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Issues 198-201

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TABLE OF CONTENTS

How to Use the CPER Annual Index \hspace{1cm} 5

Part I: General Index \hspace{1cm} 7

Part II: Table of Cases \hspace{1cm} 22

Part III: Table of PERB Orders and Decisions \hspace{1cm} 29

Section A: Annotated Table of PERB Orders and Decisions
- Dills Act Cases \hspace{1cm} 29
- EERA Cases \hspace{1cm} 31
- HEERA Cases \hspace{1cm} 32
- MMBA Cases \hspace{1cm} 34
- Trial Court Act Cases \hspace{1cm} 37

Section B: Key to Orders and Decisions by PERB Decision Number \hspace{1cm} 38

Part IV: Index of Arbitration \hspace{1cm} 41

- Grievance Actions \hspace{1cm} 41
- Neutrals \hspace{1cm} 42
HOW TO USE THE CPER ANNUAL INDEX

The 2010 issues of CPER — No. 198 (February), No. 199 (May) and No. 200 (August) — are indexed in this edition of the annual CPER Index. In addition, this index includes the final print edition of CPER, No. 202 (March 2011). New editions are now online at http://cper.berkeley.edu.

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. 198 is printed as 198:22. 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 2010 issues of CPER, and in the March 2011 issue (CPER No. 202). 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-Millas-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

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967 (ADEA)
see also Discrimination — Age
Employee Cannot Sue to Increase EEOC Remedy Without Relitigating Liability/200:63

AGENCY FEE
Union Need Not Give New Notice When Temporarily Increasing Fees Midyear/201:55

AMERICANS WITH DISABILITIES ACT (ADA)
Employee With TMD Not Disabled Under ADA/198:56
H1N1 in the Workplace: ‘Go Home!’ (Berliner and Townsend)/198:7
No Punitive or Compensatory Damages Available for ADA Retaliation Claims/198:53

ARBITRATION
see also Interest Arbitration
Arbitrator Imposes ‘Last Chance Agreement’/199:67
Arbitrator’s Resolution of Remedy Dispute Did Not Exceed Her Jurisdiction/198:68
Circumstantial Evidence Insufficient to Link Grievant With Bathroom Graffiti/198:70
Court Enforces Provision Delegating to Arbitrator Issue of Validity of Arbitration Agreement/200:68
Court May Vacate Award Where Arbitral Error Forecloses Hearing on the Merits of FEHA Claim/199:63
Demotion of Mental Health Program Manager Overturned by Arbitrator/200:70
High Court to Decide If Grant of Charter School Petition Can Be Arbitrated/198:21
No Cap on District’s Retiree Benefit Contributions/201:63
Prison Education Program Losses 570 Teachers/199:56
Public Policy Against Sexual Harassment Does Not Bar Award Reinstating Alleged Harasser/201:64

B

BANKRUPTCY
Bankruptcy Bill Makes It Through Senate Local Government Committee/199:29
We’re Bankrupt….Now What? (Sakai and Ng)/199:7

BENEFITS
see Pay and Benefits

BROWN ACT
Meetings of Labor-Management Committee Not Covered by Open Meetings Act/198:64

BUDGET
Controller’s Duty to Audit Claims Does Not Authorize Disregard of DPA’s Pay Letter/200:43
We’re Bankrupt….Now What? (Sakai and Ng)/199:7

C

CALIFORNIA FAMILY RIGHTS ACT (CFRA)
H1N1 in the Workplace: ‘Go Home!’ (Berliner and Townsend)/198:7

CERTIFICATION OF BARGAINING UNIT
see Representation Elections, Recognition, and Decertification Procedures
CHARTER SCHOOLS
Bill Would Require Signatures of Classified Employees for Charter School Petition/199:42
High Court to Decide if Grant of Charter School Petition Can Be Arbitrated/198:21
The Gloves Are Off: L.A. Teachers vs. Charter Schools vs. the Mayor/198:20

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

CIVIL SERVICE COMMISSIONS AND MERIT SYSTEMS
Once Employee Retires, Civil Service Commission Lacks Jurisdiction/198:28

CLASSIFIED SCHOOL EMPLOYEES
Bill Would Require Signatures of Classified Employees for Charter School Petition/199:42
Classified Employees Not Entitled to Pay for In-Service Days/199:41
The Gloves Are Off: L.A. Teachers vs. Charter Schools vs. the Mayor/198:20

COLLECTIVE BARGAINING
After the Last, Best, and Final/198:49
Al Rodda: Father of Collective Bargaining for California's Public Sector/199:42
Bargaining Updates/198:24
Bargaining Updates/199:37
Bargaining Updates/200:24
CFA and CSU Try to Tie Up Unraveled Contract While Negotiating a New One/200:33
Implementing a Non-Negotiable Decision Before Completing Bargaining on Negotiable Effects (Stevens)/200:5
Is California Next? (Thomson)/201:25
New MOUs Roll Back Pensions, Protect Against Furloughs, Minimum Wage/200:40
Reduction of State's Contribution to IHSS Wages Invaded Collective Bargaining Process/199:26
SEIU Contract Furthers Schwarzenegger's 'Pension Reform' Plan/201:50
The Negotiator: Like a Rolling Stone (Dannis)/200:15
UCW Agrees to Contract Without Fee Waivers/201:45
UCN Nurses Can't Strike, Begin Bargaining/200:56
UCP Postdoctoral Researchers Reach Historic First Contract/200:53

COMMUNITY COLLEGES — IN GENERAL
No Property Interest in Administrator's Position in Community College District/201:35
Ousted Dean Entitled to Faculty Position/201:37

COURT EMPLOYEES
Court Closures, Furloughs Focus Critical Attention on AOC/198:30
Court Employees Gain Whistleblower Protection/200:39

DISABILITY
see Discrimination — Disability
Reasonable Accommodation

DISCIPLINE AND DISCHARGE (JUST CAUSE FOR)
see also Layoffs
Court Must Uphold SPB's Decision Absent an Abuse of Discretion/201:57
Demotion of Mental Health Program Manager Overturned by Arbitrator/200:70
No Constitutional Infringement Posed by Prohibited-Association Policy/201:31
No Property Interest in Administrator's Position in Community College District/201:35
Ousted Dean Entitled to Faculty Position/201:37
Public Policy Against Sexual Harassment Does Not Bar Award Reinstating Alleged Harasser/201:64
To 'Satisfactorily Address' a Whistleblower Complain, CSU Must Discuss Discipline and Punishment/198:13

DISCRIMINATION — AGE
California Supreme Court Rejects 'Stray Remarks' Doctrine/200:62
No Age Discrimination Where Plaintiff Cannot Show Discriminatory Intent/200:15

DISCRIMINATION — DISABILITY
see also Americans with Disabilities Act (ADA)
Employee With TMD Not Disabled Under ADA/198:56
No Punitive or Compensatory Damages Available for ADA Retaliation Claims/198:53

University Technical and Research Employees Win Three Years of Raises/199:47
Personnel Management Decisions Can Be Basis for Harassment Claim/198:57
Teacher Who Advocated for Disabled Students Can Sue for Retaliation/198:63

DISCRIMINATION — GENETIC INFORMATION
GINA Employer Provisions Now in Effect/198:54

DISCRIMINATION — IN GENERAL
see also Americans with Disabilities Act Retaliation
California Supreme Court Rejects 'Stray Remarks Doctrine'/200:62
U.S. Supreme Court Allows Retaliation Claim Based on Fiancée’s Sex Discrimination Charge/201:59

DISCRIMINATION — PREGNANCY
California Fair Employment and Housing Commission Proposes Amending Pregnancy Regulations/199:62
Evidence of No Discriminatory Intent Entitles Employer to Mixed-Motive Instruction/198:61

DISCRIMINATION — SEX
Employer Must Take Corrective Action Even if Sexual Harassment by Prisoners Is ‘Part of the Job’/201:60
Refusing to Hire Men as Prison Lieutenants Is Unlawful Discrimination/200:15
U.S. Supreme Court Allows Retaliation Claim Based on Fiancée’s Sex Discrimination Charge/201:59

DISCRIMINATION — SEXUAL HARASSMENT
Employer Must Take Corrective Action Even if Sexual Harassment by Prisoners Is ‘Part of the Job’/201:60
U.S. Supreme Court Allows Retaliation Claim Based on Fiancée’s Sex Discrimination Charge/201:59

DUTY TO BARGAIN
Law Changing Overtime Calculation Not a Unilateral Change by Legislature, Governor/198:39
Layoff Decision Not Negotiable, Only Effects/201:29
Unions Win in Some, Lose Some Furlough Lawsuits/198:35

EDUCATION CODE
Classification Employees Not Entitled to Pay for In-Service Days/199:41

High Court to Decide if Grant of Charter School Petition Can Be Arbitrated/198:21
No Property Interest in Administrator’s Position in Community College District/201:35
The End of Layoffs by Seniority?/199:33
The Negotiator: Like a Rolling Stone (Dannis)/200:15

EDUCATIONAL EMPLOYMENT RELATIONS ACT (EERA)
The Mediator’s Role as Gate Keeper Under EERA and HEERA (Roose and Fecher)/201:19
The Negotiator: Like a Rolling Stone (Dannis)/200:15

EMPLOYEE ORGANIZATIONS — HIGHER EDUCATION
California Faculty Association
CFA and CSU Try to Tie Up Unresolved Contract While Negotiating a New One/200:58
California Nurses Association
After the Last, Best, and Final/198:49
PERB May Award Damages for Losses Caused by Unlawful Strike Threat/201:39
U.C. Nurses Can’t Strike, Begin Bargaining/200:56

Coalition of University Employees
CUE Affiliates Win Teamsters, Enters Factfinding/200:60
CUE Battles Decertification Attempts/198:49
Postdoctoral Researchers Organize/UAW
U.C. Postdoctoral Researchers Reach Historic First Contract/200:53

United Auto Workers
UAW Agrees to Contract Without Fee Waivers/201:45

University Professional and Technical Employees
University Technical and Research Employees Win Three Years of Raises/199:47

EMPLOYEE ORGANIZATIONS — LAW ENFORCEMENT
Riverside County Sheriffs Association
Deputy Coroners Not PERS ‘Safety Members’/199:30
Vallejo Police Officers Association
We’re Bankrupt….Now What? (Sakai and Ng)/199:7

EMPLOYEE ORGANIZATIONS — LOCAL GOVERNMENT
Correctional Peace Officers Association
County’s Effort to Win Unions’ ‘No-Support’ for Arbitration Measure Not Misuse of Public Funds/198:32

International Association of Fire Fighters, Local 1186
We’re Bankrupt….Now What? (Sakai and Ng)/199:7
International Association of Professional and Technical Engineers, Local 21
Devotion of Mental Health Program Manager Overturned by Arbitrator/200:70

International Brotherhood of Electrical Workers, Local 2376
We're Bankrupt…. N ow What? (Sakai and Ng)/199:7

Operating Engineers Local Union No. 3
PERB's Exclusive Jurisdiction Extends to Strikes That Threaten Public Welfare/200:31

Registered Nurses Professional Association
County's Effort to Win Unions' 'Non-Support' for Arbitration Measure Not Misuse of Public Funds/198:32

Service Employees International Union
No Local Membership Vote Required Prior to Merger of Locals/200:36

EMPLOYEE ORGANIZATIONS — PUBLIC SCHOOLS AND COMMUNITY COLLEGES

United Teachers Los Angeles
High Court to Decide if Grant of Charter School Petition Can Be Arbitrated/198:21

EMPLOYEE ORGANIZATIONS — STATE AFSCME
Law Changing Overtime Calculation Not a Unilateral Change by Legislature, Governor/198:39
New MOU Rolls Back Pensions, Protect Against Furloughs, Minimum Wage/200:40

California Association of Highway Patrolmen
New MOU Rolls Back Pensions, Protect Against Furloughs, Minimum Wage/200:40

California Attorneys, Administrative Law Judges, and Hearings Officers in State Employment
Statute Forbids Governor's Furlough of State Compensation Insurance Fund Attorneys/199:54
Minimum Wage Threat Delayed Again/200:48
State Employee Furloughs Valid Because Ratified by Legislature/201:47

California Correctional Peace Officers Association
Court Grants Conditional Certification of Collective Action in CCCPA’s FLSA Lawsuit Against Furloughs/200:51

CDF Firefighters
New MOU Rolls Back Pensions, Protect Against Furloughs, Minimum Wage/200:40

Professional Engineers in California Government
State Employee Furloughs Valid Because Ratified by Legislature/201:47

SEIU Local 1000
Prison Education Program Loses 570 Teachers/199:56
Court Upholds Back Pay for Wrongfully Furloughed SCIF Employees/200:49
State Employee Furloughs Valid Because Ratified by Legislature/201:47
SEIU Contract Furthers Schwarzenegger's 'Pension Reform' Plan/201:50
Unions Need Not Give Notice When Temporarily Increasing Fees Midyear/201:55

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

California, State of
State Employee Furloughs Valid Because Ratified by Legislature/201:47
SEIU Contract Furthers Schwarzenegger's 'Pension Reform' Plan/201:50

California Department of Corrections and Rehabilitation
Receiver Is Not Automatically Immune From Suit/198:43
Prison Education Program Loses 570 Teachers/199:56

Department of Personnel Administration
DPA May Grant Supervisors Smaller Compensation Increases Than Rank and File Correctional Officers/199:52
New MOU Rolls Back Pensions, Protect Against Furloughs, Minimum Wage/200:40
Controller’s Duty to Audit Claims Does Not Authorize Disregard of DPA’s Pay Letter/200:43
Minimum Wage Threat Delayed Again/200:48

California, University of (U.C.)
After the Last, Best, and Final/198:13
University Technical and Research Employees Win Three Years of Raises/199:47
CUE Battles Decertification Attempts/199:50
PERB May Award Damages for Losses Caused by Unlawful Strike/201:39
U.C. Nurses Can’t Strike, Begin Bargaining/200:56
U.C. Postdoctoral Researchers Reach Historic First Contract/200:53
U.C. Reforms Its Retirement Benefits/201:43

California State University (CSU)
CFA and CSU Try to Tie Up Unraveled Contract While Negotiating a New One/200:58
To ‘Satisfactorily Address’ a W histleblower C omplain, CSU M ust Discuss Discipline and Punishment/198:13
U AW Agrees to Contract Without Fee W aiers/201:45
W rit O veturning Administrative D ecision N ot N ecessary for C SU W histleblowers/199:45

C ities

Los A ngeles
M ayor T akes Action as L .A. B udget D eficit G rows/198:26
N o L ocal M embership Vote Required Prior to M erger of L ocals/200:36

M esa
O ptional ‘Donning and Doffing’ at P olice Station N ot C ompensable FLSA W ork/199:27

San J ose
P ERB’s E xclusive J urisdiction E xtends to S Trikes T hat T rain Public W elfare/200:31

V allejo
W e’re Bankrupt…. N ow W hat? (Sakai and N g)/199:7

C ounties

C ontra C osta
D emotion of M ental H ealth P rogram M anager O verturned by A rbitrator/200:70

R iverside
D eputy C oroners N ot P ERS ‘S afety M embers’/199:30

V allejo P olice O fficers A ssociation
W e’re Bankrupt…. N ow W hat? (Sakai and N g)/199:7

S an D iego
L ibrarian’s E mail C astigating M anagers W ent Beyond F ree S peech P rotections/198:67

S an M ateo
Addressing the T alent C hallenge in L ocal G overnment: T he Silicon Valley T wo-C ounty N ext G eneration T ask F orce (B ell and V aillancourt)/199:15

S anta C lara
Addressing the T alent C hallenge in L ocal G overnment: T he Silicon Valley T wo-C ounty N ext G eneration T ask F orce (B ell and V aillancourt)/199:15

C ounty’s E ffort to W in U nions’ ‘N on-S upport’ for A rbitration M easure N ot M isuse of P ublic F unds/198:32

S chool and C ommunity C ollege D istricts

L os A ngeles C CD
M eetings of L abor-M anagement C ommittee N ot C overed by O pen M eetings A ct/198:64

L os A ngeles U SD

High Court to D ecide if G rant of C harter S chool P etition C an Be A rbitrated/198:21
L AU SD S ued O ver T eacher L ayoffs/199:36
P ending B ill W ould A llow O verride of T eacher S eniority R ules, S ettle L awsuit/200:22
T he E nd of L ayoffs b y S eniority? /199:33
T he G loves A re O ff: L .A. T eachers v s. C harter S chools v s. the M ayor/198:20

M ira C osta C CD
T ermination S ettlement A greement E xceeded M aximum A mount A llowed/198:65

E QUAL E M PLOYMENT O PPOR TUN ITY C OMMISSION (EEOC)
E mployee C annot S uite to I ncrease EEOC R emedy W ithout R elitigating L iability/200:63

E XHAUSTION OF R EMEDIES
W rit O veturning Administrative D ecision N ot N ecessary for C SU W histleblowers/199:45

F

FAIR E M PLOYMENT AND H OUSING ACT (FEHA)
Adverse SPB D ecisions D o N ot F oreclose R etaliation C laim/198:59
C alifornia F air E mployment and H ousing C ommission P roposes A mending P regnancy R egulations/199:62
C alifornia S upreme C ourt R ejects ‘S traty R emarks D oc trine’/200:62
C alifornia S upreme C ourt R estricts A ttorney’s F ees i n C ertain FEHA C ase s/198:51
C ourt M ay V acate A ward W here A rbitral E rror F orecl oses H earing o n t he M erits o f FEHA C laim/199:63
D isabled E mployee M ust I niti ate R easonable A ccommodation I nte ractive P rocess/200:64
E mployer M ust T ake C orrective A ction E ven i f S exual H arassment b y P risoners I s ‘P art o f t he J ob’/201:60
E vidence o f N on- D iscrim inatory I nten t E ntitles E mployer t o M ixed- M otive I nstruction/198:61
H 1N1 i n t he W orkplace: ’G o H o me!’ (B erliner and T ownsend)/198:7
N o A ge D iscrim ination W here P laintiff C annot S how D iscrim inatory I nten t/200:15
P ersonnel M anagement D ecisions C an B e B asis f or H arassment C laim/198:57
Cases
Manager's unwanted sexual conduct created hostile work environment (Department of Fair Employment and Housing v. Artifer Corp., No 09-05-P, 9-30-09)/198:96

FAIR EMPLOYMENT AND HOUSING COMMISSION (FEHC)
California Fair Employment and Housing Commission Proposes Amending Pregnancy Regulations/199:62

FAIR LABOR STANDARDS ACT (FLSA)
Controller's Duty to Audit Claims Does Not Authorize Disregard of DPA's Pay Letter/200:43
Court Grants Conditional Certification of Collective Action in CCPOA's FLSA Lawsuit Against Furloughs/200:51
Optional 'Donning and Doffing' at Police Station Is Not Compensable FLSA Work/199:27

FAMILY AND MEDICAL LEAVE ACT (FMLA)
FMLA Front Pay Is an Equitable Remedy to Be Decided by the Court/199:60
H1N1 in the Workplace: 'Go Home!' (Berliner and Townsend)/198:7

FIRST AMENDMENT
Garcetti Four Years Later: Can Public Employee Whistleblowers Be Protected? (W inslow)/201:9
No Constitutional Infringement Posed by Prohibited-Association Policy/201:31
Union Needs Notice When Temporarily Increasing Fees Midyear/201:55
Librarian's Email Castigating Managers Went Beyond Free Speech Protections/198:67

FRONT PAY
FMLA Front Pay Is an Equitable Remedy to Be Decided by the Court/199:60

FURL OUGHS
Court Grants Conditional Certification of Collective Action in CCPOA's FLSA Lawsuit Against Furloughs/200:51
Court Upholds Back Pay for Wrongfully Furloughed SCIF Employees/200:49
State Employee Furloughs Valid Because Ratified by Legislature/201:47
Statute Forbids Governor's Furlough of State Compensation Insurance Fund Attorneys/199:54
Unions Win Some, Lose Some Furlough Lawsuits/198:35

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008
GINA Employer Provisions Now in Effect/198:54

GOOD FAITH
see Duty to Bargain

GRIEVANCE PROCEDURES
see Arbitration

HARASSMENT
Personnel Management Decisions Can Be Basis for Harassment Claim/198:57

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

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

HIRING
Addressing the Talent Challenge in Local Government: The Silicon Valley Two-County Next Generation Task Force (Bell and Vaillancourt)/199:15

HOURS OF WORK, OVERTIME, SHIFT AND DUTY ASSIGNMENTS
see also Fair Labor Standards Act
'Normal Workweek' Statute Does Not Require Overtime Pay After 40 Hours/201:53
State Employees Not Entitled to Meal Breaks/201:52
IMMUNITY
Receiver Is Not Automatically Immune From Suit/198:43

IMPASSE
see also Arbitration
Strikes and Job Actions
CUPE Affiliates With Teamsters, Enters Factfinding/200:60
Mandatory Mediation and Factfinding Under the MMBA?/201:32

INITIATIVES
Is California Next? (Thomson)/201:25

INJUNCTIONS
see also Strikes and Job Actions
Mission Impossible: Requesting Injunctive Relief From PERB (Sanford-Smith)/198:13

INTEREST ARBITRATION
County’s Effort to Win Unions’ ‘Non-Support’ for Arbitration Measure Not Misuse of Public Funds/198:32
Court Bars AC Transit’s Imposition of Last, Best Offer Pending Completion of Interest Arbitration/200:33

JUDICIAL EXHAUSTION
Writ Overturning Administrative Decision Not Necessary for CSU Whistleblowers/199:45

JUDICIAL REVIEW
Arbitrator’s Reinstatement of Laid-Off Grievant Did Not Exceed Her Powers/199:65
Arbitrator’s Resolution of Remedy Dispute Did Not Exceed Her Jurisdiction/198:68
Court Must Uphold SPB’s Decision Absent an Abuse of Discretion/201:57
Layoff Decision Not Negotiable, Only Effects/201:29
Public Policy Against Sexual Harassment Does Not Bar Award Reinstating Alleged Harasser/201:64

LABOR CODE
Labor Code Sec. 233 Does Not Apply to Uncapped Sick Leave Policies/199:59
State Employees Not Entitled to Meal Breaks/201:52

LAW ENFORCEMENT EMPLOYEES
see also Employee Organizations — Law Enforcement
N o Constitutional Infringement Posed by Prohibited-Association Policy/201:31
Optional ‘Donning and Doffing’ at Police Station Is Not Compensable FLSA Work/199:27

LAYOFFS
see also Furloughs
Arbitrator’s Reinstatement of Laid-Off Grievant Did Not Exceed Her Powers/199:65
LAUSD Sued Over Teacher Layoffs/199:36
Layoff Decision Not Negotiable, Only Effects/201:29
Prison Education Program Loses 570 Teachers/199:56
State Employee Pain to Continue/201:29

LEGISLATION
Bankruptcy Bill Makes It Through Senate Local Government Committee/199:29
Mandatory Mediation and Factfinding Under the MMBA? (A.B. 646)/201:32
Pension Reform Revisited (S.B. 400)/198:40
State Employee Furloughs Valid Because Ratified by Legislature/201:47

LOCAL GOVERNMENT (IN GENERAL)
see Employers, California Public
— Cities
— Counties
— Transit Districts
Addressing the Talent Challenge in Local Government: The Silicon Valley Two-County Next Generation Task Force (Bell and Vaillancourt)/199:15
Bankruptcy Bill Makes It Through Senate Local Government Committee/199:29
We’re Bankrupt….Now What? (Sakai and Ng)/199:7

MANAGERIAL EMPLOYEES
see Supervisory and Managerial Employees
MEDIATION
see also Impasse
The Mediator’s Role as Gate Keeper Under EERA and HEERA (Roose and Fecher)/201:19

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

MEYERS-MILIAS-BROWN ACT (MMBA), Gov. Code Secs. 3500-3510
see also Employee Organizations
— Firefighters
— Law Enforcement
— Local Government
Employees, California Public
— Cities
— Counties
Table of PERB Orders and Decisions (Part III of County’s Effort to Win Unions’ ‘Non-Support’ for Arbitration Measure Not Misuse of Public Funds/198:32
Mandatory Mediation and Factfinding Under the MMBA?/201:32
Meetings of Labor-Management Committee Not Covered by Open Meetings Act/198:64
PERB’s Exclusive Jurisdiction Extends to Strikes That Threaten Public Welfare/200:31

NO CHILD LEFT BEHIND ACT (NCLB)
Change Is Coming to ‘No Child Left Behind’; Some Say Long Overdue/198:23
Court Finds Interns Are Not ‘Highly Qualified’ Teachers Under NCLB; Congress Reacts/201:33

OPEN MEETINGS ACT
see Brown Act

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

PAST PRACTICE
see also Duty to Bargain
No Cap on District’s Retiree Benefit Contributions/201:63

PAY AND BENEFITS
see also Furloughs
Retirement and Pensions
A.G.’s Opinion Paved Way for December Pay Reductions for Elected Officials/198:44
Classified Employees Not Entitled to Pay for In-Service Days/199:41
Controller’s Duty to Audit Claims Does Not Authorize Disregard of DPA’s Pay Letter/200:43
DPA May Grant Supervisors Smaller Compensation Increases Than Rank-and-File Correctional Officers/199:52
Is California Next? (Thomson)/201:25
Labor Code Sec. 233 Does Not Apply to Uncapped Sick Leave Policies/199:59
Law Changing Overtime Calculation Not a Unilateral Change by Legislature, Governor/198:39
Minimum Wage Threat Delayed Again/200:48
New MOUs Roll Back Pensions, Protect Against Furloughs, Minimum Wage/200:40
‘Normal Workweek’ Statute Does Not Require Overtime Pay After 40 Hours/201:53
State Employee Pain to Continue/198:38

PENSIONS
see Retirement and Pensions

POLICE
see Law Enforcement Employees

PREGNANCY DISCRIMINATION ACT
see Discrimination — Pregnancy

PUBLIC EMPLOYMENT RELATIONS BOARD (in General)
Mission Impossible: Requesting Injunctive Relief From PERB (Sanford-Smith)/198:13
PUBLIC EMPLOYMENT RELATIONS BOARD — ADMINISTRATIVE APPEALS RULINGS

**EERA**
N o good cause to excuse late-filed appeal: U T L A (Pratt v. United Teachers of Los Angeles, N o. Ad-381/198:82

PUBLIC EMPLOYMENT RELATIONS BOARD — DUTY OF FAIR REPRESENTATION RULINGS

**Dills Act**
Delayed in processing grievance did not breach duty of fair representation (Diunugala v. SEIU Local 1000) N o. 2060-S/198:78

**EERA**
No DFR alleged or stated in charge (Tarvin v. United Faculty of Grossmont-Cuyamaca Community College Dist.) N o. 2133/201:79
No DFR breach or retaliation claim (Tsai v. California Teachers Assn., Solano Community College Chap., CTA/NEA) N o. 2096/199:79
No duty of fair representation where personnel matters not subject to collective bargaining (Delarge v. SEIU Local 1021) N o. 2068/198:81
No showing that association acted in bad faith, or in an arbitrary or discriminatory manner; pattern was one of assistance (Scott v. Mount Diablo Education Assn.) N o. 2127/201:77
Settling PERB complaint and withdrawing charging party’s grievance did not violate duty of fair representation (Gibson v. California School Employees Assn. Chap. 168) N o. 2128/201:78
U nion activities in furtherance of contract ratification did not violate DFR in obtaining member ratification (O’Neil et al. v. Santa Ana Educators Assn.) N o. 2087/199:78
U nion’s conduct did not amount to DFR breach (Strygin v. United Teachers of Los Angeles) N o. 2149/201:79

**HEERA**
Charge failed to allege facts showing DFR breach (Hall v. Coalition of University Employees) N o. 2095-H/199:82
Failure to allow nonmembers to vote on bargaining proposal not a DFR breach (Halcoussis v. California Faculty Assn.) N o. 2117-H/200:83
Failure to allow nonmembers to vote on bargaining proposal not a DFR breach (Williams v. California Faculty Assn.) N o. 2116-H/200:83

**MMBA**
Decision not to pursue grievance challenging disciplinary action had rational basis (Gallardo v. International Brotherhood of Electrical Workers, Local 1245) N o. 2146-M/201:91
Factual allegations insufficient to support DFR charge (Schmidt v. SEIU Local 1021) N o. 2080-M/198:90
No showing that union’s alleged negligence extinguished charging party’s claims or caused irreparable harm (Maxey v. IFPTE Local 21, AFL-CIO) N o. 2077-M/198:90
Prima facie DFR breach alleged, complaint to issue (Flow- ers v. IBEW Local 1245) N o. 2079-M/198:91
U nion’s bargaining position on layoffs falls within wide latitude of its negotiation authority (May v. Stationary Engineers Local 39) N o. 2098-M/199:84
U nion’s negligent conduct did not extinguish charging party’s right to pursue claims (Lam v. SEIU Local 1021) N o. 2076-M/198:90

PUBLIC EMPLOYMENT RELATIONS BOARD — JURISDICTION

**Dills Act**
Window period for withdrawal of membership is extended after expiration of agreement until new agreement reached (Edelen v. California Statewide Law Enforcement Assn., and Lewis v. California Statewide Law Enforcement Assn.) N o. 2088-S/199:74
Window period for withdrawal of membership is extended after expiration of agreement until new agreement reached (Morgan v. California Statewide Law Enforcement Assn.) N o. 2089-S/199:75

PUBLIC EMPLOYMENT RELATIONS BOARD — ORGANIZATION SECURITY

**Dills Act**
Retired annuitants were not automatically included in bargaining unit 6 in 1979 determination (California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation)) N o. 2154-S/201:72

**EERA**
Grant of request for recognition for unit of substitute teachers upheld (Santa Ana Unified School Dist. v. Commu-
Severance petition dismissed where employees share community of interest with those in existing unit (Victor Valley Community College Dist., Police Officers Assn., Victor Valley Community College Dist.-Police Dpt., and California School Employees Assn. and its C hap. 584) N o. Ad-388/201:76


HEERA
Nonrepresented case managers were properly placed in health care unit without proof of majority support (Regents of the University of California and U PT E , CWA Loc. 9119) N o. 2107-H/200:81

MMBA
County, as joint employer of clinics, must process union’s request for recognition under local rules (Union of American Physicians and Dentists v. County of Ventura) N o. 2067-M/198:89

County’s local representation rule is reasonable (Union of American Physicians & Dentists v. County of Orange) N o. 2138-M/201:87


Local rule governs filing of severance petition (County of Orange, U nion of H ealthcare Workers & D entists, and O range C ounty E mployees Assn.) N o. Ad-386-M /201:88

Petitions to disaffiliate from international organization dismissed (County of Siskiyou and Siskiyou C ounty E mployees Assn., and Siskiyou County Employees Assn./ AFSCME; Siskiyou County Superior Court and Siskiyou County Employees Assn., and Siskiyou County Employees Assn./AFSCME) N o. 2113-M/200:88

Severance petition would lead to fragmentation of bargaining units (City of L odi and L odi Professional & Technical Employees and AFSCM E L oc. 146) N o. 2142-M/201:89

PUBLIC EMPLOYMENT RELATIONS BOARD — UNFAIR PRACTICE RULINGS

Law Changing Overtime Calculation Not a Unilateral Change by Legislature, Governor/198:39

PERB May Award Damages for Losses Caused by Unlawful Strike Threat/201:39

Dills Act
Charge failed to contain sufficient detail to state claim of unilateral change or bad faith bargaining (California Correctional Peace Officers Assn. v. State of California [D ept. of C orrections and R ehabilitation, Avenal State Prison]) N o. 2111-S/200:77

Economic uncertainty justified deferral of bargaining economic items; no lack of authority (Stationary Engineers Loc. 39, IUOE, and Sate of California [D ept. of P ersonnel A dministration]) N o. 2078-S/198:76

Employer’s refusal to bargain over effects of security booth, surveillance cameras was not unfair practice (SEIU Loc. 1000 v. State of California [D ept. of D evelopmental Services and O ffice of P rotective Services]) N o. 2062-S/198:75

Failure to name department in the charge was not sufficient to warrant dismissal (California Correctional Peace Officers Assn. v. State of California [D ept. of C orrections and R ehabilitation]) N o. 2108-S/200:76


Law changing overtime calculation not a unilateral change by legislature, governor (Stationary Engineers Loc. 39, IUOE, and State of California [D ept. of P ersonnel A dministration]) N o. 2085-S/198:78

Legislature has authority to unilaterally implement furloughs (International Union of O perating Engineers, Unit 12 v. State of California [D ept. of P ersonnel A dministration]) N o. 2152-S/201:71

Management’s negative comments and EAP referral not retaliation or interference with employee rights (California Correctional Peace Officers Assn. v. State of California [D ept. of C orrections & R ehabilitation]) N o. 2118-S/200:79

No change in circumstances required return to bargaining after implementation of last, best, and final offer (California Correctional Peace Officers Assn. v. State of California [D ept. of P ersonnel A dministration]) N o. 2102-S/201:68
Ordering a single employee to complete training off-duty is isolated event, not unilateral change (California Correctional Peace Officers Assn. v. State of California [Dept. of Corrections and Rehabilitation, Ventura Youth Correctional Facility]) No. 2131-S/201:69

Procedural exceptions to ALJ’s proposed decision dismissing retaliation claim have no merit (Woods v. State of California [Dept. of Corrections & Rehabilitation]) No. 2136-S/201:70

State did not deny right to representation when questioning continued (Menaster v. State of California [Dept. of Social Services]) No. 2072-S/198:76

Union did not show it demanded to bargain effects of layoff decision (Union of American Physicians & Dentists v. State of California [Dept. of Veterans Affairs]) No. 2110-S/200:76

Union did not state claim of unilateral change or surface bargaining over layoffs (California Correctional Peace Officers Assn. v. State of California [Dept. of Corrections & Rehabilitation, Dept. of Personnel Administration]) No. 2081-S/198:77

Unit member must exhaust internal union procedures for challenging agency fees before filing charge (Slotterbeck v. SEIU Loc. 1000) No. 2135-S/201:70

EERA

Charge not timely, equitable tolling does not apply (Baprawski v. Los Angeles Community College Dist.) No. 2059/198:79

Charging party’s complaints on his own behalf were not protected activity (Stott v. San Joaquin Delta Community College Dist.) No. 2091/199:76

Decision to deny charging party an appointment to coordinator position not connected to protected activities (Isenberg v. Los Angeles Unified School Dist.) No. 2124/201:73

Dismissal charge alleging breach of contract, unilateral change upheld (Weightman v. Los Angeles Unified School Dist.) No. 2073/198:81

District unlawfully changed bus drivers’ assignments and compensation policies (California School Employees Assn., Chap. 106 v. Desert Sands Unified School Dist.) No. 2129/201:74

No basis for charge that district breached verbal settlement agreement in retaliation for protected activity (Martinez v. Fontana Unified School Dist.) No. 2147/201:75

No discrimination where employee terminated for job abandonment (Gregory v. Oakland Unified School Dist.) No. 2061/198:80

No good cause to excuse late filing of appeal (Villasenor v. National School Dist.) Ad-No. 389/201:75

Rejection during probation not because of protected activity (M eredith v. Rossmont Union High School Dist.) No. 2126/201:73

Retaliation charge untimely, failed to state a prima facie case (DeRuiter v. Garde n Grove Unified School Dist.) No. 2086/199:75

Retaliation charge untimely, failed to state prima facie case (Ulmschneider v. Los Banos Unified School Dist.) No. 2129/201:74

Union did not show it demanded to bargain effects of layoff decision (Union of American Physicians & Dentists v. State of California [Dept. of Social Services]) No. 2072-S/198:76

Union did not show it demanded to bargain effects of layoff decision (Union of American Physicians & Dentists v. State of California [Dept. of Social Services]) No. 2072-S/198:76

EERA

Alleged misrepresentation to factfinding panel was insufficient to show bad faith participation in the impasse procedure (United Automobile Workers, L oc. 4123 v. Trustees of the California State University) No. 2151-H/201:82

Board may award damages for strike preparations (California Nurses Assn. v. Regents of the University of California) No. 2094-H/198:82

Charge alleging failure to meet and discuss health benefits untimely (State Employees Trades Council v. Regents of the University of California [Los Angeles and San Diego]) No. 2084-H/199:79

Charging party did not allege claims within the jurisdiction of PERB (Yi-Kuang Liu v. Regents of the University of California) No. 2153-H/201:83

Failure to provide financial report violated the Dills Act (Ventura et al. v. State Employees Trades Council) No. 2069-H/198:82

Interference with right to file grievances not proven (Peloner v. Trustees of the California State University [San Marcos]) No. 2093-H/199:80

Removal of unit work without notice is unlawful unilateral change (Coalition of U niversity Employees v. Regents of the University of California) No. 2101-H/199:81

Search of car by campus police was retaliation for protected activity (California State University Employees v. Trustees of the California State University [San Marcos]) No. 2070-H/198:83

Union failed to allege facts showing a unilateral change in policy (AFSCME Loc. 3299 and Regents of the University of California) No. 2109-H/200:81
Union’s leafleting in prohibited places not an unfair practice (Regents of the University of California v. AFSCME Loc. 3299) N.o. 2105-H /200:80
Unit member who pays no fee has no standing to file charge challenging fair share fee calculation (Sarca v. CSU Employees’ Union, SEIU Loc. 2579) N.o. 2137-H /201:81
Unit members do not have standing to challenge unilateral changes and fail to state retaliation claim (Williams & Pelonero v. Trustees of the California State University [San Marcos]) N.o. 2140-H /201:81
University did not interfere with employee rights by denying grievance as untimely (Delgado v. Trustees of the California State University [San Marcos]) N.o. 2134-H /201:80

MMBA
Abolishment of eligibility list was not adverse action and was consistent with past practice (Feger v. County of Tehama) N.o. 2122-M /200:87
Allegation that county changed overtime policy is untimely (SEIU Loc. 721 v. County of Riverside) N.o. 2132-M /201:84
Charge failed to show any adverse action linked to protected activity (Jones-Boyce v. Metropolitan Water District of Southern California) N.o. 2066-M /198:85
Charging party’s appeal of dismissal insufficient (Coffman v. City of Brea) N.o. 2083-M /199:83
City attorney bypassed union when he solicited employees to rescind service credits purchased under terms of MOU (San Diego Firefighters, Loc. 145, IAFF v. City of San Diego [Office of the City Attorney]) N.o. 2103-M /200:83
County did not change furlough policy (SEIU Loc. 521 v. County of Fresno) N.o. 2125-M /201:84
County obligated to bargain before placing prevailing wage measure on ballot (Santa Clara County Correctional Peace Officers Assn. v. County of Santa Clara) N.o. 2114-M /200:85
County obligated to bargain before it placed prevailing wage measure on the ballot (Santa Clara County Registered Nurses Professional Assn. v. County of Santa Clara) N.o. 2120-M /200:85
County’s personnel rules that do not address relations between employer and employee organization are beyond PERB’s jurisdiction (Roeleveld v. County of San Bernardino [County Library]) N.o. 2071-M /198:86
Employees are not entitled to COLAs that are part of the MOU’s covering their former bargaining units (Mendocino County Public Attorney’s Assn. v. County of Mendocino) N.o. 2104-M /200:84
Factual allegations fall short of support for unilateral change, surface bargaining charge (Turlock Emergency Medical Services Assn. v. West Side Health Care District) N.o. 2144-M /201:86

Formation of focus group that made changes to drivers’ bidding procedures bypassed the exclusive representative (Amalgamated Transit Union, L oc. 1704 v. Omnitrans) N.o. 2143-M /201:85
Management’s statements critical of union’s organizing campaign interfered with right to represent employees (SEIU Loc. 721 v. County of Riverside) N.o. 2119-M /200:87
No factual allegations that the city improperly closed grievances (Lam v. City and County of San Francisco) N.o. 2075-M /198:88
No grounds for reconsideration demonstrated (Shelton v. San Bernardino County Public Defender) N.o. 2058a-M /198:88

PERB follows court’s ruling that interest arbitration law is unconstitutional: County of Sonoma (Sonoma County Law Enforcement Assn. v. County of Sonoma) N.o. 2100-M /199:84
Regressive wage freeze proposal not evidence of bad faith bargaining (Stationary Engineers L oc. 39 v. City and County of San Francisco) N.o. 2064-M /198:84
Request to withdraw appeal granted (Engineers Society v. Santa Clara Valley Water Dist.) N.o. 2148-M /201:87
Revision of fire captain qualifications not subject to bargaining (Alhambra Firefighters Assn., L oc. 1578 v. City of Alhambra) N.o. 2139-M /201:85
Union activist dismissed for unauthorized absences, not protected activity (Amalgamated Transit Union Local 1704 v. Omnitrans) 2121-M /200:86
Union’s request to bargain did not adequately reference its desire to negotiate “effects” of decision (Laborers International Union of North America, L oc. 777 v. County of Riverside) N.o. 2097-M /199:83
Voicemail message was not ‘acceptance’ of the city’s final offer (Operating Engineers, Loc. 3 v. City of Clovis) N.o. 2074-M /198:87
Without adverse action, charge of retaliation for grievance filing dismissed (Jackson v. County of Riverside) N.o. 2065-M /198:85

Tri al Courts
Complaint to issue where courts gave independent contractor interpreters more favorable conditions than employee interpreters (California Federation of Interpreters-TNG/CWA v. Region 2 Court Interpreter Employment Relations Committee) N.o. 2099-I /199:85
No unilateral changes in court interpreter staffing rules or retaliation for strike activity (California Federation of Interpreters, L oc. 39521 v. Los Angeles Superior Court) N.o. 2112-I /200:89
PUBLIC RECORDS ACT
Employee Directories and the Public Records Act: Is an Agency Required to Disclose? (Clark)/199:21

PUBLIC SCHOOLS — IN GENERAL
Bargaining Updates/198:24
Bargaining Updates/199:37
Bargaining Updates/200:24
California a Contender in ‘Race to the Top’/198:18
California Loses First Round of ‘Race to the Top,’ But Will Try Again/199:35
State Sued for Failing to Financially Support Public Schools/200:22

R

RACE TO THE TOP
California a Contender in ‘Race to the Top’/198:18
California Loses First Round of ‘Race to the Top,’ But Will Try Again/199:35

REASONABLE ACCOMMODATION
see also Discrimination — Disability
Americans with Disabilities Act
Adverse SPB Decisions Do Not Foreclose Retaliation Claim/198:59
Disabled Employee Must Initiate Reasonable Accommodation Interactive Process/200:64
Personnel Management Decisions Can Be Basis for Harassment Claim/198:57

RECOGNITION
see Representation Elections, Recognition and Decertification Procedures

REPRESENTATION ELECTIONS, RECOGNITION, AND DECERTIFICATION PROCEDURES
see also Public Employment Relations Board — Representation Rulings
CUE Affiliates With Teamsters, Enters Factfinding/200:60
CUE Battles Decertification Attempts/199:50
No Local Membership Vote Required Prior to Merger of Locals/200:36

RETAILATION
Adverse SPB Decisions Do Not Foreclose Retaliation Claim/198:59
No Punitive or Compensatory Damages Available for ADA Retaliation Claims/198:53
Teacher Who Advocated for Disabled Students Can Sue for Retaliation/198:63
U.S. Supreme Court Allows Retaliation Claim Based on Fiancée’s Sex Discrimination Charge/201:59

RETRAITEMT AND PENSIONS
New MOUs Roll Back Pensions, Protect Against Furloughs, Minimum Wage/200:40
Pension Reform Revisited/198:40
SEIU Contract Furthers Schwarzenegger’s ‘Pension Reform’ Plan/201:50
State Employee Pain to Continue/198:38
U.C. Reforms Its Retirement Benefits/201:43

S

SAFETY AND HEALTH
H1N1 in the Workplace: ‘Go Home!’ (Berliner and Townsend)/198:7

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

SCHOOLS — IN GENERAL
see Public Schools — In General

SENIORITY
Pending Bill Would Allow Override of Teacher Seniority Rules, Settle Lawsuit/200:22
The End of Layoffs by Seniority?/199:33

SEX DISCRIMINATION
see Discrimination — Sex

SEXUAL HARASSMENT
see Discrimination — Sex

SICK LEAVE
see California Family Rights Act (CFRA)
Pay and Benefits

STATE PERSONNEL BOARD
Court Must Uphold SPB’s Decision Absent an Abuse of Discretion/201:57
State Personnel Board Amends ‘Incomplete, Confusing’ Regulations/200:50
STATUTE OF LIMITATIONS
Court May Vacate Award Where Arbitral Error Forecloses Hearing on the Merits of FEHA Claim/199:63

STRIKES AND JOB ACTIONS
PERB May Award Damages for Losses Caused by Unlawful Strike Threat/201:39
PERB’s Exclusive Jurisdiction extends to Strikes That Threaten Public Welfare/200:31
U. C. Nurses Can’t Strike, Begin Bargaining/200:56
University Technical and Research Employees Win Three Years of Raises/199:47

SUPERVISORY AND MANAGERIAL EMPLOYEES
DPA May Grant Supervisors Smaller Increases Than Rank-and-File Correctional Officers/199:52
No Property Interest in Administrator’s Position in Community College District/201:35
Ousted Dean Entitled to Faculty Position/201:37

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

TEACHERS
see also Employee Organizations — Public School and Community College
Employees, California Public — School and Community College Districts
Bargaining Updates/198:24
Bargaining Updates/199:37
Bargaining Updates/200:24
Court Finds Interns Are Not ‘Highly Qualified’ Teachers Under NCLB; Congress Reacts/201:33
LAUSD Sued Over Teacher Layoffs/199:36
Pending Bill Would Allow Override of Teacher Seniority Rules, Settle Lawsuit/200:22
Teacher Per Se Unfit to Teach Only if Convicted of Specified Crimes/200:26
Teacher Who Advocated for Disabled Students Can Sue for Retaliation/198:63
Teacher’s Complaints About Lack of Services Not Protected Whistleblowing/200:29
The End of Layoffs by Seniority?/199:33
The Gloves Are Off: L.A. Teachers vs. Charter Schools vs. the Mayor/198:20

TERMINATION
see Discipline and Discharge

TITLE VII
Refusing to Hire Men as Prison Lieutenants Is Unlawful Discrimination/200:15
U.S. Supreme Court Allows Retaliation Claim Based on Fiancée’s Sex Discrimination Charge/201:59

TRANSFERS
see Discipline and Discharge

TRANSIT
Court Bars ACT Tri’s Imposition of Last, Best Offer Pending Completion of Interest Arbitration/200:33

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
Mission Impossible: Requesting Injunctive Relief From PERB (Sanford-Smith)/198:13

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

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

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

VACATION, ANNUAL LEAVE
see Pay and Benefits
W-Z

WAGES AND BENEFITS
see Pay and Benefits

WHISTLEBLOWERS
Court Employees Gain Whistleblower Protection/200:39
Garrett Four Years Later: Can Public Employee Whistleblowers Be Protected? (Winslow)/201:9
Teacher’s Complaints About Lack of Services Not Protected Whistleblowing/200:29
To ‘Satisfactorily Address’ a Whistleblower Complain, CSU Must Discuss Discipline and Punishment/198:13
Writ Overturning Administrative Decision Not Necessary for CSU Whistleblowers/199:45
PART II

TABLE OF CASES

Agosto v. Grossmont-Cuyamaca Community College Dist.
A community college district administrator has no statutory or property interest in his job and is not entitled to reinstatement.

Alvarado v. Cajun Operating Co.
Plaintiffs who claim that their employer retaliated against them in violation of the Americans with Disabilities Act are not entitled to a jury trial, or to compensatory or punitive damages. Such claims are redressable only by equitable relief according to the plain language of the act.
(9th Cir. 2009) 588 F.3d 1261/198:53

Bamonte v. City of Mesa
A police officer’s acts of donning and doffing his uniform at home are compensable where they are necessary to the principal work performed and carried out at work for the benefit of the employer. Under the Fair Labor Standards Act, officers are not required to put their uniforms on while at work. While there are logical reasons for not donning their uniforms at home, these concerns reflect officers’ personal preferences rather than mandates.
(9th Cir. 2010) 598 F.3d 1217/199:27

Barker v. Riverside County Office of Education
A teacher who claimed she was retaliated against because she complained about the treatment of her disabled students has standing to sue her employer pursuant to the anti-retaliation provisions of both Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act. Section 504’s anti-retaliation provision grants standing to non-disabled people who are retaliated against for attempting to protect the rights of the disabled.
(9th Cir. 2009) 584 F.3d 821/198:63

Bautista v. County of Los Angeles
A policy that prohibits police officers from having a personal relationship with persons known to be criminals does not impermissibly intrude on the freedom of association. The sheriff’s department had a legitimate interest in preserving its reputation, and the officer’s conduct harmed the department.

Becerril v. Pima County Assessor’s Office
The plaintiff’s temporomandibular disorder was not a disability within the meaning of the Americans with Disabilities Act and, therefore, she was not entitled to reasonable accommodation.
(9th Cir. 2009) 587 F.3d 1162/198:56

Breiner v. Nevada Dept. of Corrections
The policy of hiring only female correctional lieutenants at a women’s prison violates Title VII. The department failed to show that its policy imposed only a “de minimis” restriction on male prison employees’ promotional opportunities or that sex is a bona fide occupational qualification for the position.
(9th Cir. 2010) 610 F.3d 1202/200:65
Broney v. California Commission on Teacher Credentialing

A teacher convicted of three drunken driving offenses is not “per se,” or automatically, unfit to teach. The trial court instead should have applied the California Supreme Court’s seven-part test set out in Morrison v. State Board of Education (1969) 1 Cal.3d 214, to evaluate whether the teacher is fit to teach.


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

The governor has no authority to furlough employees of the State Compensation Insurance Fund. The holding applies only to SCIF employees.


California Correctional Peace Officers Assn. v. State of California

The Department of Personnel Administration has discretion to grant supervisors salary increases in light of their overall compensation compared with rank-and-file officers.


California Correctional Peace Officers Assn. v. State of California

Labor Code provisions that require employers to provide meal breaks to employees do not apply to the state employer. Because the meal break provisions did not expressly cover public employers, dismissal of the union’s class action claims was affirmed.


California Correctional Peace Officers Assn. v. State of California

Correctional officers did not gain new rights to overtime pay after the collective bargaining agreement between the state and the California Correctional Peace Officers Association expired and the state implemented terms and conditions. A statute that makes 40 hours the “normal workweek” of state employees does not require the state to pay overtime compensation after 40 hours of work in a week.


California School Employees Assn. v. Torrance USD

The district did not violate the Education Code by failing to pay classified employees who did not work on two staff-development days. Ed. Code Sec. 45203 did not apply because students would not “otherwise have been in attendance” on those days.


Carver v. Holder

Where the Equal Employment Opportunity Commission made a finding of age discrimination and ordered certain remedies, the complainant cannot sue to expand those remedies without relitigating the issue of liability.

(9th Cir. 2010) 606 F.3d 690/200:63

Chavez v. City of Los Angeles

Cases brought under the state’s Fair Employment and Housing Act are not exempt from Code of Civil Procedure Sec. 1033(a). The section provides that a court has discretion to deny attorney’s fees when it finds that the matter should have been brought as a “limited civil case,” where the amount in controversy does not exceed $25,000.

(2010) 47 Cal.4th 970/198:51

City of Richmond v. Service Employees International Union, Loc. 1021

The public policy against sexual harassment is insufficient to vacate an arbitration award reinstating an alleged harasser, where the arbitrator found the employer failed to take disciplinary action within the period allowed by the collective bargaining agreement. The public policy exception to the general rule of arbitral finality is limited and reserved for unusual circumstances.

(2011) 189 Cal.App.4th 663, rev. den./201:64
City of San Jose v. Operating Engineers Local Union No. 3

PERB has initial jurisdiction over a claim by a public agency that a strike by some or all of its employees is illegal.

(2010) 49 Cal.4th 597/200:33

Conn v. Western Placer Unified School Dist.

A teacher's complaints about special education services are not protected disclosures under the Reporting by School Employees of Improper Governmental Activities Act. Section 44113 of the act makes school officials liable for interfering with the right of a school teacher to disclose evidence of improper governmental activities to an administrator or school board.


County of Los Angeles Dept. of Health Services v. Civil Service Commission; Latham, RPI.

The jurisdiction of the Los Angeles Civil Service Commission is divested when a county employee whose appeal is pending before the commission elects to retire. Because her future status as an employee is no longer an issue, the challenge to her discharge becomes a wage claim, over which the commission has no jurisdiction.


DiQuisto v. County of Santa Clara

The county did not impermissibly expend public funds for partisan electoral purposes when, during negotiations, it bargained for unions' non-support of an initiative measure calling for binding interest arbitration. The Meyers-Milias-Brown Act authorized the county's discussion of the ballot measure while bargaining with the unions. The county had made no quid pro quo offers to the unions to win their agreement to a bargaining proposal that they withhold their support for the initiative and disassociate themselves from the petition drive to get the arbitration measure on the ballot.


Domínguez et al. v. Schwarzenegger et al.

The reduction in the state's contribution directly influenced the wage rates negotiated in each county because it set the maximum payment the state would make toward wages and benefits.

(9th Cir. 2010) 596 F.3d 1087/199:26

Entezampour v. North Orange County Community College Dist.

When the North Orange County Community College District decided not to renew the charging party's employment as dean of science, engineering, and mathematics, he was entitled to a reassignment to one of two open faculty positions for which he was qualified. Education Code Sec. 87458 provides that an administrator "shall have the right to become a first-year probationary faculty member once his or her administrative assignment expires or is terminated."


George v. California Unemployment Insurance Appeals Board

When the State Personnel Board partially upheld two of the three suspensions challenged by a California Unemployment Insurance Appeals Board employee, those decisions did not eliminate a necessary element of the employee's claim that the CUIAB had suspended her in retaliation for filing a sex discrimination charge with the Department of Fair Employment and Housing. The employee did not need to prove she had a reasonable, good faith belief that her DFEH charge was well-founded. And, there was substantial evidence to support the jury's verdict in favor of the employee.


Gilb v. Chiang

The Department of Personnel Administration has the authority to direct the controller to reduce salaries to the federal minimum wage during a budget impasse that continues past July 1. Although the controller has the duty to audit claims, he must seek a judicial resolution if he disagrees with DPA's order.

Harris v. City of Santa Monica

When an employee establishes a prima facie case of workplace discrimination in violation of California’s Fair Employment and Housing Act, and the employer claims that it had a legitimate non-discriminatory reason for its actions which, if standing alone, would have induced the employer to make the same decision, the employer is entitled to a mixed-motive jury instruction.


International Association of Fire Fighters, Loc. 188 v. Public Employment Relations Board

When faced with a budget crisis, the city was not required to meet and confer with the firefighters union when it decided to lay off some firefighters as a cost-saving measure. The city’s duty to bargain with the employee organization extends only to the implementation and effects of the layoff decision, including the number and identity of the employees to be laid off and the timing of the layoffs. The court also affirmed the lower court’s ruling that permits limited review of the Public Employment Relations Board’s decision not to issue a complaint based on an unfair practice charge.

(2011) 51 Cal.4th 259/201:29

Kaye v. Board of Trustees of the San Diego County Public Law Library

A reference librarian who lambasted his supervisors in a scathing email addressed to all employees is not shielded from termination because of free speech protections conveyed by the federal or California Constitutions.


Knox v. Westly

When SEIU Local 1000 temporarily increased fees and dues for a Political Fight Back Fund in 2005, it did not give fair share fee payers a chance to object to the new fees. However, its procedure complied with the First Amendment.

(9th Cir. 2010) 628 F.3d 1115/201:55

Mariscal v. Los Angeles City Employee Relations Board; SEIU Local 721, RPI

Local union members were given a fair opportunity with appropriate due process safeguards to approve the proposed consolidation and merger of their seven locals into one. The merger did not cause organizational changes so great as to present a question concerning representation.


McCarter v. Pacific Telesis

Labor Code Sec. 233, which permits employees to use accrued paid sick leave to care for ill relatives, does not apply to sick leave policies that provide for an uncapped number of paid sick days off.

(2010) 48 Cal.4th 104/199:59

Medical Development Int'l. v. California Dept. of Corrections and Rehabilitation

The receiver in charge of the prison medical system is subject to suit in federal court for actions taken while operating the system.

(9th Cir. 2009) 585 F.3d 1211/198:43

Milan v. City of Holtville

Under California’s Fair Employment and Housing Act, an employer has no duty to offer reasonable accommodation to a disabled employee who never expressly requested an accommodation or indicated she wanted to continue working.


Ohton v. Board of Trustees of California State University

The university misapplied the “good faith” standard when determining whether the coach made a protected disclosure. The university’s determination letter did not satisfactorily address the coach’s complaint because it did not state whether the retaliators had been disciplined or referred for criminal prosecution, as authorized by the whistleblower statute.

A joint labor-management benefits committee created by the terms of a collective bargaining agreement is not subject to the Ralph M. Brown open meetings act.
(12-31-09) No. 08-806, 2010 DJDAR 62/198:64

Page v. Mira Costa Community College Dist.
A community college district’s settlement with a former president and superintendent upon her termination exceeded the amount allowed by Government Code Secs. 53260 and 53261.

Pearson Dental Supplies, Inc. v. Superior Court
The Supreme Court wedged open the courthouse door to allow narrow review in cases involving unwaivable statutory rights such as the Fair Employment and Housing Act. The ruling widens slightly the scope of judicial review when parties move to vacate an award on the ground that the arbitrator exceeded his powers.

Professional Engineers in California Government v. Schwarzenegger
Furloughs of represented employees in 2009-10 were legal even though the governor lacked authority to impose them unilaterally. While the governor had no power to furlough represented employees under the Constitution or the Government Code, the legislature ratified the invalid December 2008 Executive Order when it passed its February 2009 budget.
(2010) 50 Cal.4th 989/201:47

Reeves v. MV Transportation, Inc.
Under California’s Fair Employment and Housing Act, an applicant alleging age discrimination must show that he was a member of a protected class, he was qualified for the position, he suffered an adverse employment action, and some other circumstance suggests discriminatory motive.

Reid v. Google, Inc.
The California Supreme Court refused to apply to state cases the “stray remarks doctrine” fashioned by federal courts in dealing with employment discrimination cases. Under federal law, statements made by non-decisionmakers or by decisionmakers outside of the decisional process are “stray” and irrelevant when considering the legal theory of a discrimination lawsuit. The high court, in a unanimous opinion, agreed with the Court of Appeal that application of the “stray remarks doctrine” is unnecessary and might lead to unfair results. The court also concluded that where a trial court fails to rule on objections to evidence, those objections are not waived and can be raised on appeal.
(2010) 50 Cal.4th 512/200:62

Renee v. Duncan
The court invalidated a federal regulation that permitted teachers who are participating in alternative-route teacher training programs — but who have not yet obtained state certification — to be characterized as “highly qualified teachers” under the No Child Left Behind Act. The court also concluded that where a trial court fails to rule on objections to evidence, those objections are not waived and can be raised on appeal.
(9th Cir. 2010) 623 F. 3d 787/201:33

Rent-a-Center, West. Inc. v. Jackson
When a mandatory arbitration agreement provides that an arbitrator will decide any dispute over the validity of the arbitration agreement, a court must not decide the issue. Only if the delegation provision itself is challenged would a court need to decide whether the provision is valid before compelling arbitration. Since the employee challenged only the arbitration agreement, and not the provision delegating to an arbitrator the issue of validity of the agreement, the employer’s motion to compel arbitration was properly granted.
(6-21-10) Supreme Ct. 09-497, ___ U.S. ___, 130 S.Ct. 2772/200:68
Riverside Sheriffs Assn. v. Board of Administration of the California Public Employees Retirement System

The sheriffs association could not gain law enforcement status for the deputy coroners. The coroners’ main function was to investigate the causes of death, and they were not clearly engaged in active law enforcement, as required by statute. Therefore, the coroners were not entitled to enhanced retirement benefits as safety members of the Public Employees Retirement System.


Roby v. McKesson

The Court of Appeal erred when it excluded personnel management actions as evidence in support of a claim of workplace harassment. There are differences between harassment and discrimination under the Fair Employment and Housing Act, while “they are sometimes closely interrelated, even overlapping, particularly with regard to proof.”

(2009) 47 Cal.4th 686/198:57

Runyon v. Board of Trustees of the California State University

If an employee is not satisfied with the state university’s response to a whistleblower complaint, the employee may sue for damages. Neither statutory language nor the administrative exhaustion doctrine requires a CSU whistleblower to ask a court to overturn an adverse administrative decision before suing for damages for retaliation.

(2010) 48 Cal.4th 760/199:45

San Francisco Housing Authority v. Service Employees International Union, Loc. 790

Where the agreement provided both express bumping rights and good faith meeting and conferring over the union’s proposed alternatives to layoff, the arbitrator did not exceed her powers when she reinstated a laid-off employee to a position not required by the bumping provisions. Since nothing in the agreement precluded the arbitrator from reinstating the grievant to the position, and the remedy was rationally related to the arbitrator’s interpretation of the contract, the remedy did not modify the agreement.


Service Employees International Union, Loc. 1000 v. Schwarzenegger

The court rejected claims that a back pay award was defective. In unpublished sections of the opinion, the court also held that the San Francisco Superior Court had jurisdiction over the case even though a Sacramento court already had decided a similar case, and that the Insurance Code prohibited the governor from ordering furloughs of SCIF employees.


Siskiyou County v. State Personnel Board

Unless the State Personnel Board’s decision is arbitrary, capricious, or “beyond the bounds of reason,” a judge cannot substitute her judgment in place of the board’s decision.


Thompson v. North American Stainless, LP

An employee has standing to bring a claim under Title VII alleging that he was terminated in retaliation for his fiancée having filed a claim of sex discrimination against the same employer.


Traxler v. Multnomah County

Front pay under the federal Family Medical Leave Act is an equitable remedy to be determined by the judge, not the jury.

(9th Cir. 2010) 596 F.3d 1007/199:60

Turman v. Turning Point of Central California, Inc.

The employer was required to take corrective action to alleviate the sexual harassment. The trial court correctly analyzed the discrimination allegation under the disparate impact theory. The dismissal of punitive damages was proper because the employee had failed to allege facts showing malice.

United Teachers of Los Angeles v. Los Angeles Unified School

The California Supreme Court agreed to decide whether a school district can be required to arbitrate disputes over the district’s approval of a charter school petition under the terms of a collective bargaining agreement. (2009) 177 Cal.App.4th 863, modified 10-16-09, S177403/B214119, review granted 12-24-09/198:21
### Dills Act Cases

<table>
<thead>
<tr>
<th>Case</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation), No. 2108-S/200:76</td>
<td>The charging party did not allege facts that showed CDCR engaged in surface bargaining over the effects of a change in policy concerning protective vests. The charging party's failure to name CDCR, rather than the Department of Personnel Administration, did not warrant dismissal.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections &amp; Rehabilitation), No. 2118-S/200:79</td>
<td>Negative comments on a satisfactory performance evaluation and a referral to the Employee Assistance Program are not adverse actions that constitute retaliation or interference with the right to file grievances.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation), No. 2154-S/201:72</td>
<td>Retired annuitants working in state service are not automatically included in the same bargaining unit as full-time employees performing similar tasks. The state did not make a unilateral change when it did not withhold fair share fees from retired annuitants.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation, Avenal State Prison), No. 2111-S/200:77</td>
<td>The charge failed to state a claim that CDCR engaged in surface bargaining or unilaterally changed its released time policy by ending released time for union members when the union's negotiator did not come to a bargaining session.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections &amp; Rehabilitation, Dept. of Personnel Administration), No. 2115-S/200:78</td>
<td>The charging party's facts did not show that the state unilaterally established an area of layoff or that it engaged in surface bargaining over the area of layoff after it elected to close two facilities.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation, Ventura Youth Correctional Facility), No. 2131-S/201:69</td>
<td>For a charge to be timely, the charging party need allege only when it learned of a unilateral change, not when the change was implemented. Assertions that only one employee was instructed to complete training at home does not show a change in training policy.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration), No. 2081-S/198:77</td>
<td>The state did not engage in conditional bargaining by insisting to impasse on permissive subjects of bargaining where the charge does not show the union objected to bargaining the non-mandatory subjects.</td>
</tr>
<tr>
<td>California Correctional Peace Officers Assn v. State of California (Dept. of Personnel Administration), No. 2102-S/201:68</td>
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</tr>
</tbody>
</table>
(Legislative rejection of raises in a last, best, and final offer, worsening state fiscal conditions, and DPA's withdrawal of raises in future years did not constitute changed circumstances requiring DPA to reopen bargaining at CCPOA's request, particularly since the union demanded return to the terms and conditions of bargaining that existed before implementation of the LBFO.)

Diunugala v. SEIU Loc. 1000, No. 2060-S/198:78
(Neither the union's neglect of the grievance after the arbitration request nor the ultimate decision not to arbitrate alleged a breach of the duty of fair representation.)

(An employee organization interfered with employee rights when it refused to honor requests to withdraw from membership after expiration of the MOU, which contained a maintenance of membership clause.)

International Union of Operating Engineers, Unit 12 v. State of California (Dept. of Personnel Administration), No. 2152-S/201:71
(Since the legislature retained authority to modify terms and conditions of employment without collective bargaining, it had the power to ratify the unilateral implementation of state employee furloughs.)

Menaster v. State of California (Dept. of Social Services), No. 2072-S/198:76
(The supervisor's continued questioning after the charging party requested union representation did not violate the Dills Act where the supervisor eventually dispensed with the interview. The charging party did not prove the state employer retaliated against him for engaging in protected activity when the employer wrote an "expectations" memorandum, placed him on administrative leave, rejected him on probation, and failed to reinstate him.)

SEIU Loc. 1000 v. State of California (Dept. of Developmental Services and Office of Protective Services), No. 2062-S/198:75
(T he employer's refusal to bargain was not an unfair practice because the union failed to identify in its demand to bargain the negotiable effects on security guards of a new security booth and surveillance cameras.)

Slotterbeck v. SEIU Loc. 1000, No. 2135-S/201:70
(The unfair practice charge was untimely because it was filed more than six months after the charging party knew or should have known that full dues, rather than reduced agency fees, were being deducted from his paycheck. He failed to exhaust internal procedures for challenging the fee calculations before filing his charge.)

Stationary Engineers Loc. 39, IUOE, and State of California (Dept. of Personnel Administration), No. 2078-S/198:76
(Economic uncertainty justified DPA's deferral of bargaining over economic items. The state negotiators' lack of authority to bargain economic items was not bad faith bargaining because it did not thwart negotiations. The governor's letter to employees about proposed furloughs did not bypass the union.)

Stationary Engineers Loc. 39, IUOE, and State of California (Dept. of Personnel Administration), No. 2085-S/198:78
(The legislature did not make a unilateral change by enacting a law altering the method of calculating eligibility for overtime, even though the union's expired contract remained in effect. The governor was not required to provide notice and an opportunity to bargain before submitting the legislation.)

(The union's allegations of retaliation and discrimination were not sufficient because they did not identify members' protected activity or show a nexus to the department's decision to furlough employees and not contract physicians. The union also did not sufficiently allege interference with employee rights.)

Union of American Physicians & Dentists v. State of California (Dept. of Veterans Affairs), No. 2110-S/200:76
(The department's layoff decision was not within the scope of representation where there was no allegation that it subcontracted the laid off employees' work. The union did not allege facts showing it demanded to bargain over the effects of the layoff decision.)
**EERA Cases**

**Woods v. State of California (Dept. of Corrections & Rehabilitation), No. 2136-S/201:70**
(T he charging party did not show a nexus between her involvement of the union in her workplace complaints and her rejection from probation. Her failure to file an appeal on the ALJ’s evidentiary rulings during the hearing did not foreclose her right to file exceptions to those rulings after she received the proposed decision.)

**California School Employees Assn., Chap. 106 v. Desert Sands Unified School Dist., N o. 2092/199:77**
(Equitable tolling does not apply because the parties’ grievance process ended in binding arbitration. The charging party has the burden of proving the timeliness of a charge.)

(A petition to sever police department supervisors from the bargaining unit was not filed within the 29-day window period and was dismissed as untimely.)

**Delarge v. SEIU Loc. 1021, N o. 2068/198:81**
(T he union’s duty of fair representation does not extend to representing the charging party at a personnel commission hearing, an extra-contractual matter.)

**DeRuiter v. Garde n Grove Unified School Dist., N o. 2086/199:75**
(T he charge was untimely with respect to all allegations of unlawful conduct occurring more than six months prior to filing the charge. T he continuing violation doctrine does not apply because the charging party did not establish that the district’s conduct within the statutory period was an independent violation of E E R A. T he charging party did not state a prima facie case of retaliation because she failed to show a nexus between her protected activity and the alleged adverse actions.)

**Gibson v. California School Employees Assn. Chap. 168, N o. 2128/201:78**
(T he charging party failed to show that the association’s conduct was arbitrary, in bad faith, or discriminatory.)

**Gregory v. Oakland Unified School Dist., No. 2061/ 198:80**
(W hile the evidence established a prima facie case of discrimination, the district would have terminated the charging party for job abandonment regardless of her protected activity.)

**Isenberg v. Los Angeles Unified School Dist., N o. 2124/ 201:73**
(T he decision not to select the charging party for a technical services coordinator position was not in retaliation for his protected activities.)

**Martinez v. Fontana Unified School Dist., N o. 2147/ 201:75**
(T he charging party failed to allege sufficient facts to demonstrate that the district retaliated against him for engaging in protected activity.)

**Meredith v. Grossmont Union High School Dist., N o. 2126/201:73**
(T he charging party failed to demonstrate he was given a negative performance evaluation and rejected during his probation in retaliation for sending a letter accusing the principal of violating the collective bargaining agreement and asking for union representation during a meeting with his supervisors and the director of human resources.)

**O’Neil et al. v. Santa Ana Educators Assn., N o. 2087/ 199:78**
(T he request to excuse the late-filed appeal was denied, and the request for an extension of time to file an appeal did not comply with P E R B regulations.)

**Pratt v. United Teachers of Los Angeles, N o. Ad-381/ 198:82**
(T he request to excuse the late-filed appeal was denied, and the request for an extension of time to file an appeal did not comply with P E R B regulations.)

**Sacramento Teachers Assn. v. Sacramento City Unified School Dist., N o. 2129/201:74**
(Timing of the adverse action relative to the successful resolution of his grievance plus the district’s exaggerated reaction to the changing party’s tardiness is sufficient to establish a prima facie case of retaliation.)

(A unit exclusively composed of substitute teachers is an appropriate bargaining unit.)

Scott v. Mount Diablo Education Assn., N.o. 2127/201:77
(A DFR violation may be established based on inaction that occurred more than six months before the charge was filed, provided the inaction was part of the same course of conduct as occurred within the prior six months. The association’s overall pattern of conduct toward the charging party was one of assistance, and the charging party failed to show that it acted in bad faith, or in an arbitrary or discriminatory manner.)

Stott v. San Joaquin Delta Community College Dist., N.o. 2091/199:76
(The charging party did not state a prima facie case of discrimination because he failed to establish that he engaged in protected activity under EERA.)

Strygin v. United Teachers of Los Angeles, N.o. 2149/201:79
(The charge failed to allege sufficient facts to demonstrate that the union breached its duty of fair representation.)

Tarvin v. United Faculty of Grossmont-Cuyamaca Community College Dist., N.o. 2133/201:79
(The charging party failed to allege sufficient facts demonstrating that the union breached its duty of fair representation.)

Thomas v. United Teachers of Los Angeles, N.o. 2150/201:79
(The charging party failed to show that the allegations occurred within the six-month statute of limitations period, or that the union’s refusal to file a grievance was arbitrary, discriminatory, or made in bad faith. PERB has no duty to provide legal assistance to the charging party or to advise her to file a charge against the union. PERB has no authority to extend a statute of limitations. Whether PERB should have joined the union as a necessary party in the charging party’s charge against the district was not an issue that could be raised in this case.)

Tsai v. California Teachers Assn., Solano Community College Chap., CTA/NEA, N.o. 2096/199:79
(The charging party failed to show that the association had no rational basis for refusing to take her grievance to arbitration or that it made its decision because she had filed her own grievance.)

Ulmschneider v. Los Banos Unified School Dist., N.o. 2063/198:81
(The charge was untimely with respect to all allegations of reprisal other than the charging party’s dismissal. The charging party failed to state a prima facie case of discrimination because he did not establish that he was dismissed because of his protected activity.)

Ventura County Community College Dist. v. Ventura County Federation of College Teachers, AFT Loc. 1828, N.o. 2082/199:75
(The charging party failed to allege any conduct by the federation that violated EERA, and therefore did not establish a prima facie case.)

(Good cause to excuse the late filing was not demonstrated.)

Weightman v. Los Angeles Unified School Dist., N.o. 2073/198:81
(The board upheld the dismissal of the charging party’s claim that the district interfered with his rights under EERA by failing to follow contractual grievance timelines.)

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**HEERA Cases**

AFSCME Loc. 3299 and Regents of the University of California, N.o. 2109-H/200:81
(The charging party failed to allege facts showing that the university changed its vacation and sick leave policies.)

California Nurses Assn. v. Regents of the University of California, N.o. 2094-H/201:80
Unfair practice strikes are legal under HEERA, even if they occur prior to the completion of impasse procedures. Under a new two-prong test, CNA's strike threat was an illegal economic action because U.C. did not engage in unfair practices. As part of a make-whole order, the board has authority to award monetary damages for an employer's direct economic losses resulting from a union's strike preparations.

California State University Employees v. Trustees of the California State University (San Marcos), No. 2070-H/198:83
(T he manager’s complaint to campus police showed retaliation against an employee for using union assistance and filing a grievance. T he charge was insufficient to show the university unilaterally transferred bargaining unit work.)

Coalition of University Employees v. Regents of the University of California (Davis), No. 2101-H/199:81
(U.C.’s breach of a contract provision requiring notice to the union when the university proposed to replace a unit position with a non-unit position was a change in policy. Notice of a change in policy must be given to a union official, not to unit employees. T he university had a duty to provide or disclose the website location of relevant information regarding non-unit positions.)

Delgado v. Trustees of the California State University (San Marcos), No. 2134-H/201:80
(T he university did not interfere with employee rights when it refused to meet at level 1 of the grievance process on the grounds that the grievance was untimely. T he employees did not have standing to assert a breach of a settlement agreement between their union and CSU.)

Halcoussis v. California Faculty Assn., No. 2117-H/200:83
(W here the charging party restricted a vote on a furlough proposal to union members and gave nonmembers notice of the bargaining proposal and opportunities to comment on it, the board reached the same conclusion as summarized above in Williams v. CFA, No. 2116-H, below.)

Hall v. Coalition of University Employees, No. 2095-H/199:82
(T he charging party did not allege facts showing that the union discriminated against her or breached its duty of fair representation when it opposed reclassifying her position out of the bargaining unit. T here was no good cause to consider new allegations on appeal.)

Pelono v. Trustees of the California State University (San Marcos), No. 2093-H/199:80
(T he charging party did not prove by a preponderance of the evidence that management employees interfered with his right to file grievances. T he statute of limitations was tolled by the filing of a grievance concerning the same conduct underlying the unfair practice charge.)

Regents of the University of California v. AFSCME Loc. 3299, No. 2105-H/200:80
(P roof in places prohibited by university access policies was only an isolated breach of contract, not an unfair practice, because AFSCME leafleters left the prohibited places when directed to move.)

Regents of the University of California and UPE, CWA Loc. 9119, No. 2107-H/200:81
(P roof of majority support among 163 case managers at the university's medical centers was not required before ordering that the healthcare unit of 4,000 employees be modified to include the classification. A party cannot waive its right to file a unit modification petition.)

Sarco v. CSU Employees Union, SEIU Loc. 2579, No. 2137-H/201:81
(T he charging party, whom the union exempted from paying fair share fees, has no standing to file a charge challenging the amount of the fee. T he union's decision to exempt him from paying is not an unfair practice.)

State Employees Trades Council United v. Regents of the University of California (Los Angeles and San Diego), No. 2084-H/199:79
(T he charge alleging failure to meet and discuss health benefits was untimely since it was filed more than six months after the university closed the open enrollment period. T he union also failed to allege facts showing the university refused to meet and discuss changes to employee premium contributions within the statute of limitations.)

United Automobile Workers, Loc. 4123 v. Trustees of the California State Univ., No. 2151-H/201:82
(T he union did not allege facts showing that the university's inaccurate statement to a factfinding panel was an indication of bad faith participation in impasse proceedings. An amendment to the charge based on facts not alleged in the original charge was untimely filed.)
(T he union violated the act by failing to provide a financial report to the charging parties on request. T he charging parties did not allege facts showing retaliation, and have no standing to challenge the union's alleged violation of the MOU as an unfair practice charge.)

Williams v. California Faculty Assn., No. 2116-H/200:83
(Restricting a vote on a furlough proposal to union members did not breach the duty of fair representation since the charged party gave nonmembers notice of the proposal and opportunities to comment on it.)

Williams & Pelonero v. Trustees of the California State University (San Marcos), No. 2140-H/201:81
(T he university did not engage in retaliation by settling the employees' grievances with their union. T he charging parties did not have standing to challenge unilateral changes.)

Yi-Kuang Liu v. Regents of the University of California, No. 2153-H/201:83
(C laims that U.C. breached an employee's contract, defamed his character, and misrepresented his scholarly/academic efforts are not within PERB's jurisdiction. T he charge that U.C. discriminated against him because of protected activity did not allege facts showing that his grievances were filed in furtherance of concerted action.)

Alhambra Firefighters Assn., Loc. 1578 v. City of Alhambra, No. 2139-M/201:85
(T he decision to change the minimum qualifications for the fire captain classification did not have a significant or adverse impact on working conditions of bargaining unit employees. Broadening the pool of applicants and thereby increasing competition is not an adverse impact. T he determination of minimum job qualifications is a fundamental managerial decision outside the scope of bargaining.)

Amalgamated Transit Union Loc. 1704 v. Omnitrans, 2121-M/200:86
(T he employer terminated the union president because of his unauthorized absences from work during a severe manpower shortage, not because of his protected activities.)

Amalgamated Transit Union, Loc. 1704 v. Omnitrans, No. 2143-M/201:85
(O mnitrans unlawfully bypassed the union when it formed a focus group that formulated new bidding procedures for drivers. Its failure to permit the union to file a grievance on its own behalf was a unilateral change.)

City of Lodi and Lodi Professional & Technical Employees and AFSCME Loc. 146, No. 2142-M/201:89
(T he Lodi Professional & Technical Employees failed to show that the classes in the proposed unit share a community of interest separate and distinct from the general services unit. A state bargaining relationship exists between the city and AFSCME, and granting the petition could lead to a fragmentation of units.)

Coffman v. City of Brea, No. 2083-M/199:83
(T he charging party failed to allege sufficient facts to show that the city discriminated against him.)

County of Orange, Union of American Physicians & Dentists, and Orange County Employees Assn., No. Ad-386-M/201:88
(T he board lacks jurisdiction over the union's representation petition because the county's local rule provides for severance petitions.)

County of Siskiyou and Siskiyou County Employees Assn., and Siskiyou County Employees Assn./AFSCME E; Siskiyou County Superior Court and Siskiyou County Employees Assn., and Siskiyou County Employees Assn./AFSCME, No. 2113-M/200:88
(T wo petitions filed by SCEA seeking to disaffiliate from AFSCME were dismissed because SCEA failed to show that there was substantial continuity of representation between the pre-disaffiliation organization, SCEA/AFSCME, and the post-disaffiliation organization, SCEA.)

Engineers Society v. Santa Clara Valley Water Dist., No. 2148-M/201:87
(In light of the parties' settlement agreement, granting the charging party's request to withdraw its appeal is consistent with the purposes of the act and within the parties' best interests.)
Feger v. County of Tehama, No. 2122-M/200:87
(T he charging party failed to demonstrate that the county abolished an eligibility list in retaliation for her participation in a coworker’s disciplinary arbitration.)

Flowers v. IBEW Loc. 1245, N o. 2079-M/198:91
(T he allegations raised by the charging party were sufficient to state a prima facie case that the manner in which the union pursued his grievance breached the duty of fair representation.)

(T he union’s decision not to pursue a grievance challenging the level of disciplinary action imposed on the charging party was not without a rational basis, or arbitrary or discriminatory.)

Jackson v. County of Riverside, N o. 2065-M/198:85
(A classification study undertaken to resolve the charging party’s out-of-class grievance did not result in adverse action because, while her job title changed, the charging party continued to perform the same duties with no loss of compensation after the study was implemented.)

Jones-Boyce v. Metropolitan Water District of Southern California, N o. 2066-M/198:85
(T he charging party failed to allege sufficient facts in support of her claim that the district placed her on administrative leave and terminated her employment and medical benefits because she engaged in protected activity.)

(T he charging party failed to request to negotiate the effects of the county’s decision to change a compensation plan and therefore waived its right to bargain.)

Lam v. City and County of San Francisco, N o. 2075-M/198:88
(T he charging party failed to allege sufficient facts to show that the city colluded with his exclusive representative to close grievances he had filed, that the city did so in retaliation for his protected activity, or that it had a duty to inform him of the closures.)

Lam v. SEIU Loc. 1021, N o. 2076-M/198:90
(T he charging party failed to allege sufficient facts to show that, by its involvement in the closure of two grievances, the union breached its duty of fair representation.)

May v. Stationary Engineers, Loc. 39, N o. 2098-M/199:84
(T he union’s conduct was a matter of internal affairs and did not impact the unit employees’ relationship with the employer. T he union’s bargaining proposal regarding layoffs did not breach its duty of fair representation.)

Maxey v. IFPT E Loc. 21, AFL-CIO, N o. 2077-M/198:90
(T he allegations were insufficient to demonstrate that the union’s grievance handling amounted to a breach of the duty of fair representation.)

Mendocino County Public Attorney’s Assn. v. County of Mendocino, N o. 2104-M/200:84
(Employees whose classifications were moved to a newly created bargaining unit were not entitled to wage increases that attached to the MOUs covering the units from which they migrated, and no unilateral change ensued when the county corrected the error.)

Operating Engineers, Loc. 3 v. City of Clovis, N o. 2074-M/198:87
(T he city did not commit an unfair practice by failing to implement a salary increase because the union did not accept the city’s final offer of a 3 percent raise when it left a voicemail message offering to withdraw its unfair practice charge if the city implemented the final wage offer.)

Roeleveld v. County of San Bernardino (County Library), N o. 2071-M/198:86
(T he county’s personnel rules deal with relations between the county and individual employees. T hey are not local rules under Sec. 3507(a) and are outside PERB’s jurisdiction.)

(T he election objections asserted by SEIU failed to establish that the employer’s conduct interfered with employees’ free choice in the decertification election. T hat conclusion has no preclusive effect on the pending unfair practice charge based on the same factual allegations.)

San Diego Firefighters, Loc. 145, IAFF v. City of San Diego (Office of the City Attorney), N o. 2103-M/200:83
(The city unlawfully bypassed the union; it did not unilaterally change the retirement service credit policy.)

Santa Clara County Correctional Peace Officers Assn. v. County of Santa Clara, N o. 2114-M/200:85
(T he county failed to bargain with the association before it placed a measure on the ballot that would have altered the prevailing wage provision of the charter.)

Santa Clara County Registered Nurses Professional Assn. v. County of Santa Clara, 2120-M/200:85
(T he county failed to bargain with the association before it placed a measure on the ballot that would have altered the prevailing wage provision of the charter.)

Schmidt v. SEIU L oc. 1021, N o. 2080-M/198:90
(T he allegations raised by the charging party failed to establish that the union's conduct breached the duty of fair representation.)

SEIU L oc. 521 v. County of Fresno, N o. 2125-M/200:84
(T he county did not unilaterally change the mandatory furlough policy when it implemented furloughs in 2009. It acted consistent with a 1993 personnel rule regarding mandatory furloughs, and negotiations between the parties over furloughs during intervening years did not permanently change the policy or instill a duty to bargain on other occasions.)

SEIU L oc. 721 v. County of Riverside, N o. 2119-M/200:84
(T he county reasonably concluded that a unit of temporary employees did not share a community of interest warranting a separate bargaining unit. Statements by county executives and members of the board of supervisors interfered with the union's right to organize and represent employees.)

SEIU L oc. 721 v. County of Riverside, N o. 2132-M/201:84
(T he charge alleging that the county unilaterally changed the manner of calculating overtime benefits for employees exempt from the Fair Labor Standards Act was untimely. T he allegation that the county failed to bargain over the impact of that decision also was untimely.)

(T he district did not deny access rights to SEIU representatives during a decertification election. N or did it grant preferential treatment to the challenging organization. T here was no interference with employees' free choice.)

Shelton v. San Bernardino County Public Defender, N o. 2058a-M/198:88
(T he charging party failed to present a sufficient basis for reconsideration.)

Sonoma County Law Enforcement Assn. v. C ounty of Sonoma, N o. 2100-M/199:84
(T he county was not required to engage in binding interest arbitration because the appellate court ruled that the statute is unconstitutional. T he terms of employment implemented by the county were reasonably contemplated in its final offer.)

Stationary Engineers, L oc. 39 v. City and County of S an Francisco, N o. 2144-M/201:86
(T he association failed to assert sufficient factual allegations in support of its claim that the district made unilateral changes without bargaining or that it engaged in surface bargaining.)

(T he county's local rule requiring majority support to seek severance of classifications from an existing bargaining unit is not unreasonable.)

Union of American Physicians and Dentists v. C ounty of Ventura, N o. 2067-M/198:89
(B ecause the county retains and exercises control over the manner and method in which work is performed, the county is a joint employer of the physicians who work at its clinics and must process the union's request for recognition in accordance with the MMBA and its local rules. H owever, it was premature to direct the county to proceed with a representation election or recognize the union as the employees' exclusive representative.)
Trial Court Act Cases

California Federation of Interpreters, Loc. 39521 v. Los Angeles Superior Court) No. 2112-I/200:89
(The court did not unilaterally change policies and practices for filling vacant assignments, making staff reductions, or imposing limitations on work hours. The court's actions were not retaliation for the employees' protected activity.)

California Federation of Interpreters-TNG/CWA v. Region 2 Court Interpreter Employment Relations Committee, No. 2099-I/199:85
(The union's allegations establish a prima facie case that the respondent courts violated the act when they paid independent contractors more than employee court interpreters and did so to discourage independent contractors from applying for pro tempore interpreter jobs.)
Section B: Key to Orders and Decisions by PERB Decision Number

No. 2058a-M  Shelton v. San Bernardino County Public Defender/198:88
No. 2059    Baprawski v. Los Angeles Community College Dist./198:79
No. 2060-S  Diunugal v. SEIU Local 1000/198:78
No. 2061    Gregory v. Oakland Unified School Dist./198:80
No. 2062-S  SEIU Local 1000 v. State of California (Dept. of Developmental Services and Office of Protective Services)/198:75
No. 2063    Ulmschneider v. Los Banos Unified School Dist./198:81
No. 2064-M  Stationary Engineers Local 39 v. City and County of San Francisco/198:84
No. 2065-M  Jackson v. County of Riverside/198:85
No. 2066-M  Jones-Boye v. Metropolitan Water District of Southern California/198:85
No. 2067-M  Union of American Physicians and Dentists v. County of Ventura/198:89
No. 2068    DeLarge v. SEIU Local 1021/198:88
No. 2069-H  Ventura et al. v. State Employees Trades Council United, Dec./198:82
No. 2070-H  California State University Employees Union v. Trustees of the California State University (San Marcos)/198:83
No. 2071-M  Roeleveld v. County of San Bernardino (County Library)/198:86
No. 2072-S  Menaster v. State of California (Dept. of Social Services)/198:76
No. 2073    Weightman v. Los Angeles Unified School Dist./198:81
No. 2074-M  Operating Engineers, Local 3 v. City of Clovis/198:87
No. 2075-M  Lam v. City and County of San Francisco/198:88
No. 2076-M  Lam v. SEIU Local 1021/198:90
No. 2077-M  Maxey v. IFPTE Local 21, AFL-CIO/198:90
No. 2078-S  Stationary Engineers Local 39,IUOE, and State of California (Dept. of Personnel Administration)/198:76
No. 2079-M  Flowers v. IBEW Local 1245/198:91
No. 2080-M  Schmidt v. SEIU Local 1021/198:90
No. 2081-S  California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration)/198:77
No. 2082    Ventura County Community College District v. Ventura County Federation of College Teachers, AFT Local 1828/199:75
No. 2083-M  Coffman v. City of Brea/199:83
No. 2084-H  State Employees Trades Council United v. Regents of the University of California (Los Angeles and San Diego)/199:79
No. 2085-S  Stationary Engineers, Local 39, IUOE, and State of California (Dept. of Personnel Administration)/198:78
No. 2086    DeRuiter v. Garden Grove Unified School Dist./199:75
No. 2087    O'Neil et al. v. Santa Ana Educators Assn./199:78
No. 2088-S  Edelen v. California Statewide Law Enforcement Assn., and Lewis v. California Statewide Law Enforcement Assn./199:74
No. 2089-S  Morgan v. California Statewide Law Enforcement Assn./199:75
No. 2090     Stott v. San Joaquin Delta Community College District/199:76
No. 2091    California School Employees Assn., Chap. 106 v. Desert Sands Unified School Dist./199:77
No. 2092    Pelonero v. Trustees of the California State University (San Marcos)/199:80
No. 2093-H  California Nurses Assn. v. Regents of the University of California/201:80
No. 2094-H  Hall v. Coalition of University Employees/199:82
No. 2095-H  Tsai v. California Teachers Assn., Solano Community College Chap., CTA/NSEA/199:79
No. 2096    Laborers International Union of North America, Local 777 v. County of Riverside/199:83
No. 2098-M  May v. Stationary Engineers Loc. 39/199:84
No. 2099-I California Federation of Interpreters-TNG/CWA v. Region 2 Court Interpreter Employment Relations Committee/199:85
No. 2100-M Sonoma County Law Enforcement Assn. v. County of Sonoma/199:84
No. 2101-H Coalition of University Employees v. Regents of the University of California (Davis)/199:81
No. 2102-S California Correctional Peace Officers Assn. v. State of California (Dept. of Personnel Administration)/201:68
No. 2103-M San Diego Firefighters, Loc. 145, IAFF v. City of San Diego (Office of the City Attorney)/200:83
No. 2104-M Mendocino County Public Attorney's Assn. v. County of Mendocino/200:84
No. 2105-H Regents of the University of California v. AFSCME Loc. 3299/200:80
No. 2107-H Regents of the University of California and UPTE, CWA Loc. 9119/200:81
No. 2108-S California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation)/200:76
No. 2109-H AFSCME Loc. 3299 and Regents of the University of California/200:81
No. 2110-S Union of American Physicians & Dentists v. State of California (Dept. of Veterans Affairs)/200:76
No. 2111-S California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation, Avenal State Prison)/200:77
No. 2112-I California Federation of Interpreters, Loc. 39521 v. Los Angeles Superior Court) / 200:89
No. 2113-M County of Siskiyou and Siskiyou County Employees Assn., and Siskiyou County Employees Assn. / AFSCME; Siskiyou County Superior Court and Siskiyou County Employees Assn., and Siskiyou County Employees Assn. / AFSCME / 200:88
No. 2114-M Santa Clara County Correctional Peace Officers Assn. v. County of Santa Clara/200:85
No. 2115-S California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections & Rehabilitation, Dept. of Personnel Administration)/200:78
No. 2116-H Williams v. California Faculty Assn./200:83
No. 2117-H Halcoussis v. California Faculty Assn./200:83
No. 2118-S California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections & Rehabilitation)/200:79
No. 2119-M SEIU Loc. 721 v. County of Riverside/200:87
No. 2120-M Santa Clara County Registered Nurses Professional Assn. v. County of Santa Clara/200:85
No. 2121-M Amalgamated Transit Union, Loc. 1704 v. Omnitrans/200:86
No. 2122-M Feger v. County of Tehama/200:87
No. 2123-S Union of American Physicians & Dentists v. State of California (Dept. of Personnel Administration)/201:69
No. 2124 Isenberg v. Los Angeles Unified School Dist./201:73
No. 2125-M SEIU Loc. 521 v. County of Fresno/201:84
No. 2126 M eredith v. Grossmont Union High School Dist./201:73
No. 2127 Scott v. Mount Diablo Education Assn./201:77
No. 2128 Gibson v. California School Employees Assn. Chap. 168/201:78
No. 2129 Sacramento Teachers Assn. v. Sacramento City Unified School Dist./201:74
No. 2131-S California Correctional Peace Officers Assn. v. State of California (Dept. of Corrections and Rehabilitation, Ventura Youth Correctional Facility)/201:69
No. 2132-M SEIU Loc. 721 v. County of Riverside/201:84
No. 2133 Tarvin v. United Faculty of Grossmont-Cuyamaca Community College Dist./201:79
No. 2134-H Delgado v. Trustees of the California State University (San Marcos)/201:80
No. 2135-S Slotterbeck v. SEIU L oc. 1000/201:70
No. 2136-S Woods v. State of California (D ept. of Corrections & Rehabilitation)/201:70
No. 2137-H Sarca v. CSU Employees Union, SEIU L oc. 2579/201:81
No. 2139-M Alhambra Firefighters Assn., L oc. 1578 v. City of Alhambra/201:85
No. 2140-H Williams & Pelonero v. Trustees of the California State University (San Marcos)/201:81
No. 2142-M City of Lodi and Lodi Professional & Technical Employees and AFSCME L oc. 146/201:89
No. 2143-M Amalgamated Transit Union, L oc. 1704 v. Omnitrans/201:85
No. 2144-M Turlock Emergency Medical Services Assn. v. West Side Health Care D ist./201:86
PART IV

INDEX OF ARBITRATION

Grievance Actions

A-B

ARBITRABILITY
200:74

BARGAINING HISTORY
199:72

C

CONTRACT INTERPRETATION
200:72

D-K

DENIAL OF TENURE
201:66

DISCHARGE
201:66

DISCHARGE — DISHONESTY
201:67

DISCHARGE — HOSTILE WORK ENVIRONMENT
198:72

DISCIPLINE
198:71

DISCIPLINE — EXCESSIVE FORCE
199:69

DISCIPLINE — NEGLECT OF DUTY
198:74

DUES DEDUCTION
198:72

L-O

LAYOFF
198:73, 200:75

LIGHT-DUTY ASSIGNMENT
199:70

P-Q

PAST PRACTICE
199:72, 200:72

PARITY CLAUSE
199:72

PROGRESSIVE DISCIPLINE
198:72, 199:69, 200:73

R

RESIGNATION
199:70

RELEASED TIME
199:72, 200:72
RETAIATION
198:73

S-T

SALARY SCHEDULE PLACEMENT
200:72

SENIORITY
200:75

U

UNION CONFERENCE LEAVE
199:70

UNION REPRESENTATION
199:72

V

VACATION ACCRUAL
199:72

W-Z

WHISTLEBLOWING
198:73

Neutrals

BOGUE, BONNIE
198:72, 199:72

BURDICK, CHRISTOPHER D.
200:74

COSSACK, JERILOU
198:71, 199:69, 200:72

ENGLER, WILLIAM E.
200:70

KAUFMAN, ANDRIA S.
199:70

POOL, C. ALLEN
198:72, 201:67

RIKER, WILLIAM E.
198:70, 199:68, 201:66

ROTHSTEIN, ALAN R.
200:75

SILVER, FRANK
199:72

STAUDOHAR, PAUL D.
198:73, 201:66

THOMSON, KATHERINE J.
198:74

WORMUTH, JOHN
200:73, 201:64