
|----|------------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | | | |
|--------------------------------------------|---------------------------------------|---|---------------------------------------------------------------------------------------------------|
| 02 | Janitor Supv. II | 1 | M-F, 7:00am-3:30pm |
| <u>Central Service and Supply</u> | | | |
| 09 | Regis. Prof. Nurse IV | 1 | M-F, 7:00am-3:30pm |
| 10 | Para-Med. Asst. III | 5 | 7 days/wk 7:00am-3:30pm |
| <u>Laundry Services</u> | | | |
| 02 | Laundry Manager | 1 | M-F, 7:00am-3:30pm |
| 01 | Laundry Worker I | 3 | M-F, 7:00am-3:30pm |
| 01 | Laundry Helper | 4 | M-F, 7:00am-3:30pm |
| <u>Medical Records Services</u> | | | |
| 13 | Med. Rec. Lib. IV | 1 | M-F, 8:00am-4:30pm |
| <u>Facility Support Services</u> | | | |
| <u>Operations and Maintenance Services</u> | | | |
| <u>Building Maintenance</u> | | | |
| 01 | Bldg. Main. Wkr. I | 2 | M-F, 7:00am-3:30pm Standby on weekends |
| 01 | Plumber | 1 | M-F, 7:00am-3:30pm Standby on weekends |
| 01 | Electrician | 1 | M-F, 7:00am-3:30pm Standby on weekends |
| 04 | Inst. Fac. Supv. | 1 | M-F, 7:00am-3:30pm Standby on weekends |
| <u>Purchasing Services</u> | | | |
| <u>Vendor Payments</u> | | | |
| 04 | Buyer IV | 1 | M-F; 7:30am-4:00pm |
| <u>Switchboard Operations</u> | | | |
| 03 | Admitting Clk I (switchboard oprs) | 5 | 7 days/wk 4 diff. shifts 6:45am-3:15pm 7:00am-3:30pm 11:30am-8:00pm 4:00pm-12:30am |

Honokaa Hospital

Direct Nursing Services

Nursing Services

| | | | |
|----|------------------------|---|----------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 1 | 5 days/week; 8 hours/day; M-F; regular hours |
| 09 | Regis. Prof. Nurse III | 6 | 7 days/week; 24 hours/day; regular hours |
| 10 | Lic. Prac. Nurse II | 4 | 7 days/week; 24 hours/day; regular hours |

Diagnostic Services

| | | | |
|----|------------------|---|------------------|
| 03 | X-Ray Technician | 1 | 24 hours standby |
|----|------------------|---|------------------|

Ambulance Services

| | | | |
|----|-----------------------|---|------------------------------------------------|
| 10 | Emerg. Med. Tech. III | 1 | 7 days/week; 24 hours/day; regular hours |
| 10 | Emerg. Med. Tech. II | 6 | Same as above |

Anesthetist

| | | | |
|----|---------------|---|---------|
| 09 | Anesthetist I | 1 | Standby |
|----|---------------|---|---------|

Ancillary Patient Services

Dietary Services

| | | | |
|----|-------------------|---|---------------------------------------------------------------------------------------------|
| 02 | Food Service Sup. | 1 | 7 days/week; 6:00am-6:00pm; regular hours. Employees will cover 7-day operation |
| 01 | Kitchen Helper | 2 | Same as above |
| 01 | Cook II | 1 | Same as above |

Housekeeping Services

| | | | |
|----|-------------|---|--------------------------------------------------------------------------------------------------|
| 01 | Janitor III | 1 | 7 days/week; 8 hours/day; 7:45am-4:30pm. Three employees will cover 7-day operation. |
| 01 | Janitor II | 2 | Same as above |

Central Service and Supplies and Operating Room

| | | | |
|----|-----------------------|---|--------------------|
| 09 | Regis. Prof. Nurse IV | 1 | M-F; 7:45am-4:30pm |
| 10 | Lic. Prac. Nurse II | 1 | Same as above |

Clerical Services

| | | | |
|----|----------------|---|--------------------|
| 03 | Accountant III | 1 | M-F; 7:45am-4:30pm |
|----|----------------|---|--------------------|

Facility Support ServicesOperations and Maintenance Services

| | | | |
|----|---------------------|---|--------------------------------------|
| 01 | Bldg. Maint. Worker | 1 | M-F; one hour per day and standby |
|----|---------------------|---|--------------------------------------|

Kohala HospitalDirect Patient Services

| | | | |
|----|------------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 1 | M-F; 7:30am-4:00pm |
| 09 | Regis. Prof. Nurse III | 3 | 7 days/week; 24 hours/day; regular hours |
| 10 | Lic. Prac. Nurse II | 5 | Same as above |
| 10 | Para-Med. Asst. III | 1 | Same as above |
| 10 | Para-Med. Asst. II | 1 | Same as above |

Radiology Services

| | | | |
|----|----------------|---|---------|
| 03 | X-Ray Tech. II | 1 | Standby |
|----|----------------|---|---------|

Laboratory Services

| | | | |
|----|--------------------|---|------------------------------------------------|
| 13 | Med. Tech. IV | 1 | Standby |
| 10 | Para-Med. Asst. IV | 1 | 7 days/week; 24 hours/day; regular hours |

Ambulance Services

| | | | |
|----|-----------------------------------------------------------------------------|---|--------------------------------------------------------------------------------------------|
| 10 | Emerg. Med. Tech. II | 2 | 7 days/week; 24 hours/day; regular hours; Employees will cover 7-day operation |
| 10 | Emerg. Med. Tech. I (RPN III or LPN II on duty accompanies EMT I and II) | 1 | Same as above |

Ancillary Patient Services

Dietary Services

| | | | |
|----|------------------|----|--------------------------|
| 02 | Food Svcs. Supv. | .5 | 4 hours/day + standby |
| 01 | Cook II | 1 | 8 hours/day |

Housekeeping Services

| | | | |
|----|------------|-----|-------------------------------|
| 01 | Janitor II | 2.5 | 7 days/week; 6:00am-3:00pm |
|----|------------|-----|-------------------------------|

Laundry Services

| | | | |
|----|------------------|---|--------------------|
| 01 | Laundry Worker I | 1 | M-F; 6:00am-3:00pm |
|----|------------------|---|--------------------|

Facility Support Services

Operations and Maintenance Services

(All maintenance services combined)

| | | | |
|----|----------------|---|---------------------------------------------------|
| 01 | Electrician II | 1 | M-F; 7:30am-9:30am and on call 7 days/ week |
|----|----------------|---|---------------------------------------------------|

Administrative and Clerical Services

(Includes Patient Billing/Collection; Admissions/Discharges; Purchasing/
Vendor Payments; Personnel/Payroll; Switchboard)

| | | | |
|----|-----------------|---|--------------------|
| 03 | Office Mgr. III | 1 | M-F; 7:30am-4:00pm |
|----|-----------------|---|--------------------|

Kona Hospital

Direct Patient Services

Nursing Services/Administration

| | | | |
|----|----------------------|---|-------------------------------------------|
| 09 | Regis. Prof. Nurse V | 2 | 7 days/wk; 24 hours day; regular hours |
|----|----------------------|---|-------------------------------------------|

Medical Surgical

| | | | |
|----|-----------------------|---|--------------------------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | 5 days/week; 8 hours/day; regular hours; 6:45am-3:15pm |
|----|-----------------------|---|--------------------------------------------------------------|

| | | | |
|----|------------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 6 | 7 days/week; 24 hours/day; regular hours |
|----|------------------------|---|------------------------------------------------|

| | | | |
|----|---------------------|---|----------------------------------------------|
| 10 | Lic. Prac. Nurse II | 9 | 7 day/week; 8 hours/day; regular hours |
|----|---------------------|---|----------------------------------------------|

| | | | |
|----|--------------------|---|-----------------------------------------------|
| 10 | Para-Med. Asst. II | 7 | 7 days/week; 8 hours/day; regular hours |
|----|--------------------|---|-----------------------------------------------|

Obstetric

| | | | |
|----|-----------------------|---|--------------------------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | 5 days/week; 8 hours/day; regular hours; 6:45am-3:15pm |
|----|-----------------------|---|--------------------------------------------------------------|

| | | | |
|----|------------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 6 | 7 days/week; 24 hours/day; regular hours |
|----|------------------------|---|------------------------------------------------|

| | | | |
|----|---------------------|---|------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 7 | 7 days/week; 24 hours/day; regular hours |
|----|---------------------|---|------------------------------------------------|

Intensive Care Unit/Cardiac Care Unit

| | | | |
|----|------------------------|---|---------------------------------------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 6 | (5) 7 days/week; 24 hours/day; regular hours (1) standby (Reduce from 4 to 3 Beds) |
|----|------------------------|---|---------------------------------------------------------------------------------------------------|

Operating Room

| | | | |
|----|------------------------|---|--------------------------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | 5 days/week; 8 hours/day; regular hours; 6:45am-3:15pm |
| 09 | Regis. Prof. Nurse III | 2 | standby |
| 10 | Lic. Prac. Nurse II | 1 | 7 days/week; 24 hours/day; regular hours |

Skilled Nursing Facility/Intermediate Care Facility

| | | | |
|----|------------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | M-F; 6:45am-3:15pm |
| 09 | Regis. Prof. Nurse III | 2 | 7 days/week; 24 hours/day; regular hours |
| 10 | Lic. Prac. Nurse II | 4 | 7 days/week; 24 hours/day; regular hours |
| 10 | Para-Med. Asst. II | 9 | 7 days/week; 24 hours/day; regular hours |

Emergency Room

| | | | |
|----|------------------------|---|-------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | 5 days/week; 8 hours/day; regular hours; 6:15am-3:45pm |
| 09 | Regis. Prof. Nurse III | 6 | (5) 7 days/week; 24 hours/day; regular hours (1) standby |

Diagnostic ServicesRadiology

| | | | |
|----|--------------------|---|--------------------------------------------------------------|
| 03 | X-Ray Tech. III | 1 | standby |
| 10 | Para-Med. Asst. II | 1 | 5 days/week; 8 hours/day; regular hours; 7:00am-3:30pm |

Rehabilitative ServicesOccupational Therapy

| | | | |
|----|-------------------|---|---------|
| 13 | Occup. Therap III | 1 | standby |
|----|-------------------|---|---------|

Pharmaceutical Services

| | | | |
|----|---------------------|---|--------------------------------------------------------------|
| 13 | Pharmacist II | 1 | 5 days/week; 8 hours/day; |
| 10 | Para-Med. Asst. III | 1 | 5 days/week; 8 hours/day; regular hours; 7:30am-4:30pm |

Ambulance Services

| | | | |
|----|----------------------|---|-------------------------------------------------------------------------------------------------------------|
| 10 | Emerg. Med. Tech. IV | 1 | 7 days/week; 8 hours/day; regular hrs; 7:30am-4:00pm; 5 employees will cover 7 day operation |
| 10 | Emerg. Med. Tech. II | 3 | Included in above |
| 10 | Emerg. Med. Tech. I | 1 | Included in above |

Social Services

| | | | |
|----|------------------|----|------------------|
| 13 | Social Worker IV | .5 | M-F; 8:00am-Noon |
|----|------------------|----|------------------|

Anesthetist

| | | | |
|----|---------------|---|---------|
| 09 | Anesthetist I | 1 | standby |
|----|---------------|---|---------|

Ancillary Patient ServicesDietary Services

| | | | |
|----|-------------|---|--------------------------------------------------------------|
| 13 | Dietitian V | 1 | 5 days/week; 8 hours/day; regular hours; 9:30am-6:00pm |
|----|-------------|---|--------------------------------------------------------------|

Food Preparation

| | | | |
|----|-----------------|---|------------------------------------------------------------------------------------------------------------------------|
| 01 | Cook II | 1 | 7 days/week; 6:00am-6:00pm operation. 2 employees provide 7-day coverage |
| 01 | Cook I | 1 | Included in above |
| 01 | Kitchen Hlpr. I | 7 | 7 days/week; 13 hours/day; 6:30am-2:30pm; 10:30am-7:00pm, split shift; 7:00am-12:00pm; 3:30pm-7:00pm |

Housekeeping Services

| | | | |
|----|-------------|---|-------------------------------------------------------------------------------------------------|
| 01 | Janitor III | 1 | 5 days/week; 8 hours/day; regular hours; 6:45am-3:15pm |
| 01 | Janitor II | 7 | 7 days/week; 16 hours/day; 6:45am-3:15pm (7 days/week); 2:45pm-11:15pm (Mon-Fri) |

Central Service and Supply

| | | | |
|----|---------------------|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10 | Cent. Supply Aid II | 3 | 7 days/week; 8-11 hours/day; M-F: 5:45am-3:15pm 7:00am-3:30pm 9:00am-5:30pm Holiday: 6:45am-3:15pm 7:00am-3:30pm Sat & Sun: 6:45am-3:15pm |
|----|---------------------|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Laundry Services

| | | | |
|----|-------------------|---|---------------------------------------------------------------------------------------------|
| 01 | Laundry Worker II | 1 | 5 days/week; 8 hours/day; regular hours; 6:30am-3:00pm |
| 01 | Laundry Helper I | 1 | 6 days/week; 8-9 hours/day; M-F: 6:30am-3:00pm 7:00am-3:30pm Sat: 6:30am-3:00pm |

Medical Records Services

| | | | |
|----|---------------------|---|--------------------|
| 03 | Med. Rec. Tech. VII | 1 | M-F, 7:30am-4:00pm |
|----|---------------------|---|--------------------|

Operations and Maintenance ServicesBuilding Maintenance

| | | | |
|----|---------------------|---|--------------------|
| 01 | Bldg. Maint. Wkr. I | 2 | M-F, 7:00am-3:30pm |
|----|---------------------|---|--------------------|

Purchasing ServicesPickup and Delivery of Medical Supplies and Refuse

| | | | |
|----|----------|---|---------------------|
| 03 | Buyer II | 1 | 2 day/week; 8 hours |
|----|----------|---|---------------------|

Administrative and Clerical Services

Administration

| | | | |
|----|---------------------------------------------|---|-----------------------------------------------------------------|
| 09 | Regis. Prof. Nurse IV (U.R. Coordinator) | 1 | 5 days/week; 8 hours/day; regular hours; 8:00am-4:30pm |
| 03 | Secretary II | 1 | Same as above |

Switchboard Operations

| | | | |
|----|----------|---|--------------------------------------------------------------------------------------------------------------------------------|
| 03 | Clerk II | 1 | 7 days/week; 8 hours/day; T-Th: 7:30am-4:00pm 8:00am-4:30pm M-F: 8:00am-4:30pm Sat & Holidays: 8:00am-4:30pm |
|----|----------|---|--------------------------------------------------------------------------------------------------------------------------------|

Kau Hospital

Direct Patient Services

Nursing Services/Administration

| | | | |
|----|------------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | M-F, 7:30am-4:00pm |
| 09 | Regis. Prof. Nurse III | 3 | 7 days/week; 24 hours/day; regular hours |
| 10 | Lic. Prac. Nurse II | 3 | 7 days/week; 24 hours/day; regular hours |

Ambulance Service

| | | | |
|----|----------------------|---|------------------------------------------------|
| 10 | Emerg. Med. Tech. II | 4 | 7 days/week; 24 hours/day; regular hours |
|----|----------------------|---|------------------------------------------------|

(RPN III or LPN II on duty accompanies EMT II)

Ancillary Patient Services

Food Preparation

| | | | |
|----|-----------------|----|----------------------------|
| 02 | Food Svc. Supv. | .5 | M-F and standby |
| 01 | Cook I | 1 | Tues-Sun: 6:00am-5:30pm |
| 01 | Kitchen Hlpr. | 1 | M-F, 9:30am-6:00pm |

Housekeeping Services

| | | | |
|----|------------|---|----------------------------------------------------|
| 01 | Janitor II | 2 | (1) M-F. 6:30am-3:00pm (1) T-Sun: 6:30am-3:00pm |
|----|------------|---|----------------------------------------------------|

Central Service and Supply

| | | | |
|----|---------------------|---|--------------------|
| 10 | Para-Med. Asst. III | 1 | M-F, 7:00am-3:30pm |
|----|---------------------|---|--------------------|

Facility Support Services

Operation and Maintenance Services

Building Maintenance/Boiler Maint./Machinery Repair

| | | | |
|----|--------------------|---|--------------------|
| 01 | Bldg. Maint. Wkr I | 1 | M-F, 7:30am-4:00pm |
|----|--------------------|---|--------------------|

Administrative and Clerical Services

Payroll

| | | | |
|----|----------------|---|--------------------|
| 03 | Acct Clerk III | 1 | M-F, 8:00am-4:30pm |
|----|----------------|---|--------------------|

(Also responsible for the functions with accounting, budgeting, maintaining account ledgers, State appropriation ledgers, preparing financial reports. Also relief switchboard operations, admissions and collection)

Diagnostic Services

Radiology

| | | | |
|----|---------------------|---|---------|
| 03 | X-ray Technician II | 1 | Standby |
|----|---------------------|---|---------|

Laboratory

| | | | |
|----|----------------------|---|---------|
| 13 | Med. Technologist IV | 1 | Standby |
|----|----------------------|---|---------|

Maui Memorial Hospital

Direct Patient Services

Nursing Services-Administration

| | | | |
|----|-----------------------|---|------------------------------------------------------------------------------------------------------------|
| 09 | Regis. Prof Nurse V | 3 | 7 days/week; 24 hours/day; regular hours; on-call emergency; variable days; variable shifts |
| 09 | Regis. Prof. Nurse IV | 6 | 7 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |

Intensive Care Unit (ICU)/Coronary Care Unit (CCU)

| | | | |
|----|------------------------|---|----------------------------------------------------------------------------------------------------------|
| 09 | Prof. Regis. Nurse III | 7 | (6) 7 days/week; 24 hours/day; regular hours; variable days; variable shifts; (1) standby |
| 10 | Lic. Prac. Nurse II | 2 | 5 days/week; 8 hours/day; variable days; variable shifts |

Psychiatric

| | | | |
|----|------------------------|---|-------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 3 | 5 days/week; 8 hours/day; variable days; variable shifts |
| 10 | Lic. Prac. Nurse II | 3 | 5 days/week; 8 hours/day; variable days; variable shifts |

Emergency Room

| | | | |
|----|------------------------|---|---------------------------------------------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 6 | (5) 7 days/week; 24 hours/day; regular hours; variable days; variable shifts (1) standby |
|----|------------------------|---|---------------------------------------------------------------------------------------------------------|

| | | | |
|----|---------------------|---|-------------------------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 4 | 5 days/week; 8 hours/day; variable days; variable shifts |
|----|---------------------|---|-------------------------------------------------------------------|

Medical/Surgical

| | | | |
|----|------------------------|----|--------------------------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 15 | 5 days/week; 24 hours/day; regular hours; variable days; variable shifts |
|----|------------------------|----|--------------------------------------------------------------------------------------|

| | | | |
|----|---------------------|----|--------------------------------------------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 16 | 7 days/week; 24 hours/day; regular hours; variable days; variable shifts |
|----|---------------------|----|--------------------------------------------------------------------------------------|

Obstetrics

| | | | |
|----|------------------------|---|-------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 8 | 5 days/week; 8 hours/day; variable days; variable shifts |
|----|------------------------|---|-------------------------------------------------------------------|

Diagnostic Services

Radiology

| | | | |
|----|-----------------|---|-------------------------------------------------------------------------------------------------------------------------------|
| 03 | Nuc. Med. Tech. | 1 | standby |
| 04 | X-ray Tech. IV | 1 | 5 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |
| 03 | X-ray Tech II | 2 | (1) 7 days/week; 24 hours/day; regular hours; on-call emergency; variable days; variable shifts (1) standby |

Laboratory

| | | | |
|----|--------------|---|--------------------------------------------------------------------|
| 13 | Med. Tech. V | 1 | 5 days/week; 8 hour/day; on-call emergency; variable days |
|----|--------------|---|--------------------------------------------------------------------|

| | | | |
|----|---------------|---|-----------------------------------------------------------------------------------------|
| 13 | Med. Tech. IV | 1 | 5 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |
|----|---------------|---|-----------------------------------------------------------------------------------------|

| | | | |
|----|----------------|---|-----------------------------------------------------------------------------------------|
| 13 | Med. Tech. III | 2 | 5 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |
|----|----------------|---|-----------------------------------------------------------------------------------------|

Rehabilitative Services

Physical Therapy

| | | | |
|----|--------------------|---|---------|
| 13 | Phys. Therapist IV | 1 | standby |
|----|--------------------|---|---------|

Social Work

| | | | |
|----|----------------|----|-----------------------------|
| 13 | Soc. Worker IV | .5 | 5 days/week; 4 hours/day |
|----|----------------|----|-----------------------------|

Operating Room

| | | | |
|----|------------------------|---|-----------------------------------------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 3 | (1) 5 days/week; 8 hours/day; on-call emergency; variable days; (2) standby |
|----|------------------------|---|-----------------------------------------------------------------------------------------|

| | | | |
|----|---------------------|---|---------------------------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 2 | 5 days/week; 8 hours/day; on-call emergency; variable days |
|----|---------------------|---|---------------------------------------------------------------------|

| | | | |
|----|--------------------|---|---------------|
| 10 | Para-Med. Asst. IV | 1 | Same as above |
|----|--------------------|---|---------------|

| | | | |
|----|--------------------|---|-----------------------------------------------|
| 10 | Para-Med. Asst. II | 1 | 5 days/week; 8 hours/day; variable days |
|----|--------------------|---|-----------------------------------------------|

| | | | |
|----|------------------|---|---------------|
| 10 | Para-Med Asst. I | 1 | Same as above |
|----|------------------|---|---------------|

Respiratory Therapy

| | | | |
|----|---------------------|---|---------------------------------------------------|
| 10 | Resp. Ther. Tech. V | 1 | 5 days/week; 8 hours/day; on-call emergency |
|----|---------------------|---|---------------------------------------------------|

| | | | |
|----|---------------------|---|---------------------------------------------------|
| 10 | Resp. Ther. Tech IV | 3 | 5 days/week; 8 hours/day; on-call emergency |
|----|---------------------|---|---------------------------------------------------|

Pharmaceutical Services

| | | | |
|----|----------------|---|-----------------------------------------------------------------------------------------|
| 13 | Pharmacist III | 1 | 5 days/week; 8 hours/day; on-call emergency; variable days |
| 13 | Pharmacist I | 1 | 5 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |

Ancillary Patient Services

Dietary Services (7-day operation)

| | | | |
|----|----------------|---|-----------------------------------------------------------------------------------------|
| 13 | Dietitian V | 1 | 5 days/week; 8 hours/day; on-call emergency; variable days |
| 13 | Dietitian III | 1 | Same as above |
| 01 | Cook III | 2 | 5 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |
| 01 | Cook II | 1 | 5 days/week; 8 hours/day; variable days; variable shifts |
| 01 | Dietary Aid | 4 | 5 days/week; 8 hours/day; variable days; variable shifts |
| 01 | Kitchen Helper | 2 | 5 days/week; 8 hours/day; variable days; variable shifts |

Housekeeping

| | | | |
|----|----------------|---|---------------------------------------------------|
| 02 | Janitor Supv I | 1 | 5 days/week; 8 hours/day; on-call emergency |
| 01 | Janitor II | 9 | 7 days/week; 12 hours/day; regular hours |

Central Service and Supply

Central Supply Room

| | | | |
|----|--------------------|---|-----------------------------------------------|
| 10 | Cent. Sup. Aid III | 1 | 5 days/week; 8 hours/day; regular hours |
| 03 | Cent. Sup. Aid II | 1 | Same as above |

Laundry Services

Laundry (6-day operation)

| | | | |
|----|-------------------|---|-------------------------------------------------------------------------------------|
| 02 | Laundry Manager I | 1 | 6 days/week; 8 hours/day; regular hours; variable days |
| 01 | Laundry Helper I | 6 | 6 days/week; 8 hours/day; regular hours; variable days; variable shifts |
| 01 | Laundry Worker I | 2 | 6 days/week; 8 hours/day; regular hours; variable days; variable shifts |

Medical Records Services

| | | | |
|----|-------------------|---|---------------------------------------------------|
| 13 | Med. Rec. Lib. Iv | 1 | 5 days/week; 8 hours/day; on-call emergency |
|----|-------------------|---|---------------------------------------------------|

Clerical Services

Administrations and Discharge

| | | | |
|----|----------------|---|------------------------------------------------|
| 03 | Admit. Clerk I | 5 | 7 days/week; 24 hours/day; regular hours |
|----|----------------|---|------------------------------------------------|

Facility Support Services

Operations and Maintenance Services

Maintenance/Boiler Operations

| | | | |
|----|--------------------|---|---------------------------------------------------|
| 02 | Bldg. & Grds. Sup. | 1 | 5 days/week; 8 hours/day; on-call emergency |
|----|--------------------|---|---------------------------------------------------|

| | | | |
|----|--------------|---|---------------|
| 01 | Bldg. Wkr. I | 1 | Same as above |
|----|--------------|---|---------------|

| | | | |
|----|----------------------|---|---------------|
| 01 | Bldg. Main. Helper I | 1 | Same as above |
|----|----------------------|---|---------------|

Purchasing Services

Purchasing/Storeroom Activities

| | | | |
|----|----------|---|---------------------------------------------------|
| 04 | Buyer IV | 1 | 5 days/week; 8 hours/day; on-call emergency |
|----|----------|---|---------------------------------------------------|

Administrative and Clerical Services

Accounting

| | | | |
|----|---------------|---|-----------------------------------------------|
| 03 | Payroll Clerk | 1 | 5 days/week; 8 hours/day; regular hours |
|----|---------------|---|-----------------------------------------------|

| | | | |
|----|---------------------|---|-----------------------------------------------------------------------------------------|
| 10 | Para-Med. Asst. III | 3 | 5 days/week; 8 hours/day; on-call emergency; variable days; variable shifts |
|----|---------------------|---|-----------------------------------------------------------------------------------------|

Kula Hospital

Direct Patient Services

Physician Services

| | | | |
|----|-------------|---|----------------------------------|
| 13 | Physician I | 1 | 5 days/week; 8 hours/day; M-F |
|----|-------------|---|----------------------------------|

Nursing Services

| | | | |
|----|----------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 2 | 7 days/week; 24 hours/day; regular hours |
|----|----------------------|---|------------------------------------------------|

| | | | |
|----|-----------------------|---|---------------|
| 09 | Regis. Prof. Nurse IV | 3 | Same as above |
|----|-----------------------|---|---------------|

| | | | |
|----|------------------------|---|---------------|
| 09 | Regis. Prof. Nurse III | 7 | Same as above |
|----|------------------------|---|---------------|

| | | | |
|----|---------------------|---|---------------|
| 10 | Lic. Prac. Nurse II | 6 | Same as above |
|----|---------------------|---|---------------|

| | | | |
|----|--------------------|---|---------------|
| 10 | Lic. Prac. Nurse I | 2 | Same as above |
|----|--------------------|---|---------------|

| | | | |
|----|--------------------|----|---------------|
| 10 | Para-Med. Asst. II | 24 | Same as above |
|----|--------------------|----|---------------|

| | | | |
|----|-------------------|----|---------------|
| 10 | Para-Med. Asst. I | 21 | Same as above |
|----|-------------------|----|---------------|

Diagnostic Services

Laboratory

| | | | |
|----|---------------|---|--------------------------------|
| 13 | Med. Tech. IV | 1 | 5 days/week; 8 hours/week; M-F |
|----|---------------|---|--------------------------------|

Social Work

| | | | |
|----|------------------|----|------------------|
| 13 | Social Worker IV | .5 | M-F, 8:00am-Noon |
|----|------------------|----|------------------|

Pharmaceutical Services

| | | | |
|----|---------------|---|-------------------------------|
| 13 | Pharmacist II | 1 | 5 days/week; 8 hours/day; M-F |
|----|---------------|---|-------------------------------|

Ancillary Patient Services

Dietary Services

| | | | |
|----|-------------|---|-------------------------------|
| 13 | Dietitian V | 1 | 5 days/week; 8 hours/day; M-F |
|----|-------------|---|-------------------------------|

| | | | |
|----|----------|---|---------------------------------------------|
| 01 | Cook III | 1 | 5 days/week; 5:30am-2:00pm or 9:30am-6:00pm |
|----|----------|---|---------------------------------------------|

| | | | |
|----|---------|---|---------------------------------------------|
| 01 | Cook II | 3 | 7 days/week; 5:30am-2:00pm or 9:30am-6:00pm |
|----|---------|---|---------------------------------------------|

| | | | |
|----|-------------|---|----------------------------------------------|
| 01 | Dietary Aid | 7 | 7 days/week; 6:30am-3:00pm or 10:00am-6:30pm |
|----|-------------|---|----------------------------------------------|

| | | | |
|----|-----------------|---|----------------------------------------------|
| 01 | Kitchen Hlpr. I | 8 | 7 days/week; 6:30am-3:00pm or 10:00am-6:30pm |
|----|-----------------|---|----------------------------------------------|

Housekeeping Services

| | | | |
|----|----------------------|---|-------------------------------|
| 02 | Janitor Supervisor I | 1 | 5 days/week; 8 hours/day; M-F |
|----|----------------------|---|-------------------------------|

| | | | |
|----|------------|----|-----------------------------------------|
| 01 | Janitor II | 11 | 7 days/week; 8 hours/day; regular hours |
|----|------------|----|-----------------------------------------|

Central Service and Supply

| | | | |
|----|---------------------|---|---------------|
| 10 | Lic. Prac. Nurse II | 1 | Same as above |
|----|---------------------|---|---------------|

Laundry Services

Linen Services

| | | | |
|----|----------------|---|----------------------------------|
| 01 | Sewing Wkr. II | 1 | 5 days/week; 8 hours/day; M-F |
| 01 | Sewing Wkr. I | 1 | Same as above |

Facility Support Services

Operations and Maintenance Services

| | | | |
|----|------------------------|---|-----------------------------------------------------|
| 02 | Bldg. & Gnds. Supv. II | 1 | 5 days/week; 8 hours/day; M-F |
| 01 | Bldg. Maint. Wkr. I | 1 | Same as above |
| 01 | Bldg. Maint. Hlpr. | 1 | Same as above |
| 01 | Mech. Equip. Attendant | 3 | 7 days/week; 4:00am-12:30pm or 11:30am-8:00pm |
| 01 | Heavy Truck Driver | 1 | 5 days/week; 8 hours/day; M-F |
| 01 | Groundskeeper | 1 | 5 days/week; 8 hours/day; M-F |

Purchasing Services

Supplies and Equipment Services

| | | | |
|----|-------------------------|---|---------------|
| 13 | Proc. & Supply Spec. IV | 1 | Same as above |
|----|-------------------------|---|---------------|

Administrative and Clerical Services

Fiscal/Personnel/Medical Records/Information Services

| | | | |
|----|-----------------------------------|---|-----------------------------------------------|
| 03 | Account Clerk III (Payroll) | 1 | Same as above |
| 03 | Clerk III (Telephone Operator) | 1 | 7 days/week; 8 hours/day; regular hours |
| 03 | Secretary II | 1 | 5 days/week; 8 hours/day; regular hours |

Hana Medical Center

Direct Patient Services

Physician Service

| | | | |
|----|--------------|---|---------------------------------------------------------------------|
| 13 | Physician II | 1 | 5 days/week; 8 hours/day; on call emergency; variable days |
|----|--------------|---|---------------------------------------------------------------------|

Nursing Service

| | | | |
|----|----------------------|---|---------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/week; 8 hours/day; on call emergency; variable days |
| 09 | Reg. Prof. Nurse III | 2 | Same as above |
| 10 | Para-Med. Asst. I | 2 | 5 days/week; 8 hours/day; variable days |

Lanai Community Hospital

Direct Patient Service

Nursing Services

| | | | |
|----|----------------------|---|-------------------------------------------------------------|
| 09 | Reg. Prof. Nurse V | 1 | M-F, 7:00am-3:30pm; on call 7 days/week; 24 hours/day |
| 09 | Reg. Prof. Nurse III | 3 | 7 days/week; 24 hours/day; 12 hour shifts |
| 10 | Para-Med. Asst. II | 5 | 7 days/week; 24 hours/day; regular hours |

Diagnostic Service

Radiology

| | | | |
|----|----------------|---|---------|
| 03 | X-Ray Tech. II | 1 | Standby |
|----|----------------|---|---------|

Laboratory

| | | | |
|----|------------------|---|---------|
| 13 | Medical Tech. IV | 1 | Standby |
|----|------------------|---|---------|

Ambulance

(Performed by Nursing Services
7 days/week; 24 hours/day)

Ancillary Patient Service

Dietary

| | | | |
|----|------------------|---|-------------------------------------------------------------------------------------------------------------------------------------------------|
| 01 | Cook II | 1 | 5 days/week; 2 day split shift of 12 hours |
| 01 | Kitchen Helper I | 1 | 5 days/week; 2 day split shift of 12 hours M-Tues 6:00am-6:00pm W-F 6:00am-2:30pm Sat-Sun: 6:00am-6:00pm W-F 9:30am-6:00pm |
| 01 | Janitor II | 2 | 5 days/week (1) Tues-Sat: 6:00am-2:30pm (1) Sun & M: 6:00am-2:30pm Tues-Th: 9:30am-6:00pm |

Facility Support Service

Operations and Maintenance Service

| | | | |
|----|--------------------|---|--------------------------------------------------|
| 01 | General Laborer II | 1 | M-F, 7:45am-4:30pm and on call for repairs |
|----|--------------------|---|--------------------------------------------------|

Leahi Hospital

Direct Patient Services

Physician Services

| | | | |
|----|--------------|---|-------------------------------------|
| 13 | Physician II | 1 | 5 days/wk; 8 hrs/day regular hrs |
| 13 | Physician I | 1 | Same as above |

Nursing Administration/Nursing Services

Nursing Administration

| | | | |
|----|---------------------|---|---------------------------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse VI | 1 | 7 days/wk; 8 hrs/day; 9:30am-6:00pm 6:45am-3:30pm They will provide 7 day coverage |
| 09 | Reg. Prof. Nurse V | 1 | Included with above |

Nursing Services

North Trotter - ICF

| | | | |
|----|----------------------------|------|------------------------------------------------------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/wk; 8 hrs/day M-F, 6:45am-3:30pm |
| 09 | Reg. Prof. Nurse III | 2 | 7 days/wk; 8 hrs/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) Reliever to allow for days off. |
| 10 | Lic. Prac. Nurse II | 10 | 7 days/wk; 8 hrs/day (3) 6:45am-3:30pm (2) 2:45pm-11:30pm (1) 11:00pm-7:00am (4) Reliever to allow |
| 10 | Para-Med. Asst. II hrs/day | 9.75 | 7 days/wk; 8 (2) 6:45am-3:30pm (2) 2:45pm-11:30pm (2) 11:00pm-7:00am (3.75) Reliever to allow for days off |

Young 3 - SNF

| | | | |
|----|----------------------|---|-----------------------------------------------------------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/wk; 8 hrs/day M-F, 6:45am-3:30pm |
| 09 | Reg. Prof. Nurse III | 5 | 7 days/wk; 8 hrs/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) 11:00pm-7:00am (2) Reliever to allow for days off |

| | | | |
|----|---------------------|----|-----------------------------------------------------------------------------------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 12 | 7 days/wk; 8 hrs/day (4) 6:45am-3:30pm (2) 2:45pm-11:30pm (1) 11:00pm-7:00am (5) Reliever to allow for days off |
| 10 | Para-Med. Asst. II | 10 | 7 days/wk; 8 hrs/day (3) 6:45am-3:30pm (1) 2:45pm-11:30pm (2) 11:00pm-7:00am (4) Reliever to allow for days off |

Young 4 - SNF

| | | | |
|----|----------------------|-------|--------------------------------------------------------------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/wk; 8 hrs/day M-F, 6:45am-3:30pm |
| 09 | Reg. Prof. Nurse III | 5 | 7 days/wk; 8 hrs/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) 11:00pm-7:00am (2) Reliever to allow for days off |
| 10 | Lic. Prac. Nurse II | 11.75 | 7 days/wk; 8 hrs/day (4) 6:45am-3:30pm (2) 2:45pm-11:30pm (1) 11:00pm-7:00am (4.75) Reliever to allow for days off |
| 10 | Para-Med. Asst. II | 10 | 7 days/wk; 8 hrs/day (3) 6:45am-3:30pm (2) 2:45pm-11:30pm (1) 11:00pm-7:00am (4) Reliever to allow for days off |

Young 5 - SNF/TB-HOSP

| | | | |
|----|----------------------|---|-----------------------------------------------------------------------------------------------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/wk; 8 hrs/day M-F, 6:45am-3:30pm |
| 09 | Reg. Prof. Nurse III | 5 | 7 days/wk; 8 hrs/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) 11:00pm-7:00am (2) Reliever to allow for days off |

| | | | |
|----|---------------------|---|--------------------------------------------------------------------------------------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 7 | 7 days/wk; 8 hrs/day (2) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) 11:00pm-7:00am (3) Reliever to allow for days off |
|----|---------------------|---|--------------------------------------------------------------------------------------------------------------------------------|

| | | | |
|----|--------------------|---|-------------------------------------------------------------------------------------------------------------------------------|
| 10 | Para-Med. Asst. II | 5 | 7 days/wk; 8hrs/day (1) 6:45am-3:30pm (1) 2:45pm-11:30pm (1) 11:00pm-7:00am (2) Reliever to allow for days off |
|----|--------------------|---|-------------------------------------------------------------------------------------------------------------------------------|

Diagnostic Services

Radiology

| | | | |
|----|-------------------|---|--------------------------------------------|
| 03 | (1)X-Ray Tech. II | 1 | 5 days/wk; 8 hrs/day M-F; regular hours |
|----|-------------------|---|--------------------------------------------|

Laboratory

| | | | |
|----|--------------|---|--------------------------------------------|
| 13 | Med. Tech. V | 1 | 5 days/wk; 8 hrs/day M-F; regular hours |
|----|--------------|---|--------------------------------------------|

| | | | |
|----|---------------|---|---------------|
| 13 | Med. Tech. IV | 1 | Same as above |
|----|---------------|---|---------------|

| | | | |
|----|----------------|---|---------|
| 13 | Med. Tech. III | 1 | Standby |
|----|----------------|---|---------|

| | | | |
|----|----------------------|---|--------------------------------------------|
| 03 | Laboratory Assistant | 1 | 5 days/wk; 8 hrs/day M-F; regular hours |
|----|----------------------|---|--------------------------------------------|

Pharmaceutical Services

| | | | |
|----|---------------|---|---------------------------------------|
| 13 | Pharmacist II | 1 | 5 days/wk; 8 hrs/day regular hours |
|----|---------------|---|---------------------------------------|

| | | | |
|----|--------------|----|------------------|
| 13 | Pharmacist I | .5 | M-F, 8:00am-Noon |
|----|--------------|----|------------------|

| | | | |
|----|---------------------|---|---------------------------------------|
| 10 | Para-Med. Asst. III | 1 | 5 days/wk; 8 hrs/day regular hours |
|----|---------------------|---|---------------------------------------|

Outpatient Services

| | | | |
|----|---------------------|---|---------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/wk; 8 hrs/day regular hours |
|----|---------------------|---|---------------------------------------|

Social Services

| | | | |
|----|------------------|----|------------------|
| 13 | Social Worker IV | .5 | M-F, 8:00am-Noon |
|----|------------------|----|------------------|

Ancillary Patient Services

Dietary Services

Dietitian Services

| | | | |
|----|---------------|---|-------------------------------------------------|
| 13 | Dietitian V | 1 | 5 days/wk; 8 hrs/day M-F, 6:00am-3:00pm |
| 13 | Dietitian III | 1 | 5 days/wk; 8 hrs/day Th-M, 10:00am-6:30pm |

Food Preparation Services

| | | | |
|----|----------------|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01 | Cook II | 3 | 7 days/wk; 8 hrs/day Sat-Sun (1) 6:00am-2:45pm (1) 9:45am-6:30pm (1) Reliever to allow for days off for Cook II and Cook I employees |
| 01 | Cook I | 2 | 7 days/wk; 8 hrs/day Sat-Sun (1) 6:00am-2:45pm (1) 9:45am-6:30pm |
| 01 | Kitchen Helper | 10 | 7 days/wk; 8 hrs/day Sat-Sun (3) 6:00am-2:45pm (5) 9:45am-6:30pm (2) Reliever to allow for days off for the two shifts |

Housekeeping Services

| | | | |
|----|-------------------------------|----|--------------------------------------------------------------|
| 02 | Janitor Superintendent | 1 | 5 day/wk; 8 hrs/day regular hrs; O.T. work as required |
| 01 | Janitor II | 9 | 7 days/wk; 8 hrs/day regular weekend hrs |
| 01 | Light Truck Driver hrs/day | .5 | 5 days/wk; 4 6:30am-10:30am |

Central Services and Supply

| | | | |
|----|---------------------|---|-------------------------------------|
| 09 | Reg. Prof. Nurse IV | 1 | 5 days/wk; 8 hrs/day regular hrs |
| 10 | Para-Med. Asst. III | 1 | Same as above |
| 10 | Para-Med. Asst. II | 1 | Same as above |

Laundry Services

| | | | |
|----|------------------|-----|---------------------------------|
| 01 | Laundry Helper I | 1.5 | 8 hrs/day M-F, 6:30am-3:15pm |
|----|------------------|-----|---------------------------------|

Medical Records Service

| | | | |
|----|-------------------|---|------------------------------------------|
| 13 | Med. Rec. Lib. IV | 1 | 5 days/wk; 8 hrs/day M-F; regular hrs |
|----|-------------------|---|------------------------------------------|

Clerical ServicesPatient Billing and Collection

| | | | |
|----|-----------------|---|------------------------------------------|
| 03 | Account Clerk V | 1 | 5 days/wk; 8 hrs/day M-F; regular hrs |
|----|-----------------|---|------------------------------------------|

Facility Support ServicesOperations and Maintenance ServicesBuilding Maintenance

| | | | |
|----|-------------------------------|---|--------------------------------------------------------------------------------------|
| 02 | Bldg. Const. & Main. Supv. II | 1 | 5 days/wk; 8 hrs/day regular hrs; may require O.T. depend- ing on situation |
| 01 | Electrician I | 1 | 5 day/wk; 8 hrs/day regular hrs |
| 01 | Plumber I | 1 | Same as above |
| 01 | Bldg. Maint. Wkr. I | 1 | Same as above |
| 01 | Carpenter | 1 | Same as above |

Boiler Maintenance

| | | | |
|----|-------------------|------|--------------------------------|
| 01 | Steam Plant Oper. | 2.25 | 7 day/wk; 8 hrs/day Sat-Sun |
|----|-------------------|------|--------------------------------|

Purchasing ServicesOrdering, Pick-up and Delivery of Supplies and Refuse

| | | | |
|----|--------------------|---|-------------------------------------|
| 03 | Purchasing Clerk I | 1 | 5 days/wk; 8 hrs/day regular hrs |
|----|--------------------|---|-------------------------------------|

Administrative and Clerical Services

| | | | |
|----|--------------------|---|-------------------------------------|
| 13 | Business Manager V | 1 | 5 days/wk; 8 hrs/day regular hrs |
|----|--------------------|---|-------------------------------------|

Payroll/Personnel

| | | | |
|----|--------------------|---|-------------------------------------|
| 03 | Personnel Tech. VI | 1 | 5 days/wk; 8 hrs/day regular hrs |
|----|--------------------|---|-------------------------------------|

Office Services/Switchboard Operations

| | | | |
|----|--------------|---|-------------------------------------|
| 03 | Secretary II | 1 | 5 days/wk; 8 hrs/day regular hrs |
|----|--------------|---|-------------------------------------|

Maluhia HospitalDirect Patient ServicesPhysician Services

| | | | |
|----|--------------|---|-------------------------------------|
| 13 | Physician II | 1 | M-F; 4 hours/day; 10:00am-2:00pm |
|----|--------------|---|-------------------------------------|

Nursing Services/Administration

| | | | |
|----|----------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 3 | 7 days/week; 24 hours/day; regular hours |
|----|----------------------|---|------------------------------------------------|

| | | | |
|----|-----------------------|---|---------------|
| 09 | Regis. Prof. Nurse IV | 1 | Same as above |
|----|-----------------------|---|---------------|

| | | | |
|----|------------------------|---|---------------|
| 09 | Regis. Prof. Nurse III | 3 | Same as above |
|----|------------------------|---|---------------|

| | | | |
|----|---------------------|----|---------------|
| 10 | Lic. Prac. Nurse II | 12 | Same as above |
|----|---------------------|----|---------------|

| | | | |
|----|--------------------|----|---------------|
| 10 | Para-Med. Asst. II | 46 | Same as above |
|----|--------------------|----|---------------|

| | | | |
|----|-------------------|---|---------------|
| 10 | Para-Med. Asst. I | 2 | Same as above |
|----|-------------------|---|---------------|

| | | | |
|----|------------------------|---|--------------------|
| 10 | Central Supply Aid III | 1 | M-F; 6:45am-3:15pm |
|----|------------------------|---|--------------------|

Diagnostic Services

| | | | |
|----|---------------|----|---------------------|
| 13 | Med. Tech. IV | .5 | M-F; 6:45am-10:45am |
|----|---------------|----|---------------------|

Pharmaceutical Services

| | | | |
|----|---------------|---|--------------------|
| 13 | Pharmacist II | 1 | M-F; 8:00am-5:00pm |
|----|---------------|---|--------------------|

Social Service

| | | | |
|----|------------------|----|---------------------|
| 13 | Social Worker IV | .5 | M-F; 7:30am-11:30am |
|----|------------------|----|---------------------|

Ancillary Patient Services

Dietary Services

| | | | |
|----|-------------|---|--------------------|
| 13 | Dietitian V | 1 | M-F; 6:15am-2:45pm |
|----|-------------|---|--------------------|

Food Preparation

| | | | |
|----|----------|---|-----------------------------------------------|
| 01 | Cook III | 2 | 7 days/week; 8 hours/day; 5:15am-1:45pm |
|----|----------|---|-----------------------------------------------|

| | | | |
|----|---------|---|--------------------------------------------------------------------|
| 01 | Cook II | 2 | 7 days/week; 8 hours/day; 5:45am-2:15pm or 10:00am-6:30pm |
|----|---------|---|--------------------------------------------------------------------|

| | | | |
|----|-------------|---|--------------------------------------------------------------------|
| 01 | Dietary Aid | 5 | 7 days/week; 8 hours/day; 5:45am-2:15pm or 10:00am-6:30pm |
|----|-------------|---|--------------------------------------------------------------------|

| | | | |
|----|----------------|---|------------------------------------------------|
| 01 | Kitchen Helper | 2 | 7 days/week; 8 hours/day; 10:00am-6:30pm |
|----|----------------|---|------------------------------------------------|

Housekeeping Services

| | | | |
|----|------------|---|--------------------------------------------------------------------|
| 01 | Janitor II | 6 | 7 days/week; 8 hours/day; 6:00am-2:30pm or 2:30pm-10:00pm |
|----|------------|---|--------------------------------------------------------------------|

Central Service and Supply

Laundry Services

| | | | |
|----|------------------|---|-----------------------------------------------|
| 01 | Laundry Helper I | 2 | 7 days/week; 8 hours/day; 7:00am-3:30pm |
|----|------------------|---|-----------------------------------------------|

Facility Support Services

Operations and Maintenance

| | | | |
|----|---------------------|---|-----------------------------------------------|
| 02 | Bldg. Maint. Supv. | 1 | M-F; 7:00am-3:30pm |
| 01 | Bldg. Maint. Wkr. I | 2 | 7 days/week; 8 hours/day; 7:00am-3:30pm |

Administrative Clerical Services

| | | | |
|----|--------------------------------------|---|--------------------|
| 03 | Receptionist (Telephone Operator) | 1 | M-F; 7:30am-4:00pm |
|----|--------------------------------------|---|--------------------|

Personnel

| | | | |
|----|--------------------|---|--------------------|
| 04 | Office Manager III | 1 | M-F; 7:30am-4:00pm |
|----|--------------------|---|--------------------|

Kauai Veterans Memorial Hospital

Direct Patient Services

Nursing Administration

| | | | |
|----|----------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 2 | 7 days/week; 24 hours/day; regular hours |
|----|----------------------|---|------------------------------------------------|

Operating Room/Recovery Room

| | | | |
|----|-----------------------|---|---------|
| 09 | Regis. Prof. Nurse IV | 1 | standby |
| 10 | Para-Med. Asst. IV | 1 | standby |

Medical/Surgical

| | | | |
|----|-------------------------|---|--|
| 09 | Regis. Prof. Nurse III* | 0 | |
|----|-------------------------|---|--|

Obstetrics/Nursery

| | | | |
|----|-------------------------|---|--|
| 09 | Regis. Prof. Nurse III* | 0 | |
|----|-------------------------|---|--|

Emergency Room

| | | | |
|----|-------------------------|---|--------------------|
| 09 | Regis. Prof. Nurse IV | 1 | M-F; 7:00am-3:30pm |
| 09 | Regis. Prof. Nurse III* | 0 | |

Skilled Nursing Unit

| | | | |
|----|---------------------|---|------------------------------------------------|
| 10 | Lic. Prac. Nurse II | 5 | 7 days/week; 24 hours/day; regular hours |
|----|---------------------|---|------------------------------------------------|

| | | | |
|-------------------------------------------------------------------------------|------------------------|---|--------------------------------------------------------|
| 10 | Para-Med. Asst. II | 3 | Same as above |
| <u>*Medical/Surgical, Obstetrics/Nursery, Emergency Room, Skilled Nursing</u> | | | |
| 09 | Regis. Prof. Nurse III | 6 | 7 days/week; 24 hours/day; regular hours |
| <u>Diagnostic Services</u> | | | |
| <u>Radiology</u> | | | |
| 03 | X-ray Tech. III | 1 | standby |
| <u>Laboratory</u> | | | |
| 13 | Med. Tech. IV | 1 | standby |
| <u>Rehabilitative Services</u> | | | |
| <u>Occupational Therapy</u> | | | |
| 13 | Occup. Therap. III | 1 | standby |
| <u>Physical Therapy</u> | | | |
| 13 | Physical Therap. IV | 1 | standby |
| <u>Pharmaceutical Services</u> | | | |
| 13 | Pharmacist II | 1 | 3 days/week 8 hours/day |
| <u>Anesthetist</u> | | | |
| 09 | Anesthetist I | 1 | standby |
| <u>Respiratory Therapy</u> | | | |
| 10 | Resp. Therapist IV | 1 | M-F; 7:45am-4:30pm |
| <u>Ancillary Patient Services</u> | | | |
| 13 | Dietitian V | 1 | M-F; 7:00am-3:30pm |
| <u>Food Preparation</u> | | | |
| 01 | Cook II | 2 | 7 days/week (1) 9:00am-5:30pm (1) 6:00am-2:30pm |
| 01 | Kitchen Helper I | 2 | 7 days/week (1) 6:00am-2:30pm (1) 10:30am-7:00pm |

Housekeeping Services

| | | | |
|----|------------|---|------------------------------|
| 01 | Janitor II | 4 | 7 days/week 7:00am-3:30pm |
|----|------------|---|------------------------------|

Medical Records Services

| | | | |
|----|-------------------|----|---------------------|
| 03 | Med. Rec. Tech. V | .5 | M-F; 8:00am-12:00pm |
|----|-------------------|----|---------------------|

Operations and Maintenance Services

| | | | |
|----|-------------------|---|--------------------------------------------------------|
| 01 | Bldg. Main Helper | 2 | (1) 8 hours/day; M-F (1) 8 hours/day; Sun-W; Sat |
|----|-------------------|---|--------------------------------------------------------|

Administrative, Purchasing and Clerical ServicesPurchasing and Payroll

| | | | |
|----|---------------|---|---------|
| 13 | Accountant IV | 1 | standby |
|----|---------------|---|---------|

Switchboard Operations

| | | | |
|----|-----------------------|---|------------------|
| 03 | Tel. Switchbd. Op. II | 1 | 8 hours/day; M-F |
|----|-----------------------|---|------------------|

Samuel Mahelona Memorial HospitalDirect Patient ServicesNursing Services

| | | | |
|----|----------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 1 | 7 days/week; 24 hours/day; regular hours |
|----|----------------------|---|------------------------------------------------|

| | | | |
|----|----------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse V | 2 | 7 days/week; 24 hours/day; regular hours |
|----|----------------------|---|------------------------------------------------|

| | | | |
|----|------------------------|---|---------------|
| 09 | Regis. Prof. Nurse III | 1 | Same as above |
|----|------------------------|---|---------------|

| | | | |
|----|---------------------|----|---------------|
| 09 | Lic. Prac. Nurse II | 10 | Same as above |
|----|---------------------|----|---------------|

| | | | |
|----|--------------------|----|---------------|
| 10 | Para-Med. Asst. II | 15 | Same as above |
|----|--------------------|----|---------------|

Radiology

| | | | |
|----|-----------------|---|---------|
| 03 | X-Ray Tech. III | 1 | Standby |
|----|-----------------|---|---------|

Laboratory

| | | | |
|----|----------------------|---|---------|
| 13 | Med. Technologist IV | 1 | Standby |
|----|----------------------|---|---------|

Pharmarceutical Services

| | | | |
|----|---------------|---|-----------------------------------------------|
| 13 | Pharmacist II | 1 | 2 days/week; 8 hours/day; regular hours |
|----|---------------|---|-----------------------------------------------|

Outpatient Services

| | | | |
|----|-----------------------|---|-----------------------------------------------|
| 09 | Regis. Prof. Nurse IV | 1 | 2 days/week; 8 hours/day; regular hours |
|----|-----------------------|---|-----------------------------------------------|

Social Service

| | | | |
|----|------------------|----|----------------------------------|
| 13 | Social Worker IV | .5 | M-F; 4 hours/day; 8:00am-Noon |
|----|------------------|----|----------------------------------|

Ancillary Patient ServicesDietary Services

| | | | |
|----|----------------|---|--------------------------------------------------------------------|
| 13 | Dietitian V | 1 | 5 days/week; 8 hours/day; M-F; 8:00am-4:30pm |
| 02 | Cook IV | 1 | 5 days/week; 8 hours/day; M-F; 7:00am-3:30pm |
| 01 | Cook III | 1 | 5 days/week; 8 hours/day; 6:00am-2:30pm |
| 01 | Cook II | 2 | 7 days/week; (1) M-F, 9:00am-5:30pm (1) W-Sun, 6:00am-2:30pm |
| 01 | Kitchen Helper | 4 | 7 days/week; (2) M-F, 6:00am-2:30pm (2) 10:00am-6:30pm |

Housekeeping Services

| | | | |
|----|-----------------|---|--------------------------------------------------------------|
| 02 | Janitor Supv. I | 1 | 5 days/week; 8 hours/day; regular hours |
| 01 | Janitor II | 4 | 7 days/week; (2) M-F, 6:30am-3:30pm (2) 10:00am-6:30pm |

Central Services & Supply

| | | | |
|----|------------------------|---|--------------------|
| 10 | Central Supply Tech. I | 1 | M-F; 7:00am-3:30pm |
|----|------------------------|---|--------------------|

Laundry Services

| | | | |
|----|-----------------|---|-------------------------------------------------------------------------------|
| 02 | Laundry Manager | 1 | M-F; 8 hours/day; regular hours |
| 01 | Laundry Wkr. I | 2 | (1) M-Sat; 7:00am-3:30pm (1) 5 days/week; 8 hours/day; 7:00am-3:30pm |
| 01 | Laundry Helper | 3 | (1) M-Sat; 7:00am-3:30pm (2) 6 days/week; 8 hours/day; 7:00am-3:30pm |
| 01 | Truck Driver | 2 | M-Sat; 8 hours/day; 7:00am-3:30pm |

Patient Billing and Collection

| | | | |
|----|-------------------------------------------|---|--------------------|
| 03 | Admitting Clerk I (Telephone Operator) | 1 | M-F, 7:00am-3:30pm |
|----|-------------------------------------------|---|--------------------|

Facility Support Services

Operations and Maintenance Services

Building Maintenance

| | | | |
|----|------------------------|---|--------------------|
| 02 | Bldg. & Gn ds. Sup. II | 1 | M-F; 7:00am-3:30pm |
|----|------------------------|---|--------------------|

Boiler Maintenance and Sewage Treatment

| | | | |
|----|---------------------|---|----------------------------------------------------------------------------------------|
| 01 | Bldg. Maint. Wkr. I | 2 | (1) M, Th, F; 7:00am-3:30pm Sat & Sun 6:30am-3:00pm (1) M-F; 6:30am-3:00pm |
|----|---------------------|---|----------------------------------------------------------------------------------------|

Repair and Maintenance of Vehicles

| | | | |
|----|-----------------|---|--------------------|
| 01 | Auto Mechanic I | 1 | M-F; 7:00am-3:30pm |
| 01 | Truck Driver | 1 | Same as above |

Administrative and Clerical Services

| | | | |
|----|----------------------------|---|--------------------|
| 13 | Accountant IV (Payroll) | 1 | M-F; 7:30am-4:00pm |
|----|----------------------------|---|--------------------|

Waimano Training School & Hospital Division

Direct Patient Care

Physician Services

| | | | |
|----|-------------|---|--------------------------------------------------|
| 13 | Physician I | 3 | 7 days/week; 24 hours/day; 8 regular hours |
|----|-------------|---|--------------------------------------------------|

Nursing Services/Administration

Medical Support Services Branch

| | | | |
|----|------------------------|----|--------------------------------------------------|
| 09 | Reg. Prof. Nurse IV | 4 | 7 days/week; 24 hours/day; 8 regular hours |
| 09 | Reg. Prof. Nurse III | 10 | Same as above |
| 10 | Lic. Prac. Nurse III | 6 | Same as above |
| 10 | Lic. Prac. Nurse II | 22 | Same as above |
| 10 | Lic. Prac. Nurse I | 1 | Same as above |
| 10 | Para-Medical Asst. III | 23 | Same as above |
| 10 | Para-Medical Asst. II | 7 | Same as above |
| 10 | Para-Medical Asst. I | 5 | Same as above |

Residential Services Branch

| | | | |
|----|------------------------|----|--------------------------------------------------|
| 09 | Reg. Prof. Nurse III | 22 | Same as above |
| 09 | Reg. Prof. Nurse IV | 4 | Same as above |
| 10 | Para-Medical Asst. VI | 5 | Same as above |
| 10 | Para-Medical Asst. V | 8 | Same as above |
| 10 | Para-Medical Asst. IV | 13 | Same as above |
| 10 | Para-Medical Asst. III | 78 | Same as above |
| 10 | Para-Medical Asst. II | 12 | 7 days/week; 24 hours/day; 8 regular hours |
| 10 | Para-Medical Asst. I | 7 | Same as above |
| 10 | Lic. Prac. Nurse II | 17 | Same as above |

Diagnostic ServicesLaboratory

| | | | |
|----|----------------------|---|--------------------|
| 13 | Medical Technologist | 1 | M-F; 7:45am-4:15pm |
|----|----------------------|---|--------------------|

Social Work

| | | | |
|----|------------------|----|------------------|
| 13 | Social Worker IV | .5 | M-F; 8:00am-Noon |
|----|------------------|----|------------------|

Pharmaceutical Services

| | | | |
|----|------------|----|--------------------|
| 13 | Pharmacist | .5 | M-F; 7:45am-4:15pm |
|----|------------|----|--------------------|

| | | | |
|----|-----------------------|----|---------------|
| 10 | Para-Medical Asst. IV | .5 | Same as above |
|----|-----------------------|----|---------------|

Ancillary Patient ServicesDietary ServicesDietitian Services

| | | | |
|----|---------------|---|---------------------------------------------------|
| 13 | Dietitian III | 2 | 7 days/week; 6:00am-2:30pm or 9:00am-5:30pm |
|----|---------------|---|---------------------------------------------------|

Food Preparation

| | | | |
|----|------------|---|--------------------|
| 01 | Meatcutter | 1 | M-F; 7:00am-3:30pm |
|----|------------|---|--------------------|

| | | | |
|----|----------|---|-------------------------------------------------|
| 01 | Cook III | 3 | 7 days/week; 5:15am-7:00pm; regular hours |
|----|----------|---|-------------------------------------------------|

| | | | |
|----|---------|---|---------------|
| 01 | Cook II | 4 | Same as above |
|----|---------|---|---------------|

| | | | |
|----|------------------|----|---------------|
| 01 | Kitchen Hlpr. II | 15 | Same as above |
|----|------------------|----|---------------|

Food Delivery

| | | | |
|----|----------------------|---|------------------------------------------------------------------------------------------------------------------------------------------|
| 01 | Food Services Driver | 3 | (1) 7:00am-3:30pm (8 hrs) 5 days/week (1) 5:30am-2:00pm (8 hrs) 7 days/week (1) 10:30am-7:00pm (8 hrs) 7 days/week |
|----|----------------------|---|------------------------------------------------------------------------------------------------------------------------------------------|

Housekeeping Services

| | | | |
|----|----------------------|----|---------------------------------------------------------------------------------------------------|
| 02 | Institution Hskeeper | 1 | 7 days/week operation; 7:45am-4:15pm; (2 employees will cover the 7-day operation) |
| 01 | Janitor III | 1 | Included with above |
| 01 | Janitor II | 12 | 7 days/week; 7:45am-4:15pm |

Central Services and Supply

| | | | |
|----|---------------|---|--------------------|
| 03 | Storekeeper I | 1 | M-F; 7:45am-4:15pm |
|----|---------------|---|--------------------|

Laundry Services

| | | | |
|----|-------------------|---|--------------------|
| 02 | Laundry Manager | 1 | M-F; 7:45am-4:15pm |
| 01 | Laundry Worker II | 5 | Same as above |

Facility Support Services

Operations and Maintenance Services

Building Maintenance

| | | | |
|----|------------------------------------------|---|---------------------------------|
| 02 | General Construction & Main. Supv. II | 1 | M-F; 7:45am-4:15pm + standby |
| 01 | Carpenter II | 1 | M-F; 7:45am-4:15pm + standby |
| 01 | Electrician I | 1 | M-F; 7:45am-4:15pm + standby |
| 01 | Plumber I | 1 | M-F; 7:45am-4:15pm + standby |

Boiler Maintenance

| | | | |
|----|----------------------|--------------|-------------------------------------------------------------------------------|
| 01 | Maintenance Mech. II | 1))) | 4:00am-12:00noon; 7 days/week |
| 01 | Maintenance Mech. I | 1) | 10:00am-6:00pm; 7 days/week employees will cover the 7-day operation |

Sewage Treatment

01 Plumber I (Reported under Building Maintenance)

01 Heavy Truck Driver) (Reported under Pick-up &
01 Equipment Operator) Delivery of Refuse)

Repair and Maintenance of Vehicles

01 Auto Mechanic II 1 M-F; 7:45am-4:15pm
+ standby

Machinery Repair

01 Maint. Mech. II and I) (Reported under Boiler 01
Electrician I) Maintenance)

Water Service

01 Plumber I (Reported under Building Maintenance)

Pick-up and Delivery of Refuse

01 Heavy Truck Driver 1) M-Sat Operation;
01 Equipment Operator 1) 7:45am-4:15pm;
01 Groundskeeper II 1) 3 employees will
cover the 6-day
operation

Vendor Payments

03 Account Clerk IV .5 M-F; 7:45am-11:45am

Administrative and Clerical ServicesPayroll

03 Personnel Clerk 1 8 hours/day;
10 days/month as
scheduled

Safety and Security

04 Security Guard II 1 7 days/week;
24 hours/day

03 Security Guard I 4 Same as above

Hawaii State Hospital

Direct Patient Services

Physician Services

| | | | |
|----|-----------------|---|------------------------------------------|
| 13 | Physician I | 2 | (1) M-F; 7:30am-4:00pm (1) standby |
| 13 | Psychiatrist I | 2 | M-F; 7:30am-4:00pm |
| 13 | Psychiatrist II | 5 | Same as above |

Nursing Services/Administration

| | | | |
|----|----------------------|----|-----------------------------------------------|
| 09 | Reg. Prof. Nurse V | 1 | M-F; 7:30am-4:00pm |
| 09 | Reg. Prof. Nurse IV | 8 | Same as above |
| 09 | Reg. Prof. Nurse III | 32 | 7 days/week; 24 hours/day; 3 shifts/day |
| 09 | Reg. Prof. Nurse II | 3 | Same as above |
| 10 | Lic. Prac. Nurse III | 5 | Same as above |
| 10 | Lic. Prac. Nurse II | 32 | Same as above |
| 10 | Lic. Prac. Nurse I | 1 | Same as above |
| 10 | Para-Med. Asst. IV | 29 | Same as above |
| 10 | Para-Med. Asst. III | 73 | Same as above |
| 10 | Para-Med. Asst. II | 8 | Same as above |

Diagnostic Services

Laboratory

| | | | |
|----|----------------------|---|--------------------------------------------|
| 13 | Med Technologist V | 1 | M-F; 6:45am-3:15pm; on-call after-hours |
| 13 | Med Technologist IV | 1 | Same as above |
| 13 | Med Technologist III | 1 | Same as above |

Rehabilitative Services

Occupational Therapy

| | | | |
|----|---------------------|---|--------------------|
| 13 | Occup Therapist IV* | 1 | M-F; 7:30am-4:00pm |
|----|---------------------|---|--------------------|

| | | | |
|----|----------------------|---|----------------------------------------------------------|
| 13 | Occup Therapist III* | 4 | Same as above (one works on Saturdays on rotation basis) |
| 13 | Manual Arts Ins II* | 1 | M-F; 7:30am-4:00pm |
| 10 | Para-Med. Asst. IV* | 1 | Same as above |

Recreational Therapy

| | | | |
|----|----------------------|---|---------------|
| 13 | Inst Rec Therap III* | 1 | Same as above |
| 13 | Inst Rec Therap II* | 4 | Same as above |

Physical Therapy

| | | | |
|----|---------------------|---|--------------------|
| 13 | Physical Therap IV* | 1 | M-F; 6:45am-3:15pm |
|----|---------------------|---|--------------------|

*Only to perform services directed by physician.

Social Services

| | | | |
|----|---------------|---|--------------------|
| 13 | Soc. Worker V | 1 | M-F; 7:30am-4:00pm |
|----|---------------|---|--------------------|

Psychological Services

| | | | |
|----|------------------------|---|--------------------|
| 13 | Clin Psychologist VIII | 1 | M-F; 7:30am-4:00pm |
| 13 | Clin Psychologist VI | 3 | Same as above |

Pharmaceutical Services

| | | | |
|----|---------------|---|--------------------|
| 13 | Pharmacist II | 1 | M-F; 7:45am-4:15pm |
|----|---------------|---|--------------------|

Escort Services

| | | | |
|----|--------------------|-----|--------------------|
| 01 | Heavy Truck Driver | .25 | M-F; 6:45am-3:15pm |
|----|--------------------|-----|--------------------|

Outpatient Services

| | | | |
|----|----------------------|---|--------------------|
| 13 | Neurotraining Therap | 3 | M-F; 7:30am-4:00pm |
| 10 | Para-Med. Asst. III | 2 | M-F; 7:30am-4:00pm |
| 13 | Cli Psychologist VII | 1 | Same as above |

Ancillary Patient Services

Dietary Services

Dietitian Services

| | | | |
|----|-------------|---|--------------------|
| 13 | Dietitian V | 1 | M-F; 6:45am-3:15pm |
|----|-------------|---|--------------------|

Food Preparation

| | | | |
|----|---------------------|----|---------------------------------------------------------------------------------------------------------|
| 02 | Inst Fd Svc Mgr III | 1 | M-F; 9:30am-6:00pm (rotates Sat/Sun off every 8 weeks with Cook IV) |
| 02 | Cook IV | 1 | M-F; 5:00am-1:30pm (rotates Sat/Sun off every 8 weeks with Inst Fd Svcs Mgr III) |
| 01 | Meat Cutter | .5 | M-F; 6:00am-2:30pm |
| 01 | Cook III | 2 | 7 days/week; 13 hours/day (2 overlapping 8- shifts a day- 6:00am-2:30pm & 9:30am-6:00pm) |
| 01 | Cook II | 2 | Same as above |
| 01 | Cook I | 2 | Same as above |
| 01 | Kitchen Helper | 2 | Same as above |

Food Delivery

| | | | |
|----|-----------------|---|---------------|
| 01 | Food Svc Driver | 2 | Same as above |
|----|-----------------|---|---------------|

Housekeeping Services

| | | | |
|----|----------------------|-----|-------------------------------|
| 02 | Inst Hskeeper II | .75 | M-F; 6:45am-3:15pm |
| 01 | Sewing Worker I | 1 | Same as above |
| 02 | Janitor Supervisor I | 1 | Same as above |
| 01 | Janitor II | 13 | 7 days/week; 6:45am-3:15pm |

Central Service and Supply

| | | | |
|----|----------------------|---|--------------------|
| 10 | Lic. Prac. Nurse III | 1 | M-F; 6:45am-3:15pm |
| 10 | Lic. Prac. Nurse II | 3 | Same as above |

Laundry Services

| | | | |
|----|------------------|-----|---------------|
| 02 | Inst Hskeeper II | .25 | Same as above |
|----|------------------|-----|---------------|

| | | | |
|--------------------------------------------|--------------------|------|---------------------------------|
| 01 | Laundry Worker II | 1 | Same as above |
| 01 | Heavy Truck Driver | .25 | M-F; 6:45am-3:15pm |
| <u>Medical Records Services</u> | | | |
| 03 | Med Rec Tech V | 3 | M-F; 7:30am-4:00pm |
| <u>Clerical Services</u> | | | |
| <u>Patient Billing and Collection</u> | | | |
| <u>Admissions and Discharges</u> | | | |
| 03 | Secretary II | 2 | M-F; 7:30am-4:00pm |
| 03 | Clerk Steno III | 1 | Same as above |
| <u>Facility Support Services</u> | | | |
| <u>Operations and Maintenance Services</u> | | | |
| <u>Building and Grounds Maintenance</u> | | | |
| 04 | Inst Fac Supt V | 1 | M-F; 6:45am-3:15pm + standby |
| 01 | Electrician I | 1 | M-F; 6:45am-3:15pm + standby |
| 01 | Plumber I | .9 | Same as above |
| 01 | Carpenter II | 1 | Same as above |
| 01 | Hvy Truck Driver | 1.25 | Same as above |
| <u>Repair and Maintenance of Vehicles</u> | | | |
| 01 | Auto Mech II | 1 | M-F; 6:45am-3:15pm + standby |
| <u>Machinery Repair</u> | | | |
| 02 | Maint Mech Supvr | 1 | M-F; 6:45am-3:15pm + standby |
| 01 | Maint Mech I | 1 | Same as above |
| <u>Water Services</u> | | | |
| 01 | Plumber I | .1 | M-F; 6:45am-3:15pm |

Purchasing Services

Pickup and Delivery of Medical Supplies and Refuse

| | | | |
|----|--------------------|-----|--------------------|
| 03 | Stores Clerk II | .5 | M-F; 6:45am-3:15pm |
| 01 | Heavy Truck Driver | .25 | Same as above |

Administrative and Clerical Services

Administrative

| | | | |
|----|-----------------------------|---|--------------------|
| 13 | Mental Health Supervisor II | 1 | M-F; 7:30am-4:00pm |
|----|-----------------------------|---|--------------------|

Vendor Payments and Payroll

| | | | |
|----|---------------|----|--------------------|
| 03 | Acct Clerk IV | .5 | M-F; 7:30am-4:00pm |
|----|---------------|----|--------------------|

Switchboard Operations

| | | | |
|----|-----------------|---|-----------------------------------------------|
| 04 | Tel Swtbd Op II | 1 | 7 days/week; 24 hours/day; 3 shifts/day |
| 03 | Tel Swtbd Op II | 4 | Same as above |

Safety and Security Services

| | | | |
|----|------------------|---|-----------------------------------------------|
| 04 | Security Ofcr II | 1 | 7 days/week; 16 hours/day; 2 shifts/day |
| 03 | Security Ofcr I | 3 | Same as above |

Kalaupapa Hospital

Direct Patient Services

Nursing Services/Administration

| | | | |
|----|------------------------|---|------------------------------------------------|
| 09 | Regis. Prof. Nurse VI | 1 | 7 days/week; 24 hours/day; regular hours |
| 09 | Regis. Prof. Nurse IV | 1 | Same as above |
| 09 | Regis. Prof. Nurse III | 5 | Same as above |
| 10 | Lic. Prac. Nurse II | 1 | Same as above |
| 13 | Med. Technologist IV | 1 | M-F; 7:00am-3:45pm + on-call |

Ancillary Patient Services

Housekeeping Services

| | | | |
|----|------------|---|--------------------|
| 01 | Janitor II | 1 | M-F; 7:00am-3:45pm |
|----|------------|---|--------------------|

Facility Support Services

Administrative and Clerical Services

| | | | |
|----|-----------------|---|--------------------|
| 03 | Clerk Steno III | 1 | M-F; 7:00am-3:45pm |
|----|-----------------|---|--------------------|

Hale Mohalu Hospital

Direct Patient Services

Nursing Services/Administration

| | | | |
|----|------------------------|---|-----------------------------------------------------------|
| 09 | Regis. Prof. Nurse III | 8 | 7 days/week; 24 hours/day; regular 8-hour shifts |
| 09 | Regis. Prof. Nurse IV | 1 | M-F; 6:45am-3:15pm |
| 09 | Regis. Prof. Nurse V | 1 | Same as above |

Hansens's Disease Outpatient Services

| | | | |
|----|----------------------|----|--------------------|
| 09 | Regis. Prof. Nurse V | 1 | M-F; 7:45am-4:30pm |
| 13 | Social Worker IV | .5 | Same as above |
| 03 | Clerk-Steno II | 1 | Same as above |

Ancillary Patient Services

| | | | |
|----|------------|---|--------------------|
| 01 | Janitor II | 1 | M-F; 6:30am-3:15pm |
|----|------------|---|--------------------|

Facility Support Services

| | | | |
|----|--------------------|---|--------------------|
| 01 | Light Truck Driver | 1 | M-F; 6:30am-3:15pm |
| 03 | Clerk IV | 1 | M-F; 7:45am-4:30pm |

Kalaupapa Settlement

General Administration and Supplies

| | | | |
|----|--------------------|---|------------------------------------------|
| 03 | Clerk IV | 1 | M-F; 7:45am-4:30pm |
| 03 | Clerk III | 1 | M-F; 7:45am-4:30pm |
| 01 | Light Truck Driver | 1 | M-F; 7:00am-11:00am (4 hrs) + standby |

Food Services and Supplies

| | | | |
|----|------------------|---|-------------------------------------------------------------------------------------------------------|
| 02 | Food Svcs. Supv. | 1 | These workers will be divided to cover two 8-hr. shifts; 5:00am-1:20pm and 9:10am-5:30pm; 7 days/week |
| 01 | Cook II | 2 | Same as above |
| 01 | Kitchen Hlpr. I | 2 | Same as above |

General and Shop Maintenance Services

| | | | |
|----|----------------------------|---|--------------------------------|
| 02 | Gen. Const. & Maint. Supv. | 1 | M-F; 7:00am-3:45pm and on-call |
| 02 | Gen. Labor Supv. | 1 | on-call |
| 01 | Plumber I | 1 | M-F; 7:00am-3:45pm and on-call |
| 01 | Bulldozer Oper-Lab. | 1 | On-call |
| 01 | Auto. Mech. I | 1 | M-F: 7:00am-3:45pm and on-call |
| 01 | Gen. Laborer II | 3 | standby |

Electrical, Utility and Maintenance Services

| | | | |
|----|----------------|---|--------------------------------|
| 01 | Electrician II | 1 | M-F; 7:00am-3:45pm and on-call |
|----|----------------|---|--------------------------------|

Building Maintenance Services

| | | | |
|----|-------------------|---|--------------------------------|
| 02 | Carpenter Supv. I | 1 | M-F; 7:00am-3:45pm and on-call |
|----|-------------------|---|--------------------------------|

Housekeeping Services

| | | | |
|----|----------------------------|---|--------------------------------|
| 02 | Settlement Home Supervisor | 2 | M-F; 7:00am-3:45pm and on-call |
| 01 | Janitor II | 2 | M-F; 5:00am-11:00am (6 hrs) |

CITY AND COUNTY OF HONOLULU

Emergency Ambulance Services

| | | | |
|----|-------------------------------------------------------------------|----|-------------------------------------|
| 10 | Emergency Medical Technician II | 22 | Regular Duty |
| 10 | Emergency Medical Technician III | 23 | Regular Duty |
| 10 | Emergency Medical Technician IV | 76 | Regular Duty |
| 10 | Emergency Medical Technician V | 11 | Regular Duty |
| 10 | Ambulance Support Services Technician (Dispatch Supervisor) | 1 | Regular Duty |
| 10 | Ambulance Support Services Technician (Equipment Officer) | 1 | Regular Duty on-call on weekends |

GENERAL ORDERS

The Board further orders the following in the event of a strike by Units 1, 2, 3, 4, 9, 10 and 13 employees:

1. The class or position titles identified in the foregoing portion of the order are designated as essential positions.

2. Any or all incumbents in the essential positions may be designated by the respective Employer as essential employees. Each incumbent, in an essential position, regardless of designation as an essential employee, shall notify the Employer of his or her current residence and mailing addresses and telephone number prior to the onset of a strike by Units 1, 2, 3, 4, 9, 10 and 13 employees. The Employer shall inform incumbents in essential positions that they may be designated as essential employees and that they are required to supply this information.

3. The Employer shall designate employees to fill essential positions. Each Employer shall give notice to an essential employee in accordance with Subsection 89-12(c)(2), HRS. It is the duty and responsibility of the essential employee to contact the Employer for his or her work assignment. This duty continues throughout the duration of any strike.

Essential employees required to be on-call shall keep the respective Employer apprised of his or her location during the on-call period to facilitate notification to report to work when the need arises. If no specific on-call period is stated,

the position shall be deemed to be on-call 24 hours per day, and 7 days per week.

Essential employees required to be on standby duty shall respond to requests for work when notified by the Employer. These employees must be available and shall provide the necessary telephone numbers and locations where they can be reached when needed. If no specific standby period is stated, the position shall be deemed to be on standby 24 hours per day, and 7 days per week.

4. An essential employee shall report to work as directed by each Employer, unless the absence is excused due to illness or other bona fide reason. In order to determine the validity of such reasons, the essential employee shall submit a written statement of reasons to the Employer. In the event an absence is based upon a medical disability, a statement from a physician shall be submitted to the Employer on a form provided by the Employer. The absence of an essential employee from assigned work without a bona fide reason may be deemed a violation of this order and deemed to constitute unlawful participation in a strike under Subsection 89-12(a), HRS.

5. If an essential employee does not report to work as directed and there are additional incumbents to fill an essential position, the Employer shall designate another incumbent to perform such work. The Employer may notify such employee by whatever means practicable, including by telephone contact, to ensure the delivery of essential services.

If the Employer is unable to fill the essential position with an incumbent, the Employer may assign other employees who are capable of satisfactorily performing the functions, duties and responsibilities of the essential position, and shall notify the Board accordingly.

6. In the assignment of incumbents or other employees to essential positions, the Employer shall refrain from assigning persons designated as picket line captains, stewards, negotiation team members and Union Board of Directors members unless there are no other employees capable of satisfactorily performing the functions, duties and responsibilities of the essential positions.

Respondents shall furnish the respective Employers with the names of picket line captains, stewards, negotiation team members and Board of Directors members within 24 hours of the issuance of this order designating essential positions.

7. The Union shall be responsible for taking all necessary steps to ensure that essential services required by this order are performed without interruption, slowdown, sick-out or other forms of interference.

8. To minimize confusion in communications between the parties, the Employer and the Union shall each designate one overall coordinator to be contacted. The coordinator shall be responsible for maintaining essential services and implementing any order issued by the Board at the close of this proceeding or during a strike. Prior to the onset of any strike, each party shall notify the other and this Board, in writing, of the coordinator with his or her current address and business and residence

telephone numbers at least 24 hours before the onset of a strike.

9. Employer may designate one entrance to every work-site having multiple entrances specifically to permit uninhibited ingress and egress by employees in positions designated as essential by the Board, and private employees only. The Employer shall notify the Union that these designated entrances shall be free of any pickets. Should the Employer fail to monitor the designated entrances and access is permitted to other than essential and private employees, the entrances may be lawfully picketed.

Worksites, builidng or facilities which have only one entrance may be picketed, but persons on the picket lines shall permit anyone to cross the picket lines.

In addition, any entrance or exit to a hospital's emergency room door and driveway, as well as the entrance/exit and/or driveway of ambulance stations must be free of pickets.

10. To ensure the health or safety of the public, all picket lines of Units 1, 2, 3, 4, 9, 10 and 13 employees shall be supervised by an on-site picket line captain designated by the Union. The Union shall provide the Employer with a list of picket line captains at all picket lines prior to the onset of any strike which shall contain the addresses and telephone numbers of those designated. The picket line captain and ultimately, the Union, shall share the responsibility to ensure that picketing is conducted in a lawful manner. Pickets must permit

ingress and egress to all persons. Responsibility for insuring uninhibited ingress and egress to all worksites rests with the Union.

This order may be amended by the Board. Any questions of interpretation of this order shall be brought to the immediate attention of this Board.

DATED: Honolulu, Hawaii, February 19, 1984.

HAWAII PUBLIC EMPLOYMENT RELATIONS BOARD


MACK H. HAMADA, Chairperson


JAMES K. CLARK, Board Member


JAMES R. CARRAS, Board Member

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