

STATE OF WISCONSIN

BEFORE THE WISCONSIN EMPLOYMENT RELATIONS COMMISSION

In the Matter of the Petition of :

DISTRICT ONE VOCATIONAL, :
TECHNICAL EDUCATORS ASSOCIATION :

Involving Certain Employees of :

CHIPPEWA VALLEY :
TECHNICAL COLLEGE :

Case 126
No. 38435 ME(u/c)-163
Decision No. 22230-A

Appearances:

Mr. Stephen Pieroni, Staff Counsel, Wisconsin Education Association
Council, 101 West Beltline Highway, Madison, Wisconsin, 53708, appearing
on behalf of the Petitioner.

Riley, Ward & Kaiser, Attorneys at Law, by Mr. Stevens L. Riley, 306
Barstow Court, Eau Claire, Wisconsin, 54702-0358, appearing on behalf of
the Chippewa Valley Technical College.

Ms. Margaret M. McCloskey, Staff Representative, Wisconsin Federation of
Teachers, AFT, AFL-CIO, 716 West Grand Avenue, Apartment 230,
Eau Claire, Wisconsin, 54703, appearing on behalf of the Intervenor.

FINDINGS OF FACT, CONCLUSION OF LAW
AND ORDER CLARIFYING BARGAINING UNIT

District One Vocational, Technical Educators Association having, on
October 20, 1987, filed a petition with the Wisconsin Employment Relations
Commission requesting the Commission to clarify an existing bargaining unit by
determining whether the positions of Library Technician and Library Assistants are
professional or nonprofessional in nature; and a hearing in the matter having been
held on December 1, 1987, at Eau Claire, Wisconsin, before Examiner Karen J.
Mawhinney, a member of the Commission's staff, at which time the Wisconsin
Federation of Teachers, AFT, AFL-CIO, was granted permission to intervene as the
current bargaining representative of the Library Technician and Library
Assistants; and the parties having completed their briefing schedule on March 15,
1988; and the Commission, being fully advised in the premises, makes and issues
the following

FINDINGS OF FACT

1. That Chippewa Valley Technical College, formerly known as District One
Technical Institute, and referred to herein as the Employer or College, is a
municipal employer, and its offices are at 620 West Claremont Avenue, Eau Claire,
Wisconsin, 54701.

2. That District One Vocational, Technical Educators Association, referred
to herein as the Petitioner, is a labor organization with offices at 101 West
Beltline Highway, Madison, Wisconsin, 53708; and that the Petitioner represents a
bargaining unit consisting of all regular full-time and regular part-time
certified personnel working at least 50 percent of a full schedule for a semester
in teaching or closely related field employed by the Area Board of Vocation,
Technical and Adult Education District One of Eau Claire, Wisconsin, including
classroom teachers, ABE teachers, and other special teachers but excluding the
district administrator, assistant administrators, coordinators, supervisors,
specialists in administrative capacities, clerical and custodial employees, and
vocational-adult instructors.

3. That Wisconsin Federation of Teachers, AFT, AFL-CIO, referred to herein
as the Intervenor, is a labor organization with offices at 2021 Atwood Avenue,
Madison, Wisconsin, 53704; and that the Intervenor represents a bargaining unit of
all office, clerical, and related employees employed by the Area Board of
Vocational, Technical and Adult Education District One, excluding supervisory,
confidential, and managerial employees.

4. That the Petitioner claims, contrary to the Employer and the Intervenor, that two positions of Library Assistant, held by Sally Martenson and Laurie Roach, and one position of Library Technician, held by Sandra Hoch, are professional within the meaning of Sec. 111.70(1)(L), and should be included in the professional bargaining unit represented by the Petitioner; that the Petitioner does not seek to include the position of a third Library Assistant, occupied by Mary Anderson; that the positions are currently included in a nonprofessional clerical unit represented by the Intervenor; and that the Employer and the Intervenor claim that the positions in dispute are nonprofessional and should remain in the bargaining unit of support staff represented by the Intervenor.

5. That the current written job description for the position of Library Technician is as follows:

Characteristic Work of the Class

Nature: Under general supervision perform highly responsible library circulation and reference work, supervise, schedule, and train library assistants and students, and perform related work as required.

Examples:

1. Serve as lead worker and act for the librarian in his/her absence.
2. Perform and help to organize and supervise circulation and registration activities.
3. Supervise work and train library assistants and student help.
4. Perform responsible reference, reader advisory work, and other informational activities.
5. Coordinate use of reserve materials and materials used overnight.
6. Administer the overdue notice program, including checking materials, posting, or otherwise notifying patrons.
7. Supervise storing of library materials.
8. Suggest changes in routines and practices to achieve improved service and economy of operation.

Qualifications

Essential Knowledges and Abilities:

1. Thorough knowledge of library operating procedures.
2. Considerable knowledge of modern library principles, methods, materials, and practices.
3. Working knowledge of library reference materials and aids.
4. Ability to interpret library facilities to various groups.
5. Ability to supervise activities of nonprofessional support staff.
6. Ability to use and explain the use of all library facilities.
7. Ability to establish and maintain effective public and working relationships.

Desirable Training and Experience:

1. Graduation from a college or university of recognized standing, including or supplemented by one year of training in library science, and
2. One year of responsible library work experience, or
3. Six years of high level library work experience or an equivalent combination of training and experience;

that the current Library Technician, Sandra Hoch, holds high school degree plus eight weeks of summer session for shorthand and typing; and that Hoch became a Library Assistant in 1975 and a Library Technician in 1980.

6. That the current written job description for the position of Library Assistant is as follows:

Characteristic Work of the Class

Nature: Under general supervision perform a wide variety of responsible library work, including retrieval, legal research, and original cataloging, and perform related work as required.

Examples:

1. Attend loan desk and charge out and discharge books, periodicals, and pamphlets.
2. Assist students and teachers in the use of library facilities.
3. May supervise programs and perform necessary processing concerning periodicals.
4. Prepare bibliographies manually and electronically for teachers upon request.
5. Order AV materials, route for internal evaluation and approval, and catalog purchases.
6. Assist in cataloging books and training students in filing cards.
7. Supervise students in performing library work activities.
8. Maintain vertical file and supervise use of microfilm readers.

Qualifications

Essential Knowledges and Abilities:

1. Considerable knowledge of modern library principles, methods, materials, and practices.
2. Considerable knowledge of library reference materials and aids, including use of various computerized data bases.
3. Ability to perform technical library work.
4. Ability to interpret library facilities and policies to students and instructors.
5. Ability to establish and maintain effective public and working relationships.
6. Ability to supervise the work of others.
7. Ability to understand and carry out oral and written instructions.
8. Considerable knowledge of the latest information retrieval services for libraries.
9. Considerable knowledge of legal research techniques and materials.
10. Ability to do original cataloging using the Library of Congress system.

Desirable Training and Experience

1. Associate degree and four years of responsible library work experience or an equivalent combination of training and work experience;

that the current job description took effect in July of 1987; that the previous job description called for desirable training and experience of a bachelor's degree and four years of responsible library work experience or an equivalent combination of training and work experience; that the previous desirable training and experience qualification of a bachelor's degree had been in effect since at least 1974; that there was never any requirement that a degree, whether a two-year or four-year degree, had to be in any particular field of study; that the

desirable training for the job was downgraded from a four-year degree to a two-year degree after the Petitioner filed its original petition in this matter in February of 1987; that the Assistant Director for Administrative Services at the College, Arnold Rongstad, changed the desirable qualifications for the position because he believed that the position does not have to be filled with a person with a bachelor's degree; that both of the Library Assistants sought by the Petitioner -- Sally Martenson and Laurie Roach -- have bachelor's degrees; that Martenson has a minor in library sciences and Roach has a minor in instructional media; that Martenson was first employed by the college in 1977 while completing her bachelor's degree and rehired by the College in 1980; that Roach was hired in 1987; and that a third Library Assistant not sought by the Petitioner, Mary Anderson, has a one-year diploma as a media assistant and was hired by the College in 1983.

7. That of the three Library Assistants, Anderson indexes periodicals, Roach is a reference librarian and cataloguer, and Martenson is responsible for the AV software department in the library; that the Library Technician, Hoch, is also referred to as a circulation librarian; that the Library Assistants and Library Technician handle the day-to-day operation of the library; that they are supervised by a Head Librarian and a member of management, Lorraine Kearney; and that the College allocates 80 percent of Kearney's time to the library and 20 percent to other functions, such as Title IX Coordinator, Affirmative Action Officer, and Title 504 Coordinator.

8. That 80 percent of the Library Assistants' time is spent in cataloging materials and in instructing others in the use of the library; that in cataloging, the Assistants use the Library of Congress system, which has four different levels; that they use level one which is the most difficult level and includes more bibliographic information; that work-study students often preview materials and give the Assistants a brief description of them; that the Assistants then give materials a subject heading, which comes from the Anglo-American Rules of Cataloging (AARC); that either the Assistants or work-study students make up three basic cards showing the subject, the author, and the title, plus a fourth card with all the information as an access card for in-house use; that the AARC rules contain specific guidelines that are followed in cataloging materials; that when Martenson was hired, she already knew the AARC rules because of her college course work; that in instructing students, faculty members, and others in the use of the library, the Assistants describe the library and what services are offered and help locate and retrieve materials; that the Assistants do not have any curriculum for instructing but have prepared instructional sheets which are brief descriptions of how to use the library; that when faculty members request information on specific subjects, the Assistants will prepare a bibliography, which is a collection of all the materials on the subject in the library; that the Assistants respond to questions from students and faculty members about what materials are available in the library; that in responding to questions about whether materials are current or useful, the Assistants principally rely on whether other faculty members use the materials or what other library patrons have told them about such materials; that the Library Technician and Assistants attend state and local meetings, such as the state convention of the Wisconsin Library Association; that they usually attend at least one conference a year and periodically go to seminars to keep abreast with changes in rules for cataloging; that they keep informed of changes in the field through various trade journals and magazines and spend about six to eight hours a month reading periodicals pertaining to library work; and that it takes about one hour a month to read the updated rules of the AARC and incorporate them into the library system.

9. That of 84 members in the support staff bargaining unit represented by the Intervenor, approximately 75 percent of those members hold two-year college degrees and two members have four-year degrees; that many of the support staff members have work-study students assisting them in their positions; that similar to the Library Assistants who conduct orientation programs for students in the use of the library, support staff personnel give orientations to students for various departments, rooms, or laboratories; that support staff personnel use professional journals and trade magazines to update their knowledge in various positions; that the Library Technician and Assistant work full-time on a year-round schedule, unlike the faculty unit members who generally hold nine or ten-month positions; that the Library Technician and Assistants work a fixed workday from 7:30 a.m. to 4:00 p.m.; that no substitutes are provided for the Library Technician or Assistants when they are absent or on vacation; and that historically, the wages, hours, and working conditions of the Library Technician and Assistants have been the same as other employees in the support staff unit.

10. That the duties of the Library Technician and the Library Assistants are not predominately intellectual and varied in character or involving the consistent exercise of discretion and judgment in their performance, that the character of the work and results accomplished can be standardized in relation to a given period of time, and that the positions do not require knowledge of an advanced type customarily acquired by a prolonged course of specialized intellectual instruction and study in an institute of higher education.

On the basis of the above and foregoing Findings of Fact, the Commission makes and issues the following

CONCLUSION OF LAW

That the occupants of the positions of Library Technician and Library Assistant are not professional employees within the meaning of Sec. 111.70(1)(L), Stats.

On the basis of the above and foregoing Findings of Fact and Conclusion of Law, the Commission makes and issues the following

ORDER CLARIFYING BARGAINING UNIT 1/

That, because the occupants of the positions of Library Technician and Library Assistant are not professional employees, those positions shall not be included in the bargaining unit represented by the Petitioner but shall remain in the bargaining unit represented by the Intervenor.

Given under our hands and seal at the City of
Madison, Wisconsin this 27th day of May, 1988.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By Stephen Schoenfeld
Stephen Schoenfeld, Chairman
Herman Torosian
Herman Torosian, Commissioner
A. Henry Hempe
A. Henry Hempe, Commissioner

- 1/ Pursuant to Sec. 227.48(2), Stats., the Commission hereby notifies the parties that a petition for rehearing may be filed with the Commission by following the procedures set forth in Sec. 227.49 and that a petition for judicial review naming the Commission as Respondent, may be filed by following the procedures set forth in Sec. 227.53, Stats.

227.49 Petitions for rehearing in contested cases. (1) A petition for rehearing shall not be prerequisite for appeal or review. Any person aggrieved by a final order may, within 20 days after service of the order, file a written petition for rehearing which shall specify in detail the grounds for the relief sought and supporting authorities. An agency may order a rehearing on its own motion within 20 days after service of a final order. This subsection does not apply to s. 17.025(3)(e). No agency is required to conduct more than one rehearing based on a petition for rehearing filed under this subsection in any contested case.

227.53 Parties and proceedings for review. (1) Except as otherwise specifically provided by law, any person aggrieved by a decision specified in s. 227.52 shall be entitled to judicial review thereof as provided in this chapter.

(Footnote 1 continued on Page 6.)

(Footnote 1 continued from Page 5.)

(a) Proceedings for review shall be instituted by serving a petition therefore personally or by certified mail upon the agency or one of its officials, and filing the petition in the office of the clerk of the circuit court for the county where the judicial review proceedings are to be held. Unless a rehearing is requested under s. 227.49, petitions for review under this paragraph shall be served and filed within 30 days after the service of the decision of the agency upon all parties under s. 227.48. If a rehearing is requested under s. 227.49, any party desiring judicial review shall serve and file a petition for review within 30 days after service of the order finally disposing of the application for rehearing, or within 30 days after the final disposition by operation of law of any such application for rehearing. The 30-day period for serving and filing a petition under this paragraph commences on the day after personal service or mailing of the decision by the agency. If the petitioner is a resident, the proceedings shall be held in the circuit court for the county where the petitioner resides, except that if the petitioner is an agency, the proceedings shall be in the circuit court for the county where the respondent resides and except as provided in ss. 77.59(6)(b), 182.70(6) and 182.71(5)(g). The proceedings shall be in the circuit court for Dane county if the petitioner is a nonresident. If all parties stipulate and the court to which the parties desire to transfer the proceedings agrees, the proceedings may be held in the county designated by the parties. If 2 or more petitions for review of the same decision are filed in different counties, the circuit judge for the county in which a petition for review of the decision was first filed shall determine the venue for judicial review of the decision, and shall order transfer or consolidation where appropriate.

(b) The petition shall state the nature of the petitioner's interest, the facts showing that petitioner is a person aggrieved by the decision, and the grounds specified in s. 227.57 upon which petitioner contends that the decision should be reversed or modified.

. . .

(c) Copies of the petition shall be served, personally or by certified mail, or, when service is timely admitted in writing, by first class mail, not later than 30 days after the institution of the proceeding, upon all parties who appeared before the agency in the proceeding in which the order sought to be reviewed was made.

Note: For purposes of the above-noted statutory time-limits, the date of Commission service of this decision is the date it is placed in the mail (in this case the date appearing immediately above the signatures); the date of filing of a rehearing petition is the date of actual receipt by the Commission; and the service date of a judicial review petition is the date of actual receipt by the Court and placement in the mail to the Commission.

MEMORANDUM ACCOMPANYING
FINDINGS OF FACT, CONCLUSIONS OF LAW
AND ORDER CLARIFYING BARGAINING UNIT

BACKGROUND

The issue before the Commission is whether the occupants of three positions in the Chippewa Valley Technical College library are professional employees within the meaning of Sec. 111.70(1)(L), Stats. The Petitioner, which represents faculty members and certified personnel at the College, is seeking to clarify its bargaining unit by adding the positions of one Library Technician and two Library Assistants.

The Petitioner does not seek to represent the incumbent in a third Library Assistant position, acknowledging that the duties and skills of the occupant do not rise to the level of a professional employee. The Intervenor, which represents the clerical and support staff personnel at the College, is currently the bargaining representative of all three positions sought by the Petitioner.

THE PARTIES' POSITIONS

The Petitioner:

The Petitioner contends that the positions of Library Technician, held by Sandra Hoch, and Library Assistants, held by Sally Martenson and Laurie Roach, are professional within the meaning of the statute, although conceding that the occupant of the Library Assistant position, Mary Anderson, is appropriately included in the clerical unit because her duties are less complicated and more routine than are the duties of the disputed employees. The Petitioner claims that the employees in dispute have responsibilities that are predominantly intellectual and varied in character, as their duties relate to administering and managing the library and developing the educational program of the library. Additionally, the Petitioner claims that the disputed employees have instructional responsibilities.

Essentially, the Petitioner argues that the employees in question exercise discretion and judgment on a regular basis since they operate the library on a day-to-day basis. Also, the employees have cataloging responsibilities which require college training to learn, according to the Petitioner, noting that the College uses the most difficult and inclusive system of cataloging materials. The Petitioner points out that the employees instruct students, faculty, and staff in the use of the library, which includes teaching the use of law books, the use of the card catalog, the use of equipment, as well as answering reference questions and recommending materials.

The Petitioner relies on the educational background of the Library Assistants, who both hold bachelor's degrees with minors in library science or educational media, to demonstrate that the positions require advanced knowledge of a type acquired by university study, while noting that the Library Technician, who holds a high school degree, has extensive experience in her field.

Finally, the Petitioner asserts that the positions in dispute share a greater community of interest with the faculty bargaining unit. The Petitioner contends that the employees' jobs are not clerical in nature, that the employees are responsible for giving instruction to others, that the employees either have university degrees and/or extensive training and experience, and that the accretion of these employees will not result in the fragmentation of bargaining units as the faculty unit is already in existence.

The Employer:

The Employer contends that despite the education and job experience credentials of the incumbents in the disputed positions, the positions do not require skills or entail duties at a professional level. The duties of cataloging and instruction do not involve a great amount of discretion and judgment, the Employer argues, noting that the specific guidelines of the AARC

remove elements of judgment in cataloging decisions. Moreover, the Employer contends that the cataloging process is a routine and mechanical endeavor, some of which is turned over to work-study students. The Employer also notes that what the library employees call "instruction" is really nothing more than telling students and faculty members how to use the library and what materials and services are available. In contrast to the instruction provided by a faculty member, these employees hand out booklets on how to use the library and answer questions about what materials are in the library, the Employer notes. Additionally, the Employer points out that employees judge which materials are current or of value by relying on what other instructors or library patrons have told them about those materials.

While acknowledging that the desirable training and experience for these positions has been reduced from a four-year degree to a two-year degree, the Employer states that it has never required any type of degree or that a degree be in any particular area of study. The Employer agrees that the library science minors of the two incumbent library assistants have alleviated the need for on-the-job training, but does not agree that such an educational background is either necessary or required. It further notes that the downgrading of the desirable qualifications was the product of a long debate with the Head Librarian who naturally wanted the most qualified people available, while the College argued that a college degree was unnecessary, as shown by the incumbent Library Technician, who holds the least amount of education of the three employees in dispute. The Employer notes that at least 75 percent of the clerical bargaining unit members have two-year associate degrees. The Employer further emphasizes the fact that similar positions at other VTAE districts are not included in the faculty/professional units but are included in bargaining units designated as clerical, technical or paraprofessional.

These positions are not unskilled, entry level positions, the Employer concedes, but fall somewhere between unskilled and professional positions. The Employer states that the positions in dispute are fairly characterized as "technical" positions, and that they fail to meet the statutory criteria for professional status.

The Intervenor:

The Intervenor, who currently represents the employees in the disputed positions, agrees with the position of the Employer in this case. In addition to the arguments already addressed by the Employer, the Intervenor stresses that the nature of the positions fall more logically into the clerical unit's pattern of work, as the positions are twelve month positions while the teachers work in nine or ten month positions. Also, the Intervenor points out that a four-year degree and certification is required for teachers, unlike the desirable educational requirements for these positions and the general level of educational experience among the support staff. These employees work a fixed and regular workday, says the Intervenor, as opposed to teachers whose schedules vary according to their teaching loads. If a teacher is absent, a substitute must be hired, while no substitutes are provided when these employees are absent. The Intervenor contends that the Petitioner's failure to pursue reclassification for a third Library Assistant shows the weakness of its case, since this proceeding should clarify the appropriate bargaining unit of the positions rather than concentrate on what individual skills and knowledge certain employees may bring to those positions.

DISCUSSION

Section 111.70(1)(L), Stats., defines the term "professional employee" as follows:

1. Any employee engaged in work;
 - a. Predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical or physical work;
 - b. Involving the consistent exercise of discretion and judgment in its performance;

c. Of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time;

d. Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher education or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual or physical process; or

2. Any employee who:

a. Has completed the courses of specialized intellectual instruction and study described in subd. 1.d;

b. Is performing related work under the supervision of a professional person to qualify himself to become a professional employee as defined in subd. 1.

All the criteria found either in subsection 1 or subsection 2 must be present in order to find that a particular employee is professional. 2/ However, the definition of "professional" employee is not limited to employees personally possessing college degrees. 3/

The educational background of the three employees sought by the Petitioner is mixed. The employee in the highest position, Hoch, the Library Technician, has the least amount of education -- a high school degree plus eight weeks of summer school for shorthand and typing. On the other hand, the two Library Assistants, Martenson and Roach, both have four-year degrees with minors in library science or instructional media. The College has never required that employees applying for these positions have any degree or that a degree should be in any specialized field of study. However, the College lists desirable training for the Library Technician as a four-year degree and desirable training for the Library Assistants as a two-year degree. Admittedly, the College down-graded the Assistants' desirable training from a four-year degree to a two-year degree after the filing of the petition in this case. However, the Assistant Director for Administrative Services at the College had an ongoing debate with the Head Librarian about what kind of qualifications were needed for these positions, with the Director taking the position that the Library was getting overqualified people with four-year degrees, and the Head Librarian taking the position that the employees with higher degrees alleviated the need for on-the-job training. Ultimately, the written job descriptions for the Assistants were changed in 1987 to reflect the down-grading of desirable training.

We have previously held that the statutory definition of professional employees does not limit professional status only to those possessing specialized bachelor's degrees, nor is it essential that the incumbents possess state certification or licensing as a professional. 4/ What is essential under Sec. 111.70(1)(L) 1.d is that the knowledge required for the incumbents' job duties must be of a type customarily acquired through the means specified in 1.d. 5/

We are not convinced that the knowledge required for the jobs of Library Technician and Library Assistants rises to such a level. About 80 percent of the work involves cataloging and what was described by the Petitioner as "instruction." The cataloging work, while incorporating the most difficult system of cataloging materials, is a matter of making up basic cards showing the subject,

2/ Dane County, Dec. No. 10492-D (WERC, 4/85).

3/ Outagamie County (District Attorney's Office), Dec. No. 21143-A (WERC, 10/86).

4/ City of Oudahy, Dec. No. 19507 (WERC, 3/82).

5/ City of Sun Prairie, Dec. No. 20841-B (WERC, 10/86).

the author, the title, or a combination of such information. The employees have little discretion in labeling materials, such as books or audio-visual materials or periodicals, since they must follow the AARC rules, which contain very specific guidelines. Indeed, work-study students are used to help out in the job of cataloging materials.

"Instruction" seems appropriately defined as telling students and faculty members how to use the library and what services and materials are available. The employees must know what materials are available in order to answer questions from students and faculty members. However, in answering questions about what materials might be current or useful to someone, the employees rely on what others have told them about those materials or how often such materials are being used by others. This type of knowledge can be gleaned through a general academic education, or from an apprenticeship, or from training in performing routine mental work -- as distinguished from knowledge gained through an advanced field of study or specialized instruction. Also, the work in question appears amenable to standardization of output or results, is not predominantly intellectual and does not involve the consistent exercise of discretion and judgment in its performance. Accordingly, the statutory criteria have not been met to demonstrate that the three positions in dispute are held by professional employees.

Although all three incumbents hold either excellent educational credentials or work experience, it is important to note that it is what the Employer requires and the work demands which is determinative. 6/ Therefore, we deny the Petitioner's request to clarify its bargaining unit by including within it the disputed positions of Library Technician and Library Assistant, and hold that said positions shall remain in the bargaining unit currently represented by the Intervenor.

Dated at Madison, Wisconsin this 27th day of May, 1988.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By Stephen Schoenfeld
Stephen Schoenfeld, Chairman

Herman Torosian
Herman Torosian, Commissioner

A. Henry Hempe
A. Henry Hempe, Commissioner

6/ In District #13, Northeast Wisconsin Technical Institute, Dec. No. 11602 (WERC, 2/73), we noted that although a Library Technician had the credentials to be a certified librarian, the requirements of the position did not require either a degree in library science or certification. More recently in St. Croix County (Health Care Center), Dec. No. 23987-A (WERC, 8/87), we concluded that Chemical Dependency Counselors who had a certification process and who possessed college degrees were not professionals within the meaning of MERA where the job description did not require such qualifications.