

OFFICE OF COLLECTIVE BARGAINING
BOARD OF CERTIFICATION

----- x

In the Matter of

THE CITY OF NEW YORK,

Petitioner,

DECISION NO. 46-75

-and-

DISTRICT COUNCIL 37, AFSCME,
AFL-CIO, AND ITS AFFILIATED LOCALS,

DOCKET NO. RE-56-75

Respondent.

----- x

DECISION AND INTERLOCUTORY ORDER
CONSOLIDATING CERTIFICATIONS

On June 19, 1975, the New York City Office of Labor Relations filed a petition requesting the consolidation into one bargaining unit of fifty separate units represented by District Council 37, AFSCME, AFL-CIO (DC 37) and/or its affiliated locals.¹

The City states that all of the employees in the above-noted units are in titles either now covered under the single City-Wide Contract for those conditions which must be uniform City-wide or receive equivalent benefits, and that, since all of the certifications in question are now held by DC 37 or its affiliates, all such employees have a single community of interest which justifies consolidation into a single bargaining unit.

¹ The City's petition was later amended to withdraw a unit of book repairers and to include two additional DC 37 units of Student Center custodial employees and certain City University clerical employees.

The City declares that the proposed consolidated unit is consistent with the decisions and policies of the Board of Certification and, if adopted, would further the efficient operation of the public service and enhance sound labor relations. The City states that the proposed consolidation would avert the proliferation of bargaining units, minimize the possibility of whipsawing and leap-frogging of settlements, and reduce the number of contracts which require negotiation and administration, thereby enabling the City to bargain more effectively and better project its labor costs.

The City requests that, if the Board of Certification should decline to approve the proposed single unit, the Board "consolidate the listed certifications into units based upon broad occupational groups which would further the end of sound labor relations and comport with previous Board decisions. . ."

On September 22, 1975, DC 37 filed an Affirmation in Opposition to the City's Petition to Consolidate. It asserts that the City's petition has not fully considered the criteria to be applied by the Board of Certification. DC 37 contends that the right of employees to bargain on wages, hours, and working conditions "would be severely limited if all of the titles represented by District Council 37 or its affiliates were thrown into one hodge-podge unit

consisting of white collar, blue collar, professional and institutional employees."

DC 37 further argues that the fact that all of the affected titles are covered by the City-Wide Contract or receive equivalent benefits does not establish a community of interest since many other employees represented by other employee organizations also are covered by the City-Wide Contract and that the "City-wide bargaining community of interest does not obliterate the strong community of interest shared by employees in the same occupational groupings." DC 37 points out that its organizational structure is designed to embrace a broad spectrum of occupational groups consisting of professional, blue collar, white collar and institutional employees, and that DC 37 does not now propose, nor has it ever proposed, to bargain for all such employees as a single unit.

DC 37 declares that the history of bargaining does not support the City's petition but, in effect emphasizes the separate interests of the various occupational groups. DC 37 rejects the City's arguments concerning the "efficient operation of the public service and sound labor relations" and contends that such criteria cannot, in the instant case, be the basis for denying the rights of self-determination

guaranteed to employees by the Taylor Law and the New York City Collective Bargaining Law (NYCCBL).

DC 37 further argues that there is no evidence of whipsawing or leap-frogging to justify the proposed consolidation. It declares that the Board's policy of consolidation "should only be followed when it is possible to do so without severe dislocation or inequities," and therefore "what the City is requesting is actually a complete reversal of Board decisions and policies." Lastly, D.C. 37 argues that the proposal would combine supervisory and non-supervisory and professional and non-professional employees, and that such combinations cannot be instituted against the wishes of the affected employees.

The Civil Service Technical Guild., Local 375, AFSCME, AFL-CIO, the certified collective bargaining representative for some of the titles in question, also filed objections. The Guild asserts that while it is affiliated with DC 37 as a matter of identification, its certificates do not run to D.C. 37. It declares that such affiliation "does not per se establish a community of interest within the meaning and intent of Rule 2.10b" and moreover "expressly excludes interference with the autonomy of any affiliate, particularly its right to bargain on non-City-wide matters."

The Guild contends that the proposed consolidation is not consistent with prior unit determinations made by the Board of Certification and would result in the loss of the fullest freedom of its members to exercise their collective bargaining rights.

DISCUSSION

Section 1173-5.0b(1) of the NYCCBL gives the Board of Certification the power and duty "to make final determinations of the units appropriate for purposes of collective bargaining between public employers and public employee organizations."

The criteria employed by the Board of Certification in unit determinations are set forth in Rule 2.10 of the Consolidated Rules:

- "§2.10 Appropriate Units--Determination.
 In determining appropriate bargaining units, the Board will consider, among other factors:
- a. Which unit will assure public employees the fullest freedom in the exercise of the rights granted under the statute and the applicable executive order;
 - b. The community of interest of the employees;

c. The history of collective bargaining in the unit, among other employees of the public employer, and in similar public employment;

d. The effect of the unit on the efficient operation of the public service and sound labor relations."

The Board has deemed this statutory authority to be sufficiently broad to warrant its finding as appropriate, units other than those sought by the parties in a particular case.² This interpretation of its statutory authority is consistent with the Court of Appeal's ruling in Civil Service Employees Association v. Helsby (303 NYS 2d 690, 1969).³

The Board believes that the adoption of a single monolithic bargaining unit, as proposed by the City, would tend to smother the legitimate interests of employees who embrace a broad spectrum of occupations and skills by depriving them of meaningful collective bargaining representation at the unit level. While we recognize that the employees involved have a common interest in City-wide subjects of bargaining which are required by law to be uniform, we are

See Board Decision Nos. 4-69, 14-73, 46-73.

The Court of Appeals affirmed the Appellate Division decision which held:

"...the statute [Taylor Law] expressly authorizes the Board to establish appropriate employer-employee negotiating units, applying those standards prescribed by the Legislature. Such determination must be made by providing a resolution of a particular dispute as to representation status on petitions filed with it pursuant to §205, but we do not construe the Board's function as being limited to a review of the employer's designation or to approving or disapproving units proposed by the parties to the dispute." (emphasis added)

not convinced that this "community of interest" extends to unit subjects of bargaining, such as wages, which are not subject to any City-wide uniformity requirement. However, a continuation of the still unduly fragmented status quo, with the resultant delays and unnecessary duplications in bargaining, would not be in line with our policy of favoring orderly consolidations.⁴ Having considered the City's alternative proposal to "consolidate the listed certifications into units based upon broad occupational groups," the Board proposes the establishment of twelve occupationally-related units.⁵ (See page 9 and Appendix).

Since early 1968 the Board has pursued a policy aimed at developing a structure of bargaining that is at once coherent and viable. The number of bargaining units in the City has been reduced from approximately 400 to the present figure, not including the reductions effected by this decision, of 167, by consolidating units along broad occupational lines and curbing the proliferations of additional groups by accreting new titles to existing units having a community of interest.

The establishment of bargaining units along occupational lines has been an approach followed nation-wide. In Wisconsin, the legislature established fourteen (14) statewide units reflecting different occupational groupings (GERR RF-91, 51:5811, 1974); in Hawaii, the legislature created thirteen (13) statewide occupational units (GERR RF-95, 51:2015, 1975). The Massachusetts Labor Relations Commission has created ten (10) statewide units along occupational lines (598 GERR E-1, 1975). It should be noted that in all of the above states, the units created encompass all employees subject to collective bargaining.

The New York State Public Employment Relations Board, when faced with the problem of determining appropriate bargaining units for all state employees, excluding members of the state police and professional employees of the State University of New York, established five (5) broad occupational units (1 PERB 3226, 1968).

We are convinced that our proposal will not deny the affected employees the fullest freedom in the exercise of their right to choose a bargaining representative, since they are all represented by or affiliated with the same labor organization, namely DC 37. Moreover, an employee's right to self-determination is not an unqualified one but is limited to the selection of a desired collective bargaining representative for the unit deemed appropriate by the Board. With respect to the objections of both DC 37 and the Guild concerning the creation of units consisting of combinations of supervisory and non-supervisory and professional and non-professional employees, the Board points out that in most of the units involved in this case, such combinations already exist and, in many instances, were actively sought, in prior representation cases, by the unions in question.

In addition, the Board emphasizes that it has the statutory responsibility to consider not only the wishes of the employees involved, but also the wishes and needs of the public employer for efficient operations and sound labor relations. We are persuaded that our policy of favoring consolidations into broad-based occupational units is consistent with our statutory mandate and will enhance the purposes of the NYCCBL.

The Board is authorized to apportion to the criteria set forth in Rule 2.10 whatever weight it deems wise in a

particular case.⁶ In establishing the proposal herein, we have taken into consideration, among other factors, the history of bargaining, which necessarily includes bargaining by various local unions having a common professional and occupational interest, e.g., Civil Service Technical Guild, Local 375, and Local 371, representing Social Services, both of which groups have had a long history of bargaining for occupationally-related titles.

As a result of the exhaustive analysis of existing certifications and bargaining contracts in which the Board has been engaged for several years, together with careful consideration of the parties' arguments herein, we propose the formulation of the following twelve (12) broad-based occupational units: (See Appendix for more detailed description.)

1. Social Service
2. Institutional Service
3. Clerical
4. Accounting and Statistical
5. Business Inspection
6. Health Services
7. Custodial
8. General Maintenance
9. Parks and Public Works
10. Engineering and Scientific
11. Real Estate
12. Motor Vehicle Operation

All consolidations shall be subject to existing contracts. Following the practice established in earlier consolidation cases, the harmonization of differing contract expiration dates will be left to the parties for resolution at future negotiations.

The City, DC 37, the Civil Service Technical Guild, and any of the other affected local unions, shall be allowed ten (10) days from the date of this determination in which to serve and file written objections, if any, as to why the Board should not certify the twelve (12) units proposed herein.

O R D E R

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

ORDERED, that, effective October 17, 1975, all Certifications heretofore issued for the titles listed in the Appendix to this Decision and Interlocutory Order shall be terminated and superseded by the following Certifications:

- A. Social Service
- B. Institutional Service
- C. Clerical
- D. Accounting and Statistical
- E. Business Inspection
- F. Health Services
- G. Custodial
- H. General Maintenance
- I. Parks and Public Works
- J. Engineering and Scientific
- K. Real Estate
- L. Motor Vehicle Operation

provided, however, that if written objections to any of the Certifications are filed by the City, District Council 37, the Civil Service Technical Guild, and/or any of the other affected local unions, on or before October 17, 1975, so much of this Decision and Interlocutory Order as is affected by such objection shall be stayed pending final determination by the Board of Certification of said objections.

DATED: New York, New York.
October 6, 1975

ARVID ANDERSON
Chairman

WALTER L. EISENBERG
Member

ERIC J. SCHMERTZ
Member

APPENDIX

Unit A - Social Service
replaces the following:

A-I Certification No. 15-73 (as amended by Decisions
56-73, 67-73, 81-73, 4-74, 41-74, 73-74, 5-75, 6-75,
23-75 and 38-75)

Addiction Aide
Addiction Counselor
Addiction Services Education Specialist
Addiction Specialist (including specialty)
Administrator of Youth Services (including specialty)
Alcoholism Counselor
Area Services Coordinator
Assistant Addiction Counselor
Assistant Administrator of Youth Services
Assistant Area Services Coordinator
Assistant Case Worker
Assistant Community Liaison Worker
Assistant Community Organization Specialist (Urban Renewal)
Assistant Community Specialist (Model Cities)
Assistant Neighborhood Aide (EEA) & (CETA)
Assistant Program Specialist (Correction)
Assistant Superintendent (Children's Institutions)
Assistant Superintendent of Bridge House
Assistant Superintendent of Welfare Shelters
Assistant Supervisor (Methadone Treatment Center)
Assistant Supervisor of Youth Services (incl. specialty)
Assistant Teacher (Day Care Center)
Assistant Youth Services Specialist
Caretaker at Bridge House
Case Aide
Case Worker
Children's Counselor
Community Aide (Model Cities)
Community Liaison Aide
Community Liaison Trainee
Community Liaison Worker
Community Organization Specialist (Urban Renewal)
Community Service Aide
Community Specialist (Model Cities)
Community Trainee (Model Cities)
Community Youth Worker (EEA) & (CETA)
Correctional Aide
Correctional Counselor
Correctional Supervisor
Correctional Tour Commander
Counselor (Addiction Treatment)

A-I continued

Director (Day Care Center)
Director of Residential Child Care
Drug Abuse Aide (EEA), (CETA) & (WREP)
Drug Abuse Specialist (EEA) & (CETA)
Family Assistant (EEA-W), (CETA) & (WREP)
Group Homemaker
Group Teacher (Day Care Center)
Group Worker
Home Aide
Home Economist
Home Economist Trainee
Homemaker
Hospital Care Investigator
House Parent
Human Resources Aide
Human Resources Specialist (including specialty)
Human Resources Specialist Trainee
Human Resources Technician (including specialty)
Human Services Technician (EEA, 6, W) & (CETA)
Instructor-Billings and Collections Systems
Neighborhood Aide (EEA) & (CETA)
Principal Addiction Specialist [with certain exceptions]
Principal Children's Counselor
Principal Community Liaison Worker [with certain
exceptions]
Principal Home Economist
Principal Hospital Care Investigator
Principal Program Coordinator (Model Cities) [with certain
exceptions]
Principal Program Specialist (Model Cities) [with certain
exceptions]
Principal Senior Citizen Specialist (Office for the Aging)
Program Coordinator (Model Cities)
Program Specialist (Correction)
Program Specialist (Model Cities)
Research Assistant (Behavioral Sciences)
Senior Addiction Specialist (including specialty)
Senior Area Services Coordinator
Senior Children's Counselor
Senior Citizen Aide (Office for the Aging)
Senior Citizen Specialist I (Office for the Aging)
Senior Citizen Specialist II (Office for the Aging)
Senior Community Liaison Worker
Senior Community Organization Specialist (Urban)
Senior Counselor (Addiction Treatment)
Senior Homemaker
Senior Hospital Care Investigator
Senior House Parent
Senior Human Resources Specialist (including specialty)
Senior Human Resources Technician (including specialty)
Senior Community Specialist (Model Cities)

A-I continued

Senior Program Coordinator (Model Cities)
Senior Program Specialist (Correction)
Senior Program Specialist (Model Cities)
Senior Veteran Counselor
Social Worker
Street Club Worker
Superintendent of Adult Institutions
Superintendent of Bridge House
Supervising Addiction Specialist
Supervising Area Services Coordinator
Supervising Children's Counselor
Supervising Correctional Counselor
Supervising Counselor (Addiction Treatment)
Supervising Home Economist
Supervising Hospital Care Investigator
Supervising Human Resources Specialist (incl. specialties)
Supervisor I, II, III (Child Welfare)
Supervisor (Methadone Treatment Center)
Supervisor I, II, III (Social Work)
Supervisor II, III (Training)
Supervisor I, II, III (Welfare)
Supervisor of Child Care
Supervisor of Youth Services (including specialty)
Supervisor of Group Workers
Teacher Aide (Day Care Center)
Veteran Counselor
Vocational Counselor (Addiction Treatment)
Youth Services Specialist

A-II Certification No. 16-73

Assistant Chief Consultant (Mental Health Standard and
Services)
Consultant (Child Welfare)
Consultant (Day Camp)
Consultant (Early Childhood Education)
Consultant (Parent Education)
Consultant (Public Health Social Work)
Mental Health Education Specialist
Principal Consultant (Early Childhood Education)
Senior Consultant (Child Welfare)
Senior Consultant (Early Childhood Education)
Senior Consultant (Mental Health Standard and Services)
Senior Consultant (Parent Education)
Senior Consultant (Psychiatric Nursing)
Senior Consultant (Public Health Social Work)

A-III Certification No. 24-68 (as amended by Decisions
80-68 and 31-75)

Equal Opportunity Aide (CETA)
Junior Human Rights Specialist
Human Rights Specialist
Supervising Human Rights Specialist
Principal Human Rights Specialist

A-IV Certification No. 38-73 (as amended by Decisions
58A-73, 74-73 and 58-74)

Mental Health Worker Trainee
Senior Mental Health Worker
Supervising Mental Health Worker

A-V Certification No. 34-72 (as amended by Decisions
67-74, 3-75 and 31-75)

Assistant Supervisor of Recreation
Center Director
Cultural Programs Assistant
Cultural Programs Specialist
Cultural Programs Trainee
Puppeteer
Recreation Assistant
Recreation Director
Recreation Specialist (Part-Time)
Recreation Worker (CETA)
Supervising Puppeteer
Teacher of Recreation

A-VI Certification No. 71-74 (as amended by Decision
73-74)

Claim Examiner
Compliance Specialist (EEA) & (CETA)
Decedent Property Agent
Investigator
Investigator Aide
Investigator (EEA) & (CETA)
Senior Claim Examiner
Senior Investigator
Supervising Claim Examiner
Supervising Investigator

A-VII Certification by reason of voluntary recognition

Investigator (OTB)
Senior Investigator (OTB)
Supervising Investigator (OTB)

A-VII continued

Assistant Community Liaison Worker (OTB)
Community Liaison Worker (OTB)
Principal Community Liaison Worker (OTB)
Senior Community Liaison Worker (OTB)

A-VIII Certification by reason of voluntary recognition

Juvenile Counselor
Senior Juvenile Counselor
Principal Juvenile Counselor
Supervising Custodian of Children
Head Juvenile Counselor

Unit B - Institutional Service
replaces the following:

B-I Certification No. 22-72 (as amended by Decisions 58-72,
57-73, 61-74, 18-75, 23-75 and 31-75)

Beautician
Dietary Aide
Food Services Aide (WREP) and (CETA)
Housekeeping Aide
Hospital Aide (EEA), (CETA) and (WREP)
Institutional Aide
Institutional Aide (Juvenile Detention Center)
Licensed Barber
Nurse's Aide
Nurse's Aide (Handicapped Children)
Nurse's Aide (Transport Escort)
Patient Aide (EEA), (CETA) and (WREP)

B-II Certification MR-6/66 (as amended by Decisions 23-75
and 31-75)

Laundrying Aide (WREP)
Laundry Aide (CETA)
Laundry Worker
Sr. Laundry Worker
Washer

B-III Certification MR-12/65

Mortuary Caretaker

Unit C - Clerical
replaces the following:

C-I Certification No. 39-73, (as amended by Decisions 51-73, 61-74, 73-74, 8-75, 23-75, 31-75 and 35-75)

Account Clerk
Administrative Aide
Alphabetic Key Punch Operator (IBM)
Assistant Public Services Officer
Blueprinter
Blueprinter and Photostat Operator
Bookkeeping Machine Operator
Cashier
Chief Office Assistant
Clerk (including specialties)
Clerk (EEA, 6, W)
Confidential Secretary
Correction Administrative Aide
Correction Office Associate (CETA)
Courier (EEA), (CETA) and (WREP)
Data Control Clerk
Department Library Aide
EDP Card Punch Operator (EEA) and (CETA)
Engineering Draftsman and Photographer
Executive Stenographer
File Clerk
Fiscal Office Assistant (EEA), (CETA) and (WREP)
Head Process Server
Head Process Server and Court Aide
Hospital Clerk
Hospital Office Assistant (EEA)
Housing Police Administrative Aide
Income Maintenance Office Assistant (CETA)
Information Clerk (Department of Probation)
Key Punch Operator
Legal Secretary
Maintenance Control Scheduler
Medical Clerk
Medical Recorder (EEA)
Messenger
Office Appliance Operator
Office Assistant
Office Assistant (EEA), (CETA) and (WREP)
Office Machine Assistant (EEA), (CETA) and (WREP)
Parking Meter Collector
Photographer and Photostat Operator
Photostat Operator
Police Administrative Aide
Police Office Associate (EEA), (CETA)
Principal Account Clerk
Process Server
Public Services Aide
Public Services Officer

C-I continued

Registrar Assistant
Secretary
Secretary (EEA), (CETA) and (WREP)
Senior Account Clerk
Senior Accounting Machine Operator
Senior Clerk (including specialty)
Senior Key Punch Operator
Senior Legal Secretary
Senior Messenger
Senior Office Appliance Maintainer
Senior Office Appliance Operator
Senior Police Administrative Aide
Senior Process Server
Senior Process Server and Court Aide
Senior Remington Bookkeeping Machine Operator
Senior Secretary
Senior Stenographer
Senior Tabulator Operator
Senior Telephone Operator
Senior Toll Collector (Markets)
Senior Typewriter Accountant
Senior Typewriter Bookkeeper
Senior Typewriter Maintainer
Senior Typist
Shop Clerk
Stenographer
Stenographer (Law)
Stenographic Transcriber (EEA), (CETA) and (WREP)
Supervising Blueprinter
Supervising Blueprinter and Photostat Operator
Supervising Clerk(including specialty)
Supervising Key Punch Operator
Supervising Messenger
Supervising Parking Meter Collector
Supervising Process Server
Supervising Process Server and Court Aide
Supervising Stenographer
Supervising Tabulator Operator
Supervising Telephone Operator
Supervising Typewriter Maintainer
Supervising Typist
Switchboard Operator (EEA), (CETA) and (WREP)
Tabulator Operator
Tabulator Operator Trainee
Telephone Operator
Ticket Agent
Toll Booth Agent (CETA)

C-I continued

Toll Collector (Markets)
Transcriber (EEA), (CETA) and (WREP)
Transcriber/Typist (EEA) and (CETA)
Transcribing Typist
Typewriter Maintainer
Typist
Varitypist

C-II Certification No. 75-72

Chief Law Stenographer
Chief of Stenographic Services
Grand Jury Stenographer
Hearing Reporter
Hearing Stenographer
Sr. Grand Jury Stenographer
Sr. Hearing Reporter
Supervising Hearing Reporter
Shorthand Reporter

C-III Certification No. 44-73 (B)

Law Stenographer
Senior Law Stenographer
Head Law Stenographer

C-IV Certification No. 62-72 (as amended by Decision No. 12-74)

Court Reporter I
Reporting Stenographer
Sr. Court Reporter

C-V Certification No. 43-74 (as amended by Decision No. 4-75)

Chief Clerk
Confidential Attendant
Confidential Messenger
Court Assistant
Foreman of Laborers
Principal Clerk
Principal Key Punch Operator
Principal Stenographer

C-VI Certification No. 8 NYCDL 104 (as amended by Decision No. 26-68)

Interpreter (incl. all specialties)

C-VII Certification 79-70

Department Librarian
Department Senior Librarian
Department Supervising Librarian
Department Principal Librarian

C-VIII Certification by reason of voluntary recognition

Account Clerk (OTB)
Administrative Aide (OTB)
Branch Supervisor (OTB)
Cashier (OTB)
Cashier Trainee (OTB)
Chief Clerk (OTB)
Chief Racing Information Clerk (OTB)
Clerk (OTB)
Cutting Machine Operator (OTB)
Duplicating Machine Operator (OTB)
Duplicating Machine Operator Trainee (OTB)
Electronic Office Equipment Repairman (OTB)
File and Library Clerk (OTB)
Head Clerk (OTB)
Keypunch Operator (OTB)
Office Appliance Operator (OTB)
Racing Information Clerk (OTB)
Senior Account Clerk (OTB)
Senior Clerk (OTB)
Senior Duplicating Machine Operator (OTB)
Senior Keypunch Operator (OTB)
Senior Legal Secretary (OTB)
Senior Office Appliance Operator (OTB)
Senior Racing Information Clerk (OTB)
Senior Stenographer (OTB)
Senior Telephone Operator (OTB)
Senior Typist (OTB)
Stenographer (OTB)
Supervising Clerk (OTB)
Supervising Stenographer (OTB)
Supervisor of Duplicating Services (OTB)
Telephone Operator (OTB)
Typist (OTB)

C-IX Certification No. 27-70

College Assistant

C-X Certification No. 46-73

Urban Center employees in the following titles:

Clerk
Clerical Worker I
Clerical Worker II

C-X continued

Clerical Worker
Secretary
Secretary I
Secretary II
Secretary III
Clerk/Typist
Clerk/Typist Jr.
Clerk/Typist/Receptionist/Telephone Operator
Telephone Operator
Assistant Accountant
Assistant Bookkeeper
Registrar (Supv. Records Clk.)
Registrar Clerk
Library Aide
Bookroom Clerk
Supt., Office Services
Assistant for Office Services
Admissions Assistant-Clerk/Typist Supt.

and employees of the Board of Higher Education in the following titles:

College Office Assistant A
College Office Assistant B
College Secretarial Assistant A
College Secretarial Assistant B
College Administrative Assistant (with certain exceptions)

Unit D - Accounting and Statistical
replaces the following:

D-I Certification No. 69-72 (as amended by
Decisions 100-73, 19-74, 73-74 and 31-7.5)

Accountant
Accountant (EEA)
Actuary
Assistant Accountant
Assistant Actuary
Assistant Director of Rent Research
Assistant Economist
Assistant Research Aide (CETA)
Assistant Retirement Benefits Examiner
Assistant Statistician
Associate Accountant
Director of Rent Research
Economic Aide (CETA)
Economic Analyst (EEA) & (CETA)
Economist
Fiscal Records Analyst (EEA), (CETA)
Fiscal Records Assistant (EEA), (CETA)
Investment Analysis Trainee
Investment Analyst
Personnel Data Analyst (EEA)
Principal Retirement Benefits Examiner
Principal Statistician
Retirement Benefits Counselor
Research Aide (EEA), (CETA)
Research Assistant
Rent Research Associate
Retirement Benefits Examiner
Retirement Benefits Examining Trainee
Senior Accountant
Senior Accountant (Group Chief)
Senior Actuary
Senior Actuary (Group Chief)
Senior Economist
Senior Investment Analyst
Senior Rent Research Associate
Senior Statistician
Statistical Aide (CETA)
Statistician
Statistician Trainee
Supervising Accountant
Supervising Economist
Supervising Investment Analyst
Supervising Retirements Benefits Examiner

D-II Certification No. 37-72 (as amended by Decisions
8-73, 90-73, 73-74, 7-75 and 31-75)

Assistant Computer Operator
Assistant Computer Programmer
Assistant Computer Systems Analyst
Computer Operator
Computer Programmer
Computer Programming Trainee
Computer Systems Analyst
Computer Systems Analyst Trainee
Data Librarian
EDP Operator (EEA) and (CETA)
EDP Programmer (EEA) and (CETA)
Income Tax Systems Analyst
Principal Computer Operator
Principal Computer Programmer
Senior Computer Operator
Senior Computer Programmer
Senior Computer Systems Analyst
Supervising Computer Operator
Supervisor, Computer Operations
Supervisor Scheduling & Control (EDP)

D-III Certification by reason of voluntary recognition

Computer Operator (OTB)
Computer Programmer (OTB)
Computer Programmer Trainee (OTB)
Computer Systems Analyst (OTB)
Computer Systems Analyst Trainee (OTB)
Principal Computer Operator (OTB)
Principal Computer Programmer (OTB)
Senior Computer Operator (OTB)
Senior Computer Programmer (OTB)
Senior Computer Systems Analyst (OTB)
Supervising Computer Operator (OTB)

D-III continued

Accountant (OTB)
Assistant Accountant (OTB)
Assistant Statistician (OTB)
Associate Accountant (OTB)
Investment Analyst Trainee (OTB)
Investment Analyst (OTB)
Research Assistant (OTB)
Statistician (OTB)

Unit E - Business Inspection
replaces the following:

E-I Certification No. 2-74 (as amended by Decisions
48-74 and 73-74)

Compliance Agent (EEA) and (CETA)
Compliance Aide (EEA) and (CETA)
Consumer Affairs Inspector Trainee
Consumer Affairs Inspector
Consumer Affairs Specialist
Inspector of Ports and Terminals
Principal Inspector of Ports and Terminals
Senior Consumer Affairs Inspector
Senior Inspector of Ports and Terminals
Senior Consumer Affairs Specialist
Supervising Consumer Affairs Inspector
Supervising Inspector of Ports and Terminals
Supervising Consumer Affairs Specialist

E-II Certification No. 80-73

Assistant Rent Examiner
Principal Rent Examiner
Rent Examiner
Rent Inspector
Senior Rent Examiner
Senior Rent Inspector
Supervising Rent Examiner
Supervising Rent Inspector

Unit F - Health Services
replaces the following:

F-I Certification No. 77-73 (as amended by Decisions 62-74 and 31-75)

Consultant Public Health Nurse
(incl. all specialties)
District Supervising Public Health Nurse
Doctor's Aide (CETA)
Doctor's Associate (CETA)
Junior Public Health Nurse [full-time]
Pediatric Nurse Associate
Physician Associate
Physician's Associate
Public Health Nurse
Public Health Nurse (Session)
Supervising Public Health Nurse

F-II Certification No. 44-72

Anaesthetist
Senior Anaesthetist

F-III Certification No. MR-6/66

Medical Record Librarian
Senior Medical Record Librarian
Supervising medical Record Librarian

F-IV Certification No. 78-73

Institutional Inspector
Senior Institutional Inspector
Supervising Institutional Inspector
Principal Institutional Inspector

F-V Certification. No. 37-73

Environmental Health Technician
Public Health Sanitarian Trainee
Public Health Sanitarian
Senior Public Health Sanitarian
Supervising Public Health Sanitarian
Principal Public Health Sanitarian

F-VI Certification No. 55-71

Nutritionist Trainee
Nutritionist
Supervising Nutritionist
Principal Nutritionist

F-VII Certification No. 92-73

Psychologist
Senior Psychologist
Chief Psychologist

F-VIII Certification No. 66-72 (as amended by Decisions
62-73 and 14-75)

Assistant Director of Rehabilitation
Audiologist
Occupational Therapist
Occupational Therapy Assistant
Physical Therapist
Rehabilitation Counselor
Senior Occupational Therapist
Senior Physical Therapist
Senior Rehabilitation Counselor
Senior Speech and Hearing Therapist
Supervising Audiologist
Supervising Therapist

F-IX Certification No. 60-74 (as amended by Decisions
23-75 and 31-75)

Assistant Public Health Advisor (C.D.C.)
Assistant Venereal Disease Case Finder (EEA, 6, W)
Dental Assistant
Dental Hygienist
Public Health Advisor (C.D.C.)
Public Health Assistant
School Health Aide (WREP)
Senior Public Health Advisor (C.D.C.)
Supervising Dental Assistant
Venereal Disease Case Finder (E.E.A.) and (CETA)

Unit G - Custodial
replaces the following:

G-I Certification No. 39-72 (as amended by Decisions
55-72, 53-73, 60-73, 73-74, 18-75 and 23-75)

Attendant
Building Assistant (EEA), (CETA) & (WREP)
Curator of Jumel Mansion
Custodial Assistant
Custodial Assistant (Juvenile Detention Center)
Elevator Operator
Laborer (City Rent)
Lift Aide (EEA), (CETA) & (WREP)
Lift Operator (VIREP)
Park Worker (EEA) & (CETA)
Security Aide (EEA), (CETA) & (WREP)
Senior Attendant
Utility Worker (WREP)
Watchman
Watchman (Juvenile Detention Center)

G-II Certification by reason of voluntary recognition

Attendant Guard (OTB)
Custodial Assistant (OTB)
Senior Attendant Guard (OTB)

G-III Certification No. 30-73 (as amended by Decisions
59-73, 95-73, 73-74 and 23-75)

Assistant Rodent Control Aide (EEA), (CETA) & (WREP)
Crew Chief (Pest Control)
Exterminator
Foreman (Exterminators)
Pest Control Aide
Pest Eliminator (EEA)
Regional Director (Bureau of Control)
Rodent Control Aide (EEA), (CETA) & (WREP)
Rodent Control Crew Chief (EEA) & (CETA)
Senior Crew Chief (Pest Control)
Senior Foreman (Exterminators)

G-IV Part of Certification No. 25-73 (as amended by
Decision No. 18-75)

Custodial Foreman
Custodial Foreman (Juvenile Detention Center)
Senior Custodial Foreman
Supervising Custodial Foreman

G-V Certification No. 47-71

All non-Civil Service employees of the Board of Higher Education performing custodial, cleaning, painting, and related work (including mechanics) employed at the following student centers of the City University of New York:

Baruch College Student Center, Brooklyn College Student Center, City College (John H. Finley) Student Center, Queens College Student Center, Hunter College (Roosevelt House) Student Center, and Borough of Manhattan Community College Student Center

Unit H - General Maintenance
replaces the following:

- H-I Certification No. 71-70
Traffic Device Maintainer
Traffic Device Maintenance Trainee
- H-II Certification No. 74-70 (I)
Assistant Institutional Maintainer
- H-III Certification No. 74-70 (II)
Assistant Maintenance Supervisor
Maintenance Supervisor
- H-IV Part of Certification No. 25-73 (as amended
by Decision No. 18-75)
Building Repairman
Senior Building Repairman
- H-V Part of Certification No. 33-72 (as amended
by Decision No. 63-73)
Assistant Park Maintainer
Park Maintainer
- H-VI Certification by reason of voluntary recognition
Assistant Maintainer (OTB)
Maintainer (OTB)
Supervising Maintainer (OTB)

Unit I - Parks and - Public Works
replaces the following:

- I-I Part of Certification No. 33-72 (as amended by
Decision No. 63-73)
Assistant Monument Restorer
Assistant Park Director
Climber and Pruner
Foreman of Gardeners

I-I continued

Gardener
General Park Foreman
Horticulturist
Menagerie Keeper
Monument Restorer
Park Foreman
Senior Menagerie Keeper
Senior Supervisor of Park Operations
Supervisor of Menagerie
Supervisor of Park Operations
Swimming Pool Operator

I-II Certification No. 41-69 (as amended by Decision
No. 12-72)

Borough Foreman (including specialties)
District Foreman (including specialties)
Foreman (including specialties)
General Superintendent of Repairs to Distribution
Superintendent of Repairs to Distribution
Superintendent of Sewer Service

I-III Certification No. 68-74(B)

Water Plant Operator
Watershed Inspector

Unit J - Engineering and Scientific
replaces the following:

J-I Certification No. 60-71 (as amended by Decisions
42-72, 6-73, 36-73, 43-73, 42-74, 73-74, 25-75
31-75 and 40-75)

Air Pollution Control Engineer
Air Pollution Control Engineering Trainee
Architect (including specialty)
Architectural Associate (CETA)
Architectural Trainee
Assistant Air Pollution Control Engineer
Assistant Architect
Assistant Chemical Engineer
Assistant Chemist (including specialty)
Assistant Civil Engineer
Assistant Coordinator of Highway Transportation Studies
Assistant Electrical Engineer
Assistant Engineer (Accounting)
Assistant Geologist
Assistant Landscape Architect
Assistant Mechanical Engineer
Assistant Physicist (including specialties)
Assistant Plan Examiner (Buildings)
Assistant Planner
Assistant Scientist (Radiation Control)
Assistant Signal Circuit Engineer
Assistant Surveyor
Assistant Urban Designer
Automotive Specialist
Chemical, Biological and Radiological Officer (C.D.)
Chemical Engineer
Chemical Engineering Draftsman
Chemical Engineering Trainee
Chemist (including specialties)
Civil Engineer (including specialties)
Civil Engineering Draftsman
Civil Engineering Trainee
Deputy Surveyor
Director of Intersectional Traffic Control
Electrical Engineer (including specialties)
Electrical Engineering Draftsman
Electrical Engineering Trainee

J-1 continued

Engineer (specialties)
Engineer-Assessor (specialties)
Engineer-Electrical Power (EEA)
Engineering Associate (LEA) & (CETA)
Environmental Control Engineer (EEA) & (CFTA)
Geologist
Jr. Air Pollution Control Engineer
Jr. Architect
Jr. Chemical Engineer
Jr. Chemist
Jr. Civil Engineer
Jr. Electrical Engineer
Jr. Geologist
Jr. Landscape Architect
Jr. Mechanical Engineer
Jr. Physicist
Jr. Planner
Jr. Urban Designer
Landmarks Preservation Specialist
Landmarks Preservation Specialist Trainee
Landscape Architect
Landscape Architectural Trainee
Mechanical Engineer (including specialties)
Mechanical Engineering Draftsman
Mechanical Engineering Trainee
Physicist (including specialties)
Plan Examiner (Buildings)
Planner
Principal Chemist (including specialties)
Principal Planner
Railroad Signal Specialist
Scientist (Radiation Control)
Sr. Air Pollution Control Engineer
Sr. Architect (including specialty)
Sr. Automotive Specialist
Sr. Chemical Engineer
Sr. Chemist (including specialties)
Sr. Civil Engineer (including specialties)
Sr. Electrical Engineer (including specialties)
Sr. Engineer (specialties)
Sr. Engineer-Assessor
Sr. Geologist
Sr. Industrial Engineer
Sr. Landmarks Preservation Specialist
Sr. Landscape Architect

J-I continued

Sr. Mechanical Engineer (including specialty)
Sr. Meteorologist
Sr. Physicist (including specialties)
Sr. Plan Examiner (Buildings)
Sr. Planner
Sr. Scientist (Radiation Control)
Sr. Urban Designer
Surveyor
Telemetric Systems Specialist
Urban Designer
and restored Rule X equivalents

J-II Certification No. 10-73 (as amended by Decisions
43-73, 39-74, 25-75 and 31-75)

Art Composer (CETA)
Assistant Engineering Technician
Assistant Project Coordinator
Assistant Project Services Specialist
Assistant Space Analyst
Assistant Superintendent of Construction
Assistant Superintendent of Construction and Repairs
Assistant Supervisor of Electrical Installations
Assistant Supervisor of Mechanical Installations
Cartographer (Civil Defense)
Chief Supervisor of Mechanical Installations
Construction Management Assistant
Construction Manager (including specialty)
Engineering Aide
Engineering Technician (including specialty)
Engineering Technician Trainee
Environmental Control Technician
Estimator (including specialties)
General Superintendent of Construction (including specialty)
General Superintendent of Construction and Repairs
Highway Transportation Specialist
Illustrator
Instrument Maker (Radiology)
Junior Draftsman
Principal Engineering Technician
Principal Illustrator
Project Coordinator
Project Services Specialist

J-II continued

Senior Engineering Technician (including specialty)
Senior Environmental Control Technician
Senior Estimator (including specialties)
Senior Highway Transportation Specialist
Senior Illustrator
Senior Principal Illustrator
Senior Project Coordinator
Senior Project Services Specialist
Senior Supervisor of Mechanical Installations
Superintendent of Construction
Superintendent of Construction and Repairs
Supervising Environmental Control Technician
Supervisor of Electrical Installations
Supervisor of Mechanical Installations

J-III Certification No. 96-73 (as amended by
Decision No. 73-74

Air Pollution Inspector
Environmental Compliance Aide (EEA) & (CETA)
Environmental Compliance Agent (EEA) & (CETA)
Fire Prevention Inspector
Painting Inspector
Principal Air Pollution Inspector
Safety Officer
Senior Air Pollution Inspector
Senior Fire Prevention Inspector
Senior Hull and Machinery Inspector
Senior Steel Construction Inspector
Senior Traffic Control Inspector
Senior Waterfront Construction Inspector
Supervising Air Pollution Inspector
Supervising Fire Prevention Inspector
Supervising Hull and Machinery Inspector
Supervising Traffic Control Inspector
Traffic Control Inspector
Waterfront Construction Inspector

J-IV Certification by reason of voluntary recognition.

Assistant Architect (OTB)
Assistant Electrical Engineer (OTB)
Assistant Planner (OTB)

J-IV continued

Estimator (OTB)
Principal Planner (OTB)
Senior Planner (OTB)
Assistant Engineering Technician (OTB)
Assistant Project Coordinator (OTB)
Assistant Superintendent of Construction (OTB)
Construction Manager (OTB)
Engineering Technician (OTB)
Engineering Technician Trainee (OTB)
Illustrator (OTB)
Principal Engineering Technician (OTB)
Principal Illustrator (OTB)
Project Coordinator (OTB)
Senior Engineering Technician (OTB)
Senior Illustrator (OTB)
Senior Principal Illustrator (OTB)
Superintendent of Construction (OTB)
Safety Officer (OTB)
Computer Equipment Design Specialist (OTB)
Computer Equipment Design Trainee (OTB)
Senior Computer Equipment Design Specialist (OTB)

Unit K - Real Estate
replaces the following:

K-I Certification No. 93-73 (as amended by Decision No. 31-75)

Assistant Supervising Real Estate Manager
Property Manager (CE-TA)
Real Estate Aide
Real Estate Assistant
Real Estate Manager
Relocation Aide
Relocation Assistant
Senior Real Estate Manager
Supervising Real Estate Manager
Supervisor of Real Estate Maintenance

K-II Certification by reason of voluntary recognition

Assistant Supervising Real Estate Manager (OTB)
Senior Real Estate Manager (OTB)
Supervising Real Estate Manager (OTB)
Supervisor of Real Estate Maintenance (OTB)

K-III Certification No. 31-74

Appraiser (Real Estate)
Assessor
Assistant Assessor
Principal Title Examiner
Right of Way Negotiator
Senior Appraiser (Real Estate)
Senior Assessor
Senior Right of Way Negotiator
Senior Title Examiner
Supervising Appraiser (Real Estate)
Supervising Assessor
Title Examiner

K-IV Certification No. 24-73

Assistant Real Estate Repairman
Real Estate Repairman
Repair Aide (HDA)
Repair Crew Chief (HDA)
Repair Crew Worker (HDA)
Repair Shop Manager (HDA)
Senior Repair Crew Chief (HDA)

K-V Certification No. 68-74(A)

Demolition Inspector
Senior Demolition Inspector
Supervising Demolition Inspector

Unit L - Motor Vehicle Operation
replaces the following:

L-I Certification No. 23-74 (as amended by Decisions
73-74, 23-75 and 31-75)

Automotive Operator (EEA), (WREP) & (CETA)
Motor Vehicle Foreman
Motor Vehicle Operator
Senior Motor Vehicle Foreman
Senior Taxi and Limousine Dispatcher
Senior Taxi Coordinator (CETA)
Taxi and Limousine Dispatcher
Taxi Coordinator (CETA)

L-II Certification by reason of voluntary recognition

Motor Vehicle Foreman (OTB)
Motor Vehicle Operator (OTB)

OTB Unit

The following titles shall remain temporarily in a residual N.Y.C. Off-Track Betting Corporation Unit certified to D.C. 37, AFSCME

Assistant Buyer (OTB)
Buyer (OTB)
Senior Buyer (OTB)
Supervising Buyer (OTB)
Purchase Inspector (OTB)
Auditor of Accounts (OTB)
Senior Auditor of Accounts (OTB)
Supervising Auditor of Accounts (OTB)
Junior Contracts Administrator (OTB)
Technical Controller (OTB)
Technical Controller Shift Supervisor (OTB)
Junior Building Custodian (OTB)
Assistant Stockman (OTB)
Stockman (OTB)
Storekeeper (OTB)
Senior Storekeeper (OTB)
Principal Storekeeper (OTB)
Attorney Trainee (OTB)
Attorney (OTB)
Associate Attorney (OTB)
Security Officer (OTB)
Trainee Automotive Mechanic (OTB)
Automotive Mechanic (OTB)
Senior Auto Mechanic (Supervisor) (OTB)