

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

TYPE OF ELECTION

(Check one)

- Consent Agreement
- Stipulation
- Board Direction
- RD Direction

(Also check box below where appropriate)

8(b)(7)

HOWARD RELIEF SOCIETY, d/b/a HOWARD  
MENTAL HEALTH SERVICES

Employer

and

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO

Petitioner

Case No. 1-RC-18,051

PROFESSIONAL EMPLOYEES 1/

CERTIFICATION OF REPRESENTATIVE

An election having been conducted in the above matter under the supervision of the Regional Director of the National Labor Relations Board in accordance with the Rules and Regulations of the Board; and it appearing from the Tally of Ballots that a collective bargaining representative has been selected; and no objections having been filed to the Tally of Ballots furnished to the parties, or to the conduct of the election, within the time provided therefor;

Pursuant to authority vested in the undersigned by the National Labor Relations Board, IT IS HEREBY CERTIFIED that a majority of the valid ballots have been cast for

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO

and that, pursuant to Section 9(a) of the National Labor Relations Act, as amended, the said labor organization is the exclusive representative of all the employees in the unit set forth below, found to be appropriate for the purposes of collective bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment.

UNIT: All full time and regular part time professional employees including: Community Mental Health Clinicians, Community Support Workers, Psychiatric Disability Counselors, Cooperative Apartment Workers, Residential Treatment Workers, Residential Assistants, Acute Care Counselors, ACU Night Managers, Registered Nurses, Adult Outpatient Clinicians, Contracted Outpatient Clinicians, Elderly Services Coordinator, Children's Clinicians, CRASH Contracted Clinicians, CRASH Group Leaders, Residential Instructors - Staffed Apartments, Residential Instructors - Group Homes, Residential Instructors - Intermediate Care Facilities, Residential Instructors Floaters, Intermediate Care Facility Team Leaders, Reception/Intake Employees, The Supervised Apartment Instructor, Managing Trainers, Day Services Instructors, Services Coordinators, Coordinator of CADH/Foster Homes, Psychiatrists, Day Services Team Leaders, Emergency Services Clinicians, Law Enforcement Court Liaison, but excluding all other employees, confidential employees, managerial employees, guards and supervisors as defined in the Act.

Signed at Boston, Massachusetts

On the 16th day of March 1984



On behalf of

NATIONAL LABOR RELATIONS BOARD

/s/ Michael F. Walsh

Acting Regional Director, Region One  
National Labor Relations Board

1/ PROFESSIONAL EMPLOYEES HAVE INDICATED THEIR DESIRE NOT TO BE INCLUDED WITH THE NON-PROFESSIONAL EMPLOYEES.