

ANNUAL REPORT
of the
PUBLIC EMPLOYMENT RELATIONS BOARD
to the
LEGISLATURE



1978

THE
PUBLIC EMPLOYMENT RELATIONS BOARD

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CHAIRPERSON

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MEMBER

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INTRODUCTION

The 1978 Annual Report of the Public Employment Relations Board (PERB) is expanded this year to include information regarding the two new laws administered by the Board. One of these laws, the Higher Education Employer-Employee Relations Act (HEERA), Chapter 744 of the Statutes of 1978, becomes effective July 1, 1979. The other law, the State Employer-Employee Relations Act (SEERA) became operative on January 1, 1978.

The three collective negotiations laws administered by PERB now apply to approximately 730,000 employees. Included are 1,170 public school employers, the State of California, the Regents of the University of California, the Trustees of the State College and University system and the Directors of the Hastings College of Law.

The major portion of this report refers to activity within the K-14 public schools, since the major provisions of SEERA did not become operative until July of 1978. The State Employer-Employee Relations Act is covered in the section of this report devoted exclusively to that Act. The new law covering higher educational institutions has been summarized in this report; however, since the law will not become operative until July 1, 1979, actual activity under this law will not be reported until our 1979 Annual Report to the Legislature.

BOARD ADMINISTRATION

LEGISLATIVE ENACTMENTS

The Legislature made the following additions and revisions to public employee relations laws administered by the PERB:

Senate Bill 2113 (Authored by Senator Ralph Dills) became Chapter 371 of the Statutes of 1978. This law exempted PERB employees from coverage under the State Employer-Employee Relations Act. The Board's employees have rights under the George Brown Act, Government Code 3525 et seq, for purposes of meeting and conferring and other employer-employee relations activity.

Assembly Bill 1091 (Authored by Assemblyman Howard Berman) became Chapter 744 of the Statutes of 1978. This Statute is known as the Higher Education Employer-Employee Relations Act (HEERA). It expanded the jurisdiction of the PERB to include employees of the University of California system, the California State University and Colleges System, and Hastings College of Law. Specific provisions are made for the establishment of appropriate units, resolution of impasses through mediation-factfinding, and unfair labor practices.

Assembly Bill 3053 (Authored by Assemblyman Howard Berman), enacted as Chapter 776 of the Statutes of 1978, made several clarifying revisions to the State Employer-Employee Relations Act which was enacted in 1977. These revisions include:

1. The deletion of provisions relating to part-time employment, dues deductions, and medical examinations from the Memorandum of Understanding (MOU) supersession clauses;

2. The exclusion of non-clerical employees of the State Personnel Board engaged in technical or analytical personnel functions and conciliators employed by the State Conciliation and Mediation Service from coverage under the State Employer-Employee Relations Act;

3. The inclusion of employees of the California Maritime Academy under State Employer-Employee Relations Act coverage;

4. The exemption from civil service of the legal advisors serving the individual PERB members;

5. The requirement that the State Personnel Board shall submit salary comparability reports to the negotiating parties and the Legislature by January 10th of each year;

6. The definition of the State employer for the purposes of meeting and conferring to mean the Governor or his designated representative.

BOARD OPERATIONS

The Board is composed of three members appointed by the Governor subject to confirmation by the Senate. During this

reporting period, Harry Gluck served as Chairperson; Dr. Raymond Gonzales completed the second year of his five-year appointment; Jerilou Cossack Twohey completed the third year of her three-year appointment.

During 1978, the Board issued 15 decisions regarding appropriate units and 20 decisions regarding unfair practice cases. A digest of these Board cases begins on page 7.

In addition to its caseload of appeals filed as a result of proposed decisions in representation and unfair practice cases, the Board also handles administrative appeals, requests for injunctive relief, and requests for judicial review. In 1978, the Board issued 27 decisions covering administrative appeals, 3 decisions on requests for judicial review, and 4 decisions on requests for injunctive relief. In calendar year 1978, the Board itself issued a total of 69 decisions of various kinds.

ADMINISTRATIVE APPEAL

An Administrative Appeal is an appeal of any determination made by the Executive Director, a Regional Director, the General Counsel, or the Executive Assistant to the Board other than one which results from an evidentiary hearing. Any administrative decision issued by an agent of the listed staff officers is considered as issued by those officers.

On November 9, 1978, the Board adopted rules governing such appeals. The new rules do not allow the appeal of certain interlocutory administrative rulings which may be raised at a later date when the case, as a whole, could be appealed to the Board itself. Decisions of Regional Directors regarding the mechanics of an election, as long as the decision does not affect the standing of a party to appear on a ballot, is not appealable.

Prior to the adoption of the new rules, all administrative appeals were filed with the Executive Director who could reverse the decision or forward the case to the Board itself. In an effort to expedite the procedure, appeals now go directly to the Board without additional review by the Executive Director.

INJUNCTIVE RELIEF

A Board decision to seek injunctive relief related to a specific unfair practice charge is based on an evaluation of: (1) the likelihood that the charge would prevail when heard, and (2) the potential for irreparable harm should the injunctive relief not be sought. To date, the Board has not sought injunctive relief on behalf of a requestor. A list of requests for injunctive relief filed during 1978 is found in the Appendices, Page 69.

JUDICIAL REVIEW

The EERA prohibits judicial review of unit determination decisions unless the Board concurs pursuant to section 3542(a) of the Act that the case is one of "special importance." During 1978, the Board did not agree to the judicial review of any unit determination decision. The Board received 3 such requests during this reporting period.

AMICUS BRIEF

On October 2, 1978, the Supreme Court of the State of California addressed certain questions to the PERB concerning PERB's jurisdiction to hear unfair practice cases where strikes have occurred or are involved. The questions arose during the Court's preparation for deliberations in the case of San Diego Teachers Association v. Superior Court of the County of San Diego, Case No. LA-30977. This case concerns an appeal from a finding of contempt by San Diego Superior Court against certain officers of a local chapter of the California Teachers Association for alleged violation of the Court's injunction of a work stoppage in May of 1977.

The Court asked the Board's position regarding PERB's jurisdiction under several other possible circumstances. They also asked questions concerning the Board's authority to seek injunctive relief against strikes. The Board responded to the questions by a brief filed in the Court as amicus curiae on

November 1, 1978. Numerous other amicus briefs were filed by interested parties on the issues involved in the case. The Court set the case for oral argument on January 11, 1979.

FISCAL AND STAFF AFFAIRS

For fiscal year 1977-78, the Board expended approximately \$2.68 million in the administration of the Educational Employment Relations Act. For fiscal year 1978-79, the Board has available \$3,046,305 for administering the EERA.

No monies, however, were included in the baseline budget for the continuing costs of the State Employer-Employee Relations Act or the Higher Education Employer-Employee Relations Act, which becomes effective on July 1, 1979. As a result, the Governor's budget for 1979-80 proposes that \$5,084,171 be appropriated for the implementation of the new legislation plus the ongoing costs of the EERA.

As it has since its inception, the Board maintained a firm commitment to affirmative action. As is the case with other employers, PERB's affirmative action successes fluctuate as a function of our ability to retain and recruit staff. On a class-by-class basis, affirmative action goals have been established which should enhance our employment parity with the labor force figures established for each of the major ethnic groups.

CASE DIGEST

REPRESENTATION CASES

As of December 31, 1978, the Board itself issued 15 decisions regarding appropriate units. The following is a digest of representation cases issued by the Board itself:

A. Unit Determination

1. Appropriate Unit Placement

a. Classified Employees - Operations Support Services Unit

- 1) Beverly Hills Unified School District, PERB Decision No. 63, (LA-R-196; 410) 8/8/78. The Board reverses hearing officer. They find, based on Sweetwater (11/23/76) EERB Decision No. 4, that food services employees should be included in operations-support services unit rather than the white-collar residual unit based on community-of-interest factors. (Board's finding based upon evidence excluded by hearing officer on basis that SEIU had no standing to argue for food services employees under the "one card" rule.)

- 2) Office of the Santa Clara County Superintendent of Schools, PERB Decision No. 59 (SF-R-24) 7/17/78.

The Board reversed hearing officer and places the positions of film clerk/packer and film inspector I and II in the operations-support services unit rather than the office-technical and business services unit. The disputed positions were closely related to the position of delivery driver, which was stipulated to be operations-support services.

- 3) San Mateo Union High School District, PERB Decision No. 49 (SF-R-113) 3/22/78.

Skilled crafts employees included in a operations-support services unit based on statutory criteria and in accordance with Sacramento City, EERB No. 30A. Food services substitute employees are not included in the unit.

- 4) Fallbrook Union HSD, PERB Decision No. 78, (LA-R-581; LA-R-585) 12/4/78.

Board overrules hearing officer finding as appropriate one classified unit, and finds appropriate two units. Maintenance, custodial, gardening and food services employees are placed in operations-support

services unit based on their "common purpose of providing proper physical environment and support services for students."

b. Classified - Child Center Employees

- 1) Oakland Unified School District, PERB Decision No. 50 (SF-R-120, 258, 273) 4/14/78.

Separate unit of classified child center employees found to be appropriate versus inclusion in paraprofessional unit based upon nature of program and precedent of Oakland Certification Decision No. 15.

c. Classified - Technical/Quasiprofessional Unit

- 1) Marin Community College District, PERB Decision No. 55, (SF-R-14, 15, 454) 6/26/78. The Board declared its authority to place positions in a unit different than proposed by any party pursuant to Government Code section 3541.3(a) and 3545.

In a precedent decision the Board established a technical/quasi-professional unit. It found that certain office employees were entitled to a technical unit in a community college because of (1) advanced education, (2) job function requiring the performance of complex

assignments often relating to the educational mission of the college, (3) special training, and (4) separate supervision. Such employees are accountant, community liaison officer, test technician, public information officer, admission technician, coordinator of public events, library technical assistant, student activities assistant, laboratory technician, audio-visual tech., electronics tech., typesetter-graphic designer, data processing systems analyst programmer, data processing systems analyst programmer, data processing analyst programmer, instructional materials specialist, instructional assistant, production assistant, graphic artist, accounting technician, student placement officer, admissions and records officer, facilities coordinator, planning associate-manager, purchasing agent, and campus public information and publications assistant. This decision appears to apply only to community colleges and does not overrule K-12 classified units. The remaining office clerical unit consists of in part of key punch operator, curriculum technician,

financial aids assistant, typist clerk I and II, and account clerk I and II.

d. Classified - Office-Technical and Business Services Unit

- 1) Fallbrook Union HSD, PERB Decision No. 78 (LA-R-581; LA-R-585) 12/4/78.

Instructional and campus aides are placed in office-technical and business services unit with clerical, accounting and office services employees as they share common lines of supervision and clerical duties.

e. Classified - Stipulated Units

- 1) Centinela Valley Union High School District, PERB Decision No. 62 (LA-R-233) 8/7/78.

Parties stipulated to a wall-to-wall classified employee unit and disputed several confidential positions. The Board reverses its earlier policy of accepting unit stipulations and requires parties to present views justifying units according to statutory criteria. (Particularly in classified cases.) The Board remanded the case to the hearing officer for additional evidence on stipulated unit and confidential positions.

- f. Certificated - Parks and Recreation Instructors
- 1) Monterey Peninsula CCD, PERB Decision No. 76 (SF-R-481) 10/16/78.
Part-time, hourly, temporary parks and recreation instructors are not appropriate for inclusion in any negotiated unit because among other factors their limited employee relationship with the school district; vis-a-vis State Parks Department.
- g. Certificated - Skills Center Instructors
- 1) Peralta Community College District, PERB Decision No. 77 (SF-R-501) 11/17/78.
The interpretation of 3545(b)(2) in Belmont (12/30/76) EERB No. 7 is modified. In Peralta there is a presumption that all teachers are to be placed in a single unit; however, teachers who do not share a community of interest with others shall be excluded and the burden of proving the unit inappropriate lies with the party who opposes it.
Relying on New Haven (EERB No. 14) and Oakland (EERB No. 15), skills center instructors are found not to share a community of interest with other certificated employees and are, therefore, excluded from the unit.

h. Certificated - Regional Occupational Center

- 1) Joint Powers Board of Directors, Tulare County Organization for Vocational Education, Regional Occupational Center and Program, PERB Decision No. 57 (S-R-547) 6/26/78.

The Board upheld hearing officer's finding that this "joint powers" regional occupational center is an employer on the basis that TOOVE employees perform the same duties as employees in traditional school districts. TOOVE was set up by a joint powers agreement between nine Tulare County school districts to offer a regional occupation center and a regional occupation program.

2. Confidential Employees

a. Classified Employees - Secretary

- 1) Campbell Union High School District, PERB Decision No. 66 (SF-UC-21) 8/17/78.

The Board affirms hearing officer finding that secretary to the principal and secretary to director of continuation school are confidential. The Board's finding was based on the following:
Although a high number of confidential employees result, substantial proof shows

that secretaries maintain and process correspondence containing information relating to negotiations and employee grievances; they are present at management meetings relating to these matters; they receive and collate related material that is sent to the principals.

- 2) Marin CCD, PERB Decision No. 55 (SF-R-14, 15, 454) 6/26/78.

Secretary I (personnel officer) and Secretary II (business manager) are found confidential because they have access to materials relating to negotiations in that their bosses are either on the negotiating team or serve as support staff.

3. Management Employees

a. Classified Employees - Public Information Officer

- 1) Marin CCD, PERB Decision No. 55 (SF-R-14, 15, 454) 6/26/78.

The public information officer is not management based upon failure of evidence.

4. Supervisory Employees

a. Classified Employees - Custodial

- 1) Campbell Union High School District, PERB Decision No. 66 (SF-UC-21) 8/17/78.

Lead custodian found to be supervisor based on the fact that he recommends the hire,

promotion, and discipline of employees. He independently directs employees in the performance of their work assignments, and requires correction of faulty work to be made.

- 2) Oakland USD, PERB Decision No. 50
(SF-R-120, 258, 273) 4/14/78.

Custodian Supervisors II to V found to be nonsupervisory in reversing H.O. case distinguished from Sweetwater (4) and San Diego USD (8).

- 3) Marin CCD, PERB Decision No. 55 (SF-R-14, 15, 454) 6/26/78.

The custodial supervisor, assistant custodial supervisor, campus police security supervisor and maintenance supervisor are not supervisory because they do not exercise independent judgment in assigning work or hiring. The supervisor of gardeners/groundskeepers is found to be nonsupervisory (hearing officer reversed) as no records support such status.

Distinguished from San Diego USD.

- 4) Fallbrook Union HSD, PERB Decision No. 78
(LA-R-581; LA-R-585) 12/4/78.

Board affirms hearing officer finding that gardner crew leader is not a supervisor as

that employee performs none of the duties enumerated in section 3540.1(m).

b. Classified Employees - Cafeteria

- 1) Washington Unified School District, PERB Decision No. 56 (S-R-509) 6/27/78.

Hearing officer finding that cafeteria cook managers, snack bar operators, fast food operator, and buildings and grounds supervisors are not supervisors is upheld by the Board on the basis that infrequent supervision of nonunit personnel does not create a conflict of interest. Note: This ruling apparently overrules holding in Los Rios, PERB Decision No. 18, which states that supervision of nonunit employees is sufficient for supervisory status.

c. Certificated Employees - College Coordinators

- 1) Marin Community College District, PERB Decision No. 64 (SF-R-140) 8/10/78.

Board affirms hearing officer decision that college coordinators are supervisors rather than management based on hearing officer's findings that college coordinators must exercise "independent judgment" with regard to their duties.

d. Certificated Employees - College Coordinators

1) Monterey Peninsula Community College

District, PERB Decision No. 76 (SF-R-481)
10/16/78.

Division chair not supervisory employees
within the Act, because they did not
exercise the authority over their
departments required by EERA criteria.

5. Elections

a. Election Objections

1) Santa Monica Unified School District, PERB
Decision No. 52 (LA-R-29, 30, 176) 3/24/78.

An election will not be overturned unless
conduct affecting the results of the
election also amounts to an unfair practice
or constitutes serious irregularity;
District's statement and omissions from the
eligibility list fail to meet this standard.

b. Challenged Ballot

1) Foothill-DeAnza CCD, PERB Decision No. 79
(SF-R-20; SF-R-79) 12/18/78.

Board affirms hearing officer finding that
employee organization cannot use ballot
challenges to relitigate issues
specifically decided in a pre-election unit
determination proceeding.

UNFAIR PRACTICE CASES

As of December 31, 1978, the Board itself issued 20 decisions regarding unfair practice charges. The following is a digest of the pertinent unfair practice decisions issued by the Board itself.

A. Procedural Issues

1. Amador Valley Joint Union High School District,

PERB Decision No. 74 (SF-CE-49) 10/2/78.

Hearing officer's dismissal of charge because the issues (employer's unilateral action freezing salaries and communications to employees during negotiations) are moot since an agreement has been reached is reversed and the case remanded.

2. Hanford Joint Union High School District Board

of Trustees, PERB Decision No. 58 (S-CE-71)
6/27/78.

The Board sustained the hearing officer's dismissal of the unfair practice charge. Relying on San Dieguito Union High School District, EERB Decision No. 22, it was determined that a "nonexclusive" organization does not enjoy the right to "meet and consult" with the employer. The charge was not filed until after another organization had been recognized as the exclusive representative.

3. Hanford High School Federation of Teachers

PERB Decision No. 46 (S-CE-59) 2/1/78.

The Board sustained the General Counsel's dismissals of both the first and second amended charges on the grounds that they were untimely filed.

4. Hartnell Community College District, PERB

Decision No. 54 (SF-CE-98) 6/5/78.

The Board reversed hearing officer dismissal of a charge alleging violation of sections 3543.5(a), (b), and (d) and 3543.6(a) and (b). The case is remanded for hearing to determine whether the district and CSEA acted in collusion in entering a voluntary recognition in order to preclude Local 39 from entering the unit hearing under the one card rule (sec. 33340).

The Board agreed that under normal events a question of representation under the EERA can be raised only during the intervention period under section 3544.1 or at a unit hearing under the one card rule and found that voluntary recognition may occur following an employer's response.

5. Ross School District Board of Trustees, PERB

Decision No. 48 (SF-CE-39) 2/21/78.

Negotiating sessions must be closed to public unless parties mutually agree.

B. Substantive Problems

1. Government Code sec. 3543.5(a)

a. San Francisco Unified School District, PERB Decision No. 75 (SF-CE-87) 10/3/78 .

The Board found the district violated section 3543.5(a), and upheld hearing officer's dismissal of sections 3543.5(b) and (c).

b. Santa Clara Co. Superintendent of Schools, PERB Decision No. 65 (SF-CE-82) 8/16/78.

The hearing officer's decision dismissing the unfair charge is sustained by the Board. The hearing officer found the transferring of one bus driver and the removing of another driver from her position were not based on their respective organizational activities, but rather their poor driving records.

c. Clovis Unified School District, PERB Decision No. 61 (S-CE-2) 8/7/78 .

The Board upheld the hearing officer's dismissal of the unfair practice charge. Superintendent's prebargaining statements regarding initial demands and costs of negotiating cannot be construed as coercive or threatening, and are protected speech.

d. Pittsburg Unified School District, PERB

Decision No. 47 (SF-CE-52) 2/10/78.

The Board affirmed the rulings, findings and conclusions of the hearing officer that the questioning and discipline of employees who distributed malicious literature was not a violation of Government Code section 3543.5(a) and (d), and adopted his recommended order of dismissal.

2. Government Code sec. 3543.5(b)

a. Burbank Unified School District, PERB

Decision No. 67 (LA-CE-59) 8/21/78.

The hearing officer is reversed in finding that district unlawfully refused to grant released time for rest and recuperation after an exhausting mediation session that ended at 3:00 a.m. on a weekday. Board did not rule out release time for rest in extraordinary circumstances, but not required here.

b. Chula Vista City School District, PERB

Decision No. 70 (LA-CE-73) 9/18/78.

The Board affirms hearing officer finding that a presentation by nonexclusive representative on the subject of increased wages at a public meeting is free speech and does not constitute meeting and

negotiating. There was no violation of or interference with exclusive representative's bargaining rights. See Madison School District v. Wisconsin Employment Relations Commission (1976) 429 U.S. 167 (93 LRRM 2970).

- c. Santa Ana Unified School District, PERB Decision No. 73 (LA-CE-109) 9/25/78. Individual may not be represented by "counsel" who is a representative of a minority employee organization.
- d. Muroc USD, PERB Decision No. 80 (LA-CE-42) 12/15/78.

Board sustains hearing officer dismissal of charges alleging employer refused to grant release time to more than four association negotiations sessions, communicated improperly with employees during negotiations.

- e. Mt. Diablo Unified School District, PERB Decision No. 68 (SF-CE-147; SF-CO-34) 8/21/78. Hearing officer dismissal of charge by individuals against district and exclusive representative is sustained based upon following principles:

- (1) Individual has no statutory right to represent himself under section 3543 in contract arbitration;
- (2) No individual right to be represented by nonexclusive union in grievance procedure (see Mt. Diablo, PERB Decision No. 44);
- (3) No statutory right under section 3543 to be represented by individual of choice in arbitration;
- (4) Failure of exclusive representative to allow individual to arbitrate is not in violation of "duty of fair representation" absent a showing of discrimination since statute gives exclusive representative sole authority to arbitrate.

3. Government Code sec. 3543.5(c)

- a. Placerville Union School District, PERB Decision No. 69 (S-CE-6) 9/18/78.

The Board reverses hearing officer's dismissal by finding that employer rejection of organizational security clause in tentative agreement and ratification of remainder is a "bad faith" violation of section 3543.5(c) and an unfair practice. The Board also finds that failure of

employer's negotiator to support tentative agreement after he had agreed to, constitutes an unfair practice. No violation of (b) because employer has statutory right to have security clause voted on separately.

- b. Fullerton Union High School District, PERB Decision No. 53 (LA-CE-28) 5/30/78. District found to have violated 3543.5(c) because it refused negotiation over counselor and psychologist case load. Case loads found to be related to hours as hours must include not only the length of the workday, but the ability of the employee to complete their assigned work within the workday. Also, related to class size because case loads are almost identical to class size concerns of teachers.

4. Government Code sec. 3543.6(b)

- a. Redlands Teachers Association, PERB Decision No. 72 (LA-CO-41) 9/25/78. Charge by individuals of failure to allow monitoring of negotiations session and failure to achieve specific benefits in negotiations are not violations of duty of fair representation.

- b. Pajaro Valley Unified School District, PERB
Decision No. 51 (SF-CE-38) 5/22/78.
The association charged the district with violating section 3543.5(a), (b), and (c) when unilaterally it initiated payroll deductions for dental and vision care insurance during the course of contract negotiations. The Board, in agreement with hearing officer, dismissed the issues on the basis that the district acted in accordance with established practice. Violation of section 3543.5(a) and (b) dismissed.
- c. Rio Linda Union School District, PERB
Decision No. 71 (S-CO-8) 9/18/78.
Hearing Officer decision that voluntary recognition of CSEA wall-to-wall classified unit excluding operations employees while SEIU intended to expand its pending unit request under "one card rule" was not unlawful is set aside. Board finds unfair question moot because it has changed appropriate unit policy (Centinela (8/1/78) PERB Decision No. 62) and cannot approve recognized unit because operations support unit is presumptively appropriate. Voluntary recognition should not

be granted if the units stipulated to do not conform to the EERA. Case remanded to determine appropriate unit.

- d. Santa Clara Unified School District, PERB Decision No. 60 (SF-CE-13) 8/3/78.

The Board remands case to hearing officer for resolution of credibility issues (conflict in testimony of witnesses) necessary to decide a discrimination case, and holds in abeyance issuance of a decision on the other issue.

GENERAL COUNSEL

UNFAIR PRACTICE PROCEDURES - EERA AND SEERA

Unfair practice procedures are generally similar for charges filed under both EERA and SEERA. No procedures have, as yet, been adopted for the HEERA, the Act by its terms not being effective until July 1, 1979.

An employer, an employee organization or an employee, may file a charge alleging an unfair practice. Upon receipt, the charge is docketed, assigned a case number and screened to see that it states a prima facie case. A copy is served on the party alleged to have committed the unlawful act. The respondent then files an answer to the charge.

If it is determined that the charge fails to state a prima facie case, the charging party is informed of the determination. If the charge is neither amended nor withdrawn, the General Counsel may dismiss the charge. The charging party has a right to appeal the dismissal to the Board.

When an answer to the charge has been received, a hearing officer calls the parties together for an informal conference. At this time, efforts are made to settle the matter by mutual agreement. At the informal conference, the parties are free to discuss the case in confidence with the Board agent.

If it becomes apparent that voluntary settlement is unlikely, a formal hearing is scheduled. A formal hearing may be held at a PERB regional office or in the local community.

At the hearing, the hearing officer rules on motions, takes sworn testimony and receives evidence. The hearing officer then studies the record, considers the applicable law and issues a proposed decision.

Hearing officers' proposed decisions are made in accordance with precedential Board decisions. In the absence of a Board decision on the same or similar facts, the hearing officer will decide the issue(s) applying such other legal precedent as is available.

After receipt of the proposed decision, any party to the proceeding may file a Statement of Exceptions with the Board itself and submit briefs in support thereof. This method provides any party with the opportunity to appeal the proposed decision before it would otherwise become effective. The Board, after hearing the exceptions, may affirm the decision, modify in full or in part, reverse or send the matter back to the hearing officer for receipt of additional testimony and evidence. At any time during the above process, the Board may elect to transfer a case from the hearing officer to itself.

Hearing officers' proposed decisions become final decisions of the Board if not appealed and are binding on the parties to the particular case. Hearing officers issued 38 proposed decisions regarding appropriate units of which 21 became final. Hearing officers also issued 64 proposed decisions in unfair practice cases of which 22 became final.

An important distinction exists between hearing officer decisions and decisions of the Board itself. Board decisions are precedential and bind not only the parties to that particular case, but also serve as precedent for similar issues until modified or reversed by the Board itself. They are appropriately cited as precedent. Hearing officers' decisions bind only the parties to that particular case and are not precedential.

UNFAIR PRACTICE STATISTICS - EERA

Since July of 1976, 1,144 unfair practice charges have been filed under the EERA. Approximately 648 of the charges were settled voluntarily prior to formal hearing.

Hearing officers have issued a total of 211 decisions, including dismissals prior to hearing and proposed decisions after hearing. Of these, 84 percent of the dismissals and 41 percent of the hearing officers' proposed decisions became final without an appeal.

In 1978, 564 unfair practice charges were filed. Of these, 363 were voluntarily settled prior to hearing. During the calendar year, hearing officers issued 36 dismissals prior to hearing and 64 proposed decisions after hearing.

In the first 18 months under the EERA, including all of 1977, the rate of charges filed averaged approximately one a day. This rate began to decline in the latter part of 1977 and by the early part of 1978, the rate was approximately 22 charges filed per month. The highest open caseload before the Board during any month in 1977 was 245 in September of that year. A significant reduction of the open caseload was made thereafter up to May, 1978. The active caseload at the end of April, 1978, had been reduced to 193.

In July and August of 1978, a tremendous increase in open caseload occurred as a direct result of (1) the passage of Proposition 13, (2) the legislation in response thereto and, (3) the attendant problems created for employers and employee organizations in their employment relationships. Prior to July 1978, the highest number of charges ever filed in one month under the EERA had been 68 in July, 1977. By contrast, 179 charges were filed in the month of July, 1978. Almost all of them were attributable to alleged problems in the employment relationship caused by passage of Proposition 13. This almost doubled the open caseload from two months earlier. A graph of the unfair practice charges filed during 1978 is found in the

appendices, page 70. In all, approximately 300 charges have been filed during 1978 that have Proposition 13 related issues as their basis. This abrupt increase in the rate of charges filed resulted in an all-time-high active caseload for the Board of 392 in July, 1978.

The Board recognized this problem and the similarity of issues involved in the vast majority of such cases. As a result, they took the unusual step of selecting two representative cases for expedited hearing and direct submission of the case to the Board itself. These cases are now before the Board and decisions will be issued shortly. It is hoped that they will set a precedent for the many similar cases still pending.

In addition to this, Board agents were extremely active in working with the parties in informal conferences, attempting to work out mutually acceptable solutions to the problems giving rise to the charges. In many cases, this resulted in withdrawal of the charge by settlement.

Significant in-roads in the open caseload have been made since July, and on December 31, 1978 it had been reduced to 341.

EFFECT OF PROPOSITION 13 ON EERA CASELOAD

Of the 341 open cases, 158 are in abeyance of further processing by mutual request of parties. In many of these, the parties are awaiting precedential Board decisions in the

selected cases, the results of pending litigation and/or further negotiations between the parties.

UNFAIR PRACTICE STATISTICS - SEERA

Since the implementation of SEERA on July 1, 1978, 15 unfair practice charges have been filed. Four of the charges were settled voluntarily prior to hearing. One additional charge was dismissed with no appeal. Three additional charges were dismissed by the hearing officer, and the dismissals were appealed to the Board. Three charges have been temporarily placed in abeyance at the request of the parties. Two hearings have been held, and hearing officer proposed decisions are being drafted.

LITIGATION

The PERB is represented in litigation by the General Counsel's office. The Board may be involved in at least six types of court proceedings:

- (1) judicial review of a unit determination decision;
- (2) court enforcement of Board decisions or subpoenas;
- (3) review of a final Board order in an unfair practice case;
- (4) injunctive relief;
- (5) attempt to block the Board's processes; and
- (6) the Board may file amicus curiae briefs in litigation affecting its jurisdiction on public sector labor relations generally.

Judicial Review of Unit Determination Decisions and Unfair Practice Decisions

The EERA prohibits judicial review of representation decisions unless the Board concurs pursuant to section 3542(a) of the Act that the case is one of "special importance." During 1978, the Board did not authorize judicial review in a representation case.

If a party disagrees with the final Board decision in an unfair practice case, it may file an application or Writ of Mandamus in a Superior Court to overturn the decision. If a party does not comply with the Board decision, the General Counsel, on behalf of the Board, will petition the court for enforcement. Only two Board decisions in unfair practice cases resulted in litigation being initiated in 1978.

Court Enforcement of Board Decisions

(1) SONOMA In 1978, the General Counsel continued pursuit of litigation enforcing the unfair practice decision of the Board in Sonoma County Organization of Public Employees v. Sonoma County Office of Education (11/23/77) EERB Decision No. 40. In its decision, the PERB ordered the county board, a merit system employer, to negotiate over the salaries paid for classified employee jobs so long as the negotiations would not result in disturbing the interrelationships between job classes within the occupational group established by the local personnel commission.

On December 8, 1977, the Sonoma County Board of Education filed an appeal of the Board decision in Sonoma County Superior Court through application for a writ of mandamus. The General Counsel filed a cross-petition for enforcement of the Board's Order. The California School Personnel Commissioners Association filed an amicus brief in support of the Board of Education. In a lengthy decision, the court denied the writ and ordered enforcement of the PERB's decision.

On September 20, 1978, the Sonoma County Board of Education filed an appeal from the court judgment in the First District Court of Appeal. All parties have filed written briefs and the case awaits oral argument before the court.

(2) FULLERTON In Fullerton Union High School District (5/30/78) PERB Decision No. 53, the Board held that the "caseloads" of counselors and psychologists under the circumstances of the case, were within the scope of bargaining under section 3543.2 of the EERA because they are related to hours of work and essentially identical to class size. The Board held that negotiations on "hours" must include not only the stated length of the workday, but the ability of the employee to complete his assigned work within the workday. It is also found that "class size" as that term is used in the EERA must include counselors' and psychologists' loads in addition to teachers' loads.

On June 26, 1978, the Fullerton Union High School District filed case No. 29-29-84 seeking a writ of mandamus in the Orange County Superior Court. Following submission of briefs and oral argument on October 16, 1978, the court denied the writ. The court's action upheld the Board's decision which required the district to desist from failing to meet and negotiate with the association over counselor and psychologist caseloads. No further appeal was taken and the court's order is now final.

(3) PLACERVILLE In California School Employees Association, Chapter 658 v. Placerville Union School District (9/18/78) PERB Decision 69, the Board found the district in violation of section 3543.5(c) for the following reasons: The employer rejected an organizational security clause in a tentative agreement and ratified the remainder of the contract. The employer's negotiator failed to support the tentative agreement before the school board that he had made in the negotiations between the parties.

The Placerville Union School District filed an application for writ of mandamus in Case No. 32265 before the El Dorado County Superior Court on October 16, 1978. Parties filed written briefs and the matter is currently pending before the court.

Requests For Injunctive Relief

Twelve injunctive relief requests were filed in 1978. Prior to October 1978, a request for the Board to seek injunctive relief was made to the General Counsel. If he denied the request, it was appealable to the Board. In October the regulations were revised. A request for injunctive relief now goes directly to the Board, which, with the advice of the General Counsel, determines whether to seek injunctive relief.

The General Counsel then takes appropriate action on the request pursuant to the Board's direction. This change gives the Board the flexibility to act on a request for injunctive relief in a matter of hours should the facts justify such action.

Attempts To Block The Board's Processes

During 1977, several employee organizations filed actions to halt the conduct of Board elections. No new actions were filed in 1978, and only one of the 1977 actions was active in 1978. In Gordon F. Brown v. Charles Cole, et al., an individual faculty member of the Pasadena City College filed a request for an injunction in Los Angeles Superior Court to halt a certificated employee election. The action was filed on the basis that the wording on the election ballot was improper. The complainant had requested the Board to amend its ballot form to provide, first for a choice between no exclusive

representation and exclusive representation, and second, to indicate an organization of the voter's choice if they designated exclusive representation. This request was denied.

The election was conducted as scheduled and the results certified. On March 3, 1978, following oral argument, the Los Angeles Superior Court granted a demurrer without leave to amend. The court concluded that pursuant to Government Code section 3542, no appeal to a court may be made regarding the unit determination process without agreement by PERB. The court, therefore, lacked jurisdiction over the subject matter. The petitioner appealed to the Second District Court of Appeal where the case is currently pending.

REGIONAL OFFICES

EDUCATIONAL EMPLOYMENT RELATIONS ACT (EERA)

Elections

As a result of elections conducted by PERB and voluntary recognition by school districts, approximately 82% of the 450,000 school employees in the State have exercised their right to be represented by an exclusive representative in negotiations on matters set forth in the EERA. During 1978, PERB conducted 137 elections of various kinds covering approximately 67,000 employees. A listing of the elections conducted in 1978 is found in the appendices, page 58.

There were 68 elections conducted by PERB during 1978 to determine which exclusive representative, if any, would represent the employees of a particular negotiating unit. The largest of these were the five classified units in Los Angeles Unified School District involving approximately 27,000 eligible voters and 87 voting locations.

In addition, there were 24 decertification elections. Of these, 11 resulted in the retention of the incumbent organization; four resulted in the selection of no representation, and nine resulted in the selection of another employee organization as the exclusive representative.

Organizational security provisions negotiated between the employer and the exclusive representative required 43 elections to be run by PERB in 1978. Of these elections, thirty-eight resulted in the ratification of the organizational security provision and five resulted in the rejection of the organizational security provision. PERB also conducted two elections to rescind organizational security provisions. One of these resulted in rescission of the provisions, the other did not.

Representation Procedures

It is the policy of the Board to encourage the parties covered by the EERA to resolve disputes by mutual agreement, provided these agreements are not inconsistent with the purposes and policies of the Act and the Board. In instances where the parties sought an election to select an exclusive representative, but could not agree upon the unit, the Board's staff frequently were able to help the parties resolve the problem. When successful, this informal conference with a Board agent precluded the necessity of a time-consuming formal hearing.

Once appropriate units are determined, a school district or community college district may: a) grant voluntary recognition if only one employee organization is seeking recognition as the exclusive representative and proof of majority support was provided, or b) request that PERB conduct an election to determine the exclusive representative, if any. If the Board

has issued a decision concerning the appropriate unit, an election is ordered unless voluntary recognition is granted.

When the parties seek to modify an existing unit, a petition must be filed with the PERB regional office. A Board agent then investigates the request to ensure compliance with the Act and established Board policies. The informal conference conducted by a Board agent is often successful in resolving unit modification disputes. During 1978, 68 petitions to modify units were received and processed.

Impasse/Factfinding

The EERA provides for both mediation and factfinding, if necessary, to assist those parties who may have reached a stalemate in their attempt to negotiate an agreement on wages, hours, and terms and conditions of employment. A request for mediation is sent to the appropriate PERB regional office and a Board agent investigates to ascertain that the parties are truly at the point where assistance from a third party would be helpful.

During this investigation, the Board agent evaluates what negotiating progress has occurred, over what period of time have negotiations taken place, the possibility for further movement by either party on unresolved issues, etc. If it is determined that impasse exists, the case is referred to the State Mediation and Conciliation Service for assignment of a

mediator. If the matter is not resolved in mediation, the dispute can proceed to factfinding if the mediator certifies that factfinding is appropriate.

The process of assisting the parties to reach negotiated agreement through mediation, or factfinding when necessary, has continued to be productive. In 1978, PERB received a total of 305 requests for mediation. Of these, 18 were withdrawn by the parties and 48 proceeded to factfinding. Of the impasses determined to exist by the PERB, 80% were resolved without proceeding to factfinding.

The Act provides that the mediator cannot be a PERB staff member. Therefore, PERB has maintained a close working arrangement with the Department of Industrial Relations, State Mediation and Conciliation Service, to provide mediators in PERB determined impasses. The parties may jointly agree upon their own mediation procedure; however, the cost of any such procedure shall be borne equally by the parties. The parties have utilized their own mediation procedure in only a few cases.

The mediation process under the EERA has been quite successful. This is due, in large part, to the skill and dedication of the individual mediators provided by the State Mediation and Conciliation Service.

To provide the parties with a wide cross section of factfinders from which to make a selection, PERB expanded its panel to include approximately 100 persons whose backgrounds included extensive experience in collective negotiations and/or educational negotiations. These persons were afforded an opportunity to learn more about the process during a three-day conference held in Los Angeles in November.

Public Notice Complaints

The EERA provides that the Board may adopt regulations to ensure that the public can be informed about the issues being negotiated. The public is also afforded the opportunity to express its views on the issues to the school employer and to know the negotiating proposals of the parties.

A procedure was adopted by the Board in June 1977, which provides the public with a mechanism to allege a violation of this section of the EERA. In accordance with the Board's rules, a Board agent is assigned to investigate each complaint. Every effort is made to gain voluntary compliance and to resolve the complaint without the necessity for a formal hearing. To date, the staff has been successful with this approach. A total of eight public notice complaints have been filed with PERB. Of these, one was dismissed as untimely filed, four were withdrawn as a result of informal settlement conferences, one was dismissed pursuant to a voluntary compliance agreement, and two were dismissed as outside the

scope of coverage of the public notice provisions of the Act. Three of the dismissals were appealed to the Board itself. The Board sustained the dismissal in one of these cases, LA-PN-1. The other two appeals are pending before the Board.

STATE EMPLOYER-EMPLOYEE RELATIONS ACT (SEERA)

SB 839 (Authored by Senator Ralph Dills), known as the State Employer-Employee Relations Act (SEERA) became effective as Chapter 1159 (1977) on July 1, 1978. SEERA covers state civil service employees and provides for exclusive representation by employee organizations, the filing of unfair practice charges, the use of mediation for the resolution of impasse, and requires that an exclusive representative and the employer "meet and confer in good faith." If a negotiated agreement is reached between the employer and an exclusive representative, they shall jointly prepare a memorandum of understanding.

The Act provides that if a conflict exists between specified code sections and a memorandum of understanding, the memorandum of understanding shall be controlling. If, however, any provision of a memorandum of understanding requires the expenditure of funds or the amendment of any code section not specified, such provisions would not become effective unless approved by the Legislature.

The legislation also includes a public notice provision requiring all initial proposals and counterproposals to be made public prior to meeting and conferring.

Representation Procedure

The Board's rules and regulations require any organization seeking to represent state employees to file a petition describing the bargaining unit(s) they felt were appropriate. These petitions were filed between July 1, 1978 and August 31, 1978.

There were 54 petitions filed within the 60-day filing period. Two petitions which were filed after August 31, 1978, were dismissed by the Executive Director as improperly filed, since they did not meet the filing deadline. These dismissals were appealed to the Board and upheld. In upholding the dismissals the Board noted that these parties could participate in the hearing process as limited parties or file amicus briefs. These parties were not precluded from appearing on the ballot in a representation election.

The 54 petitions were filed by 34 different employee organizations. Three of the petitions were filed jointly by two or more organizations. Three employee organization have subsequently requested that their petitions be withdrawn. See Appendices, page 71 for the details on each SEERA petition.

Representation Hearings

A single hearing composed of 17 subhearings coordinated by the General Counsel, has been scheduled. The purpose of this hearing is to create an evidentiary record which will be submitted to the Board itself. The Board will then determine appropriate bargaining units for state civil service employees.

Elections

Once appropriate units have been determined by the Board, a request to conduct an election may be filed.

A separate request must be filed for each bargaining unit where an election is sought and must be accompanied by proof of at least 30% support of the employees in the unit.

The Board will notify any employee organizations known to have an interest in representing the employees in the requested unit that a valid request for election has been filed. An organization is presumed to have an interest in a unit if they filed a petition to determine appropriate units, participated in the unit hearing, or filed a statement of interest with the Sacramento Regional Office. The mechanics of the election will then be planned by Board staff in consultation with the parties and the election will proceed as soon as possible.

Any employee organization, whether or not a party to the unit hearing, may file an intervention to appear on the ballot. The intervention shall be accompanied by at least a 10% showing of support of the employees in the requested unit.

Impasse

A procedure for the resolution of impasses, should they occur, is provided in the Act. If parties cannot reach agreement on matters within the scope of representation and have reached the point in meeting and conferring where their differences in position are so substantial or prolonged that further meeting would be futile, then impasse may be declared.

The Governor and the exclusive representative may mutually agree upon a mediator, or either party may request the Board to appoint a mediator. When the parties mutually agree upon a mediator, the costs of mediation will be shared equally between the employer and the employee organization. If the Board appoints the mediator, the costs of mediation shall be paid by the Board.

Public Notice

All initial meet and confer proposals of recognized employee organizations must be presented to the public employer at a public meeting. The same is true for counterproposals. Except in cases of emergency, no meeting and conferring shall take place on any proposal until not less than seven

consecutive days have elapsed. This provision is designed to enable the public to become informed, and to publicly express itself regarding all proposals and counterproposals. If a substantive proposal is offered during a meeting and conferring session which was not previously presented as a proposal for public reaction, the proposal and any positions taken, if any, shall become a public record after 48 hours.

HIGHER EDUCATION EMPLOYER-EMPLOYEE RELATIONS ACT (HEERA)

Although its effective date does not fall within the time-frame of this annual report, a significant piece of legislation was adopted in 1978. The HEERA added employees of the state's higher education systems to the jurisdiction of the Board. That legislation was AB 1091 (Authored by Assemblyman Howard Berman) which was signed by the Governor on September 13, 1978.

The Board has adopted a timetable for the promulgation of rules and regulations to implement the new Act. By July 1, 1979, when the legislation becomes effective, these rules will be in effect.

The new law gives authority similar to that which the Board exercises under the EERA and SEERA. This includes the authority to:

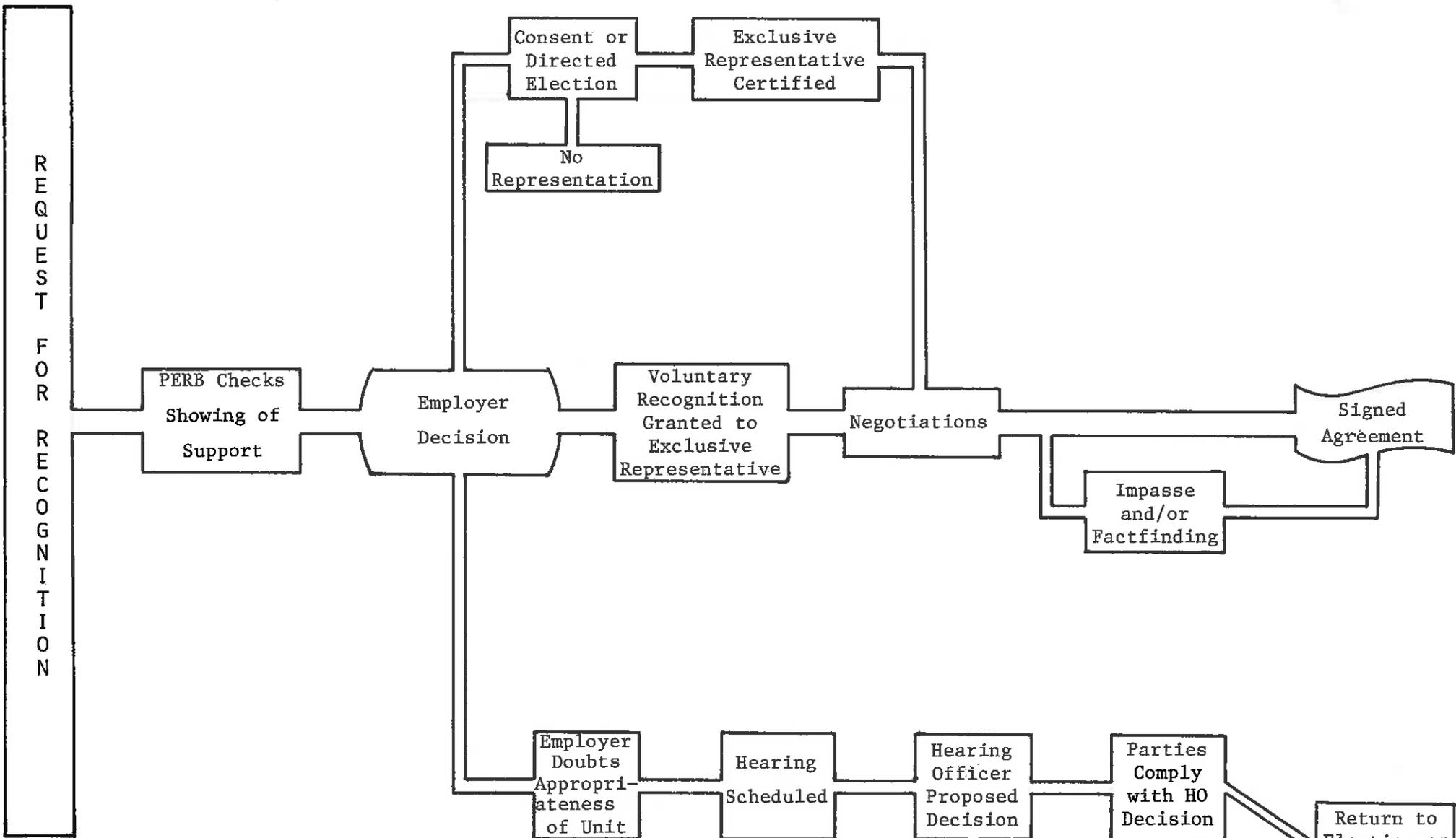
- determine appropriate units
- conduct representation elections

- decide whether disputed issues fall within the scope of representation
- appoint mediators and factfinders in impasse situations
- investigate and resolve unfair practice charges
- bring actions in court to enforce its decisions

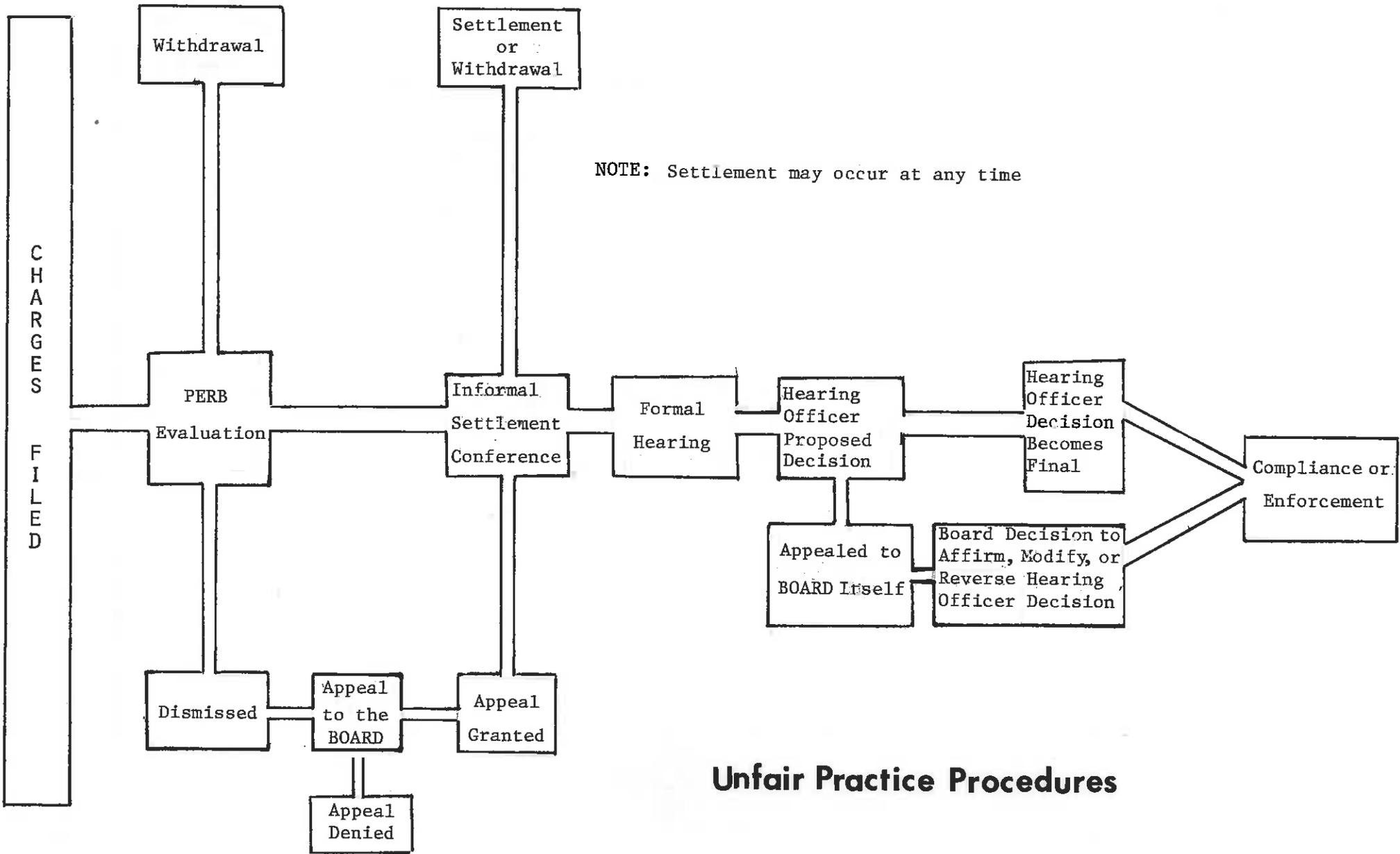
The Act covers all employees of the University of California system, the California State University and Colleges system, and the Hastings College of Law. Excluded are managerial and confidential employees, employees whose principle work location is outside the state, and students whose employment is contingent upon their status as students.

A P P E N D I X

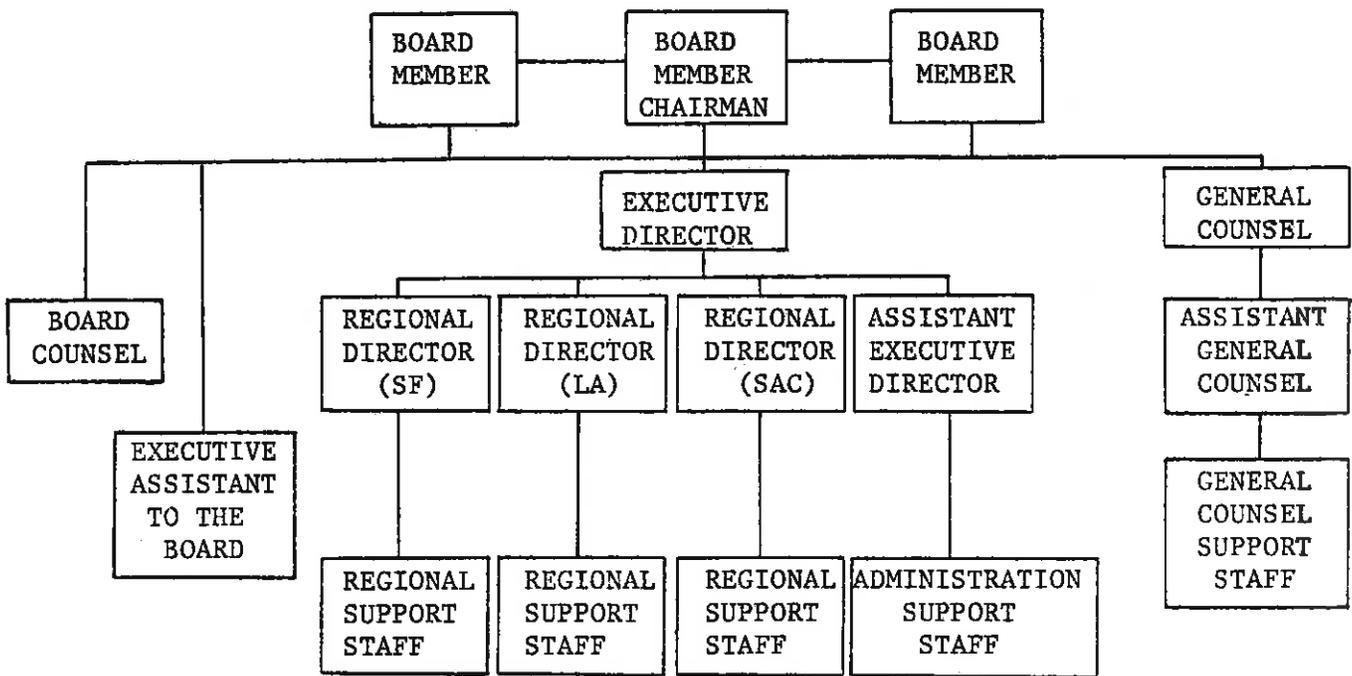
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EERA Representation Procedures



Public Employment Relations Board
 Organization Chart



LIST OF ABBREVIATIONS USED IN ELECTION LOG

ACDT	Association of Cotati District Teachers
ACE	Association of Classified Employees
ACEA	Alvord Classified Employees Association
ACEKCCD	Association of Certificated Employees, Kern Community College District
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
AOSA	Against Organizational Security Arrangement
AROS	Against Recision of Organizational Security
BCEA	Butte County Employees Association
BCIFA	Butte College Independent Faculty Association
BCTC	Building Construction Trades Council
BFT	Burbank Federation of Teachers
BTA	Burbank Teachers Association
CA	Consent Agreement
CCCFT	Compton Community College Federation of Teachers
CCD	Community College District
CCEA	Clovis Classified Employees Association
CCEU	Children's Centers Employees Union
CCFT	Chabot College Federation of Teachers
CCTA	Chabot College Teachers Association
CEA	Classified Employees Association
CEC	Classified Employees Cabinet
CFT	Carlsbad Federation of Teachers

FDAFA	Foothill-De Anza Faculty Association
FSA	Faculty Senate Association
FTE	Full-Time Employees
GEA	Grossmont Education Association
HSD	High School District
IATSE	International Association of Theatrical and State Employees
JCCD	Junior Community College District
JSDCSA	Jefferson School District Certificated Supervisors Association
JSPA	Jefferson School Psychologist Association
JUESD	Joint Unified Elementary School District
JUHSD	Joint Unified High School District
JUSD	Joint Unified School District
KUSDTA	Konocti Unified School District Teachers Aides
LBSCA	Long Beach School Counselors Association
LBCC	Long Beach City College
LMUTA	Lucia Mar Unified Teachers Association
LSEA	Lunguna Salada Education Association
LSFT	Lunguna Salada Federation of Teachers
MAA	Marin Academic Association
MCTA	Mariners California Teachers Association
NCEA	Napa County Education Association
NEA	National Education Association
NHBU	New Hope Bargaining Unit

COC College of the Canyons
 COE County Office of Education
 COKE County Office Classified Employees
 COUTA Cutler Orosia Unified Teachers Association
 CRPFT Cotati-Rohnert Park Federation of Teachers
 CSEA California School Employees Association
 CTA California Teachers Association
 CTPPMEU California Teamsters Public, Professional and Medical
 Employees Union
 CUEA Calaveras Unified Educators Association
 CUTA Carlsbad Unified Teachers Association
 CVEEA Chula Vista Elementary Education Association
 CVFT Chula Vista Federation of Teachers
 DCC Department Chairperson Council
 DE Decertification Election
 DSCEA Desert Sands Classified Employees Association
 ECCO El Centro Classified Organization
 ECCPOA El Camino College Police Officers Association
 EETA Enterprise Elementary Teachers Association
 EFT Enterprise Federation of Teachers
 ENTG East Nicolaus Teachers Association
 ESD Elementary School District
 EUFA Eureka Union Faculty Association
 EUFO Eureka Union Faculty Organization
 FAMPC Faculty Association Monterey Peninsula College

NHSC New Hope School Classified
 OCCEO Ohlone College Classified Employees Organization
 OE Operating Engineers
 OEL Operating Engineers Local
 OPTE Organization of Professional and Technical Employer
 OS Organizational Security
 OSA Organizational Security Arrangement
 OSEA Oakland School Employees Association
 OUETA Oakland Union Elementary Teachers Association
 PCEA Paradise Classified Employees Association
 PEA Pittsburgh Education Association
 PEDOE Public Employees Division, Operating Engineers
 PEG Professional Educators Group
 PELA Professional Educators of Los Angeles
 PEP Professional Educators of Panama
 PEU Public Employees Union
 PFT Pittsburgh Federation of Teachers
 PJUEA Pierce Joint Unified Educators Association
 POE Professional Organization of Educators
 PVEA Pajaro Valley Educational Association
 PVEOE Palos Verdes Educational Office Employees
 PVFT Pajaro Valley Federation of Teachers
 RD Region Directed Election
 RDD Regional Director Directed
 REP Representation
 RO Runoff Election

ROS	Recision of Organizational Security
SCOPE	Sanoma County Organization of Public Employees
SE	Stationary Engineers
SEIU	Service Employees International Union
SFHEA	San Francisco Higher Education Association
SICE	Soledad Independent Classified Employees
SMCFA	Santa Monica College Faculty Association
SMCUFA	Santa Monica College Unified Faculty Association
SPTG	Seeley Professional Teachers Group
SSFCTA	South San Francisco/CTA
SUTA	Sanger Unified Teachers Association
TDTA	Tamalpais District Teachers Association
TFT	Tamalpais Federation of Teachers
TTA	Turlock Teachers Association
UASF	United Administrators of San Francisco
UCE	United Classified Employees
UESD	Union Elementary School Distrcit
UHSD	Union High School District
UPM	United Professor of Marin
USA	United Steelworkers of America
USD	Unified School District
UTLA	United Teachers - Los Angeles
UTO	United Teachers of Oakland

1978 ELECTION LOG

SCHOOL DISTRICT DOCKET NUMBER	TYPE OF UNIT	DATE HELD	NUMBER OF VOTERS	NUMBER OF VOTES	ORGANIZATION WITH MAJORITY	OTHER ORGANIZATIONS	VOTES FOR NO REP	CHALLENGED BALLOTS	VOID BALLOTS	TYPE OF ELECTION
Alhambra City Schools LA-R-237 Unit B	Class	06/09/78	555	200	CSEA-186	None	14	0	0	RDD
Alhambra City Schools LA-R-237 Unit A	Class	06/09/78	254	130	CSEA-126	None	4	0	2	RDD
Anaheim UHSD LA-R-222 Unit B	Class	02/22/78	418	319	None	CSEA-121	195	3	2	RDD
Antelope Valley CCD LA-R-424	Class	04/20/78	80	81	None	CSEA-37	44	0	0	RDD
Antioch USD SF-R-290	Class	01/26/78	155	140	CSEA-78	AFSCME-61	1	0	0	CA
Beardsley ESD LA-R-442	Class	05/24/78	62	45	None	CSEA-10	35	0	1	RDD
Berkeley USD SF-OS-28	Class	04/12/78	214	118	Yes-93	No-23	0	2	0	
Berkeley USD SF-OS-27	Class	04/12/78	220	58	Yes-47	No-9	0	2	0	
Berkeley USD SF-OS-40	Class	05/31/78	130	48	Yes-40	No-8	0	0	0	CA
Beverly Hills USD LA-R-196 Unit A	Class	12/05/78	110	91	CSEA-64	SEIU-27	0	0	1	RDD

Beverly Hills USD LA-R-196 Unit B	Class	12/05/78	60	42	CSEA-29	SEIU-13	0	0	0	RDD
Burbank USD LA-R-599	Class	11/29/78	436	120	Yes-85	No-35	N/A	0	0	OS
Burbank USD LA-R-123, D-14	Cert	06/16/78	737	624	BTA-405	BFT-182	37	0	4	RDD
Butte CCD S-R-627	Cert	02/15/78	125	107	BCEA-60	BCIFA-41	3	3	0	CA
Cabrillo USD SF-OS-26	Class	04/18/78	150	57	Yes-55	No-2	0	0	0	
Campbell Union ESD SF-R-598	Class	11/08/78	94	72	Local	CSEA	0	1	0	CA
Carlsbad USD LA-R-107	Cert	03/07/78	229	209	CUTA-131	CFT/AFT-76	2	0	1	RDD
Chico USD S-R-73	Cert	01/19/78	401	208	OSA-175	AOSA-32	0	1	1	OS
Chula Vista City SD LA-R-81, D-8	Cert	06/14/78	788	655	CVEEA-508	CVFT-137	10	0	3	RDD
Coachella Villy CCD LA-R-790	Cert	11/14/78	114	106	None	CTA-52	54	0	0	CA
Compton CCD LA-R-827	Cert	11/08/78	225	88	CCCFT-84	None	3	1	0	CA
Contra Costa CCD SF-OS-25	Class	04/14/78	130	82	Yes-74	No-8	0	0	0	
Contra Costa CCD SF-OS-42	Class	04/14/78	?	41	Yes-33	No-8	0	0	0	
Contra Costa CCD SF-OS-41	Class	04/14/78	?	93	Yes-84	No-9	0	0	0	

Contra Costa COE SF-OS-23	Cert	02/23/78	91	74	Yes-57	No-16	0	1	0	?
Contra Costa COE SF-OS-23	Cert	02/23/78	102	77	Yes-50	No-22	0	0	1	
Cotati-Rohnert Park USD SF-R-601	Cert	06/05/78	?	21	SCOPE-18	None	2	1	0	CA
Cotati-Rohnert Park USD SF-R-601	Class	06/05/78	?	52	CSEA-27	SCOPE-17	4	4	0	CA
Cotati-Rohnert Park USD SF-R-590	Cert	03/02/78	241	230	ACDT-167	CRPFT-63	0	0	0	CA
Cutler Orosi USD S-R-486	Cert	04/27/78	122	114	COUTA CTA,NEA	AFT	4	0	0	Decert
Dixon USD SF-R-330	Class	02/10/78	29	30	SEIU-24	CSEA-5	0	1	0	RDD
Dixon USD SF-R-330	Class	02/10/78	44	34	None	CSEA-17 SEIU-16	1	0	0	RDD
Dixon USD SF-330	Class	03/01/78	44	40	SEIU-25	CSEA-15	0	0	0	
Dos Palos Jt. UHSD S-R-585	Class	04/26/78	35	31	No Rep	CSEA	20	0	0	Decert
East Nicholas JUHSD S-R-324	Cert	12/12/78	12	11	CTA-6	ENTG-5	0	0	0	RD
El Camino CCD LA-R-785 Unit B	Class	05/02/78	7	6	ECCPOA-6	None	0	0	0	RDD
El Camino CCD LA-R-785 Unit A	Class	05/02/78	347	238	CSEA-128	None	110	0	0	RDD

Elk Grove USD S-R-447	Class	01/26/78	71	70	AROS-38	ROS-30	0	2	2	ROS
Enterprise SD S-R-112	Cert	05/03/78	103	102	EETA-57	EFT-44	0	1	1	RDD
Folsom-Cordova USD	Class	11/28/78	26	24	CSEA-17	SEIU-6	1	0	0	CA
Folsom-Cordova USD S-R-313	Class	05/04/78	26	25	CSEA-15	SEIU-9	1	0	0	RDD
Glendale USD/ Glendale CCD IA-R-244 Unit A	Class	01/17/78	231	203	None	CSEA-92 SEIU-78	20	13	5	RDD
Glendale USD/ IA-R-244 Unit B	Class	01/17/78	660	451	CSEA-276	None	172	3	32	RDD
Glendale USD/ Glendale CCD IA-R-244 Unit A	Class	03/03/78	231	203	CSEA-103	SEIU-80	20	0	5	RDD
Greenfield USD IA-R-21 Unit A	Class	02/15/78	40	39	CSEA-20	SEIU-6	13	0	0	RDD
Greenfield USD IA-R-21 Unit B	Class	02/15/78	56	50	None	CSEA-20	30	0	0	RDD
Gridley UHSD S-R-673	Class	02/01/78	16	16	None	BCEA-7	9	0	0	CA
Hartnell CCD SF-R-249B	Class	11/15/78		26	Local-26	CSEA-0	0	0	0	CA
Jefferson UHSD SF-OS-49 (R-111B)	Class	06/05/78	116	80	Yes-68	No-12	0	0	0	CA

Kings COE SD-13-14	Cert	11/30/78	38	29	CTA-26	SCEA-2	1	0	0	RD
Laguna Salada USD SF-D-16	Cert	05/18/78	281	257	LSEA-151	LSFT-107	0	0	0	RDD
Lemoore UHSD S-R-214	Class	09/27/78	58	55	Yes-32	NO-23	0	0	0	ROS
Long Beach CCD LA-R-736	Cert	05/16/78	353	286	CTA-LBCC-190	FACCC-38	56	2	0	CA
Los Angeles USD LA-R-1 Unit B	Class	05/13/78	11,500	1,144	SEIU-625	CSEA-421	98	0	43	CA
Los Angeles USD LA-R-1 Unit C	Class	05/13/78	7,500	2,882	None	CSEA-1,292 SEIU-1,417	173	0	138	CA
Los Angeles USD LA-R-1 Unit D	Class	05/13/78	6,000	3,019	None	CSEA-896 SEIU-642 AEOE-810	298	373	125	CA
Los Angeles USD LA-R-1 Unit E	Class	05/13/78	1,400	1,101	LABCTA-663	CSEA-398	39	1	30	CA
Los Angeles USD LA-R-1 Unit C	Class	06/29/78	7,500	3,636	SEIU-2,285	CSEA-1,351	0	0	76	RO
Los Angeles CCD LA-R-4D	Class	09/12/78	74	44	CSEA-35	None	9	0	1	CA
Los Angeles CCD LA-R-4B	Class	11/09/78	720	257	Yes-170	No-87	N/A	0	3	OS
Los Angeles USD LA-R-1 Unit A	Class	05/13/78	300	88	CSEA-62	SEIU-20	3	0	3	CA

Los Rios CCD S-R-498	Class	04/11/78	183	139	OSA-99	AOSA-38	0	2	0	OS
Marin CCD SF-R-14, 15, 140	Cert	02/14/78 02/15/78 02/16/78	471	408	UPM/AFT-217	MAA-93 MCTA-88	4	6	4	CA
Marin CCD SF-R-14B	Class	12/07/78	60	44	SEIU-25	CSEA-18	1	0	0	RD
SF-R-14A	Class	12/07/78	79	50	CSEA-48	None	2	0	0	RD
SF-R-14C	Class	12/07/78	65	38	CSEA	None	1	0	0	RD
Marysville JUSD S-R-551, S-D-12	Class	12/06/78	76	52	CSEA-29	OEL-20	2	1	0	RD
Millbrae SD SF-OS-30	Class	04/11/78	120	71	Yes-41	No-30	0	0	0	
Millbrae SD SF-OS-31	Cert	04/11/78	134	71	Yes-71	No-0	0	0	1	
Monterey Pen. CCD SF-R-481	Cert	12/13-14/78	360	259	MPCTA-152	FAMPC-102	0	5	1	RDD
Mountain Empire USD LA-R-182 LA-D-16	Cert	12/07/78	50	55	CFT-41	CTA-14	0	0	0	RDD
Mt. Diablo USD SF-OS-24	Class	03/31/78	535	145	No-117	Yes-24	0	4	0	
Mt. Diablo USD SF-OS-24	Class	03/31/78	330	152	Yes-87	No-65	0	0	0	
Mt. Pleasant SD SF-OS-20	Class	03/01/78	125	45	CSEA/Yes-37	No-8	0	0	1	
North Orange County CCD LA-R-814	Cert	04/19/78	517	439	None	CTA/NEA-184	255	0	9	CA

Novato USD SF-OS-35	Class	05/19/78	374	87	Yes-80	No-7	0	0	0	CA
Oakdale UESD S-R-23	Cert	10/05/78	85	83	DUE TA, CTA,NEA	Teamsters	6	3	0	Decert
Oakland USD SF-OS-48 (R-258)	Class	06/21/78	10	8	No-7	Yes-1	0	0	0	CA
Oakland USD SF-R-120, 258, 273	Class	08/24/78	200	75	UTO/CCEU-69	None	6	0	0	RDD
Oakland USD SF-OS-51	Class	08/22/78	200	125	Yes-117	No-8	0	0	0	OS
Oakland USD SF-R-120 258 273	Class	11/02/78	1,100	515	OSEA-276	UTO/AFT-223	6	10	2	RD
Oakland USD SF-OS-38	Class	05/17/78	308	161	Yes-157	No-4	0	0	0	CA
Oakland USD SF-OS-44	Class	05/17/78	600	314	Yes-267	No-47	0	0	1	CA
Oakland USD SF-OS-43	Cert	04/06/78	250	153	No-82	Yes-69	0	2	6	CA
Oakland USD SF-OS-34	Cert	04/06/78	3,000	2,093	Yes-1048	No-1035	0	10	1	CA
Oakland USD SF-OS-48	Class	08/22/78	10	8	Yes-8	No-0	0	0	0	CA
Pajaro Valley USD SF-D-17	Cert	04/20/78	629	571	PVFT-343	PVEA-220	3	5	0	RDD
Paradise USD S-R-302	Class	05/25/78	120	93	PCEA-77	None	16	0	2	RDD

Pittsburg USD SF-D-21 (R-93)	?	06/01/78	385	312	PEA-216	PFT-92	4	0	1	RDD
Placer UHSD S-R-29	Cert	06/06/78	170	89	OSA-56	AOSA-31	0	2	0	OS
Redwood City SD SF-OS-29	Class	04/18/78	188	80	Yes-69	No-11	0	0	0	
Redwood City ESD SF-D-14 (SF-R-366B)	Class	06/13/78	90	83	None	CSEA-41 AFSCME-38	1	3	0	RDD
Rio Linda UESD S-R-122	M/O	11/09/78	110	99	CSEA	SEIU	0	0	0	Rep
Riverside CCD LA-R-485	Cert	12/13/78	426	303	CTA-156	CFT-137	7	3	0	CA
Round Valley USD SF-OS-36	Class	05/01/78	50	29	No-16	Yes-13	0	0	0	CA
Sacramento USD S-R-8, 234, 355, 429	Class	04/03/78	950	558	SEIU-336	CSEA-222	0	0	2	RDD
Salinas UHSD SF-OS-33	Class	03/28/78	400	181	Yes-148	No-33	0	0	1	
San Francisco CCD SF-R-519	Cert	03/13/78 03/14/78 03/15/78	1,550	1,035	AFT-779	SFHEA-195	44	17	15	CA
San Francisco CCD SF-R-519 Unit B	Supv	03/29/78	55	53	DCC-45	None	2	6	0	RDD
San Lorenzo USD SF-OS-39	Class	04/17/78	175	144	Yes-98	No-46	0	0	0	
San Lorenzo USD SF-OS-47 (R-6C)	Class	06/14/78	93	76	Yes-60	No-16	0	0	0	CA

San Lorenzo USD SF-OS-47 (R-6C)	Class	06/14/78	79	40	Yes-34	No-6	0	0	0	CA
San Luis Obispo Co. CCD LA-R-400, D-5	Class	01/13/78	82	68	CSEA-37	None	31	0	0	RDD
San Mateo CBE/ San Mateo CSS SF-0-20	Class	02/01/78	200	77	Yes-57	No-20	0	0	0	OS
San Mateo County CCD SF-OS-46 (SF-R-112A)	Class	06/12/78	286	192	Yes-134	No-58	0	0	0	CA
San Mateo County CCD SF-D-22 (SF-R-112)	Class	06/02/78	98	91	AFSCME-46	CSEA-44	0	1	0	RDD
San Mateo County CCD SF-OS-52 (R-112B)	Class	12/01/78	93	75	Yes-60	No-15	0	0	0	CA
San Ramon Valley USD SF-OS-45	Class	05/31/78	657	505	No-262	Yes-243	0	0	0	CA
San Ramon Valley USD SF-OS-32	Class	03/09/78	135	82	Yes-57	No-23	0	2	0	
Santa Clara COE SF-R-24C	Class	10/18/78	280	148	CSEA-84	OPTE-62	0	0	0	RD
Santa Cruz City Schools SF-R-64B	Cert	10/30/78	22	?	?	?	?	?	?	?
Santa Monica CCD LA-R-743	Cert	03/16/78	543	410	SMCFA-218	SMCUFA-181	11	0	20	CA

Seeley Union LA-R-826 LA-D-12	Cert	05/31/78	21	19	SPTG-10	STA-9	0	0	0	RDD
South County CCD SF-E-1	Cert	02/21/78 02/22/78	600	390	CCTA-200	CCFT-163	25	2	1	CA
S. San Francisco USD SF-D-13	Cert	05/15/78	600	541	SSFCTA-353	Team-178	7	2	2	RDD
Sweetwater UHSD LA-R-817	Sup	04/12/78	48	48	Team-27	None	21	0	0	CA
Sweetwater UHSD LA-R-74	Cert	05/18/78	1,385	821	No-510	Yes-311	0	0	0	CA
Sweetwater UHSD LA-R-696 Unit B	Class	10/26/78	203	117	Yes-67	No-50	N/A	1	0	OS
Sweetwater UHSD LA-R-696 Unit C	Class	10/26/78	279	157	Yes-94	No-63	N/A	0	0	OS
Tamalpais UHSD SF-R-12, 181	Class	02/09/78	107	92	CSEA-76	SEIU-14	2	0	0	CA
Tamalpais UHSD SF-R-12, 181	Class	02/09/78	53	51	CSEA-34	SEIU-17	0	0	0	CA
Tamalpais UHSD SF-D-15	Cert	05/16/78	329	312	TDTA-161	TFT-139	2	10	0	
Torrance USD LA-R-13 Unit B	Class	03/14/78	191	139	CSEA-109	SEIU-27	3	0	0	RDD
Torrance USD LA-R-13 Unit C	Class	03/14/78	316	133	None	CSEA-51 SEIU-30	52	0	0	RDD
Torrance USD LA-R-13 Unit A	Class	03/14/78	351	235	SEIU-125	CSEA-103	5	2	0	RDD

Torrance USD LA-R-13 Unit C	Class	04/13/78	334	86	None	CSEA-43	43	0	1	RO
Torrance USD LA-R-13 Unit C	Class	11/09/78	344	122	None	CSEA-55	65	2	0	RO
Turlock HS S-R-61	Cert	04/25/78	117	109	AFT	DEG, TTA, CTA, NEA	2	0	0	Rep
Turlock Elem. S-R-61	Cert	04-25-78	155	147	TTA, LTA, NEA	PEG	2	1	0	Rep
Union SD SF-R-62C	Class	04/27/78	34	32	CSEA-25	AFSCME-7	0	0	0	RDD
Visalia USD S-R-209	Class	04/27/78	26	23	None	SEIU-0	23	0	0	RDD
Woodlake UHSD S-R-306	Class	04/27/78	34	34	No Rep	CSEA	18	0	0	Decert
Yosemite CCD S-R-139	Cert	10/11/78	406	274	Yes-232	No-42	0	0	1	OS

1978 REQUESTS FOR INJUNCTIVE RELIEF *

<u>CASE NAME</u>	<u>NUMBER</u>	<u>GENERAL COUNSEL DECISION</u>	<u>APPEAL GENERAL COUNSEL DECISION</u>	<u>BOARD ACTION</u>
Nevada City Faculty Assoc., CTA/NEA v. Nevada City SD	S-CE-100	1-23-78	none	none
Los Rios College Federation of Teachers v. Los Rios CCD	S-CE-128	6-23-78	none	none
Petaluma Federation of Teachers v. Petaluma School Districts	SF-CE-200	7-19-78	none	none
Gilroy Federation of Teachers, Local 1921 v. Gilroy USD	SF-CE-256	7-19-78	none	none
San Ysidro Fed. of Teachers v. San Ysidro School District	LA-CE-212		appealed	PERB Order No. IR-4 8/8/78
Calif. Corr. Officers Assoc. ¹ v. Dept. of Corrections	S-CE-3-S			PERB Order No. IR-5 9/12/78
Marysville Unified Teachers Assoc. v. Marysville Joint USD	S-CE-133			PERB Order No. IR-6 9/29/78
Compton Community College Fed. of Teachers v. Compton CC	LA-CE-355			PERB Order No. IR-7 10/3/78
Calif. Dept. of Forestry ¹ Employees Assoc. v. Dept. of Forestry and State of Calif.	S-CE-4-S			Board Directed/General ² Counsel Decision 10/11/78
Calif. Dept. of Forestry ¹ Employees Assoc. v. Dept. of Forestry and State of Calif.	S-CE-5-S			Board Directed/General Counsel Decision 10/11/78
Education Assoc. v. Washington USD	S-CE-185			Board Directed/General Counsel Decision 10/24/78
United Public Employees, Local 390, SEIU v. San Ramon USD	SF-CE-324			Board Directed/General Counsel Decision 11/3/78
Education Assn. v. Pleasant Valley SD	LA-CE-304			Board Directed/General Counsel Decision 11/30/78

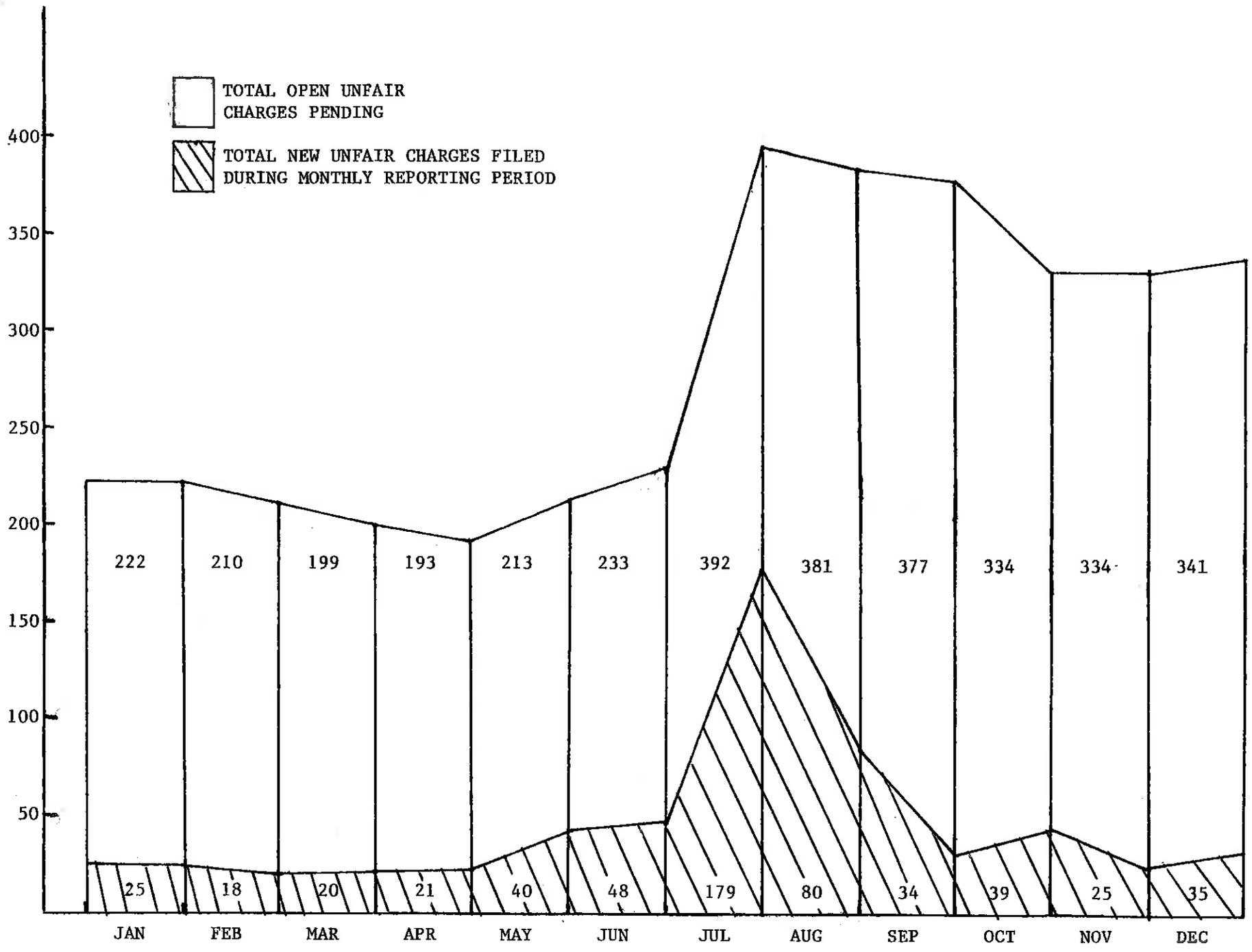
¹SEERA cases

²Revised and expedited procedure effective from this case on.

*NOTE: No request that the Board seek injunctive relief involved a strike situation.

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□ TOTAL OPEN UNFAIR CHARGES PENDING
▨ TOTAL NEW UNFAIR CHARGES FILED DURING MONTHLY REPORTING PERIOD



STATE EMPLOYER-EMPLOYEE RELATIONS ACT

Petition Number, Name, Address and Telephone Number of Employee
Organization and General Description and Size of Requested Unit

- S-R-1 (SEERA) Agricultural Labor Relations Board Workers Union
c/o 1223 42nd Avenue
San Francisco CA 94122
Phone: (415) 661-3932
- All the employees of the California Agricultural Labor Relations Board in the State of California, including all attorneys, field examiners and clerical employees, and excluding all management employees.
(Approximate Unit Size: 199)
- S-R-2 (SEERA) California Correctional Officers Association
510 Bercut Drive, Suite "U"
Sacramento CA 95814
Phone: (916) 447-8565
- (As amended) Peace officers employed by the California Department of Corrections and the California Youth Authority.
(Approximate Unit Size: 6,649)
- S-R-3 (SEERA) Professional Engineers in California Government
2717 Cottage Way, Suite 14
Sacramento CA 95825
Phone: (916) 488-0461
- (As amended) Professional employees in the Engineering and Allied Services Schematic as defined in the "Pay Scales in the California State Civil Service," excluding nine classes which make up the Transportation Planner and Environmental Planner series.
(Approximate Unit Size: 4,355)
- S-R-4 (SEERA) State Trial Attorney's Association
Park Executive Building
925 L Street, Suite 850
Sacramento CA 95814
Phone: (916) 444-5565
- Attorneys
(Approximate Unit Size: 112)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

- S-R-5 (SEERA) California Department of Forestry Employees Association
408 Forum Building
1107 Ninth Street
Sacramento CA 95814
Phone: (916) 444-5520
- Fire suppression employees (including all seasonal employees) employed by the California Department of Forestry in wildland and structural fire suppression and all other accepted fire agency duties.
(Approximate Unit Size: 3,000)
- S-R-6 (SEERA) Association of Special Agents of the California Department of Justice
c/o Carroll, Burdick & McDonough
One Ecker Building
Ecker & Stevensons Streets
San Francisco CA 94105
Phone: (415) 495-0500
- Special Agents of the Department of Justice.
(Approximate Unit Size: 175)
- S-R-7 (SEERA) Administrative Law Judges Council
506 West A Street
Dixon CA 95620
Phone: (916) 445-2343
- Administrative Law Judges, Workers' Compensation Judges, Hearing Officers and/or Referees who are employed by the following state agencies: The California Unemployment Insurance Appeals Board, the Workers' Compensation Appeals Board, state Public Utilities Commission, State Personnel Board, State Occupational Health & Safety Board, Public Employment Relations Board, Office of Administrative Hearings, and the State Agricultural Labor Relations Board.
(Approximate Unit Size: 360)
- S-R-8 (SEERA) Association of State Agriculture Marketing Specialists
1220 N Street, Room 216
Sacramento CA 95814
Phone: (916) 445-5721
- Employees classed as Marketing Specialists including those of Senior, Assistant, and Junior levels employed by the California Department of Food and Agriculture, Bureau of Market News.
(Approximate Unit Size: 27)
- S-R-9 (SEERA) State Association of Real Property Agents

WITHDRAWN

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-10 (SEERA) State Employees Printing Trades Alliance
1117 Alhambra Blvd.
Sacramento CA 95816
Phone: (916) 456-6495

All employees employed at the Office of State Printing Department of General Services, excluding all management and confidential employees.
(Approximate Unit Size: 550)

S-R-11 (SEERA) Printers Union Local #4, I.B.D.A.T., AFL-CIO
400 Alabama Street
San Francisco CA 94110
Phone: (415) 621-0446

Structural Steel Painters, Structural Steel Apprentices, Lead Structural Steel Painters and Structural Steel Painter Supervisors employed by California Department of Transportation for the purpose of painting various bridges and other steel structures. This job classification calls for skills in rigging, sandblasting, steam-cleaning, spray painting, brush painting, knowledge of safety orders, and use of special paint materials.
(Approximate Unit Size: 110)

S-R-12 (SEERA) Association of California State Attorneys
P.O. Box 681
Sacramento CA 95803
Phone: (916) 481-2029

All Attorney classes in the legal schematic grouping of classifications as defined in the "Pay Scales in the California State Civil Service," with the exception of those used by the Legislative Counsel Bureau and the Public Employment Relations Board.
(Approximate Unit Size: 1,784)

S-R-13 (SEERA) California Medical Technical Assistants Association
6025 Anthony Drive
Orangevale CA 95662
Phone: (916) 988-6371

All employees in the Medical Technical Assistant series of classification.
(Approximate Unit Size: 270)

S-R-14 (SEERA) Union of American Physicians & Dentists
World Trade Center, Suite 231
San Francisco CA 94111
Phone: (415) 391-9341

All of the licensed physicians and dentists employed by the State of California excluding management and supervisory employees.
(Approximate Unit Size: 1,013)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-15 (SEERA) Fire Marshals, Local S-9
780 Red Bud Lane
Meadow Vista CA 95722
Phone: (916) 445-1762

(As amended) Employees of the Office of the State Fire Marshal comprising the following classifications: Fire Prevention Engineer, Deputy State Fire Marshal I, II and III, Supervising Arson and Bomb Investigator, Arson and Bomb Investigator, Fire Service Training Specialist I, II and III, and Fire Service Training Supervisor.
(Approximate Unit Size: 80)

S-R-16 (SEERA) California Fish & Game Wardens Protective Association
P. O. Box 116
Walnut Grove CA 95690
Phone: (916) 665-1803

All sworn peace officer personnel of the Department of Fish and Game including the newly created "Conservation Aide" personnel.
(Approximate Unit Size: 380)

S-R-17 (SEERA) International Union of Operating Engineers, Stationary Engineers Division, State of California
337 Velencia Street
San Francisco CA 94103
Phone: (415) 861-1135

A state-wide unit of Stationary Engineers including Chief Engineers and Stationary Engineer Supervisors; excluding all other employees, confidential and management employees.
(Approximate Unit Size: 500)

S-R-18 (SEERA) California State Police Association
P. O. Box 56
West Sacramento CA 95891
Phone: (916) 445-2895

All California State Police Personnel.
(Approximate Unit Size: 270)

S-R-19 (SEERA) International Federation of Professional & Technical Engineers, Local 22, AFL/CIO
1182 Market Street, Room 218
San Francisco CA 94102
Phone: (415) 626-7127

(As amended) State employees in the Chemistry schematic as set forth in the "Pay Scales in the California State Civil Service."
(Approximate Unit Size: 231)

S-R-20 (SEERA) California League of Engineering & Allied Technical Employees (CLEATE) Local 22, IFPTE, AFL/CIO
1182 Market Street, Room 218
San Francisco CA 94102
Phone: (415) 626-7127

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

(As amended) The bargaining unit is composed of non-management and non-supervisory engineering employees.
(Approximate Unit Size: 5,500)

S-R-21 (SEERA) International Federation of Professional and Technical Engineers,
Local 22, AFL-CIO
1182 Market Street, Room 218
San Francisco CA 94102
Phone: (415) 626-7127

Non-management Environmental and Transportation Planners in the Department of Transportation.
(Approximate Unit Size: 35)

S-R-22 (SEERA) California Association of Planners
P. O. Box 959
San Bernadino CA 92403
Phone: (714) 383-4165

Planning employees including environmental and transportation planners.
(Approximate Unit Size: 235)

S-R-23 (SEERA) California State Employees Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Clerical and allied classes including, but not limited to, office technicians, office assistants, clerks, typists, stenographers, account clerks, stock clerks, property clerks, telephone operators and health record technicians.
(Approximate Unit Size: 30,340)

S-R-24 (SEERA) California State Employees Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Crafts and Trades Unit including workers in the building, mechanical, printing, technical, personal and culinary trades.
(Approximate Unit Size: 4,119)

S-R-25 (SEERA) California State Employees Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Maintenance and Operational Support Unit including, but not limited to, groundskeepers, janitors, laundry workers, warehouse workers, highway maintenance workers, highway landscape maintenance workers and truck drivers.
(Approximate Unit Size: 14,890)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-26 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Correctional Parole and Group Supervision Unit consisting of Youth Counselors, Group Supervisors, Correctional Program Supervisors, Correctional Officers, Medical Technical Assistants, Correctional Counselors, Adult and Youth Authority Parole Agents and Transportation Officers.

(Approximate Unit Size: 7,706)

S-R-27 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Law Enforcement, Public Safety and Regulatory Unit consisting of, but not limited to, State Park Rangers, State Forest Rangers, Foresters, Firefighters, Security Guards, Fish and Game Wardens, Criminal Intelligence Specialists, Special Agents (DOJ), Insurance Officers and Tax Representatives.

(Approximate Unit Size: 8,784)

S-R-28 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

All State Traffic Officers and State Traffic Sergeants in the San Bernardino Area Office of the California Highway Patrol.

(Approximate Unit Size: 87)

S-R-29 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Employment and Social Services unit consisting of, but not limited to, Disability Evaluation Analysts, Employment Development Officers, Employment and Claims Assistants, Disability Insurance Officers, Vocational Rehabilitation Counselors, Social Workers and Veterans Representatives.

(Approximate Unit Size: 14,397)

S-R-30 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Professional and Administrative Support Services Unit, including but not limited to, Auditors, Accountants, Attorneys, Staff Services Analysts, Governmental Program Analysts, Business Service Officers, Right of Way Agents, Personnel Analysts, Management Services Technicians, Programmers, Data Processing Technicians, Information Officers and Driver Improvement Analysts.

(Approximate Unit Size: 21,713)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-31 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Medical and Health Care Services unit consisting of, but not limited to, Physicians, Psychiatrists, Pharmacists, Registered Nurses, Licensed Vocational Nurses, Psychiatric Technicians, Physical Therapists and Psychologists.
(Approximate Unit Size: 13,413)

S-R-32 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Engineering, Scientific and Allied unit consisting of, but not limited to, Biologists, Entomologists, Chemists, Civil Engineering Technicians, Civil Engineers, Highway Engineering Technicians, Transportation Engineers, Geologists, Geophysicists, Air Resources Engineers, Research Assistants, Laboratory Technicians and Textile Technicians. (Approximate Unit Size: 10,893)

S-R-33 (SEERA) California State Employees' Association
1108 O Street
Sacramento CA 95814
Phone: (916) 444-8134

Education and Library unit consisting of Teachers, Vocational Instructors, Educational Consultants, Educational Specialists, Librarians.
(Approximate Unit Size: 1,880)

S-R-34 (SEERA) California Association of Highway Patrolmen
2030 "V" Street
Sacramento CA 95818
Phone: (916) 452-6751

(As amended) All sworn members of the California Highway Patrol, excluding the classifications of Assistant Commissioner, Deputy Chiefs, State Traffic Inspector, State Traffic Captain, State Traffic Lieutenant, State Traffic Sergeant.
(Approximate Unit Size: 4,282)

S-R-35 (SEERA) California Nurses Association
790 Market Street
San Francisco CA 94102
Phone: (415) 986-2220

All of the registered nurses employed by the State of California, excluding management and supervisory employees.
(Approximate Unit Size: 2,000)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-36 (SEERA) State Employees Printing Trades Alliance
1117 Alhambra Blvd.
Sacramento CA 95816
Phone: (916) 456-6495

All employees engaged in the composition, duplication and mailing of printed communication, forms, documents and other printed materials; including the classification of word processor, composer operator, graphic artist, machine operator (duplicating & general) and mailing machine operation; excluding management and confidential employees and all employees employed at the Office of State Printing.
(Approximate Unit Size: 950)

S-R-37 (SEERA) Board of Equalization Tax Auditors Association
1610 Cloverdale Lane, #4
San Jose CA 95130
Phone: (408) 379-1608

Auditors of the Board of Equalization including in-state and out-of-state auditors engaged in examination of sales and use tax, motor vehicle taxes and fuel tax returns.
(Approximate Unit Size: 700)

S-R-38 (SEERA) Board of Equalization Tax Auditors Association
1610 Cloverdale Lane #4
San Jose CA 95130
Phone: (408) 379-1608

(filed jointly with)

California Association of State Auditors
P. O. Box 4174
Inglewood CA 90309
Phone: (213) 295-0643

Auditors of the Board of Equalization, including in-state and out-of-state Auditors engaged in examination of sales and use tax, motor vehicle taxes and fuel tax returns and Accounting Officer Series and Auditor-Examiner Series.
(Approximate Unit Size: 4,200)

S-R-39 (SEERA) Association of Criminalists--California Department of Justice
2213 Blue Gum Avenue
Modesto CA 95351
Phone: (209) 521-8670

State Criminalists.
(Approximate Unit Size: 65)

S-R-40 (SEERA) California Welfare Hearing Officers Association
744 P Street, M.S. 19-36
Sacramento CA 95814
Phone: (916) 393-1322

Employees, including Social Service Review Officers and Attorneys involved in the performance of hearing and matters related thereto, established pursuant to Welfare and Institutions Code 10950 et seq.
(Approximate Unit Size: 65)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

- S-R-41 (SEERA) American Federation of State, County and Municipal Employees, AFL-CIO
3932 Wilshire Blvd, Suite 100
Los Angeles CA 90010
Phone: (213) 385-7467
- (As amended) All clerical assistance workers within the Department of Rehabilitation.
(Approximate Unit Size: 900)
- S-R-42 (SEERA) American Federation of State, County and Municipal Employees, AFL-CIO
3932 Wilshire Blvd., Suite 100
Los Angeles CA 90010
Phone: (213) 385-7467
- (As amended) Insurance paraprofessional employees within the State Compensation Insurance Fund and the Disability Evaluation Unit of the Department of Social Services.
(Approximate Unit Size: 291)
- S-R-43 (SEERA) American Federation of State, County and Municipal Employees, AFL-CIO
3932 Wilshire Blvd., Suite 100
Los Angeles CA 90010
Phone: (213) 385-7467
- (As amended) Professional vocational, employment, and social case workers including vocational psychologists.
(Approximate Unit Size: 2,130)
- S-R-44 (SEERA) American Federation of State, County and Municipal Employees, AFL-CIO
3932 Wilshire Blvd., Suite 100
Los Angeles CA 90010
Phone: (213) 385-7467
- Bridge toll cashiering employees.
(Approximate Unit Size: 280)
- S-R-45 (SEERA) American Federation of State, County and Municipal Employees, AFL-CIO
3932 Wilshire Blvd., Suite 100
Los Angeles CA 90010
Phone: (213) 385-7467
- (As amended) Professional industrial relations employees within the Department of Industrial Relations.
(Approximate Unit Size: 352)
- S-R-46 (SEERA) California Association of State Auditors - Accounting Officer Series
P. O. Box 4174
Inglewood CA 90309
Phone: (213) 295-0643
- Auditor/Examiner Series.
(Approximate Unit Size: 3,800)

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-47 (SEERA) Hearing Reporters Council - CASHR
5761 Avenida Sanchez
San Diego CA 92124
Phone: (714) 278-5681

Hearing Reporters who are employed by the following state agencies:
The California Unemployment Insurance Appeals Board, Workers Com-
pensation Appeals Board, Public Utilities Commission, Office of
Administrative Hearings, State Personnel Board, State Coastal
Commission.

(Approximate Unit Size: 222)

S-R-48 (SEERA) Association of California State Chemists
2151 Berkeley Way
Berkeley CA 94702
Phone: (415) 843-7900, ext. 493

The classifications of Public Health Chemist I, II and III; Agricul-
tural Chemist I, II and III; Research Chemist; Research Clinical
Chemist; Research Radiochemist; Spectroscopist; Associate Industrial
Hygienist; Senior Industrial Hygienist; and Waste Management
Specialist I, II and III.

(Approximate Unit Size: 209)

S-R-49 (SEERA) State Employees Trades Council, Local 1268, LIUNA, AFL-CIO
1633 Bayshore Highway, Suite 316
Burlingame CA 94010
Phone: (415) 692-3211

Trades and Maintenance Employees.
(Approximate Unit Size: 9,400)

S-R-50 (SEERA) State Employees Union, AFL-CIO

WITHDRAWN

S-R-51 (SEERA) Teamsters, Local 960
43 Lansing Street
San Francisco CA 94105
Phone: (415) 397-2337

(As amended) Peace officers employed by the California Department
of Corrections and the California Youth Authority, excluding the
classification of Correctional Lieutenant.

(Approximate Unit Size: 5,726)

S-R-52 (SEERA) Preston Teachers Association, CTA/NEA

WITHDRAWN

SEERA PETITION NUMBER, NAME, ADDRESS AND TELEPHONE NUMBER OF
EMPLOYEE ORGANIZATION AND GENERAL DESCRIPTION & SIZE OF REQUESTED UNIT

S-R-53 (SEERA) State Employees Union, Local 411, SEIU, AFL-CIO
1220 H Street
Sacramento CA 95814
Phone: (916) 442-3838

A Unit composed o Training Base Custodian I, Museum Guard, Security Guard, Janitor, Janitor Supervisor I, Janitor Assistant, Janitor Aid, Women's Rest Room Attendent, Custodian Historical Monument, Housekeeper, Window Cleaner, Elevator Operator, Shoemaker, Upholsterer, Seamer, Barbershop Manager, Barber, Beauty Shop Manager, Laundry Worker, Laundry Finisher, Laundry Assistant, Cook - C.C.C., Cook II - Forestry, Ships Cook, Baker I, Butcher - Meat Cutter I, Food Service Assistant I, Supervisory Cook I, Cook II, Baker II, Butcher - Meat Cutter II, Food Service Assistant II.
(Approximate Unit Size: 3,989)

S-R-54 (SEERA) California Association of Human Services Technologists
11th & L Building, Suite A
1127 Eleventh Street
Sacramento CA 95814
Phone: (916) 444-2452

All psychiatric technicians and pre-licensed psychiatric technicians in their various job classifications in the State Departments of Developmental Services and Mental Health.
(Approximate Unit Size: 7,274)

The information contained herein, including addresses and telephone numbers, reflects information provided by employee organizations in their Petitions to Determine An Appropriate Unit, and its use has been neither verified nor approved by the Public Employment Relations Board.