

# State labor board issues **complaint** against **UC** for bad faith bargaining over **furloughs, holiday closures, wages**

On November 23, California's Public Employment Relations Board (PERB) issued a far-reaching complaint against the University of California for bad faith bargaining in tech and researcher (TX/RX) negotiations.

The PERB complaint includes:

- ◆ UC **refusing to bargain about furloughs**, cuts and layoffs
- ◆ UC making its wage offer **contingent on the state budget** and withdrawing it
- ◆ UC engaged in **direct dealing** UPTE members about how to impose cuts
- ◆ UC refusing to bargain about **holiday closures**
- ◆ UC **cancelling and sabotaging** many bargaining sessions

This is a strong rebuke of UC's refusal to engage in any meaningful dialog at the table. A "complaint" means PERB has found enough evidence to merit charging the university with violating labor law, and that the matter will go to a full hearing.

"Hopefully, this complaint will wake up UC's Office of the President and they will start working with unions for real solutions instead of their current union-busting tactic of absolute refusal to negotiate," said Kevin Rooney, UPTE-CWA's chief TX/RX negotiator.

The complaint validates the 3 unfair labor practice strikes that UPTE-CWA members have engaged in during the course of bargaining. The complaint will also make it much more difficult for UC officials to impose any kind of unfavorable agreement because they have not gone through the legally mandated bargaining process.

You can read the complaint online at [www.upte.org/ulp877complaint.pdf](http://www.upte.org/ulp877complaint.pdf).



*Staff and students come together September 24 to protest cuts to education and research.*