

April 5, 2019

To: Department Chairs, Directors, and academic department business officers
(via SBCHR-L, SBDIR-L, and SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: New Bargaining Unit- Academic Researchers

The University has recently recognized a new bargaining unit that will cover a number of academic research series, including Specialists, Project Scientists, and Researchers. The University is required to post the attached document in departments where member of the unit are employed. If your department has employees in any of the series listed above, your department is obligated to post the attached. Further direction from Office of the President is as follows:

Re: New Bargaining Unit – Academic Researchers - Case No. SF-RR-1000-H

In accordance with the State of California Public Employment Relations Board, please post the attached notice no later than April 11, 2019.

The PERB rules state:

As soon as possible, but in no event later than 10 days from its issuance, the employer shall post a copy of the employer response conspicuously on all employee bulletin boards in each facility of the employer in which members of the unit affected are employed. The response shall remain posted for at least 15 workdays.

The Notice must be posted at least through the end of the month of April. In addition to physical postings, it is posted electronically at UC NET:

https://dev.ucnet.universityofcalifornia.edu/labor/bargaining-units/ra/docs/ra_perb_letter.pdf

Bargaining is projected to begin within the next month or so and we will continue to communicate with the campus as needed. Once a contract is ratified, campus training will take place. In the mean-time, questions may be directed to Sydney Roberts in Labor Relations at x4210 or Joanna Kettmann in Academic Personnel at x5048.

Cindy Doherty
Director
UCSB Academic Personnel
(805) 893-8332
Cindy.Doherty@ucsb.edu



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SANDRA L. McDONOUGH
Partner

619-744-3641
smcdonough@paulplevin.com

April 1, 2019

Jessica Kim
Regional Attorney
Public Employment Relations Board
San Francisco Regional Office
1330 Broadway, Suite 1532

Re: *Case No. SF-RR-1000-H*
University of California

Dear Ms. Kim:

The Regents of the University of California (“The Regents”) is pleased to submit its voluntary recognition of the unit described below pursuant to PERB Regulation 51080.

1. The Regents has recognized Academic Researchers United/International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local Union 5810, AFL-CIO (“Union”) as the exclusive representative for an appropriate unit of employees described in section 5 herein for purposes of meeting and conferring with The Regents.

2. No intervention has been filed during the posting period.

3. Name, address and telephone number of the employer:

University of California
1111 Franklin Street
Oakland, California 94607
Tel.: (510) 987-0813

4. Name, address and telephone number of the employee organization:

Academic Researchers United/International Union, United Automobile, Aerospace and
Agricultural Implement Workers of America (UAW) and its Local Union 5810, AFL-CIO
2030 Addison Street, Suite 640B
Berkeley, California 94704
Tel.: (510) 845-5728

5. The following employment classes will be included in the claimed unit, but those holding a managerial, supervisory, and/or confidential position within these titles will be excluded.

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Further, The Regents and the Union have agreed to move certain employees who currently have an in-unit title to a new title code outside the unit, pursuant to the stipulation entered into between the parties and submitted to PERB on March 22, 2019. A true and correct copy of that stipulation, the terms of which are incorporated by reference into this voluntary recognition, is attached hereto as Exhibit A.

CTO	CTO Name	Title Code	Title
541	PROFESSIONAL RESEARCH-REGULAR	001987	RES-FY-B/E/E
541	PROFESSIONAL RESEARCH-REGULAR	001988	ASSOC RES-FY-B/E/E
541	PROFESSIONAL RESEARCH-REGULAR	001989	ASST RES-FY-B/E/E
541	PROFESSIONAL RESEARCH-REGULAR	001997	RES-FY-B/E/E NEX
541	PROFESSIONAL RESEARCH-REGULAR	001998	ASSOC RES-FY-B/E/E NEX
541	PROFESSIONAL RESEARCH-REGULAR	001999	ASST RES-FY-B/E/E NEX
541	PROFESSIONAL RESEARCH-REGULAR	003170	RES-FY NEX
541	PROFESSIONAL RESEARCH-REGULAR	003180	ASSOC RES-FY NEX
541	PROFESSIONAL RESEARCH-REGULAR	003190	ASST RES-FY NEX
541	PROFESSIONAL RESEARCH-REGULAR	003200	RES-FY
541	PROFESSIONAL RESEARCH-REGULAR	003210	ASSOC RES-FY
541	PROFESSIONAL RESEARCH-REGULAR	003220	ASST RES-FY
551	SPECIALIST	003300	SPECIALIST
551	SPECIALIST	003301	SPECIALIST NEX
551	SPECIALIST	003310	ASSOC SPECIALIST
551	SPECIALIST	003311	ASSOC SPECIALIST NEX
551	SPECIALIST	003320	ASST SPECIALIST
551	SPECIALIST	003321	ASST SPECIALIST NEX
551	SPECIALIST	003329	JR SPECIALIST NEX
551	SPECIALIST	003330	JR SPECIALIST
581	PROJECT SERIES	003390	PROJ SCIENTIST-FY
581	PROJECT SERIES	003391	PROJ SCIENTIST-FY-B/E/E
581	PROJECT SERIES	003392	ASSOC PROJ SCIENTIST-FY
581	PROJECT SERIES	003393	ASSOC PROJ SCIENTIST-FY-B/E/E
581	PROJECT SERIES	003394	ASST PROJ SCIENTIST-FY
581	PROJECT SERIES	003395	ASST PROJ SCIENTIST-FY-B/E/E
581	PROJECT SERIES	003490	PROJ SCIENTIST-FY NEX
581	PROJECT SERIES	003491	PROJ SCIENTIST-FY-B/E/E NEX
581	PROJECT SERIES	003492	ASSOC PROJ SCIENTIST-FY NEX
581	PROJECT SERIES	003493	ASSOC PROJ SCNTST-FY-B/E/E NEX
581	PROJECT SERIES	003494	ASST PROJ SCIENTIST-FY NEX

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CTO	CTO Name	Title Code	Title
581	PROJECT SERIES	003495	ASST PROJ SCNTST-FY-B/E/E NEX
927	MISCELLANEOUS TITLES-SERIES	003501	COORD PUBLIC PROG VIII
927	MISCELLANEOUS TITLES-SERIES	003503	COORD PUBLIC PROG VII
927	MISCELLANEOUS TITLES-SERIES	003505	COORD PUBLIC PROG VI
927	MISCELLANEOUS TITLES-SERIES	003507	COORD PUBLIC PROG V
927	MISCELLANEOUS TITLES-SERIES	003509	COORD PUBLIC PROG IV
927	MISCELLANEOUS TITLES-SERIES	003511	COORD PUBLIC PROG III
927	MISCELLANEOUS TITLES-SERIES	003513	COORD PUBLIC PROG II
927	MISCELLANEOUS TITLES-SERIES	003515	COORD PUBLIC PROG I
927	MISCELLANEOUS TITLES-SERIES	003541	COORD OF PUBLIC PROG VIII NEX
927	MISCELLANEOUS TITLES-SERIES	003543	COORD OF PUBLIC PROG VII NEX
927	MISCELLANEOUS TITLES-SERIES	003545	COORD OF PUBLIC PROG VI NEX
927	MISCELLANEOUS TITLES-SERIES	003547	COORD OF PUBLIC PROG V NEX
927	MISCELLANEOUS TITLES-SERIES	003549	COORD OF PUBLIC PROG IV NEX
927	MISCELLANEOUS TITLES-SERIES	003551	COORD OF PUBLIC PROG III NEX
927	MISCELLANEOUS TITLES-SERIES	003553	COORD OF PUBLIC PROG II NEX
927	MISCELLANEOUS TITLES-SERIES	003555	COORD OF PUBLIC PROG I NEX

6. The number of employees in the unit recognized: 4,110

7. The date of recognition: April 1, 2019.

Please let me know if you need any additional information.

Sincerely,

**PAUL, PLEVIN, SULLIVAN
& CONNAUGHTON LLP**

By: 
Sandra L. McDonough

EXHIBIT A

1 SCHWARTZ, STEINSAPIR, DOHRMANN & SOMMERS LLP
MARGO A. FEINBERG, ESQ. (100655)
2 JULIE S. ALARCÓN, ESQ. (316063)
6300 Wilshire Boulevard, Suite 2000
3 Los Angeles, California 90048-5268
Telephone: (323) 655-4700
4 Facsimile: (323) 655-4488
margo@ssdslaw.com
5 jsa@ssdslaw.com

6 Attorneys for Petitioner

7
8 STATE OF CALIFORNIA

9 PUBLIC EMPLOYMENT RELATIONS BOARD

10 ACADEMIC RESEARCHERS UNITED/
INTERNATIONAL UNION, UNITED
11 AUTOMOBILE, AEROSPACE AND
AGRICULTURAL IMPLEMENT
12 WORKERS OF AMERICA (UAW), AFL-
CIO

13 Petitioner,

14 and

15 REGENTS OF THE UNIVERSITY OF
16 CALIFORNIA,

17 Employer.
18

CASE NO. SF-RR-1000-H

STIPULATION

19 To resolve issues regarding the appropriate unit in the above referenced case the parties
20 agree as follows:

- 21 1. The University and the Union have agreed that "without salary" and Academic Senate
22 individuals who have an in-unit title are excluded from the unit. The University will
23 establish new out-of-unit Without Salary title codes and will move those with an in-unit
24 title to this new out-of-unit title. These individuals were not considered in the previous
25 count for proof of support and will continue to be out of the unit.
- 26 2. Visiting titles, as described in APM-230, will be reserved for only those individuals who
27 have an appointment or are employed by another institution. Visiting titles will thus be
28 removed from the unit. Employees who do not meet this visiting title criteria will be

- 1 moved to a non-visiting title in the unit. A list identifying who will be excluded pursuant
2 to this provision will be provided to PERB.
- 3 3. Visiting titles, as described in APM-230, will also be reserved for doctoral students
4 enrolled in a degree granting program or equivalent at an institution of higher education
5 other than the University of California. They will be appointed for a period not to exceed
6 one year (12 months). A list identifying who will be excluded pursuant to this provision
7 will be provided to PERB.
- 8 4. Coordinators of public programs at UCSD extension will be excluded from the unit. They
9 will be placed in a more appropriate title series. A list identifying who will be excluded
10 pursuant to this provision will be provided to PERB.
- 11 5. Professional researchers will be included in the unit, unless they have a concurrent
12 Academic Senate appointment or a primary (50% or greater appointment) Non-Senate
13 appointment where research is an expected duty of the concurrent title. The University
14 will establish new out-of-unit payroll or title codes for these concurrent appointments.
15 With the understanding that the University is still researching the applicability of this
16 standard to eleven people identified by the Union, these eleven people will be excluded
17 from the count so that this process can conclude, but the parties agree that if the facts
18 demonstrate that they belong in the unit they will be so classified. A list identifying who
19 will be excluded pursuant to this provision will be provided to PERB.
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6. The Supervisor named by UC on a list provided to the Union on March 15, 2019, will be excluded from the unit until such time the parties reach a mutual agreement on the status of any individual supervisor(s) on the list or there is a separate PERB filing and decision with respect to such supervisor(s). Those individuals previously identified as Supervisors but who UC has now identified as in the unit will be included in the unit. A list identifying which employees will be considered Supervisors for purpose of proof of support will be provided to PERB.

Academic Researchers United/International Union,
United Automobile, Aerospace and Agricultural
Implement Workers of America (UAW), AFL-CIO

Dated: March 21, 2019

By: Michael J. Miller
Michael J. Miller

Regents of The University of California

Dated: 3/22/19

By: D. B. Duckett
Dwayne B. Duckett

APPROVED AS TO FORM:

Schwartz, Steinsapir, Dohrmann & Semmers LLP

By: Margo A. Feinberg
Margo A. Feinberg, Esq.
Attorneys for Petitioner

Paul, Plevin, Sullivan & Cobnnaughton LLP

By: Sandra McDonough
Sandy McDonough, Esq.
Attorneys for Employer

PROOF OF SERVICE

LORENA ZAMARRIPA certifies as follows:

I am employed in the County of Los Angeles, State of California; I am over the age of eighteen years and am not a party to this action; my business address is 6300 Wilshire Boulevard, Suite 2000, Los Angeles, California 90048-5268. My electronic notification address is lz@ssdslaw.com

On March 22, 2019 I caused the foregoing document(s) described as **STIPULATION** to be served upon the person(s) shown below:

Sandra McDonough, Esq.
Paul, Plevin, Sullivan & Connaughton LLP
101 West Broadway, Suite 900
San Diego, California 92101-8285
Email: smcdonough@paulplevin.com

Martha T. Kim, Senior Counsel
University of California
Office of the General Counsel
1111 Franklin Street, 8th Floor
Oakland, California 94607
Email: martha.kim@ucop.edu

— placing it (them) for collection and mailing on that same date following the ordinary business practices of Schwartz, Steinsapir, Dohrmann & Sommers LLP, at its place of business, located at 6300 Wilshire Boulevard, Suite 2000, Los Angeles, California 90048-5202. I am readily familiar with the business practices of Schwartz, Steinsapir, Dohrmann & Sommers LLP for collection and processing of correspondence for mailing with the United States Postal Service. Pursuant to said practices the envelope(s) would be deposited with the United States Postal Service that same day, with postage thereon fully prepaid, at Los Angeles, California, in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if the postal cancellation date or postage meter date on the envelope is more than one day after the date of deposit for mailing in the affidavit. (C.C.P. §1013a(3))

X BY E-MAIL: By transmitting a copy of the above-described document(s) via e-mail to the individual(s) set forth above at the e-mail address(es) indicated.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on March 22, 2019, at Los Angeles, California.


LORENA ZAMARRIPA