

OFFICE OF COLLECTIVE BARGAINING
BOARD OF CERTIFICATION

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In the Matter of

LEGAL SERVICES STAFF ASSOCIATION

Petitioner

DECISION NO. 85-73

-and-

DOCKET NOS. RU-340-72

RE-25-73

COUNCIL AGAINST POVERTY (HUMAN
RESOURCES ADMINISTRATION) and
COMMUNITY ACTION FOR LEGAL
SERVICES, INC., and the
DELEGATE CORPORATIONS OF CALS

Respondent

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A P P E A R A N C E S:

CAMMER & SHAPIRO, P.C.
by Ralph Shapiro, Esq
for the Association

WILLIAM BABISKIN, ESQ.
Office of Labor Relations
for the Employer

CERTIFICATION OF REPRESENTATIVE AND ORDER

On August 13, 1973 the Board issued its Decision and
Direction of Election No. 65-73 herein providing that:

“Employees who are contended to be managerial or
confidential by the Employer may vote challenged
ballots. If a sufficiently large majority of
unchallenged ballots are cast in favor of rep-
resentation by the Association, so that inclusion
of the challenged ballots could not affect the
outcome of the election, we shall direct prompt
issuance of an appropriate certification, and we
shall direct the Trial Examiner to hold a further

hearing in this case so that we may determine the managerial or confidential status of the employees

listed above. Any such employees found not to be either managerial or confidential will be included by the Board in the cited unit. On the other hand, if inclusion of the challenged ballots would be dispositive of the outcome of the election, any certification will be delayed until appropriate determinations of the managerial confidential issues are made.”

The election was conducted on October 18, 1973 and of a total of 188 ballots deposited in the ballot box, 131 were for the Union, 4 were against the Union and 53 ballots were challenged and therefore not counted. Thus, inclusion of the challenged ballots will not affect the outcome of the election. No objections to the election have been filed and the time to do so has expired. Therefore, pursuant to Decision No.65-73, we shall certify the Union as the exclusive bargaining representative of the employees in the unit found appropriate by the Board and direct that a further hearing be held to determine the status of employees who voted challenged ballots or who were eligible to do so.

NOW, THEREFORE, pursuant to the powers vested in the Board of Certification by the New York City Collective Bargaining Law, it is hereby

CERTIFIED that the Legal Services Staff Association is the exclusive representative for the purposes of collective bargaining of the employees of CALS and its delegate agencies excluding the following employees who are managerial or confidential:

Central Administration

Chief Counsel	Managerial
Special Asst. to Chief Counsel	Confidential
Senior Attorney	Managerial
Administrative Officer	Managerial
Internal Auditor	Confidential
Budget Director	Confidential
Executive Administrator	Confidential
Executive Secretary	Confidential
Comptroller	Managerial

MFY Legal Services, Inc

Director	Managerial
Executive Administrator	Managerial
Associate Director	Managerial
Managing Attorney	Managerial
Social Worker	Managerial

Harlem Assertion of Rights

Executive Director	Managerial
Managing Attorney	Confidential

Bedford Stuyvesant Legal Services, Inc.

Executive Director	Managerial
Executive Secretary	Confidential

Brooklyn Legal Services, Inc. (Williamsburgh)

Attorney in Charge	Managerial
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Brooklyn Legal Services, Inc. (E.N.Y. & Brownsville)

Attorney in Charge	Managerial
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Brooklyn Legal Services, Inc. (South Brooklyn)

Project Director	Managerial
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Queens Legal Services, Inc. (South Jamaica & L.I.C.)

Project Director	Managerial
Attorney in Charge	Managerial

Brooklyn Legal Services, Inc. (E.N.Y. & Brownsville)

Director Community Development
Director of Litigation
Executive Secretary

Brooklyn Legal Services, Inc. (South Brooklyn)

Sr. Attorney (CDLR)
Sr. Attorney - Matrimony
Executive Secretary (1/3)

Queens Legal Services, Inc. (South Jamaica & L.I.C.)

Executive Secretary

Manhattan Legal Services (East Harlem)

Director of Community Development
Executive Secretary

Bronx Legal Services, Inc. (Morrisiana)

Executive Secretary

Bronx Legal Services (Hunts Point & Landlord and Tenant)
Unit

Director CDLR
Executive Secretary

DATED: New York, N.Y.
October 29, 1973

ARVID ANDERSON
Chairman

WALTER L. EISENBERG
Member

ERIC J. SCHMERTZ
Member