## SKILLED CRAFTS CHECKLIST



- 1. What classifications are included in the proposed unit?
- 2. Are the employees at issue a homogenous group of skilled crafts workers? Are they members of one of the building and construction trades traditionally recognized as separate trades in the building and construction industry?
- 3. Do they handle specialized work performed only by employees in their classification?
- 4. Are they subject to an apprenticeship program?
- 5. Does employment in the classification require special licensure and/or permits?
- 6. How does the employer classify the employees? As journey level, first class, apprentice, etc.?
- 7. Are these classifications distinguishable from other occupational classifications which may require specialized training and/or apprenticeship? Explain.
- 8. Do the employees constitute a functionally distinct department?
- 9. Do the employees at issue work with equipment not found at other employer facilities?
- 10. What is the degree of their interaction with other employees of the employer?
- 11. What is the degree of transfer to other employer departments or classifications?
- 12. Are wage rates, benefits, and employment conditions traditionally tied to those of similarly situated employees in the private sector?
- 13. Do the employees at issue have a history of representation distinct from other employees?
- 14. What is the functional integration of their work to the employer's work product or processes?

THIS CHECKLIST SHOULD BE USED IN CONJUNCTION WITH THE <u>COMMUNITY</u> <u>OF INTEREST CHECKLIST</u> (PERB-862) AND, IF APPLICABLE, THE <u>SEVERANCE</u> <u>CHECKLIST</u> (PERB-876).