

classified print reproduction facilities which it operates as B, C, D and E shops, pursuant to rule of the Department of Administration. The classification is determined by the type of equipment and personnel available. The Eau Claire shop in which Appellant was employed is classified as a "C" rapid copy center, and the shop is prohibited by State Operational Bulletin 3-17 from using colored ink or making masters from negative or half-tones.

There are twelve employees in the University System doing substantially the same type work as Appellant. Six employees are classified as Offset Press Operator 1, and six, including Appellant, are classified as Office Machine Operator 3.

II. Conclusions

This Board has jurisdiction under Section 16.05(1)(f) to hear appeals from denials of reclassification requests. In addition, this appeal was timely filed. (Section 16.05(2).)

The burden of establishing the right to reclassification by a reasonable certainty by the greater weight of the credible evidence is upon Appellant.

Appellant was properly denied reclassification to Offset Press Operator 1.

Under Wisc. Adm. Code section Pers. 3.02(4), a reclassification is defined in pertinent part as:

The reallocation of a filled position to a different class and the subsequent regrading of the incumbent . . . based upon:

(a) A logical and gradual change to the duties and responsibilities of a position.

Shortly after the Eau Claire shop obtained the A. B. Dick 369 duplicator, Appellant was reclassified from Office Machine Operator 2 to Office Machine Operator 3. This reclassification was approved by Appellant's immediate supervisor, Rita Kronenberg, Administrative Assistant 1.

According to the testimony of Jerold Dow, Printing Liaison Officer for the University of Wisconsin-Eau Claire, Appellant's duties did not change in the two and one half years from her initial reclassification to the time of the present request. Appellant herself testified that she was making the request now because she felt she had fulfilled the Offset Press Operator 1 requirement of two years of experience on a lithograph (offset) press.

Appellant has not shown how her duties have changed so that she could be properly classified as Offset Press Operator 1. In addition, she has not shown that her use of the A. B. Dick 369 involves printing rather than duplicating skills.

The class specification for Offset Press Operator 1 defines the position as a "routine technical offset printing press operation." The definition under the Office Machine Operator 3 class specifications states that "the majority of the work is . . . highly skilled work in the operation of complex office machines."

The A. B. Dick 369 can be used for both printing and high speed duplicating. Using the machine for the former purpose would place the worker into the Offset Press Operator class while using it for the latter purpose would place him in the Office Machine Operator class.

Appellant is not performing printing work. She is not doing halftone or multicolor work, nor is she mixing colors, nor is she making masters (plates) from negatives. The fact that she is not permitted to do these tasks because she happens to work in a class "C" shop is irrelevant. She must perform these printing duties before she can be reclassified.

This is not to reflect on Appellant's actual skills or capabilities. She is situated in a position which does not require printing skills but does require that she have an in depth knowledge of the A. B. Dick 369 as a high speed duplicator. In her shop the A. B. Dick is a highly complex office machine.

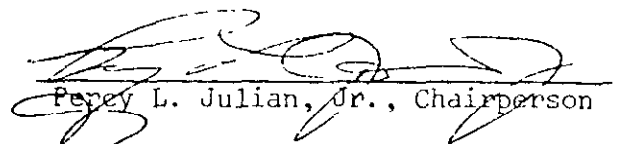
Appellant contends that since there are six employees of the University system who are doing the same type of work as Appellant and who are classified as Offset Press Operators 1, she, too, should be so classified. It is conceded by University officials that at least two of the foregoing positions are incorrectly classified as Offset Press Operator I, and should be downgraded to Machine Operator 3. It is also clear that all press operator positions should be reviewed. However, the fact that these two employees are erroneously classified is irrelevant to this case. Appellant is not performing the duties of an Offset Press Operator 1.

Therefore, this Board finds Appellant is performing the duties of an Office Machine Operator 3. Appellant is not entitled to be reclassified to Offset Press Operator 1 and the decision of the Director is affirmed.

ORDER

IT IS HEREBY ORDERED that the decision of the Director be affirmed.

Dated this 16th day of June, 1975.


Percy L. Julian, Jr., Chairperson