

APPENDIX D

OFFICE OF THE GENERAL COUNSEL

MEMORANDUM GC 91-4

June 5, 1991

TO: All Regional Directors, Officers-in-Charge, and Resident Officers

FROM: Jerry M. Hunter, General Counsel

SUBJECT: Health Care Unit Placement Issues

GC Memorandum 91-3 set forth guidelines for the application of the Board's Health Care Rule. One important purpose of the Rule is to establish stable and consistent law with respect to appropriate health care units covered by the Rule, so as to reduce the frequency and the length of hearings.

There will, of course, continue to be disagreements as to unit placement issues in some health care cases, both those covered by the Rule and those not covered. Although in most cases those disagreements will render stipulated elections impossible and hence necessitate hearings, the Regions should do everything possible to avoid unnecessarily lengthy litigation over unit placement issues, especially those that are clearly governed by outstanding Board precedent. Obviously parties cannot be forced to stipulate a unit placement issue, but in some cases it may be appropriate, in advance of the hearing, to advise the parties of relevant Board precedent as to disputed classifications. I am hopeful that this information will result in an agreement on some or all the disputed classifications.

When, however, efforts at a stipulation are unsuccessful and a party continues to adhere to a position that appears contrary to outstanding Board law or policy, the Board agent or hearing officer should advise the party that, at the hearing which will necessarily ensue, the hearing officer may solicit a showing, e.g., an offer of proof as to what the party's witnesses would testify to regarding how the job classification differs from that in one or more prior cases in which the classification has been addressed by the Board. (See *CHM*, secs. 11226 and 10396 for discussion of Offers of Proof.)

To assist the Board agents in handling these matters, we are attaching research materials on various frequently litigated health care unit classifications. As these materials reflect, the Board law as to the placement of many of these classifications has been generally consistent since 1974. Thus, in some cases it may not be necessary for a hearing officer to permit extensive testimony on covered unit positions except to the extent the party offering this testimony is able to distinguish the disputed classification from a line of consistent Board cases. The attached research materials may also be of assistance to Regional staffs in the drafting of decisions. The attached materials are, as indicated, offered for assistance only, and have not been "approved" by the Board as representing the current thinking of any particular Board Member or, in fact, even of a

majority of the current Board. They have merely been compiled to minimize duplication of research and will, we hope, be supplemented and updated periodically.

I. REGISTERED NURSES—Professional employees involved in direct patient care who have graduated from an accredited nursing school and are required to pass a uniform state licensing exam. The following classifications have generally been included in RN units:

Graduate Nurses or Nurse Permittees—Nursing school graduates who, pursuant to temporary state permits, perform RN duties under RN supervision until such time as they pass the state licensing exam. *Mercy Hospitals of Sacramento*, 217 NLRB 765 (1975); *Meharry Medical College*, 219 NLRB 488, 489 (1975); *St. Elizabeth's Hospital*, 220 NLRB 325 (1975); *St. Mary's Hospital*, 220 NLRB 496 fn. 3 (1975); *Lydia E. Hall Hospital*, 227 NLRB 573 (1976).

Non-Nursing Dept. Nurses—RNs who are assigned to departments or divisions other than Nursing Services. *St. Mary's Hospital*, supra at 498 (epidemiology, product evaluation, and employee health service); *Newton-Wellesley Hospital*, 250 NLRB 409, 414 (1980) (pathology and employee health); *Frederick Memorial Hospital*, 254 NLRB 36, 39 (1981), rev'd. and remanded on other grounds 691 F.2d 191 (4th Cir. 1982) (operating room, recovery room, home care, infection surveillance, and oncology); *Milwaukee Children's Hospital Assn.*, 255 NLRB 1009, 1010 (1981) (emergency room, poison control, child & adolescent center, employee health services, pediatric-medical education, and pediatric-cancer); *Long Island College Hospital*, 256 NLRB 202, 207 (1981) (kidney center, methadone clinic, homecare, and alcoholism treatment).

Nurse Anesthetists—RNs who work in the Anesthesiology Department. *Trustees of Noble Hospital*, 218 NLRB 1441, 1444 (1975); *Kaiser Foundation Hospitals*, 219 NLRB 325, 326 fn. 2 (1975); *Samaritan Health Services*, 238 NLRB 629, 634 fn. 14 (1978); *Addison-Gilbert Hospital*, 253 NLRB 1010 (1981). But cf. *Long Island College Hospital*, supra at 207 fn. 21 (accepting stip excluding nurse anesthetists from RN unit where “record accords with the stip”).

Nurse Instructors or Faculty Nurses—RNs who provide nursing instruction. *Presbyterian Medical Center*, 218 NLRB 1266, 1267 (1975); *Jersey Shore Medical Center-Fitkin Hospital*, 225 NLRB 1191 (1976); *Ohio Valley Hospital Assn.*, 230 NLRB 604 (1977); *Newton-Wellesley Hospital*, supra at 414. But cf. *Long Island College Hospital*, supra, 256 NLRB 202, 207 fn. 21 (1981) (accepting stip excluding instructors from RN unit where “record accords with the stip”).

Nurse Practitioners—RNs with additional education and training who have the authority, subject to review by a licensed physician, to make diagnoses and prescribe medications and therapy. *Rockridge Medical Care Center*, 221 NLRB 560 (1975).

Conversely, the following classification has been excluded from RN units:

Admitting Officers—RNs whose duties are limited to admitting and discharging patients. *Newton-Wellesley Hospital*, supra at 704 (duties are primarily clerical).

Finally, there are cases going both ways on whether the following classification should be included in RN units:

Utilization Review Coordinators—RNs whose primary function is reviewing patient medical charts to evaluate whether the care provided is within administrative, government, and insurance guidelines. Held included: *Trustees of Noble Hospital*, supra at 1444–1445; *Samaritan Health Services*, supra, 238 NLRB 629, 634 fn. 14 (1978); *Long Island College Hospital*, supra. Contra: *Addison-Gilbert Hospital*, supra at 1011–1012; *Ralph K. Davies Medical Center*, 256 NLRB 1113, 1117 (1981) (duties are primarily administrative). See also *St. James Hospital*, 248 NLRB 1045, 1046 (1980) (finding that stipulated professional unit which included utilization review coordinators did not contravene Act or policy).

II. ALL PROFESSIONALS EXCEPT RNS AND PHYSICIANS—Includes all employees defined as professional within the meaning of Section 2(12) of the Act, except for physicians and registered nurses. (See Board’s Health Care Rules, 284 NLRB 1553.) The following classifications have been held to be included:

Audiologists—*Sutter Community Hospitals*, 227 NLRB 181, 185 (1976).

Chemists—*Barnert Memorial Hospital Center*, 217 NLRB 775, 783 (1975).

Counselor Consultants—oversee client-related work of counselors and senior counselors but are not managerial or possess 2(11) authority. *Buffalo General Hospital*, 218 NLRB 1090, 1093 (1975).

Dieticians—*Mason Clinic*, 221 NLRB 374, 376 (1975); *Sutter Community Hospitals*, supra at 188.

Educational Programmer—develops training programs on use of dialysis equipment for presentation to patients and medical personnel. *Sutter Community Hospitals*, supra at 188.

Educator—Special education teacher who works with adolescents implementing educational programs required by physician. *Mount Airy Psychiatric Center*, 253 NLRB 1003, 1005 (1981).

Medical Artists—depict medical procedures performed by MDs, illustrate parts of anatomy for use in educational or graphic demonstrations, prepare charts and

graphs illustrating effects of treatment. *Mason Clinic*, supra at 376.

Nuclear Physicist—*Sutter Community Hospitals*, supra at 185.

Pharmacists—*Mount Airy Psychiatric Center*, supra at 1005; *San Jose Hospital*, 228 NLRB 21 (1977); *Kaiser Foundation*, 219 NLRB 325 (1975).

Social Worker—*Mount Airy Psychiatric Center*, supra at 1005; *Gnaden Huetten Hospital*, 219 NLRB 235 fn. 1 (1975).

Technologists (medical lab; cardiopulmonary)—*St. Barnabas Hospital*, 283 NLRB 472 (1987) (technologists found to be professionals based on exercise of discretion and independent judgment, duties performed were predominantly intellectual and varied, and output could not be standardized in relation to a given period of time. Although not required to have college degree, 20 of 26 techs held degrees). Cf. *Middlesex General Hospital*, 239 NLRB 837 (1978) (techs found not to be professionals) and *Norton Community Hospital*, 291 NLRB 1174, 1175 fn. 10 (1988) (record did not support finding that technologists were professionals). See section III, “Technical Employees” (Laboratory Technicians).

Therapists (physical, recreational, occupational)—*Mount Airy Psychiatric Center*, supra at 1005; *Sutter Community Hospitals*, supra at 187.

Utilization Review Coordinator—reviews patient medical charts to determine if hospitalization is warranted under Medicare/Medicaid. *St. James Hospital*, 248 NLRB 1045, 1046 (1980). See section I, “Registered Nurses” (Utilization Review Coordinators); but see also section V, “All Nonprofessional Employees” (Utilization Review Coordinator included in service and maintenance unit in *Baptist Memorial Hospital*, 225 NLRB 1165, 1170 (1976)).

III. TECHNICAL EMPLOYEES—Employees whose job/jobs involve the use of independent judgment and specialized training in major health care occupational groups such as medical laboratory, respiratory therapy, radiography, emergency medicine, and medical records. They supply a support role and work in patient care. Although the laws on licensing, training, registration, and qualifications vary, most health care technical employees are certified (usually by a national examination) licensed or registered with state authorities. (For additional details see 284 NLRB 1553–1555.) The following classifications have generally been included in technical units:

Infant Care Technicians—*Barnert Hospital Center*, 217 NLRB 775, 779 (1975).

Laboratory Technicians—*Mad River Community Hospital*, 219 NLRB 25 (1975); *Trinity Memorial Hospital*, 219 NLRB 215, 218 (1975); *Alexian Bros. Hospital*, 219 NLRB 1122 (1975); *William W. Backus Hospital*, 220 NLRB 414, 417 (1975); *Children's Hospital*, 222 NLRB 588, 591 (1976). But compare

laboratory technologists. See *Children's Hospital*, supra at 590 (finding laboratory technologists to be professionals). See also section II, "All Professionals except RNs and Physicians" (Technologists).

Licensed Practical Nurses—*Trinity Memorial Hospital*, supra at 216; *Alexian Bros. Hospital*, supra; *St. Catherine's Hospital*, 217 NLRB 787 (1975). See also discussion of Rule, 284 NLRB 1528, 1555 (1988).

Operating Room Technicians (Surgical Technicians)—*Barnert Hospital Center*, supra at 780 (certified ORT); *Trinity Memorial Hospital*, supra at 216; *William W. Backus Hospital*, supra at 418. Compare *St. Elizabeth's Memorial Hospital*, 220 NLRB 325, 329 (1975) (including ORT in-service and maintenance unit).

Orthopedic Technicians—*Barnert Hospital Center*, supra at 779.

Physical Therapy Assistants—*Trinity Memorial Hospital*, supra at 216.

Psychiatric Technicians (Mental Health Counselor)—*Barnert Memorial Hospital Center*, supra at 778; *Southern Maryland Hospital*, 274 NLRB 1470, 1475 (1985).

Respiratory Therapy Technicians (Pulmonary Function Therapist)—*Trinity Memorial Hospital*, supra at 216; *St. Elizabeth's Hospital*, supra at 327; *William W. Backus Hospital*, supra at 417; *Children's Hospital*, supra at 593; *Alexian Bros. Hospital*, supra, 219 NLRB 1122 fn. 5.

Surgical Assistants—*Trinity Memorial Hospital*, supra at 217.

X-Ray (Radiology) Technicians (Technologists)—*Barnert Memorial Hospital Center*, supra at 778; *Mad River Community Hospital*, 219 NLRB 25 (1975); *Trinity Memorial Hospital*, supra at 217; *Clarion Osteopathic Hospital*, 219 NLRB 248, 249 (1975); *Alexian Bros. Hospital*, supra; *St. Elizabeth's Hospital*, supra at 328; *William W. Backus Hospital*, supra at 416; *Pontiac Osteopathic Hospital*, 227 NLRB 1706, 1707 (1977).

Conversely, the following classifications have generally been found not to be technical employees and are excluded from a technical unit:

Dark Room Technicians—*Barnert Memorial Hospital Center*, supra at 778; *St. Elizabeth's Hospital*, supra at 329; *William W. Backus Hospital*, supra at 416; *Southern Maryland Hospital*, supra at 1475.

EEG Technicians—*Barnert Memorial Hospital Center*, supra at 778; *Trinity Memorial Hospital*, supra at 218; *St. Elizabeth's Hospital*, supra at 329; *William W. Backus Hospital*, supra at 417; *Pontiac Osteopathic Hospital*, supra at 1707.

Compare Southern Maryland Hospital, *supra* at 1476 (including EEG tech in technical unit).

EKG Technicians—Barnert Memorial Hospital Center, *supra* at 777; Trinity Memorial Hospital, *supra* at 218; St. Elizabeth's Hospital, *supra* at 329; William W. Backus Hospital, *supra* at 417; Pontiac Osteopathic Hospital, *supra* at 1707; Southern Maryland Hospital, *supra* at 1473.

IV. BUSINESS OFFICE CLERICALS—Those clerical employees who, because they perform business office functions, are geographically isolated from and have minimal contact with other nonprofessional employees and patients, are separately supervised, and thus do not share a community of interest with other nonprofessionals. The following classifications have generally been found to be business office clericals (BOCs):

Accounting Clerks—*St. Catherine's Hospital*, 217 NLRB 787, 789 (1975); *Trumbull Memorial Hospital*, 218 NLRB 796 (1975); *Valley Hospital*, 220 NLRB 1339, 1343 (1975); *Seton Medical Center*, 221 NLRB 120 (1975); *St. Luke's Episcopal Hospital*, 222 NLRB 674, 676 (1976); *Baker Hospital*, 279 NLRB 308 (1986).

Administration Clerks—*Trumbull Memorial Hospital*, *supra*; *St. Luke's Episcopal Hospital*, *supra* at 676.

Audit Clerks—*Trumbull Memorial Hospital*, *supra*; *Seton Medical Center*, *supra*; *St. Luke's Episcopal Hospital*, *supra* at 676.

Cashiers—*St. Catherine's Hospital*, *supra* at 789; *Southwest Community Hospital*, 219 NLRB 351, 352 (1975); *St. Claude General Hospital*, 219 NLRB 991 (1975); *William W. Backus Hospital*, 220 NLRB 414, 415 (1975); *Valley Hospital*, *supra* at 1343; *Seton Medical Center*, *supra*.

Communications Clerks (see also Switchboard, Telephone & PBX Operators)—*St. Luke's Episcopal Hospital*, *supra* at 676; *Jewish Hospital*, 223 NLRB 614, 621 (1976).

Computer Operators & Programmers—*Trumbull Memorial Hospital*, *supra* at 797; *St. Francis Hospital*, 219 NLRB 963, 964 (1975).

Credit & Collection Clerks—*Trumbull Memorial Hospital*, *supra* at 797; *Valley Hospital*, *supra* at 1343; *Seton Medical Center*, *supra*.

Credit Union Clerks—*St. Luke's Episcopal Hospital*, *supra* at 676.

Data Processors, Keypunch Operators & Data Control Clerks— *Trumbull Memorial Hospital*, *supra* at 797; *St. Francis Hospital*, *supra* at 964; *William W.*

Backus Hospital, supra at 415; *Valley Hospital*, supra at 1343; *Seton Medical Center*, supra, 221 NLRB 120, 121–122 (1975).

Insurance Clerks—*Trumbull Memorial Hospital*, supra at 797; *Valley Hospital*, supra at 1343; *Seton Medical Center*, supra.

Management Engineering Clerks—*St. Luke’s Episcopal Hospital*, supra at 676.

Personnel & Payroll Clerks—*Trumbull Memorial Hospital*, supra at 797; *St. Luke’s Episcopal Hospital*, supra at 676.

Planning & Development Clerks—*Seton Medical Center*, 221 NLRB 120 (1975); *St. Luke’s Episcopal Hospital*, supra at 676.

Public Relations & Community Affairs Clerks—*William W. Backus Hospital*, supra at 415; *St. Luke’s Episcopal Hospital*, supra at 676.

Switchboard, Telephone & PBX Operators—*St. Catherine’s Hospital*, supra at 789; *St. Francis Hospital*, supra, 219 NLRB 963, 964 (1975); *St. Claude General Hospital*, supra; *Valley Hospital*, supra at 1343; *Seton Medical Center*, supra; *Medical Arts Hospital of Houston*, 221 NLRB 1017, 1018 (1975); *Baptist Memorial Hospital*, 225 NLRB 1165, 1168–1169 (1976); *Duke University*, 226 NLRB 470, 471 (1976).

Volunteer Dept. Clerks—*Seton Medical Center*, supra.

Conversely, the following classifications have generally been found not to be business office clericals:

Emergency Room Clerks—*St. Elizabeth’s Hospital*, 220 NLRB 325 fn. 1 (1975); *William W. Backus Hospital*, supra at 416.

Housekeeping Clerks—*William W. Backus Hospital*, supra at 415; *Baptist Memorial Hospital*, supra, 225 NLRB 1165, 1167–1168 (1976).

Laboratory Clerks/Secretaries—*Kanawha Valley Memorial Hospital*, 218 NLRB 846 (1975); *Gnaden Huetten Memorial Hospital*, 219 NLRB 235, 236–237 (1975); *William W. Backus Hospital*, supra at 415; *Baptist Memorial Hospital*, supra at 1167–1168.

Library Clerks—*Jewish Hospital of Cincinnati*, 223 NLRB 614, 622 (1976); *Duke University*, supra at 471.

Maintenance Clerks—*William W. Backus Hospital*, supra at 415.

Medical Dept. Clerks—*Trumbull Memorial Hospital*, 218 NLRB 796 (1975); *St.*

Elizabeth's Hospital, supra, 220 NLRB 325 fn. 1 (1975); *St. Luke's Hospital*, supra at 677; *Baptist Memorial Hospital*, supra at 1167–1168; *Duke University*, 226 NLRB 470 (1976).

Operating Room Clerks—*William W. Backus Hospital*, supra at 415.

Pharmacy Clerks—*St. Elizabeth's Hospital*, supra, 220 NLRB 325 fn. 1 (1975); *William W. Backus Hospital*, supra at 415; *Medical Arts Hospital of Houston*, supra at 1018.

Ward Clerks—*Sisters of St. Joseph of Peace*, 217 NLRB 797 (1975); *William W. Backus Hospital*, supra at 415; *St. Luke's Episcopal Hospital*, supra at 677–678; *Duke University*, supra at 471.

Finally, there are cases going both ways on whether the following classifications are business office clericals:

Admitting Clerks—Held BOCs: *St. Catherine's Hospital*, 217 NLRB 787, 789 (1975); *Trumbull Memorial Hospital*, 218 NLRB 796 (1975); *St. Francis Hospital*, 219 NLRB 963, 964 (1975); *St. Claude General Hospital*, 219 NLRB 991 (1975); *St. Elizabeth's Hospital*, 220 NLRB 325 (1975); *Valley Hospital*, 220 NLRB 1339, 1343 (1975); *Seton Medical Center*, 221 NLRB 120 (1975); *Medical Arts Hospital of Houston*, 221 NLRB 1017 (1975); *St. Luke's Episcopal Hospital*, 222 NLRB 674, 676 (1976); *Baptist Memorial Hospital*, 225 NLRB 1165, 1168 (1976). Contra: *William W. Backus Hospital*, 220 NLRB 414, 415–416 (1975); *Jewish Hospital of Cincinnati*, 223 NLRB 614, 621 (1976) (finding admitting clerks to be hospital clericals rather than business office clericals).

Billing Clerks—Held BOCs: *St. Catherine's Hospital*, supra at 789; *William W. Backus Hospital*, supra at 415. Contra: *St. Luke's Episcopal Hospital*, supra at 677 (placing certain billing clerks in service and maintenance unit).

Mail Clerks & Messengers—Held not BOCs: *St. Luke's Episcopal Hospital*, supra at 677–678; *Jewish Hospital of Cincinnati*, supra at 622; *Duke University*, supra at 471. Contra: *Trumbull Memorial Hospital*, supra at 797; *Seton Medical Center*, supra (including mail clerks and messengers in BOC unit).

Medical Education Clerks—Held not BOCs: *St. Elizabeth's Hospital*, supra, 220 NLRB 325 fn. 1 (1975); *Baptist Memorial Hospital*, supra at 1168–1169. Contra: *St. Francis Hospital*, supra at 964; *St. Luke's Episcopal Hospital*, supra at 676 (finding RN and medical education clerks to be BOCs).

Medical Records Clerks—Held not BOCs: *St. Catherine's Hospital*, supra at 790; *Sisters of St. Joseph of Peace*, supra at 798; *Gnaden Huetten Memorial Hospital*, supra at 236–237; *Alexian Bros. Hospital*, supra at 1123; *St. Claude General Hospital*, supra at 992; *William W. Backus Hospital*, supra at 415; *Valley*

Hospital, supra at 1343; *Central General Hospital*, 223 NLRB 110, 111 (1976); *Baptist Memorial Hospital*, supra at 1168; *Morristown-Hamblen Hospital Assn.*, 226 NLRB 76, 79 (1976); *Duke University*, 226 NLRB 470, 471 (1976). Contra: *Seton Medical Center*, 221 NLRB 120, 122 fn. 21 (1975); *St. Luke's Episcopal Hospital*, 222 NLRB 674, 677 (1976) (excluding medical records clerks from service and maintenance unit).

Nursing Office Clerks—Held not BOCs: *St. Elizabeth's Hospital*, supra, 220 NLRB 325 fn. 1 (1975); *St. Luke's Episcopal Hospital*, supra at 677; *Baptist Memorial Hospital*, supra at 1168–1169. Contra: *Medical Arts Hospital of Houston*, 221 NLRB 1017, 1018 (1975) (excluding nursing office clerks from service and maintenance unit).

Pastoral Care Clerks—Held BOCs: *St. Luke's Episcopal Hospital*, supra at 676. Contra: *Baptist Memorial Hospital*, supra at 1167 (including chaplain's secretary in service and maintenance unit); *Duke's University*, supra at 471 (including chapel receptionist in service and maintenance unit).

Purchasing, Stockroom & Inventory Clerks—Held BOCs: *Trumbull Memorial Hospital*, 218 NLRB 796, 797 (1975); *St. Francis Hospital*, supra at 964; *William W. Backus Hospital*, supra at 415; *Valley Hospital*, supra at 1343; *Seton Medical Center*, supra; *St. Luke's Episcopal Hospital*, supra at 676. Contra: *St. Catherine's Hospital*, supra, 217 NLRB 787, 789–790 (1975); *Alexian Bros. Hospital*, supra at 1123; *St. Elizabeth's Hospital*, supra, 220 NLRB 325 fn. 1 (1975); *Jewish Hospital of Cincinnati*, supra at 622; *Duke University*, supra.

Receptionists & Information-Desk Clerks—Held BOCs: *St. Catherine's Hospital*, supra at 789; *Southwest Community Hospital*, 219 NLRB 351, 353 (1975); *William W. Backus Hospital*, supra at 415; *Duke University*, supra. Contra: *Trumbull Memorial Hospital*, supra at 797 (including all but one receptionist classification in service and maintenance unit); *Jewish Hospital*, supra at 621–622 (including information-desk clerks in service and maintenance unit).

V. ALL NONPROFESSIONAL EMPLOYEES, EXCEPT FOR TECHS, SKILLED MAINTENANCE, BOCS, AND GUARDS. This unit will generally include all service and maintenance employees. See 284 NLRB 1565–1566. This unit is analogous to the plantwide production and maintenance unit in the industrial sector and, as such, is the classical appropriate unit. 284 NLRB 1523 fn. 60. *Newington Children's Hospital*, 217 NLRB 793 (1975). Employees in this category generally perform manual and routine job functions, and are not highly skilled or trained. The following classifications have been held to be included:

Barbers—*Baptist Memorial Hospital*, 225 NLRB 1165, 1169 (1976).

Clerks (hospital clericals who work side by side with service and

maintenance employees in various depts. performing clerical functions, i.e., admitting; emergency room; radiology dept.; purchasing dept. clerk and typist; classified data input clerk)—*William W. Backus Hospital*, 220 NLRB 414, 415–416 (1975); *Baptist Memorial Hospital*, supra at 1167.

Hostesses (department of religion)—*Baptist Memorial Hospital*, supra at 1171.

Housekeeping employees—*Gnaden Huetten Memorial Hospital*, 219 NLRB 235, 236 (1975).

Librarian—*William W. Backus Hospital*, supra at 418; *Baptist Memorial Hospital*, supra at 1173.

Manicurist—*Baptist Memorial Hospital*, supra at 1169.

Medical Record Clerical Employees—*St. Luke's General Hospital*, 220 NLRB 488, 489 (1975); *Gnaden Huetten Memorial Hospital*, supra at 236; *Sisters of St. Joseph of Peace*, 217 NLRB 797 (1975); *William W. Backus Hospital*, supra at 415.

Nurses Aides—*Gnaden Huetten Memorial Hospital*, supra at 236.

Photographer-Cinematographer-Television Technician—*Newington Children's Hospital*, supra at 795.

Physical Therapy Aides—*Gnaden Huetten Memorial*, supra, 219 NLRB 235, 236.

Porter (hospital barber shop)—*Baptist Memorial Hospital*, supra at 1169.

Printer—*Baptist Memorial Hospital*, supra at 1171.

Psychiatric Activities Director (and Assistant)—*Baptist Memorial Hospital*, supra at 1169.

Recovery Room Technicians—*Baptist Memorial Hospital*, supra at 1172.

Respiratory and Pulmonary Dept. Employees—*Baptist Memorial Hospital*, supra at 1172.

Secretaries (staffing, nursing office, liaison office, in-service education, office of the chaplain, director of housekeeping, medical education, cardiac lab. secretaries and clericals, pulmonary and respiratory dept. medical secretaries, medical transcribers)—*Baptist Memorial Hospital*, supra at 1167.

Technicians (darkroom; EKG; orthotic footwear; leather)—*William W. Backus Hospital*, supra, 220 NLRB 414, 416 (1975); *Barnert Memorial Hospital*

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Center, 217 NLRB 775, 778 (1975); *Newington Children's Hospital*, supra at 795.

Utilization Review Coordinator—*Baptist Memorial Hospital*, supra at 1170. But see section II “All Professionals, except RNs and Physicians” (utilization review coordinator found to be professional in *St. James Hospital*, 248 NLRB 1045, 1046 (1980)).

Ward Clerks—*Sisters of St. Joseph of Peace*, 217 NLRB 797 (1975).

