



CUE-Teamsters News

AUGUST 19, 2010

*Information published by the Coalition of University Employees (CUE)-Teamsters Local 2010
on matters of critical importance to University of California employees.*



Members Participate in Strategic Training

Last month, several CUE-Teamsters Local 2010 members traveled to the Teamsters headquarters in Washington, D.C. to participate in a series of week-long workshops. Organized by the Strategic Research and Campaigns department and attended by members from across the country, the sessions focused on methods for researching and analyzing information about employers and the essential steps in preparing for a contract campaign.

“We’ve needed support from a national union in order to win against

the University’s stonewalling,” said Richard Kerr, a 34-year employee of UC San Francisco. “We have to do the hard work, but with the Teamsters, we will have the resources we need to succeed.”

Linda Michelle Weinberger, a 33-year employee at UC Irvine’s Langson library agreed, “This training and being Teamsters will give us leverage against UC. It’s good for our membership, because we will have expanded benefits. And, people really care about each other in this union.”

CUE’s Affiliation with Teamsters Upheld by State Board

The Coalition of University Employees has had its affiliation vote with the Teamsters upheld by the California Public Employment Relations Board (PERB). “Finally, we have a clear path before us,” said Maria LaBarrie, an employee on the UC Riverside campus.

In sustaining the action, PERB also found that CUE had afforded its mem-

bers due process throughout the election. Several related lawsuits challenging the CUE affiliation with the Teamsters were likewise dismissed, with prejudice, meaning that they may not be re-filed. With these legal determinations, all of the litigation regarding CUE becoming part of the Teamsters has been concluded in favor of the CUE membership and the affiliation.

Contract Update

Under California law, the Public Employment Relations Board (PERB) has specific procedures to be followed when public sector employers, like the University, fail to reach a contract with the union representing its employees. PERB appoints "fact-finders" to hear arguments by both parties and give recommendations on how to reconcile the contract.

The CUE bargaining team was extremely concerned that it could not adequately present its case in the fact-finding process because of a shortened hearing schedule and missing economic information that UC still had not pro-

vided more than a year after CUE requested it. CUE is still waiting for PERB to rule on its unfair labor practice charges against UC for failing to provide the information.

Therefore, CUE's legal counsel filed a legal action in court against PERB and UC. As a result, the fact-finding process is temporarily on hold. A hearing date has been set for October 22, 2010. Local 2010's officers and bargaining committee believe that these legal actions are necessary to help our efforts to get a fair contract.

"We would have been at a disadvantage if we entered the fact-finding procedure without the full set of information the University is required to provide us and adequate time to present our case," said chief negotiator Amatullah Alaji-Sabrie. "Now we have time to make sure PERB responds to our unfair labor practice charges. After the court ruling we are confident we can return to fact finding in a better position to secure a good contract that gives our members wage increases and other improvements."

Yes, You Have Rights!

You have a right to union representation in any meeting with a supervisor in which you have reason to believe that disciplinary action may result. If you are called into such a meeting, with any management representative, read them your Weingarten rights:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting. If this discussion could lead to my being disciplined and you deny my request for representation, I choose not to answer any questions."

If your request is denied, you have the right to refuse to answer questions, and you may not be disciplined for such a refusal. You should also contact your CUE-Teamster steward immediately.



www.cueunion-action.org or www.teamster.org

Coalition of University Employees, 2855 Telegraph Avenue, Suite 302, Berkeley, CA, 94705 • 510-845-2221

For more information e-mail: clericals@cueunion.org