

SSEU, et. Al v. Dep't of Social Ser., 2 OCB 2 (BOC 1968) [Decision No. 2-68 (Amend. Cert.)]

OFFICE OF COLLECTIVE BARGAINING
BOARD OF CERTIFICATION

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In the Matter of the Petition of

SOCIAL SERVICE EMPLOYEES UNION,
NATIONAL FEDERATION OF SOCIAL
SERVICE EMPLOYEES

Docket No. R-45-67

-and-

Decision No. 2-68

DEPARTMENT OF SOCIAL SERVICES
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DECISION AND AMENDMENT OF CERTIFICATION

This proceeding was transferred from the Department of Labor to the Board of Certification pursuant to Rule 13.13 of the Consolidated Rules of the Office of Collective Bargaining.

On May 9, 1967, Social Service Employees Union filed a petition with the Department of Labor requesting certification as the exclusive collective bargaining representative of employees in the title "Home Aide" employed by the Department, of Welfare, now the Department of Social Services. The Union, in the past has requested amendment of their existing certificate as representative of a unit consisting of Caseworker I, Caseworker II, Home Economist Trainee, Children's Counselor and Homemaker, to include the title "Home Aide."

A conference of all interested parties was held on February 16, 1968.

The Union presently is the certified representative of two units:
(1) a unit consisting of Caseworker I, Caseworker II*, Home Economist, Home Economist Trainee, and Children's Counselor (6 NYCDL 58), and, (2) Homemaker (8 NYCDL No. 159.)

Home Aides, under supervision, provide emergency physical care and supervision of children in their homes during the absence of the parent or guardian.

* The titles "Caseworker I" and "Caseworker II" recently were consolidated in the single title "Caseworker."

They perform substantially the same functions as Homemakers. Both positions are grade 8 in the non-competitive. class, and have no specific educational or experience requirements. The positions of Home Economist, Home Economist Trainee and Caseworker require a baccalaureate degree, and the position of Children's Counselor requires two years of college or a high school diploma and two years of experience. All these positions are in substantially higher grades.

It is clear that the skills and interests of Home Aides are closely allied to those of the Homemakers rather than to the other titles mentioned above. Our investigation further discloses that all fourteen Home Aides employed by the Department have authorized dues checkoff deductions in behalf of Social Service Employees Union, National Federation of Social Service Employees. Accordingly, we shall amend the certificate previously issued to Social Service Employees Union as representative of the Homemakers to include the title of Home Aide.

AMENDED CERTIFICATION

IT IS HEREBY CERTIFIED that Social Service Employees Union, National Federation of Social Service Employees, has been designated and selected by a majority of the Homemakers and Home Aides employed in the Department of Social Services as their representative for the purposes of collective bargaining and that it is the exclusive representative of all said employees for such purposes.

DATED, New York, N.Y.

February 28, 1968.

ARVID ANDERSON
C h a i r m a n

ERIC SCHMERTZ
M e m b e r

SAUL WALLEN
M e m b e r