

STATE OF NEW JERSEY
CLASSIFICATION DISPUTES PANEL

In the Matter of

NEW JERSEY DEPARTMENT OF HIGHER EDUCATION
(RAMAPO STATE COLLEGE)

-and-

Video Engineer
Telecommunications Center

COMMUNICATIONS WORKERS OF AMERICA

-and-

COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT

DECISION

The above-named parties are engaged in a dispute concerning whether the Video Engineer in the Telecommunications Center at Ramapo State College is more appropriately placed in one of the CWA units or the AFT faculty unit. The parties have agreed to place their dispute before this panel for resolution. At an informal hearing before the panel, witnesses testified and job descriptions were presented.

The AFT faculty unit consists of teaching and research faculty and non-teaching professional employees who are integrally related to academic functions of the colleges and who primarily interact with faculty and students. The CWA units include non-academic professional employees, i.e., those professionals engaged in the colleges' administrative, financial, business and support services functions.

In this matter, CWA argues that Ramapo's video engineer should be included in one of its units. The AFT and the College contend that the position is properly included in the AFT faculty unit.

The College recently created the video engineer position. It hired Adolph Holmes into the generic title Professional Services Specialist 3 at salary range U-21. Holmes reports to the Manager of Communications Operations, Anthony Salimo, who reports to the Director of the International Telecommunications Center, who reports to the Vice-President of Academic Affairs.


The position was originally announced in 1989 as primarily a technically oriented one. The announcement provides that the employee would maintain, operate, set up and repair video, audio and satellite systems. However, the College's concept of the position's functions has evolved to the point where it now views the position as a liason with the academic faculty. The video engineer's primary responsibility is to provide the students with instruction and assistance in the use of the telecommunications and video production facilities and resources. He advises and assists students and faculty with class or research projects. Typically, academic faculty members or students approach him with a concept and he assists in its development to a video production. While Holmes' duties also include the more technical aspects of setting up and maintaining satellite, video, audio and monitoring equipment, these duties are ancillary to his primary responsibilities to the students and faculty. Holmes testified without contradiction that he spends approximately 60 to 65 percent of his time interacting with students and faculty. He also maintains the College's video tape library. He assists faculty and students with selections appropriate to their curriculum.

In addition, he supervises cooperative education students. While not dispositive, we also note that as a member of the part-time adjunct faculty, Holmes teaches courses in telecommunications technology and fundamentals of television production.

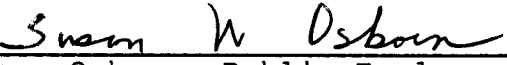
While Holmes shares some of the same technical job duties with other similar titles represented by CWA at the Public Broadcasting Authority, we nevertheless find that the Video Engineer at Ramapo is so integrally involved with the academic faculty and students of the College that his position is not akin to the administrative and technical support staff represented by CWA, but rather he is more closely allied with the non-teaching professional staff represented by the Federation. Although possibly mistitled, the video engineer position is primarily academically oriented and shares a greater community of interest with the AFT faculty unit.

Accordingly, we conclude that the Video Engineer at Ramapo State College is properly included in the AFT faculty unit.

THE CLASSIFICATIONS DISPUTES PANEL



William Druz, Classification Specialist



Susan Osborn, Public Employment
Relations Specialist

DATED: July 11, 1991

ATTACHMENT TO CLASSIFICATION DISPUTES PANEL DECISION:

DATED: July 11, 1991

In the matter of

NEW JERSEY DEPARTMENT OF HIGHER EDUCATION
(RAMAPO STATE COLLEGE)

-and-

COMMUNICATIONS WORKERS OF AMERICA

-and-

COUNCIL OF NEW JERSEY STATE COLLEGE LOCALS, AFT

Service on the following:

Melvin E. Mounts
Deputy Attorney General
Division of Law
CN 112
Trenton, NJ 08625

Ed Evans, Coordinator
Office of Employee Relations
134 West State Street, CN 228
Trenton, NJ 08625

Abby Demel-Brown, President
C.W.A. Local 1031
84 Culver Road
Monmouth Junction, NJ 08852

Judy Hain
Dept. of Higher Education
20 W. State St., CN542
Trenton, NJ 08625

Barbara Hoerner, Staff Rep.
NJ State College Locals, NJSFT
420 Chestnut Street
Union, NJ 07083