



California Federation of Teachers
American Federation of Teachers, AFL-CIO

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PERB Issues Unfair Labor Practice Complaint Against UC administration: Bad Faith Bargaining

SACRAMENTO, CA - The Public Employment Relations Board (PERB) has dealt a legal blow to the University of California (UC) administration for failing to bargain in good faith with its lecturers. On January 2, PERB issued an unfair labor practice complaint against the UC administration for bargaining in bad faith with the University Council of the American Federation of Teachers (UC-AFT). The PERB has issued a nearly identical Complaint against the UC Administration for bad faith bargaining with the UC clerical employees' representative. The Complaint finds merit in the UC-AFT's charge that the UC Administration:

- * engaged in regressive bargaining, by presenting offers in bargaining that went back on prior offers;
- * made a bad faith proposal regarding parking, which would have the effect of illegally raising parking rates;
- * unilaterally changed the criteria for Lecturer appointments after six years, as well as other unilateral changes in employment conditions;
- * refused to provide information essential to effective representation of lecturers; and,
- * otherwise interfered with the rights of bargaining unit member

Kevin Roddy, UC Davis lecturer and president of the University Council-American Federation of Teachers (UC-AFT), observed that "the independent board that oversees public employment has agreed with us that the UC Administration is failing to meet its legal obligations. PERB has indicated that UC has no objective intent of reaching an agreement with the lecturers. We will take whatever actions are necessary to make sure that the UC Administration realizes that it is not above the laws of the State of California."

The UC-AFT bargaining team is seeking to improve working conditions for lecturers. It is also attempting to get the administration to agree to neutral dispute resolution mechanisms to enforce the contract; and adequate recognition for the people who teach the bulk of the undergraduate classes in the University of California.

The UC-AFT represents over 3,000 lecturers and non-senate faculty in the UC system. It is affiliated with the California Federation of Teachers, representing more than 100,000 public education employees from preschool through the university. (end)