Labor and Employment Intelligence for the Public Sector

California Public Employee Relations 2009 Index

(Issues 194-197)

An annual index to CPER Journal

Institute for Research on Labor and Employment
University of California Berkeley
2009 CPER INDEX

An index to the 2009 issues of

CALIFORNIA PUBLIC EMPLOYEE RELATIONS (CPER)
Issues 194-197

A service of the California Public Employee Relations Program

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TABLE OF CONTENTS

How to Use the CPER Annual Index 4

Part I: General Index 6

Part II: Table of Cases 20

Part III: Table of PERB Orders and Decisions 29

Section A: Annotated Table of PERB Orders and Decisions 29
  Dills Act Cases 29
  EERA Cases 30
  HEERA Cases 32
  MMBA Cases 32
  Trial Court Act Cases 35

Section B: Key to Orders and Decisions by PERB Decision Number 36

Part IV: Index of Arbitration 38

Grievance Actions 38
Neutrals 39
HOW TO USE THE CPER ANNUAL INDEX

The 2009 issues of the CPER quarterly periodical — No. 194 (February) through No. 197 (November) — are indexed in this edition of the annual CPER Index.

The Index is arranged in four parts to provide convenient access to information. The first part is a topical index, the second is a table of all court decisions reported in CPER periodicals, the third is a table of decisions of the Public Employment Relations Board, and the fourth is an index of arbitration awards abstracted in the periodical. Each part is described below.

Key to CPER References

References to material in CPER consist of issue and page number, appearing at the end of each entry. For example, page 22 in CPER No. 194 is printed as 194:22. References are only to the first page of an article.

Part I: General Index

This part is the basic topical index to CPER. Under each main topic appear: (1) cross references to related topics (or if it is not a main topic, reference to the main topic under which material on that subject is indexed); (2) feature articles by title, with authors noted; (3) annotations of “recent development” news stories; and (4) annotations of Public Employment Relations Board cases reported in these issues.

Cases in the General Index under each topic serve as a subject key to cases that appear in the separate tables of court cases (Part II) and PERB rulings (Part III). (Parts II and III provide complete case titles, official citations, and case annotations, but no subject indexing. See full explanation below.) The PERB cases under each topic include all final board decisions, whether they were reported in a news story or abstracted in the CPER log of PERB rulings.

To accommodate the specialized use of the Index for research of arbitration issues, arbitration awards are indexed separately in Part IV. In the General Index, they appear with the entry “arbitration log.” (See description of Part IV, below.)

Unions and associations are listed in the General Index under the topic Employee Organizations. Employers are under Employers, California Public. Most news stories are indexed by employer and employee organization, as well as by topic. All material regarding any one employer (news story, arbitration case, or court or PERB ruling) is indexed by name of the employer.

Major statutes appear as General Index topics (such as Dills Act). New legislation is indexed under the topic, Legislation, as well as under subject headings.
Part II: Table of Cases

This table includes all court cases reported in the 2009 issues of CPER. The official title of each case is followed by a brief statement of the court’s holding, the official court citations, and the citation to CPER analysis of the decision.

Part III: Table of PERB Orders and Decisions

This table contains two sections.

Section A is an annotated table of all final rulings of the Public Employment Relations Board, whether abstracted in the CPER log of PERB rulings or featured in a news story. The table is presented in subdivisions reflecting the seven statutes under PERB’s jurisdiction. This volume contains cases under the Dills Act, the Educational Employment Relations Act (EERA), the Higher Education Employer-Employee Relations Act (HEERA), the Meyers-Milias-Brown Act (MMBA), and the Trial Court Employment Protection and Governance Act (Trial Court Act). Each case title is followed by the PERB decision number, year, and reference to the case synopsis appearing in the log of PERB decisions in each issue of CPER.

Section B is a key to case titles by PERB decision number.

Decisions are indexed by topic and by employer in the General Index (Part I).

Part IV: Index of Arbitration

This part is a separate index of arbitration awards that were abstracted in the “Arbitration Log” in each periodical. Entries are arranged by the issue in dispute (based on the headnotes used in the Log). In addition, a list of neutrals’ names and CPER citations to their awards is provided. Awards also are indexed by name of employer in the General Index (Part I).
PART I

GENERAL INDEX

A

ADMINISTRATIVE REMEDIES
Supreme Court Restores Promise of Whistleblower Act for State Employees (Thomson)/195:23

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967 (ADEA)
see also Discrimination — Age
Legislative and Regulatory Updates/197:58
Supreme Court Raises the Bar for Proving Age Discrimination/196:63

AMERICANS WITH DISABILITIES ACT (ADA)
Legislative and Regulatory Updates/197:58
The ADA Amendments Act: Compliance Revisited (Austin)/194:5
Type 2 Diabetic May Be Disabled and a Qualified Individual Under the ADA/195:68

ARBITRATION
see also Interest Arbitration
Arbitrator’s Make-Whole Award Is Unenforceable/194:63
Court Compels District to Arbitrate Legal Defense to Grievance/197:64
Decision Not to Reelect Probationary Teacher Not Subject to Arbitration/195:42
Failure to Accept Responsibility for Physical Altercation Insufficient for Disparate Discipline/195:74
Grievant Entitled to Supplemental Benefits, But Monetary Recovery Limited to 60 Days/196:71
Supreme Court: Collective Bargaining Agreement Can Require Union Members to Arbitrate Discrimination Claims (Vendrillo)/195:27

B

BARGAINING — GENERAL
Public School Negotiations: After the Gold Rush (Annis)/196:14

BENEFITS
see Pay and Benefits

BROWN ACT
Teacher Not Entitled to Notice Prior to Closed Board Meeting Regarding Possible Dismissal/195:45

BUDGET
Controller Must Pay Only Federal Minimum Wages During Budget Impasse/195:59
Governor’s Proposed Budget Offers Grim Look at CSU, U.C. Funding/194:50
Local Governments Scramble to Address Budget Implosion/194:30
Schools Brace for Budget Cuts Tsunami/194:25
Studies Point to Folly of Across-the-Board Furloughs/197:45
U.C. Implements Sliding Scale Furloughs While Employees Point to Reserves/196:53

C

CALIFORNIA FAMILY RIGHT ACT (CFRA)
Legislative and Regulatory Updates/197:58

CALIFORNIA STATE MEDIATION AND CONCILIATION SERVICE
State Mediation and Conciliation Service Authorized to Charge Fees for Certain Services/197:62
CERTIFICATION OF BARGAINING UNIT
see Representation Elections, Recognition, and Decertification Procedures

CHARTER SCHOOLS
Court Compels District to Arbitrate Legal Defense to Grievance/197:64
Stimulus Funds Stimulate Changes in California Education Laws/197:25

CITIES
see Employers, California Public — Cities (for entries regarding each city by name)

CIVIL SERVICE COMMISSIONS AND MERIT SYSTEMS
Absent Exhaustion, FEHA Claim Is Barred Following Evidentiary Civil Service Hearing/194:34
Commission's Rejection of Late Appeal Not Abuse of Discretion/196:39
CUIAB Hiring Irregularities Lead to Favoritism Charges/196:47
Merit System Intended to Prevent Cronyism, Not Pay Disparity/196:42

COLLECTIVE BARGAINING
Budget Trailer Bills Make Compensation Changes Without Negotiations/195:57
CAHP Contributes Raises to Retiree Health Benefit Fund/197:42
Contention Over Fee Waivers Drives Academic Student Employees and CSU to Impasse/194:54
CSUEU Agrees to Extend Contract, Others at Impasse/196:57
Economic Downturn Brings Concessions and Layoffs/196:30

Supreme Court: Collective Bargaining Agreement Can Require Union Members to Arbitrate Discrimination Claims (Vendrillo)/195:27
Sweetwater and Teachers Agree to Tentative Contract/197:32
U.C. Nurses Make Gains in Staffing and Compensation/195:51
Unions Challenge Furlough and Layoff Order/194:40
West Contra Costa District and Teachers Reach Tentative Accord/197:30

COMMUNITY COLLEGES — IN GENERAL
Legislative Roundup/197:31

CONTRACT CLAIMS
Columbus Day: Holiday or Work Stoppage?/197:44

CONTRACTING OUT; PRESERVATION OF UNIT WORK
No Raises, But Contracting Restrictions Preserved in SETC Agreement/197:36
SPB Spinning Its Wheels Reviewing Services Contracts/197:48

DILLS ACT, Gov. Code Secs. 3512-3524
Merit System Intended to Prevent Cronyism, Not Pay Disparity/196:42

DISABILITY
see Discrimination — Disability Reasonable Accommodation

DISCIPLINE AND DISCHARGE (JUST CAUSE FOR)
see also Layoffs
LAUSD Will Push for Legislation to Speed Firing of Teachers Accused of Crimes/196:28
Notice of Unsatisfactory Performance Required Before Dismissal of Probationary Teacher/197:34
Teacher's Refusal to Take English Learner Certification Training Is Cause for Termination/197:33
Waiver of Appeal Rights by Terminated Professor Null and Void/197:28
DISCRIMINATION — AGE
Employment Testing: Avoiding the Pitfalls of Ricci v. DeStefano (Solomon and O’Neill)/197:5

DISCRIMINATION — DISABILITY
see also Americans with Disabilities Act (ADA)
Employer Liable for One-Time Failure to Accommodate Employee’s Disability/197:57
Legislative and Regulatory Updates/197:58
No ‘Discriminatory Animus’ Where HIV-Positive Instructor Not Allowed to Teach Full Load/196:67
Verdict Against Employee Claiming Disability Discrimination Upheld/194:61

DISCRIMINATION — IN GENERAL
see also Americans with Disabilities Act
Retaliation
Workers’ Compensation
Government Employee Rights Act Abrogated States’ Sovereign Immunity
Supreme Court: Collective Bargaining Agreement Can Require Union Members to Arbitrate Discrimination Claims (Vendrillo)/195:27

DISCRIMINATION — PREGNANCY
FEHC Finding of Pregnancy Discrimination Upheld/197:56
Pension Plan That Gives Less Service Credit for Pregnancy Leave Upheld/196:66

DISCRIMINATION — RACE
City Wrong to Discard Test Results Where White Firefighters Tested Better/196:60
Employment Testing: Avoiding the Pitfalls of Ricci v. DeStefano (Solomon and O’Neil)/197:5

DISCRIMINATION — RELIGIOUS
Sikh Prison Guard Applicant May Keep Beard/194:59
SPB Finds Religious Discrimination Against Sikh Applicant/194:45

DISCRIMINATION — SEX
EEOC Presented Adequate Evidence to Infer Discrimination and Retaliation/197:53
The Lilly Ledbetter Fair Pay Act: The Death of the Statute of Limitations Defense? (Sheldon and Oldendorph, Jr.)/195:13

DISCRIMINATION — SEXUAL ORIENTATION
Legislative and Regulatory Updates/197:58

DISMISSAL
‘Nolo Contendere’ Plea to Controlled Substance Offense Not Cause for Termination/195:46
Teacher Not Entitled to Notice Prior to Closed Board Meeting Regarding Possible Dismissal/195:45

DUE PROCESS
Federal Judge Blocks Cuts to IHSS Pay and Services/197:23
Waiver of Appeal Rights by Terminated Professor Null and Void/197:28

DUTY TO BARGAIN
Parking Location at CSU Campuses Not Within Scope of Representation/196:50

EDUCATION CODE
Laid-Off Employee Has Rehire Preference Over New Applicants/194:28
Layoff of Teacher With More Seniority Upheld/195:38
‘Nolo Contendere’ Plea to Controlled Substance Offense Not Cause for Termination/195:46
Notice of Unsatisfactory Performance Required Before Dismissal of Probationary Teacher/197:34
Part-Timer Cannot Displace Less-Senior Full-Time Employee/195:41
Restrictions on Unions’ Use of School Mailboxes Upheld/196:20
Schools May Resort to Little-Used State Law for Teacher Layoffs/196:24
Teacher’s Refusal to Take English Learner Certification Training Is Cause for Termination/197:33

EDUCATIONAL EMPLOYMENT RELATIONS ACT (EERA)
PERB’s Dismissal of Retaliation Charge Overturned on Appeal/194:21
Restrictions on Unions’ Use of School Mailboxes Upheld/196:20
EMPLOYEE ORGANIZATIONS — FIREFIGHTERS
International Association of Fire Fighters, Loc. 188
Limited Review of PERB’s Decision Not to Issue Complaint/195:31

EMPLOYEE ORGANIZATIONS — HIGHER EDUCATION
Academic Student Employees
Contention Over Fee Waivers Drives Academic Student Employees and CSU to Impasse/194:54
American Federation of State, County and Municipal Employees, Loc. 3299
Five-Year Contract Guarantees 10 Percent Raises Over Three Years/195:48
California Nurses Association
U.C. Nurses Make Gains in Staffing and Compensation/195:51
California State University Employees Union
CSUEU Agrees to Extend Contract, Others at Impasse/196:57
State Employees Trade Council—United
No Raises, But Contracting Restrictions Preserved in SETC Agreement/197:36
Trades Union Sues CSU for Prevailing Wage Rates/195:53
University Professional and Technical Employees
Modest Gains in U.C. Bargaining Reversed as State Funding Goes South/196:56
U.C. Union Joins Faculty in Walkout/197:38

EMPLOYEE ORGANIZATIONS — LAW ENFORCEMENT
Riverside County Sheriffs Association
Marital Communications Privilege Not Available in Peace Officer Investigations or Hearings/194:31

EMPLOYEE ORGANIZATIONS — LOCAL GOVERNMENT
American Federation of State, County and Municipal Employee
Federal Judge Blocks Cuts to IHSS Pay and Services/197:23
American Federation of State, County and Municipal Employees, Local 146
Sacramento County Battered by Layoffs, Furloughs/197:17
California Nurses Association
Sacramento County Battered by Layoffs, Furloughs/197:17

Service Employees International Union
Federal Judge Blocks Cuts to IHSS Pay and Services/197:23
California Nurses Association
Sacramento County Battered by Layoffs, Furloughs/197:17
United Public Employees, Loc. 1
Sacramento County Battered by Layoffs, Furloughs/197:17

EMPLOYEE ORGANIZATIONS — PUBLIC SCHOOLS AND COMMUNITY COLLEGES
California Federation of Teachers
Stimulus Funds Stimulate Changes in California Education Laws/197:25
California Teachers Association
Stimulus Funds Stimulate Changes in California Education Laws/197:25
Mt. Diablo Employees Association
Mt. Diablo USD/Mt. Diablo Education Association Contract Ratified/194:26
Sweetwater Education Assn.
Sweetwater and Teachers Agree to Tentative Contract/197:32
United Teachers—Richmond
West Contra Costa District and Teachers Reach Tentative Accord/197:30
West Contra Costa Teachers Headed for a Possible Strike/196:27

EMPLOYEE ORGANIZATIONS — STATE
California Association of Highway Patrolmen
CAHP Contributes Raises to Retiree Health Benefit Fund/197:42
California Attorneys, Administrative Law Judges, and Hearing Officers in State Employment
Merit System Intended to Prevent Cronyism, Not Pay Disparity/196:42
Service Employees International Union, Loc. 1000
Columbus Day: Holiday or Work Stoppage?/197:44
Decertification Effort in Unit 21 Fails/196:46
Furlough Order Legal, But Local 1000 Bargains for Half-Measures/195:54

EMPLOYERS, CALIFORNIA PUBLIC
Note: Employers are listed under subheadings indicating the type of agency.

California, State of
Unions Challenge Furlough and Layoff Order/194:40
Department of Corrections and Rehabilitation
State Layoffs to Begin in September/196:49

State Personnel Board
Exclusionary Rule Not Applied to Caltrans Employee's Administrative Hearing/197:51
SPB Finds Religious Discrimination Against Sikh Applicant/194:45
SPB Spinning Its Wheels Reviewing Services Contracts/197:48
Supreme Court Restores Promise of Whistleblower Act for State Employees (Thomson)/195:23

California, University of (U.C.)

Five-Year Contract Guarantees 10 Percent Raises Over Three Years/195:48
Governor's Proposed Budget Offers Grim Look at CSU, U.C., Funding/194:50
Modest Gains in U.C. Bargaining Reversed as State Funding Goes South/196:56
Regents Vote to Exclude 2,300 Students, Freeze Senior Manager Salaries/194:52
U.C. Implements Sliding Scale Furloughs While Employees Point to Reserves/196:53
U.C. Nurses Make Gains in Staffing and Compensation/195:51
U.C. Union Joins Faculty in Walkout/197:38

California State University (CSU)

Contention Over Fee Waivers Drives Academic Student Employees and CSU to Impasse/194:54
CSU: Layoffs or Furloughs?/196:58
CSU EU Agrees to Extend Contract, Others at Impasse/196:57
Governor's Proposed Budget Offers Grim Look at CSU, U.C., Funding/194:50
No Raises, But Contracting Restrictions Preserved in SETC Agreement/197:36
Parking Location at CSU Campuses Not Within Scope of Representation/196:50
Trades Union Sues CSU for Prevailing Wage Rates/195:53

Cities

Los Angeles
Absent Exhaustion, FEHA Claim Is Barred Following Evidentiary Civil Service Hearing/194:34
Disclosure Not Mandated by Speculation That Requested Material Might Contain Adverse Comments/195:32

Richmond
Limited Review of PERB's Decision Not to Issue Complaint/195:31

Counties

Alameda
Grievant Entitled to Supplemental Benefits, But Monetary Recovery Limited to 60 Days/196:71

Los Angeles
Commission's Rejection of Late Appeal Not Abuse of Discretion/196:39
Employee Who Fails to Return to Work After Unauthorized Absence Has Resigned/194:36

Sacramento
Failure to Accept Responsibility for Physical Altercation Insufficient for Disparate Discipline/195:74
Sacramento County Battered by Layoffs, Furloughs/197:17

Santa Clara
Commission Abused Its Discretion When It Reversed Sheriff's Demotion/195:35

Sonoma
County of Sonoma Invalidates S.B. 440/196:31

School and Community College Districts

Los Angeles USD
Court Compels District to Arbitrate Legal Defense to Grievance/197:64
LAUSD Will Push for Legislation to Speed Firing of Teachers Accused of Crimes/196:28

Mt. Diablo USD
Mt. Diablo USD / Mt. Diablo Education Association Contract Ratified/194:26

Sacramento USD
Just Cause Found for Discharge, But Due Process Violations Remedied/194:65

Sweetwater Union High School Dist.
Sweetwater and Teachers Agree to Tentative Contract/197:32

West Contra Costa USD
West Contra Costa District and Teachers Reach Tentative Accord/197:30
West Contra Costa Teachers Headed for a Possible Strike/196:27

Equal Employment Opportunity Commission (EEOC)

EEOC Presented Adequate Evidence to Infer Discrimination and Retaliation/197:53
EQUAL PAY ACT
The Lilly Ledbetter Fair Pay Act: The Death of the Statute of Limitations Defense? (Sheldon and Oldendorph, Jr.)/195:13

FAIR EMPLOYMENT AND HOUSING ACT (FEHA)
Absent Exhaustion, FEHA Claim Is Barred Following Evidentiary Civil Service Hearing/194:34
Employer Liable for One-Time Failure to Accommodate Employee's Disability/197:57
FEHC Finding of Pregnancy Discrimination Upheld/197:56
No 'Discriminatory Animus' Where HIV-Positive Instructor Not Allowed to Teach Full Load/196:67
Public Employers Are Not Immune From FEHA Liability for Disciplinary Acts/194:57
Verdict Against Employee Claiming Disability Discrimination Upheld/194:61

FAIR EMPLOYMENT AND HOUSING COMMISSION (FEHC)
FEHC Finding of Pregnancy Discrimination Upheld/197:56

FAIR LABOR STANDARDS ACT (FLSA)
Controller Must Pay Only Federal Minimum Wage During Budget Impasse/195:59

FAIR PAY ACT
Ledbetter and Paycheck Fairness Acts Poised to Become Law/194:58

FAMILY AND MEDICAL LEAVE ACT (FMLA)
DOL Issues New Final FMLA Regulation (Dungy)/194:11
Legislative and Regulatory Updates/197:58

FIFTH AMENDMENT
Spielbauer: The Status Quo Affirmed (Pegg and Berkman)/195:18

FIREFIGHTERS
Legislation Divesting PERB of Jurisdiction in Firefighter Cases Applied Retroactively/197:21

FIRST AMENDMENT
Idaho Statute Upheld Despite Ban on Political Payroll Deductions/195:71
Labor Law Protections for Electronic Employee Communications (Leyton)/197:11

FOURTEENTH AMENDMENT
Government Employee Rights Act Abrogated States' Sovereign Immunity

FOURTH AMENDMENT
Exclusionary Rule Not Applied to Caltrans Employee's Administrative Hearing/197:51

FREEDOM OF SPEECH
Limit on Employee's Outside Legal Work Not Unlawful Free Speech Restriction/195:72
New Law Bans Retaliation for School Newspaper Advisors/194:27

FURLOUGHS
Civil Service Employees of Constitutional Officers Furloughed/195:58
CSU: Layoffs or Furloughs?/196:58
Fired Over Furloughs/196:47
Furlough Order Legal, But Local 1000 Bargains for Half-Measures/195:54
Furloughs: The Devil's in the Details (Berliner and Neufeld)/196:5
Studies Point to Folly of Across-the-Board Furloughs/197:45
U.C. Implements Sliding Scale Furloughs While Employees Point to Reserves/196:53
Unions Challenge Furlough and Layoff Order/194:40

G

GAY RIGHTS
see Discrimination — Sexual Orientation

GOOD FAITH
see Duty to Bargain
GRIEVANCE PROCEDURES

see Arbitration

HIGHER EDUCATION

see Employers, California Public:
   — California, University of
   — California State University

HIGHER EDUCATION EMPLOYER-EMPLOYEE RELATIONS ACT (HEERA), Gov. Code Secs. 3560-3599

see Employers, California Public:
   — California, University of
   — California State University

Table of PERB Orders and Decisions (Part III of Index) for PERB rulings listed under ‘HEERA’

Equitable Tolling Doctrine Is Available Under HEERA/196:52
Parking Location at CSU Campuses Not Within Scope of Representation/196:50

HIRING

CUIAB Hiring Irregularities Lead to Favoritism Charges/194:47

HOURS OF WORK, OVERTIME, SHIFT AND DUTY ASSIGNMENTS

see Fair Labor Standards Act

IMMUNITY

CDCR Investigation Statements and Affidavit for Search Warrant Protected by Anti-SLAPP Statute/195:63
Government Employee Rights Act Abrogates States’ Sovereign Immunity

IMPASSE

see Arbitration
   Strikes and Job Actions

INJUNCTIONS

see Strikes and Job Actions

INTEREST ARBITRATION

County of Sonoma Invalidates S.B. 440/196:31

JUDICIAL EXHAUSTION

Commission Abused Its Discretion When It Reversed Sheriff’s Demotion/195:35
Supreme Court Restores Promise of Whistleblower Act for State Employees (Thomson)/195:23

JUST CAUSE

Just Cause Found for Discharge, But Due Process Violations Remedied/194:65

L

LABOR CODE

Trades Union Sues CSU for Prevailing Wage Rates/195:53

LAW ENFORCEMENT EMPLOYEES

see Employee Organizations — Law Enforcement

LAYOFFS

see also Furloughs
Arbitrator’s Make-W hole Award Is Unenforceable/194:63
CSU: Layoffs or Furloughs?/196:58
Economic Downturn Brings Concessions and Layoffs/196:30
Laid-Off Employee Has Rehire Preference Over New Applicants/194:28
Layoff of Teacher With More Seniority Upheld/195:38
Part-Timer Cannot Displace Less-Senior Full-Time Employee/195:41
Schools May Resort to Little-Used State Law for Teacher Layoffs/196:24
Schools Brace for Budget Cuts Tsunami/194:25
State Layoffs to Begin in September/196:49
Teachers Sacrifice Pay to Save Jobs/196:26
LEGISLATION
Budget Trailers Make Compensation Changes Without Negotiations/195:57
County of Sonoma Invalidates S.B. 440/196:31
Legislation Clarifies Notice Required by Bill of Rights Act (A.B. 955)/197:17
Legislation Divesting PERB of Jurisdiction in Firefighter Cases Applied Retroactively (S.B. 1296)/197:21
Pay Limit Proposals (Prop. 1F) (A.B. 53, A.B. 1411)/195:62

LOCAL GOVERNMENT (IN GENERAL)
see Employers, California Public
— Cities
— Counties
— Transit Districts

MANAGEMENT RIGHTS
see Scope of Bargaining

MANAGERIAL EMPLOYEES
see Supervisory and Managerial Employees

MEDIATION
see Impasse

MEET AND CONFER
see Duty to Bargain (Meet and Confer) in Good Faith

MERIT PAY
Stimulus Funds Stimulate Changes in California Education Laws/197:25

MEYERS-MILIAS-BROWN ACT (MMBA), Gov. Code Secs. 3500-3510
see also Employee Organizations
— Firefighters
— Law Enforcement
— Local Government
Employers, California Public
— Cities
— Counties
Table of PERB Orders and Decisions (Part III of Index) for PERB rulings listed under ‘MMBA’ Bill Expanding Exclusion of Peace Officers Vetoed/197:22

N
NATIONAL LABOR RELATIONS ACT (NLRA)
Labor Law Protections for Electronic Employee Communications (Leyton)/197:11

NO CHILD LEFT BEHIND ACT (NCLB)
Parents and Students Cannot Challenge NCLB Highly Qualified Teachers Regulation/197:26

OPEN MEETINGS ACT
see Brown Act

ORGANIZATIONAL SECURITY
Idaho Statute Upheld Despite Ban on Political Payroll Deductions/195:71

OVERTIME
see Fair Labor Standards Act (FLSA)
Pay and Benefits

P-Q

PAST PRACTICE
see Duty to Bargain (Meet and Confer) in Good Faith

PAY AND BENEFITS
see also Furloughs
Retirement and Pensions
Budget Trailers Make Compensation Changes Without Negotiations/195:57
Controller Must Pay Only Federal Minimum Wages During Budget Impasse/195:59
Governor Proposes Expanded Health Benefits Negotiations/194:43
Legislative Pay Cuts Coming…Later/196:48
Merit System Intended to Prevent Cronyism, Not Pay Disparity/196:42
Pay Limit Proposals/195:62
Public School Negotiations: After the Gold Rush (Dannis)/196:14
Regents Vote to Exclude 2,300 Students, Freeze Senior Management Salaries/194:52
Studies Point to Folly of Across-the-Board Furloughs/197:45
Trades Union Sues CSU for Prevailing Wage Rates/195:53

PENSIONS
see also Retirement and Pensions
The Staying Power of Pensions in the Public Sector (Almeida and Boivie)/195:5

POLICE
see Employee Organizations — Law Enforcement
Public Safety Officers Procedural Bill of Rights Act

PREGNANCY DISCRIMINATION ACT
see also Discrimination — Pregnancy
Pension Plan That Gives Less Service Credit for Pregnancy Leave Upheld/196:66

PROMOTION
City Wrong to Discard Test Results Where White Firefighters Tested Better/196:60

PROTECTED ACTIVITY
CDCR Investigation Statements and Affidavit for Search Warrant Protected by Anti-SLAPP Statute/195:63
PERB's Dismissal of Retaliation Charge Overturned on Appeal/194:21

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)
see California Public Employees Retirement System (CALPERS)

PUBLIC EMPLOYMENT RELATIONS BOARD — DUTY OF FAIR REPRESENTATION RULINGS

Dills Act
DFR Charge was untimely and lacked prima facie support (George v. SEIU, loc. 1000) N o. 1984-S/194:77

EERA
Cases dismissed for failure to prosecute (Deglow v. Los Rios College Federation of Teachers, loc. 2279) N o. 1990/194:79
Dismissal of charge alleging breach of duty of fair representation upheld (Bussman v. California Teachers Assn.) N o. 2047/197:76
Dismissal of DFR charge upheld (Bussman v. Alvord Educators Assn.) N o. 2046/197:75
Duty of fair representation owed to certificated employees on reemployment list (Felician v. Santa Ana Educators Assn.) N o. 2008/195:86
No breach of duty of fair representation where union had rational basis for not filing grievance (Waszak v. Glendale Guild/AFT Loc. 2276) N o. 2003/195:85
No DFR breach absent showing that union's actions were arbitrary, discriminatory, or in bad faith (Adams v. United Teachers of Los Angeles) N o. 2012/196:84
No DFR breach absent showing that union's actions were arbitrary, discriminatory, or in bad faith (Payne v. California School Employees Assn. and Its Chap. 410) N o. 2029/196:86
Union had rational basis for not taking grievance to arbitration (Dunn v. California School Employees Assn., Chap. 379) N o. 2028/196:85

MMBA
All allegations in DFR charge refer to events outside six-month statute of limitations period (Hagans and Toole v. SEIU Loc. 721) N o. 2051-M/197:90
Allegations in DFR charge refer to events that occurred more than six months prior to the filing of the charge (H agans and Toole v. SEIU Loc. 721) N o. 2050-M/197:89
Charging party knew union would not pursue his grievances more than six months before DFR charge was filed (Hinek v. Teamsters Locals 78 and 853) N o. 2056-M/197:91
DFR charge untimely filed (Rivera v. SEIU, United Healthcare Workers West) N o. 2025-M/196:91
No DFR breach absent evidence that union acted without rational basis or devoid of honest judgment (Estival v. Service Employees International Union, Loc. 1021) N o. 1998-M/195:90
PUBLIC EMPLOYMENT RELATIONS BOARD — IN GENERAL

PERB Chair Tiffany Rystrom Loses Battle With Cancer/196:70

PUBLIC EMPLOYMENT RELATIONS BOARD — JURISDICTION

Bill Expanding Exclusion of Peace Officers Vetoed/197:22
Decision Not to Reelect Probationary Teacher Not Subject to Arbitration/195:42
Legislation Divesting PERB of Jurisdiction in Firefighter Cases Applied Retroactively/197:21
Limited Review of PERB’s Decision Not to Issue Complaint/195:31

PUBLIC EMPLOYMENT RELATIONS BOARD — REPRESENTATION RULINGS

EERA
Dismissal of decertification petition for insufficient proof of support (Grossmont-Cuyamaca Community College Dist., Grossmont-Cuyamaca Community College Dist., Faculty Assn., and United Faculty of Grossmont-Cuyamaca Community College Dist.) N o. Ad-380/197:74
Petition to stay decert election denied, but impounding of ballots ordered following appeal (Grossmont-Cuyamaca Community College Dist., Grossmont-Cuyamaca Community College Dist., Faculty Assn., and United Faculty of Grossmont-Cuyamaca Community College Dist.) N o. Ad-380/197:74

PUBLIC EMPLOYMENT RELATIONS BOARD — UNFAIR PRACTICE RULINGS

Dills Act
Alleged facts do not support charge of unlawful interference, retaliation by union (Eisenberg v. Civil Service Div., California State Employees Assn.) N o. 2034-S/196:78
Implementation of last best offer ends duty to collect agency fees (California Correctional Peace Officers Assn. v. State of California [Dept. of Personnel Administration]) N o. 1985-S/194:75

No unlawful interference or retaliation against employee whose union membership was revoked (Hernandez v. SEIU Loc. 1000) N o. 2049-S/197:71
Refusal to pay increased mileage reimbursement rate not an unfair practice (California Correctional Peace Officers Assn. v. State of California [Dept. of Personnel Administration]) N o. 2018-S/196:77
State’s failure to request second impasse determination not an unfair practice (California Correctional Peace Officers Assn. v. State of California [Dept. of Personnel Administration]) N o. 2017-S/196:76

EERA
Association’s request to withdraw exceptions granted; ALJ decision stands (Cottonwood Teachers Assn. v. Cottonwood Union Elementary School Dist.) N o. 2026/196:83
Board affirms application of equitable tolling doctrine when parties are engaged in non-binding dispute resolution procedures (Long Beach Council of Classified Employees v. Long Beach Community College Dist.) N o. 2002/195:84
Charging party failed to allege facts constituting an unfair practice (Menges v. Torrance Unified School Dist.) N o. 2007/195:84
Dismissal of charge alleging retaliation, unlawful interference upheld (Bussman v. Alvord Unified School Dist.) N o. 2021/196:81
Dismissal of charge upheld where allegations occurred more than six months prior to filing (Hicks v. Compton Unified School Dist.) N o. 2016/196:80
Dismissal of untimely charge upheld (Hicks v. Compton Unified School Dist.) N o. 2015/196:79
District initiated discipline in retaliation for filing unfair practice charge (California School Employees Assn. and Its Chap. 150 v. Escondido Unified School Dist.) N o. 2019/196:82
Employees’ reporting location not negotiable (United Educators of San Francisco v. San Francisco Unified School Dist.) N o. 2048/197:73
Governed by the Education Code, teacher classification is outside of scope (United Educators of San Francisco v. San Francisco Unified School Dist.) N o. 2040/197:72
List of principal’s expectations of teachers not negotiable, and retaliation not established (United Educators of San Francisco v. San Francisco Unified School Dist.) N o. 2057/197:74
No standing to file charge when no longer district employee (Hsiong v. San Francisco Unified School Dist.) No. 2000/195:83


Partial dismissal of unfair practice charge upheld where allegations occurred more than six months prior to filing (Adams v. Los Angeles Unified School Dist.) No. 2011/196:79

Prohibiting distribution of union newsletter in district mailboxes not unlawful interference (United Association of Conejo Teachers v. Conejo Valley Unified School Dist.) N o. 2054/197:73

Request to withdraw appeal of dismissal and underlying unfair practice charge granted following parties' settlement (Kern Community College Dist. v. California School Employees Assn. and its Chaps. 246, 336, and 617) N o. 1999/195:83

Teacher's nonrenewal linked to his protected activity (Baker Valley Teachers Assn. v. Baker Valley U SD) N o. 1993/194:78

**HEERA**

Anti-union animus not imputed to decisionmaker (Coalition of University Employees v. Regents of the U niversity of California [Los Angeles]) N o. 1995-H/195:86

Equitable tolling doctrine available under the Act (Onkvisit v. Trustees of the California State University [San Jose]) N o. 2032-H/196:87

Joint request to withdraw exceptions and vacate proposed decision granted (California Alliance of Academic Student Employees/UA W v. Trustees of CSU) N o. 1992-H/194:81

Untimeliness, lack of nexus, defeat charge of retaliation for protected activity (Kyrias v. Trustees of California State University) N o. SF-C-E-870-H/197:77

**MMBA**

Admission of telephonic testimony to be decided by ALJs on case-by-case basis (American Federation of State, County and M unicipal Employees, L oc. 1117 v. City of Torrance) N o. 2004-M/195:89

Association waived right to bargain decision and effects of new policy affecting employer-provided vehicles (Metropolitan Water District Supervisors Assn. v. Metropolitan Water District of Southern California) N o. 2055-M/197:87

Award of attorney's fees justified where charge was without arguable merit and filed in bad faith (Alhambra Firefighters Assn., L oc. 1578, v. City of Alhambra) No. 2037-M/197:82

Charge alleging abrogation of the parties' M O U barred by statute of limitations (AFSCME Loc. 146, AFL-CIO v. Nevada Irrigation Dist.) N o. 2052-M/197:87

Charge alleging retaliation for union organizing dismissed as untimely (Saenz v. County of San Diego [H ealth and Human Services]) N o. 2042-M/197:84

Charges that county suspended meetings, refused to allow grievance not a violation (Kroopkin v. County of San Diego) N o. 2005-M/195:89


City failed to provide necessary and relevant information (Burbank City Employees Assn. v. City of Burbank) N o. 1988-M/194:82

County unilaterally changed retiree medical insurance program (Sacramento County Attorneys Assn. v. County of Sacramento; Sacramento County Professional Accountants Assn. v. County of Sacramento; American Federation of State, County and M unicipal Employees, AFL-CIO, L oc. 146 v. County of Sacramento; Chauffeurs, Teamster & Helpers, L oc. 150 v. County of Sacramento) N o. 2043-M/197:84

Employer unlawfully denied union access to drivers' assembly rooms during non-work time (Amalgamated Transit Union, L oc. 1704 v. Omnitrans, N o. 2030-M/197:79

Equitable tolling applies in M M B A cases, but no evidence here of resort to grievance procedure (Hinke v. Solano County Fair Assn.) N o. 2035-M/197:80

Following impasse, participation in charter-imposed impasse procedure is mandatory (City and County of San Francisco v. Stationary Engineers, L oc. 39) N o. 2041-M/197:83

Honest mistake is good cause for late filing (Roeleveld v. County of San Bernardino) N o. 2023-M/196:90

Hospital district, as a public entity, unlawfully refused to permit agency fee election (SEIU L oc. 715 v. El Camino Hospital Dist.) N o. 2033-M/197:79

Increase in disciplinary suspension not retaliation for employee's appeal (Modesto City Employees Assn. v. City of Modesto) N o. 1994-M/195:88

Interaction with supervisors was not investigatory meeting triggering right to union representation (Shelton v. San Bernardino County Public Defender) N o. 2058-M/197:88

Layoffs were retaliation for filing unit modification petition (California School Employees Assn. and its Chap. 2001 v. Coachella Valley Mosquito & Vector Control Dist.) N o. 2031-M/197:78
Nexus between protected activity and termination lacking (SEIU Loc. 1021 v. Calaveras County Water Dist. N o. 2039-M /197:82)

No allegations support claim that union’s conduct violated charging party’s rights (Kroopkin v. Service Employees International Union, L oc. 221) N o. 2006-M /195:90

No change of policies during limitations period; award of attorney’s fees unwarranted (Alhambra Firefighters Assn., L oc. 1578, v. City of Alhambra) N o. 2036-M /197:81

No nexus between protected activity and adverse reassignment (Gilley-Mosier v. County of Yolo) N o. 2020-M /196:89


No right to union representation absent reasonable belief that discipline will result (M odesto City Employees Assn. v. City of M odesto) N o. 2022-M /196:89


Request to withdraw appeal granted (Kroopkin v. County of San Diego) N o. 1989-M /194:84


Retiree medical insurance program unilaterally changed (United Public Employees, L oc. 1 v. County of Sacramento) N o. 2044-M /197:85

Reversing dismissal, PERB orders issuance of complaint on charge of premature impasse declaration (California United Homecare Workers U nion v. Kings In-H ome Supportive Services Public Authority) N o. 2009-M / 196:88

Unilateral change to criteria for bus driver promotions (Service Employees International Union, L oc. 1997 v. City of Riverside) N o. 2027-M /196:90

Unilateral change to retiree medical insurance program unlawful (Service Employees International U nion, L oc. 1021 v. County of Sacramento) N o. 2045-M /197:86

Union has basic statutory right to file grievance in its own name (Amalgamated Transit U nion, L oc. 1704 v. Omnitrans) N o. 2010-M /196:87


**Trial Court Acts**

Independent contractor court interpreters outside PERB’s jurisdiction (California Federation of Interpreters/ T NG/CWA v. Region 4 Court Interpreter Employment Relations Committee and the Superior Court of California, County of Riverside) N o. 1987-I/194:84

**PUBLIC SAFETY OFFICERS PROCEDURAL BILL OF RIGHTS ACT (PSOPBRA)**

Bill Expanding Exclusion of Peace Officers Vetoed/197:22
Disclosure Not Mandated by Speculation That Requested Material Contains Adverse Comments/195:32
Investigation of Sick Leave Abuse Triggered Application of Bill of Rights Act/196:35
Legislation Clarifies Notice of Unfair Practice Required by Bill of Rights Act/197:17
Marital Communications Privilege Not Available in Peace Officer Investigations or Hearings/194:31
No Violation of PSOPBRA Demonstrated by "Misleading" Notice/195:73

**PUBLIC SCHOOLS — GENERAL**

New Budget Cuts Billions From Schools/196:20
Parents and Students Cannot Challenge NCLB Highly Qualified Teachers Regulation/197:26
Public School Negotiations: After the Gold Rush (Dannis)/196:14
Schools Brace for Budget Cuts Tsunami/194:25
Stimulus Funds Stimulate Changes in California Education L aws/197:25

**RACE TO THE TOP**

Stimulus Funds Stimulate Changes in California Education L aws/197:25

**REASONABLE ACCOMMODATION**

see also Discrimination — Disability
Americans with Disabilities Act
Employer Liable for One-Time Failure to Accommodate Employee’s Disability/197:57

**RECOGNITION**

see Representation Elections, Recognition and Decertification Procedures

**REPRESENTATION ELECTIONS, RECOGNITION, AND DECERTIFICATION PROCEDURES**

see also Public Employment Relations Board — Representation Rulings
Decertification Effort in Unit 21 Fails/196:46
RETAI LATION
New Law Bans Retaliation for School Newspaper Advisors/194:27
Supreme Court Makes Short Shift of Sixth Circuit Limits on Retaliation Claims/195:65

RETI REMENT AND PENSIONS
Another Pension Initiative Circulating/196:46
CAHP Contributes Raises to Retiree Health Benefit Fund/197:42
Retirement Costs Pickup and Medical Benefits Not Vested Rights Under Contract Clause/196:36

SAFETY SERVICES EMPLOYEES
see Employee Organizations — Firefighters
see Employee Organizations — Law Enforcement

SCOPE OF BARGAINING
Parking Location at CSU Campuses Not Within Scope of Representation/196:50
Teacher’s Refusal to Take English Learner Certification Training Is Cause for Termination/197:33

SEX DISCRIMINATION
see Discrimination — Sex

SEXUAL HARASSMENT
see Discrimination — Sex

SICK LEAVE
see also California Family Rights Act (CFRA)
see also Family and Medical Leave Act (FMLA)
Pay and Benefits
Grievant Entitled to Supplemental Benefits, But Monetary Recovery Limited to 60 Days/196:71

STATE EMPLOYER-EMPLOYEE RELATIONS ACT (SEERA)
see Dills Act

STATE MEDIATION AND CONCILIATION SERVICE
see California State Mediation and Conciliation Service

STATUTE OF LIMITATIONS
Equitable Tolling Doctrine Is Available Under HEERA/196:52

STRIKES AND JOB ACTIONS
Columbus Day: Holiday or Work Stoppage?/197:44
U.C. Union Joins Faculty in Walkout/197:38
West Contra Costa Teachers Headed for Possible Strike/196:27

SUBCONTRACTING
see Contracting Out; Preservation of Unit Work

SUPERVISORY AND MANAGERIAL EMPLOYEES
Regents Vote to Exclude 2,300 Students, Freeze Senior Management Salaries/194:52

SURFACE BARGAINING
see Duty to Bargain (Meet and Confer) in Good Faith

TEACHERS
see also Employee Organizations — Public School and Community College
Employers, California Public — School and Community College Districts
Public Schools — General
Laid-Off Employee Has Rehire Preference Over New Applicants/194:28
LAUSD Will Push for Legislation to Speed Firing of Teachers Accused of Crimes/196:28
Layoff of Teacher With More Seniority Upheld/195:38
Legislative Roundup/197:31
New Law Bans Retaliation for School Newspaper Advisors/194:27
‘Nolo Contendere’ Plea to Controlled Substance Offense Not Cause for Termination/195:46
Notice of Unsatisfactory Performance Required Before Dismissal of Probationary Teacher/197:34
Parents and Students Cannot Challenge NCLB Highly Qualified Teachers Regulation/197:26
Part-Timer Cannot Displace Less-Senior Full-Time Employee/195:41
PERB’s Dismissal of Retaliation Charge Overturned on Appeal/194:21
Public School Negotiations: After the Gold Rush (Dannis)/196:14
Restrictions on Unions' Use of School Mailboxes Upheld/196:20
Schools May Resort to Little-Used State Law for Teacher Layoffs/196:24
Stimulus Funds Stimulate Changes in California Education Laws/197:25
Teacher Not Entitled to Notice Prior to Closed Board Meeting Regarding Possible Dismissal/195:45
Teacher's Refusal to Take English Learner Certification Training Is Cause for Termination/197:33
Teachers Sacrifice Pay to Save Jobs/196:26
Waiver of Appeal Rights by Terminated Professor Null and Void/197:28
West Contra Costa Teachers Headed for a Possible Strike/196:27

TERMINATION
See Discipline and Discharge
Due Process

TITLE VII
City Wrong to Discard Test Results Where White Firefighters Tested Better/196:60
EEOC Presented Adequate Evidence to Infer Discrimination and Retaliation/197:53
Employment Testing: Avoiding the Pitfalls of Ricci v. DeStefano (Solomon and O'Neill)/197:5
Pension Plan That Gives Less Service Credit for Pregnancy Leave Upheld/196:66
Supreme Court Makes Short Shrift of Sixth Circuit Limits on Retaliation Claims/195:65

TRANSFERS
see Discipline and Discharge

UNFAIR PRACTICES (IN GENERAL)
See rulings under Public Employment Relations Board and separate subject headings for specific unfair practice issues:
Duty to Bargain (Meet and Confer) in Good Faith Scope of Bargaining

UNILATERAL ACTION
see Duty to Bargain (Meet and Confer) in Good Faith Scope of Bargaining

UNIONS
Public School Negotiations: After the Gold Rush (Dannis)/196:14
Restrictions on Unions' Use of School Mailboxes Upheld/196:20

UNIT DETERMINATION OR MODIFICATION
see Public Employment Relations Board — Representation Rulings
Representation Elections, Recognition, and Decertification Procedures

UNIVERSITIES
see Employers, California Public
— California, University of
— California, State University

VACATION, ANNUAL LEAVE
see Pay and Benefits

WAGES AND BENEFITS
see Pay and Benefits

WHISTLEBLOWERS
CDCR Investigation Statements and Affidavit for Search Warrant Protected by Anti-SLAPP Statute/195:63
Supreme Court Restores Promise of Whistleblower Act for State Employees (Thomson)/195:23

WORKERS' COMPENSATION
Limits on Employer's Workers' Comp Liability for Injuries Suffered Seeking Treatment/197:59
Achene v. Pierce Joint Unified School Dist.
A probationary teacher must be given a notice of unsatisfactory performance and an opportunity to correct the deficiencies prior to being dismissed.

Albertsons LLC
see A.M. v. Albertsons LLC

A.M. v. Albertsons LLC
An employer can be held liable for a violation of the Fair Employment and Housing Act where it failed to reasonably accommodate an employee's known physical disability even where it can show a pattern of successful accommodation. The duty to engage in the interactive process to determine a reasonable accommodation is not ongoing. Once it has been determined what accommodation is required, and that accommodation has been granted, the employer has a duty to provide it.

Art Institute of California-Orange County Inc.
see Scotch v. Art Institute of California-Orange County Inc.

AT & T Corp. v. Hulteen
A pension plan that pays lower retirement benefits to women who took pregnancy leave before enactment of the Pregnancy Discrimination Act of 1979 than it pays coworkers who took disability leave during the same time does not violate Title VII of the Civil Rights Act. Because the pension plan was seniority based and this treatment of pregnancy leave was not illegal at the time, the failure to give post-PDA credit for pre-PDA pregnancy leave was not discriminatory.

Benefield v. California Department of Corrections and Rehabilitation
The Public Safety Officers Procedural Bill of Rights Act does not require that notice of proposed discipline identify the decisionmaker who chose dismissal as the proposed discipline.

Biggs Unified School Dist.
see Bledsoe v. Biggs Unified School Dist.

A school district that laid off a certificated employee for budgetary reasons while retaining other employees with less seniority did not violate the Education Code. The district met its burden under Ed. Code Sec. 44955(d) and was allowed to deviate from the strict order of seniority by showing that the junior employees had specialized training and experience which the more-senior teacher lacked.
Cahoon v. Governing Board of Ventura Unified School Dist.

A school district cannot terminate an employee because he pled nolo contendere to a misdemeanor controlled substance offense.


California Attorneys, Administrative Law Judges, and Hearing Officers in State Employment v. Schwarzenegger

The court dismissed the contention that the comparatively low pay of state attorneys violates the merit principle of the California Constitution and prevents the attorney general from fulfilling his constitutional duty to adequately and uniformly enforce the law. The governor’s dealings with the union did not amount to an unconstitutional application of the Dills Act to the attorneys’ bargaining unit.


California Department of Corrections and Rehabilitation

see Benefield v. California Department of Corrections and Rehabilitation

Hansen v. California Department of Corrections and Rehabilitation

California Fair Employment and Housing Commission

see SASCO Electric v. California Fair Employment and Housing Commission

California Teachers Assn. v. PERB (Journey Charter School)

The teachers engaged in protected activity when they disseminated a letter to parents that criticized the district’s financial management, among other things. Since PERB had determined that the teachers were terminated because of the letter, CTA demonstrated the district violated the Educational Employment Relations Act.


Chiang

see Gilb v. Chiang

Schwarzenegger v. Chiang

City of Los Angeles

see McMahon v. City of Los Angeles

Miller v. City of Los Angeles

Paterson v. City of Los Angeles

City of Oakdale

see Mossman v. City of Oakdale

City of Richmond, RPI

see International Association of Fire Fighters, Loc. 188, AFL-CIO v. PERB; City of Richmond, RPI

City of San Jose v. International Association of Firefighters, Loc. 230

In 2008, Senate Bill 1296 amended the Meyers Milias Brown Act and gave the superior courts exclusive jurisdiction over actions involving interest arbitration when the action involves an employee organization representing firefighters. The question here was whether the statutory changes effective January 1, 2009, should be applied to cases pending at the time S.B. 1296 was enacted. The court reasoned that since PERB no longer has exclusive jurisdiction over the underlying dispute, the premise for the lower court’s ruling is no longer correct.


Civil Service Commission of Santa Cruz

see County of Santa Cruz v. Civil Service Commission of Santa Cruz

Commission on Professional Competence of the Los Angeles Unified School Dist.

Commission on Professional Conduct

see Governing Board of Ripon Unified School Dist. v. Commission on Professional Conduct

County of Orange

see Wilson v. County of Orange

County of Santa Cruz v. Civil Service Commission of Santa Cruz

The Santa Cruz County Civil Service Commission abused its discretion when it overrode the sheriff's decision to demote an officer because of his inappropriate behavior.


County of Sonoma v. Sonoma County Law Enforcement Assn.

The court struck down the amended version of the statute that compels binding interest arbitration of bargaining impasses involving public agencies and employee organizations representing law enforcement employees. The constitutional infirmities of an earlier version of the statute were not cured by inclusion of a provision allowing a unanimous vote of the local governing body to reject the arbitration panel's award.


Crawford v. Metropolitan Government of Nashville and Davidson County, Tennessee

Title VII's prohibition against retaliation by employers does extend to employees who report workplace race or gender discrimination not on their own initiative but in answering questions during an employer's internal investigation.


D

DeJung v. Superior Court of Sonoma County

The employer, a state superior court, is not immune from liability under the Fair Employment and Housing Act.


Department of Transportation v. State Personnel Board (Kendrick)

The exclusionary rule does not apply to incriminating evidence found in an illegal search of a state employee's car.


DeStefano

see Ricci v. DeStefano

Duncan

see Renee v. Duncan

E

Equal Employment Opportunity Commission

see State of Alaska v. EEOC


The employer's stated reasons for laying off two female employees were pretextual. The EEOC had established prima facie cases of sex discrimination, and the case could go to a jury because there was sufficient evidence to refute the company's claim that the women were laid off because of low test scores.

(9th Cir. 2009) 577 F.3d 1044/197:53

Esquivel v. Workers' Compensation Appeals Board

An employer is liable when an employee receiving workers' compensation benefits injures herself while en route to or from a medical appointment for an existing industrial injury. But, there are some limitations on that li-
ability. The employee must be traveling a reasonable distance and within a reasonable geographic area. Because there is no specific statutory or regulatory test for determining these boundaries, they must be addressed on a case-by-case basis.


Farahani v. San Diego Community College Dist.
A community college professor’s “waiver” of his statutory due process rights related to faculty discipline was void as a matter of law.


FBL Financial Services, Inc.
see Gross v. FBL Financial Services, Inc.

Gibson v. Office of the Attorney General
The state attorney general’s policy that prohibits its lawyers from engaging in the practice of law without prior approval is not a prior restraint on speech. The employee’s malpractice lawsuit stemming from a divorce does not address a matter of public concern deserving of First Amendment protection.

(9th Cir. 2009) 554 F.3d 759/195:72

Gilb v. Chiang
The state controller does not have authority to second-guess the legality of a pay letter issued by the Department of Personnel Administration. The controller provided insufficient evidence that the aged computer payroll system could not be programmed to implement the instructions. The court excluded from its ruling those state employees whose salaries are paid by programs subject to continuing appropriations or self-executing constitutional mandates.


Governing Board of Ripon Unified School Dist. v. Commission on Professional Conduct
The district’s requirement that all teachers become certified to teach English learners was not preempted and, therefore, a teacher’s refusal to take the training was a cause for termination.


Governing Board of the San Leandro Unified School Dist.
see San Leandro Teachers Assn. v. Governing Board of the San Leandro Unified School Dist.

Governing Board of Ventura Unified School Dist.
see Cahoon v. Governing Board of Ventura Unified School Dist.

Gross v. FBL Financial Services, Inc.
The Age Discrimination in Employment Act does not authorize a “mixed motives” claim. The employee must prove by direct evidence that the employer would not have taken the adverse action “but for” the employee’s age. A plaintiff does not prevail by proving that age was one of the factors affecting the decision.


Grossmont Union High School Dist.
see Tucker v. Grossmont Union High School Dist.

Hansen v. California Department of Corrections and Rehabilitation
An employee may not base his whistleblower retaliation case on statements coworkers made during an internal investigation, even if they were made in bad faith.


When a school district lays off certificated employees because of a reduction of services pursuant to Educa-

Hulteen
see AT&T Corp. v. Hulteen

International Association of Fire Fighters, Loc. 188, AFL-CIO v. PERB; City of Richmond RPI
A party aggrieved by a Public Employment Relations Board decision not to issue an unfair practice charge has recourse to challenge that decision in a superior court. The scope of judicial review is limited to determining whether the decision violates a constitutional right, exceeds a grant of authority, or is based on an erroneous statutory construction. (2009) 172 Cal.App.4th 265/195:31

International Association of Firefighters, Loc. 230
see City of San Jose v. International Association of Firefighters, Loc. 230

Jacobs
see Sunnyvale Unified School Dist. v. Jacobs

Journey Charter School
see California Teachers Assn. v. PERB (Journey Charter School)

A school board is not required to provide 24-hour notice prior to convening a closed session to consider the dismissal of a permanent certificated teacher. Government Code Sec. 54957 provides an exception to the 24-hour prior notice requirement of the Ralph M. Brown Act. (2009) 170 Cal.App.4th 1346/195:45

Los Angeles County Civil Service Commission
see Munro v. Los Angeles County Civil Service Commission

Los Angeles County Department of Social Services
see Sandoval v. Los Angeles County Department of Social Services

Los Angeles Unified School Dist.
see United Teachers Los Angeles v. Los Angeles Unified School Dist.

McMahon v. City of Los Angeles
The City of Los Angeles acted in conformity with the Public Safety Officers Procedural Bill of Rights Act when it withheld from a police officer certain investigative materials — such as interview tapes and transcripts — that pertained to allegations of misconduct. Where the police department disclosed all adverse comments made against the officer, the officer's speculation that the underlying investigative materials might contain additional adverse comments does not mandate disclosure under Sec. 3306.5(a) of the Bill of Rights Act. And, the undisclosed material is maintained by the police department in a way that precludes its use in personnel decisions. (2009) 172 Cal.App.4th 1324/195:32
Metropolitan Government of Nashville and Davidson County, Tennessee

see Crawford v. Metropolitan Government of Nashville and Davidson County, Tennessee

Miller v. City of Los Angeles

An employee who appeals his discharge to the Board of Civil Service Commissioners and receives a hearing officer’s report recommending his discharge is barred from filing a discrimination lawsuit because he failed to exhaust his judicial remedies. While a public employee may opt to bypass the administrative process, if he pursues it through an evidentiary hearing, he must exhaust administrative and procedural remedies even if doing so may defeat the viability of a claim under the Fair Employment and Housing Act.

(2008) 169 Cal.App.4th 1373, certified for publication 1-7-09/194:34

Mossman v. City of Oakdale

When an arbitrator finds there has been a violation of a personnel rule, orders a “make whole” remedy, and retains jurisdiction to address issues the parties are unable to resolve, the arbitrator does not fail to determine all the issues submitted to her. Therefore, the award cannot be vacated on that basis. However, the award as written by the arbitrator was unenforceable because she did not specify either the amount of the back pay award or the exact position the grievant was entitled to receive. The court remanded the issue back to the original arbitrator.


Monroe v. Los Angeles County Civil Service Commission

The decision of the Los Angeles Civil Service Commission to reject an appeal as untimely was not an abuse of discretion. And the trial court’s decision to view the appeal as a request for an extension of time improperly substituted its judgment for that of the commission.


Office of the Attorney General

see Gibson v. Office of the Attorney General

Paterson v. City of Los Angeles

An investigator sent to the home of a police officer suspected of abusing sick leave was engaged in an investigation of wrongdoing that could lead to punitive action. The court rejected the city’s argument that the Public Safety Officers Procedural Bill of Rights Act did not apply because the officer ultimately was exonerated by a board of rights. Application of the act is determined at the beginning of the exchange between the investigator and the police officer and does not turn on whether, once the investigation concludes, punishment results.


Pierce Unified School Dist.

see Achene v. Pierce Joint Unified School Dist.

Pocatello Education Assn.

see Ysursa v. Pocatello Education Assn.

Public Employment Relations Board

see California Teachers Assn. v. PERB (Journey Charter School)

International Association of Fire Fighters, Loc. 188, AFL-CIO v. PERB; City of Richmond RPI

Renee v. Duncan

The Ninth Circuit Court of Appeals dismissed a lawsuit brought by a group of California parents and students against the United States Department of Education. The allegation was that the department failed to provide a quality teacher in each classroom as required
by the federal No Child Left Behind Act. Parents and students had no standing to challenge the federal regulation that considers teacher interns as “highly qualified” within the meaning of the act because they could not show that invalidating the regulation would redress the injury they claimed.

(9th Cir. 2009) 573 F.3d 903/197:26

Ricci v. DeStefano

New Haven, Connecticut, did not have a “strong basis in evidence” to throw out test results for firefighters seeking promotion where white candidates tested better than minority candidates. The city's refusal to certify the test results amounted to race discrimination in violation of Title VII of the Civil Rights Act of 1964.


Riverside County Sheriffs Dept. v. Zigman; Reynolds, RPI

The court overruled the decision of an arbitrator who found that a conversation between a deputy sheriff and her husband was a communication protected by the marital privilege. Since the “more fundamental constitutional privilege against self-incrimination does not apply in law enforcement administrative investigations,” the statutory privilege protecting marital communications likewise does not apply. The evidentiary hearing conducted by the arbitrator was a continuation of the administrative investigation to which the privilege does not apply.


San Diego Police Officers Assn. v. San Diego City Employees Retirement System

Employees’ vested contractual pension rights are protected by the U.S. Constitution’s contracts clause. But, terms that can be modified through the collective bargaining process are not. In this case, the city's contribution to the employee retirement plan was a mandatory subject of bargaining and equal to a negotiated salary item. Therefore, the term was subject to modification and was not a vested pension right. Similarly, the eligibility requirement for retiree medical benefits was not a protected vested right because it could be altered through the bargaining process.

(9th Cir. 2009) 568 F.3d 725/196:36


A school district can prohibit teachers unions from using school mailboxes to disseminate materials to support or defeat political candidates. The district's policy conformed to Education Code Sec. 7054(a), which prohibits the use of “school district funds, services, supplies or equipment” to urge support or defeat of political candidates or propositions. The policy did not violate Government Code Sec. 3543.1(b) of the Educational Employment Relations Act that affords school employee organizations the right to use mailboxes subject to “reasonable regulation.” And, it similarly rejected the union's claim that the policy violated its constitutionally protected right to free speech.

(2009) 46 Cal.4th 822/196:20

Sandoval v. Los Angeles County Department of Social Services

A county employee received adequate notice of his termination following his absence from work for three consecutive days. Because of his failure to respond to three notices sent by his employer requesting him to appear for work, he properly was deemed to have resigned. The notice provided to the employee did not violate due process protections.


San Diego City Employees Retirement System

See San Diego Police Officers Assn. v. San Diego City Employees Retirement System

San Diego Community College Dist.

See Farahani v. San Diego Community College Dist.
SASCO Electric v. California Fair Employment and Housing Commission
The employer discriminated against a pregnant employee in violation of the Fair Employment and Housing Act. The FEHC had not abused its discretion, and its decision was supported by substantial evidence.

Schwarzenegger
see California Attorneys, Administrative Law Judges, and Hearing Officers in State Employment v. Schwarzenegger

Schwarzenegger v. Chiang
The governor had the power to order state worker furloughs. The court rejected the officials' contention that the executive order violated the state constitutional system of divided executive power and interfered with their independent power.

Scotch v. Art Institute of California-Orange County Inc.
An HIV-positive instructor failed to prove disability discrimination in violation of California's Fair Employment and Housing Act. The employee failed to show that the employer's stated reason for refusing to assign him a full caseload was false or pretextual and that there was a causal link between his disability and the adverse decision. An employee can prevail on a claim of failure to engage in the interactive process even where the employer agreed to reasonably accommodate his disability. Here, the employer's failure to engage in the interactive process inflicted no remedial injury on the employee.

Sonoma County Law Enforcement Assn.
see County of Sonoma v. Sonoma County Law Enforcement Assn.

St. Helena Unified School Dist.
see Hildebrandt v. St. Helena Unified School Dist.

When employees allege discriminatory conduct that violates the Fourteenth Amendment to the Constitution, sovereign immunity does not shield states from claims under the Government Employee Rights Act.
(9th Cir. 2009) 564 F.3d 1062/196:40

State Personnel Board (Kendrick)
see Department of Transportation v. State Personnel Board (Kendrick)

Sunnyvale Unified School Dist. v. Jacobs
A school district's decision not to reelect a probationary teacher is not subject to arbitration under a collective bargaining agreement even where it is alleged that the decision was in retaliation for the teacher's protected activities. Jurisdiction in such a situation lies exclusively with the Public Employment Relations Board.

Superior Court of Sonoma County
see DeJung v. Superior Court of Sonoma County

A district must reemploy a laid-off employee for any position for which he applies and is qualified in preference over a new applicant. The court rejected the district's argument that the employee does not have reemployment rights to positions outside of the class from which he was laid off.
U-V

United Teachers Los Angeles v. Los Angeles Unified School Dist.

A school district cannot refuse to arbitrate a grievance on the ground that provisions of the collective bargaining agreement conflict with state law relating to charter schools. The court rejected the district’s contention that an arbitrator should not be able to review contract language which prescribed notice requirements and other prerequisites when converting a high school to a charter school. The court found that Board of Education v. Round Valley Teachers Assn. (1996) 13 Cal.4th 269, 118 CPER 48, was not controlling.


W-X

Wilson v. County of Orange

The county did not violate the Fair Employment and Housing Act when it did not accommodate a radio dispatcher’s medical condition in a timely manner.


Workers’ Compensation Appeals Board

see Esquivel v. Workers’ Compensation Appeals Board

Y

Ysursa v. Pocatello Education Assn.

A union’s First Amendment rights are not abridged by the state’s ban on payroll deductions that fund union political activities. The ban furthers Idaho’s interest in separating the operation of government from politics.


Z

Zigman; Reynolds, RPI

see Riverside County Sheriffs Dept. v. Zigman; Reynolds, RPI
PART III

TABLE OF PERB ORDERS AND DECISIONS

Section A: Annotated Table of PERB Orders and Decisions

Dills Act Cases

Burnett v. Service Employees International Union, Loc. 1000; Burnett v. State of California (Dept. of Personnel Administration); Burnett v. State of California (Dept. of General Services and Dept. of Housing and Community Development), No. Ad-377-S/196:79
Charging party's failure to first seek disqualification of the board agents who dismissed his unfair practice charges precludes an appeal to the board based on the board agents' bias and failure to disqualify themselves.

California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation), No. 2024-S/196:77
Management statements and conduct did not constitute adverse action against the union chapter president or show union animus. Management's memo to unit members was protected free speech.

California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation), No. 2013-S/196:76
Impasse mediation did not toll the statute of limitations for a claim of failure to provide information, and mediation communications could not be used as evidence in support of a prima facie case.

California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration), No. 2013-S/196:76
State of California (Dept. of Personnel Administration), N o. 2024-S/196:77
State of California (Dept. of Personnel Administration), N o. 2013-S/196:76
State of California (Dept. of Personnel Administration), N o. 2018-S/196:77
State of California (Dept. of Personnel Administration), N o. 2017-S/196:76
State of California (Dept. of Personnel Administration), N o. 2018-S/196:77

California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration), No. 2017-S/196:76
(Bad faith bargaining allegations were time-barred. The state cannot be compelled to seek a second determination of impasse when negotiations stall during mediation.)

The state's refusal to increase the mileage reimbursement rate in accordance with the state's last, best, and final offer was not an unfair practice since the legislature had not approved the expenditure of funds.

Eisenberg v. Civil Service Div., California State Employees Assn., N o. 2034-S/196:78
(An employee's allegations that a union agent interfered with his decertification effort do not state a prima facie case. Allegations that CSEA's president terminated his SEIU Local 1000 union membership in retaliation for an unfair practice charge do not show a causal connection.)
(T he charging party's unfair practice charge was untimely and failed to state a prima facie case. T he board agent dismissed the charging party's allegations that a union representative acted improperly when she requested the charging party rebut an informal reprimand while pursuing a grievance against the reprimanding supervisor. T he alleged conduct took place beyond the six-month statute of limitations and was not part of a continuing violation as stated by the charging party.)

(Suspension of membership did not have a substantial impact on the employee's relationship with the employer. T he union acted reasonably and followed its own procedures when suspending him for advocating decertification.)

State of California (Departments of Veterans Affairs and Personnel Administration) v. Service Employees International Union, Loc. 1000, C SEA, No. 1997-S/195:82
(W hile SEIU may have condoned the nurses strike, it did not unilaterally change the no-strike policy in the parties' M OU.)

EEERA Cases

(T he partial dismissal of the unfair practice charge was affirmed because PERB cannot issue a complaint with respect to allegations of unfair practice occurring more than six months prior to the filing of the charge under EEERA Sec. 3541.5[a][1].)

Adams v. United Teachers of Los Angeles, No. 2012/196:84
(T he charging party failed to demonstrate arbitrary, discriminatory, or bad faith conduct by the union; failed to show that the allegations occurred within the six-month statute of limitations; and failed to allege facts sufficient to state a prima facie case.)

(T he charges were dismissed because the charging party failed to establish a prima facie case of a breach of the duty of fair representation.)

(T here was no nexus between a teacher's protected activity and the adverse action taken against him because the district's reason for seeking his termination was well-documented and known to the teacher. T here was a nexus between another teacher's protected activity and the adverse action against him because the district's reasons for nonrenewal of his contract were vague and ambiguous.)

(T he charging party failed to establish that the district retaliated against him because of his union membership or that it interfered with his protected rights.)

Bussman v. Alvord Educators Assn., No. 2046/197:75
(T he allegation that AEA representatives made defamatory comments about the charging party is outside of PERB's jurisdiction. T he charging party's allegations that AEA failed to properly represent him during contract negotiations and retaliated against him for raising concerns about the agreement occurred outside the statute of limitations.)

Bussman v. California Teachers Assn., No. 2047/197:76
(C TA did not violate the duty of fair representation because it was not the exclusive representative of the certificated employees, which included the charging party, and it has no independent obligation under EEERA to represent bargaining unit employees.)

(T hree disciplinary actions were initiated in retaliation for protected activity.)

(T he prior board decision finding no retaliation was vacated. T he charter school was ordered to make teachers whole.)
Cottonwood Teachers Assn. v. Cottonwood Union Elementary School Dist., No. 2026/196:83
(T he purposes of E E R A are effectuated by permitting withdrawal of exceptions to the administrative law judge's proposed decision.)

Deglow v. Los Rios College Federation of Teachers, Loc. 2279, No. 1990/194:79
(T he cases were dismissed because the charging party failed to exercise due diligence in prosecuting her charges and failed to establish good cause to excuse the delay.)

Dunn v. California School Employees Assn., Chap. 379, No. 2028/196:85
(T he charging party failed to allege facts sufficient to show that the union had no rational basis for withdrawing the grievance or acted in bad faith when it did so one week before the arbitration.)

Felicijan v. Santa Ana Educators Assn., No. 2008/195:86
(Certificated employees on a 39-month reemployment list pursuant to E d. C ode Sec. 44978.1 are employees under E E R A and are owed a duty of fair representation by their union.)

Grossmont-Cuyamaca Community College District, Grossmont-Cuyamaca Community College District Faculty Assn., and United Faculty of Grossmont-Cuyamaca Community College District, No. Ad-378/196:83
(T he petition to stay a scheduled decertification election was denied, but the board ordered ballots to be impounded pending P E R B's decision on the faculty association's appeal of the dismissal of its decertification petition.)

Grossmont-Cuyamaca Community College District, Grossmont-Cuyamaca Community College District Faculty Assn., and United Faculty of Grossmont-Cuyamaca Community College District, No. Ad-380/197:74
(D ismissal of the decertification petition for insufficient support was upheld. T he petitioner's request for withdrawal of the appeal was denied.)

Hicks v. Compton Unified School Dist., No. 2015/196:79
(T he dismissal of the unfair practice charge was untimely because the allegations occurred more than six months prior to the filing of the charge.)

Hicks v. Compton Unified School Dist., No. 2016/196:80
(T he unfair practice charge was filed more than six months prior to the filing of the charge.)

(T he board agent's dismissal of the unfair practice charge was upheld because the charging party lacked standing.)

(T he district's request to withdraw its appeal and the underlying unfair practice charge is in the best interests of the parties and consistent with the purposes of E E R A.)

Long Beach Community College District Police Officers Assn. v. Long Beach Community College District, No. Ad-379/197:76
(T he board's original order called for a limited, not a traditional, back pay remedy. T he request for attorney's fees was denied.)

Long Beach Council of Classified Employees v. Long Beach Community College District, No. 2002/195:84
(T he statute of limitations in E E R A does not operate as a jurisdictional bar to P E R B's authority. But, it is not an affirmative defense. Rather, as part of the charging party's prima facie case, it must assert that the alleged proscribed conduct occurred within the six-month limitation period.)

Menges v. Torrance Unified School Dist., No. 2007/195:84
(T he unfair practice charge was upheld because the charge failed to state a prima facie case.)

Payne v. California School Employees Assn. and Its Chap. 410, No. 2029/196:86
(T he charging party failed to show that the allegations occurred within the six-month statute of limitations or that the union's refusal to file a grievance was arbitrary, discriminatory, or made in bad faith.)

United Association of Conejo Teachers v. Conejo Valley Unified School Dist., No. 2054/197:73
(D istribution of materials endorsing political candidates in district mailboxes is prohibited by E d. C ode Sec. 7054[a]. T he district did not interfere with employees' rights by barring distribution of a union newsletter endorsing political candidates.)

United Educators of San Francisco v. San Francisco Unified School Dist., No. 2040/197:72
(P E R B has no jurisdiction to enforce provisions of the Education C ode. T he charge failed to state a prima fa-
cie case of unlawful unilateral change because the subject of teacher classification falls outside the scope of representation.)

**United Educators of San Francisco v. San Francisco Unified School Dist., No. 2048/197:73**
(Employees’ reporting location is not within the scope of representation, and the charging party failed to show the change in location had an actual effect on terms or conditions of employment over which the district was obliged to negotiate.)

**United Educators of San Francisco v. San Francisco Unified School Dist., No. 2057/197:74**
(Work assigned to teachers by their principal is not a unilateral change but a nonnegotiable management prerogative. The charging party failed to show that the assignments had an impact on employment terms over which the district must negotiate. No prima facie case of retaliation was established.)

(The board agent’s dismissal of the unfair practice charge was upheld because the charge did not state a prima facie case. The union had a rational basis for not filing the charging party’s grievance.)

**MMBA Cases**

**Alhambra Firefighters Assn., Loc. 1578 v. City of Alhambra, N.o. 2036-M/197:81**
(T he association knew of the driver’s license and relief driver policies long before the charge was filed, and equitable tolling did not apply to extend the limitations period while a Skelly hearing was pursued. An award of attorney’s fees is warranted only where the case is without merit and pursued in bad faith.)

**Alhambra Firefighters Assn., Loc. 1578 v. City of Alhambra, N.o. 2037-M/197:82**
(T he charge that the city unilaterally changed its policy regarding the location of personnel records was untimely. The award of attorney’s fees is warranted where the case was without arguable merit and pursued in bad faith.)

(T he employer retaliated against a bus driver for his protected activity. T he employer did not unilaterally change its union leave policy.)

**Amalgamated Transit Union, Loc. 1704 v. Omnitrans, N.o. 2001-M/195:88**
(N o unilateral change was demonstrated where the employer gave the union notice and an opportunity to bargain, and the parties completed negotiations over proposed changes to the employee rulebook.)

**Amalgamated Transit Union, Loc. 1704 v. Omnitrans, N.o. 2010-M/196:87**
(T he employer’s refusal to process grievances the union filed in its own name denied the union its right to represent employees and interfered with employees’ rights under the MMBA.)
Amalgamated Transit Union, Loc. 1704 v. Omnitrans, No. 2030-M/197:79
(T he employer denied a union representative access to employees in the drivers' assembly rooms during non-working time and unilaterally adopted a new union access policy without providing the union with notice and an opportunity to meet and confer.)

(C onsistent with the purposes of the M M BA, the charging parties' request to withdraw their entire action, including their appeal of the partial dismissal of their unfair practice charge, was granted.)

American Federation of State, County and Municipal Employees, Loc. 146, AFL-CIO v. Nevada Irrigation Dist., No. 2052-M/197:87
(T he unfair practice charge that the district violated the act by refusing to process a grievance was untimely and the doctrine of equitable tolling did not apply because the matter at issue in the grievance was not the same matter in dispute in the unfair practice.)

American Federation of State, County and Municipal Employees, Loc. 1117 v. City of Torrence, No. 2004-M/195:89
(T he Administrative Procedure Act does not prohibit a PERB administrative law judge conducting an evidentiary hearing in an unfair practice case from admitting telephonic testimony of a witness.)

Burbank City Employees Assn. v. City of Burbank, No. 1988-M/194:82
(T he city violated the M M BA when it failed to provide the association with requested information necessary and relevant to the association's representation of one of its members in a disciplinary appeal.)

California School Employees Assn. and Its Chap. 2001 v. Coachello Valley Mosquito and Vector Control Dist., No. 2031-M/197:78
(T he district laid off employees based on their protected activity.)

California United Homecare Workers Union v. Kings In-Home Supportive Services Public Authority, No. 2009-M/196:88
(T he factual allegations are sufficient to demonstrate a prima facie case that the public authority prematurely declared impasse. T he allegations do not support the assertion that the public agency failed to comply with the local impasse procedures.)

City and County of San Francisco v. Stationary Engineers, Loc. 39, No. 2041-M/197:83
(T he union violated the act by refusing to name a representative to an interest arbitration panel and participate in the impasse resolution procedures set forth in the city charter.)

(T he charging party's appeal of the dismissal of his unfair practice charge failed to comply with PERB Reg. 32635[a] concerning the required contents of such an appeal.)

(T he board agent properly dismissed the charging party's assertion that the union breached its duty of fair representation by failing to file a grievance or challenge his release from employment.)

Gilley-Mosier v. County of Yolo, No. 2020-M/196:89
(T he charging party failed to demonstrate a nexus between her protected activity and her involuntary transfer and, even if a nexus were established, the county would have taken the same action in the absence of protected activity.)

(T he charge alleging that the union breached its duty of fair representation was dismissed as untimely.)

(Allegations in support of the duty of fair representation charge refer to events that occurred outside the six-month statute of limitations period.)

Hinek v. Solano County Fair Assn., No. 2035-M/197:80
(T he doctrine of equitable tolling is applicable to cases brought under the M M BA; however, here, the charging party failed to sufficiently allege that he had resorted to a bilaterally agreed-on grievance procedure.)

Hinek v. Teamsters Locals 78 and 853, No. 2056-M/197:90
(T he charging party was aware that the union had made a firm decision not to process his grievances, and his renewed efforts to get them to do so did not extend or restart the six-month limitations period.)
Kroopkin v. County of San Diego, N.o. 1989-M/194:84
(T he charging party's request to withdraw his appeal is granted.)

Kroopkin v. County of San Diego; No. 2005-M/195:89
(T he charging party does not have a right to attend labor/management committee meetings and, therefore, the county's decision to suspend those meetings was not improper.)

(T he charging party failed to demonstrate an individual right to attend the labor/management committee meetings or how such a decision adversely impacted his employment relationship with the county.)

Metropolitan Water District Supervisors Assn. v. Metropolitan Water District of Southern California, N.o. 2055-M/197:87
(By failing to demand bargaining, the association waived its right to meet and confer over the district's decision to implement a new long-term vehicle assignment policy and the foreseeable effects of that decision which were evident from the policy itself.)

Modesto City Employees Assn. v. City of Modesto, N.o. 1994-M/195:88
(T he association failed to demonstrate that the city increased an employee's suspension from two days to five in retaliation for his exercise of protected activity.)

Modesto City Employees Assn. v. City of Modesto, N.o. 2022-M/196:89
(T he charging party's appeal of the dismissal of his unfair practice charge failed to comply with PERB Reg. 32635[a] concerning the required contents of such an appeal.)

Rivera v. Service Employees International Union, United Healthcare Workers West, N.o. 2025-M/196:91
(T he duty of fair representation charge was untimely because the charging party was aware that the union would provide no further assistance more than six months prior to the filing of the charge.)

Roeleveld v. County of San Bernardino, N.o. 2023-M/196:90
(G ood cause for late filing of the amended charge was demonstrated where the charging party's lateness was based on an honest mistake and the delay did not cause prejudice to any party.)

Sacramento County Attorneys Assn. v. County of Sacramento; Sacramento County Professional Accountants Assn. v. County of Sacramento; American Federation of State, County and Municipal Employees, AFL-CIO, Loc. 146 v. County of Sacramento; Chauffeurs, Teamster & Helpers, Loc. 150 v. County of Sacramento, N.o. 2043-M/197:84
(T he county unilaterally changed the eligibility criteria for current employees/future retirees to participate in the retiree health insurance program and the retiree medical and dental insurance program.)

Saenz v. County of San Diego (Health and Human Services), N.o. 2042-M/197:84
(T he charging party filed his unfair practice charge more than six months after the conduct alleged to be an unfair practice occurred.)

(T he charging party failed to allege a nexus between the employee's protected activity and the adverse employment action taken against him.)

Service Employees International Union, Loc. 715 v. El Camino Hospital Dist., N.o. 2033-M/197:79
(T he hospital is a public employer covered by the MMBA and was required to conduct an agency fee election based on the union's showing of support.)

(T he county unilaterally changed the criteria for promoting mini-bus drivers without providing SEIU with notice and an opportunity to request to meet and confer.)

Service Employees International Union, Loc. 1021 v. Calaveras County Water Dist. N.o. 2039-M/197:82
(T he allegations failed to demonstrate that the employee received a negative evaluation and was terminated because she engaged in protected activity.)

Service Employees International Union, Loc. 1021 v. County of Sacramento, N.o. 2045-M/197:86
(T he county unilaterally changed the eligibility criteria for current employees/future retirees to participate in the retiree health insurance program and the retiree medical and dental insurance program.)

Shelton v. San Bernardino County Public Defender, N.o. 2058-M/197:88
(T he charging party was not entitled to union representation because the meeting with her supervisors was not investigatory in nature.)
United Public Employees, Loc. 1 v. County of Sacramento, No. 2044-M/197:85
(The county unilaterally changed the eligibility criteria for current employees/future retirees to participate in the retiree health insurance program and the retiree medical and dental insurance program.)

California Federation of Interpreters/TNG/CWA v. Region 4 Court Interpreter Employment Relations Committee and the Superior Court of California, County of Riverside, No. 1987-I/194:84
(The administrative law judge's proposed decision was rejected and the charges dismissed because the federation lacked standing to file a complaint on behalf of an independent contractor.)
Section B: Key to Orders and Decisions by PERB Decision Number

No. 1945a California Teachers Assn. v. Journey Charter School
No. 1984-S George v. SEIU, Loc. 1000
No. 1985-S California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration)
No. 1987-I California Federation of Interpreters/ TNG/CWA v. Region 4 Court Interpreter Employment Relations Committee and the Superior Court of California, County of Riverside
No. 1988-M Burbank City Employees Assn. v. City of Burbank
No. 1989-M Kroopkin v. County of San Diego
No. 1990 Deglow v. Los Rios College Federation of Teachers, Loc. 2279
No. 1991 Arteaga v. SEIU, Loc. 99
No. 1992-H California Alliance of Academic Student Employees/UAW v. Trustees of CSU
No. 1993 Baker Valley Teachers Assn. v. Baker Valley U SD
No. 1994-M Modesto City Employees Assn. v. City of Modesto
No. 1995-H Coalition of University Employees v. Regents of the University of California (Los Angeles)
No. 1996-M Amalgamated Transit Union, Loc. 1704 v. Omnitrans
No. 1997-S State of California (Depts. of Veterans Affairs and Personnel Administration) v. Service Employees International Union, Loc. 1000, C SEA
No. 1999 Kern Community College Dist. v. California School Employees Assn. and its Chaps. 246, 336, and 617
No. 2001-M Amalgamated Transit Union, Loc. 1704 v. Omnitrans
No. 2002 Long Beach Council of Classified Employees v. Long Beach Community College Dist.
No. 2003 Waszak v. Glendale Guild/AFT Loc. 2276
No. 2004-M American Federation of State, County and Municipal Employees, Loc. 1117 v. City of Torrance
No. 2005-M Kroopkin v. County of San Diego
No. 2007 Menges v. Torrance Unified School Dist.
No. 2008 Felicijan v. Santa Ana Educators Assn.
No. 2009-M California United Homecare Workers Union v. Kings In-Home Supportive Services Public Authority
No. 2010-M Amalgamated Transit Union, Loc. 1704 v. Omnitrans
No. 2012 Adams v. United Teachers of Los Angeles
No. 2013-S California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration)
No. 2015 Hicks v. Compton Unified School Dist.
No. 2017-S California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration)
No. 2018-S California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration)
No. 2020-M Gilley-Mosier v. County of Yolo
No. 2022-M Modesto City Employees Assn. v. City of Modesto
No. 2023-M Roeleveld v. County of San Bernardino
No. 2024-S California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation)
No. 2025-M Rivera v. Service Employees International Union, United Healthcare Workers West
No. 2026 Cottonwood Teachers Assn. v. Cottonwood Union Elementary School Dist.
No. 2028 Dunn v. California School Employees Assn., Chap. 379
No. 2029 Payne v. California School Employees Assn. and Its Chap. 410
No. 2030-M Amalgamated Transit Union, Loc. 1704 v. Omnitrans
No. 2032-H Onkvisit v. Trustees of the California State University (San Jose)
No. 2034-S Eisenberg v. Civil Service Div., California State Employees Assn.
No. 2035-M Hinek v. Solano County Fair Assn.
No. 2036-M Alhambra Firefighters Assn., Loc. 1578 v. City of Alhambra
No. 2037-M Alhambra Firefighters Assn., Loc. 1578 v. City of Alhambra
No. 2038-H Kyrias v. Trustees of California State University
No. 2039-M Service Employees International Union, Loc. 1021 v. Calaveras County Water Dist.
No. 2040 United Educators of San Francisco v. San Francisco Unified School Dist.
No. 2041-M City and County of San Francisco v. Stationary Engineers, Loc. 39
No. 2042-M Saenz v. County of San Diego (Health and Human Services)
No. 2043-M Sacramento County Attorneys Assn. v. County of Sacramento; Sacramento County Professional Accountants Assn. v. County of Sacramento; American Federation of State, County, and Municipal Employees, AFL-CIO, Loc. 146 v. County of Sacramento; Chauffeurs, Teamsters & Helpers, Loc. 150 v. County of Sacramento
No. 2044-M United Public Employees, Loc. 1 v. County of Sacramento
No. 2046 Bussman v. California Teachers Assn.
No. 2047 United Educators of San Francisco v. San Francisco Unified School Dist.
No. 2049-S Hernandez v. Service Employees International Union, Loc. 1000
No. 2050-M Hagans and Toole v. Service Employees International Union, Loc. 721
No. 2052-M American Federation of State, County and Municipal Employees, Loc. 146, AFL-CIO v. Nevada Irrigation Dist.
No. 2053-M Amalgamated Transit Union, Loc. 1277, and Moore v. Riverside Transit Agency
No. 2055-M Metropolitan Water District Supervisors Assn. v. Metropolitan Water District of Southern California
No. 2056-M Hinek v. Teamsters Locals 78 and 853
No. 2057 United Educators of San Francisco v. San Francisco Unified School Dist.
No. 2058-M Shelton v. San Bernardino County Public Defender
No. 2059-M Burnett v. Service Employees International Union, Loc. 1000; Burnett v. State of California (Dept. of Personnel Administration); Burnett v. State of California (Dept. of General Services and Dept. of Housing and Community Development)
No. 2060-B Grossmont-Cuyamaca Community College Dist., Grossmont-Cuyamaca Community College District Faculty Assn., and United Faculty of Grossmont-Cuyamaca Community College Dist.
PART IV
INDEX OF ARBITRATION

Grievance Actions

A-B

ACCUMULATED VACATION LEAVE
195:77

ATTENDANCE
195:80

AUTOMATIC RESIGNATION
197:70

C

CONFLICT OF INTEREST
195:77

CONTRACT INTERPRETATION

D-H

DENIAL OF ANNUAL AND SICK LEAVE
195:79

DENIAL OF TENURE
197:768

DISCHARGE — ABSENTEEISM
197:767

DISCIPLINE — JUST CAUSE

DISCIPLINE — LETTER OF REPRIMAND
194:71

DISCRIMINATION/REPRISAL FOR UNION ACTIVITY
197:67

INSUBORDINATION
194:68

J-O

JOB ABANDONMENT
196:73

P-S

PAST PRACTICE
194:70, 195:79

POST AND BID
197:69

PROGRESSIVE DISCIPLINE
195:80

PROMOTION
195:78
T

**TENURE**
196:73

**TERMINATION**
195:77

**TIMELINESS**
197:69

U

**UNNECESSARY FORCE**
194:67

V-Z

**VIOLATION OF PUBLIC POLICY**
194:68

---

**Neutrals**

- **BOGUE, BONNIE**
  194:68, 195:75, 196:73

- **COSSACK, JERILOU**
  197:70

- **GENTILE, JOSEPH**
  194:70, 195:78

- **HENNER, MARTIN**
  194:69

- **MCCKAY, GERALD R.**
  195:78

- **RIKER, WILLIAM E.**
  194:67, 196:73

- **SILVER, FRANK**
  195:79, 197:69

- **STAUDOHER, PAUL D.**
  194:65, 195:80, 196:71, 197:68

- **TAMOUSH, PHILIP**