April 1, 2019

Jessica Kim
Regional Attorney
Public Employment Relations Board
San Francisco Regional Office
1330 Broadway, Suite 1532

Re: Case No. SF-RR-1000-H
University of California

Dear Ms. Kim:

The Regents of the University of California (“The Regents”) is pleased to submit its voluntary recognition of the unit described below pursuant to PERB Regulation 51080.

1. The Regents has recognized Academic Researchers United/International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local Union 5810, AFL-CIO (“Union”) as the exclusive representative for an appropriate unit of employees described in section 5 herein for purposes of meeting and conferring with The Regents.

2. No intervention has been filed during the posting period.

3. Name, address and telephone number of the employer:

   University of California
   1111 Franklin Street
   Oakland, California 94607
   Tel.: (510) 987-0813

4. Name, address and telephone number of the employee organization:

   Academic Researchers United/International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local Union 5810, AFL-CIO
   2030 Addison Street, Suite 640B
   Berkeley, California 94704
   Tel.: (510) 845-5728

5. The following employment classes will be included in the claimed unit, but those holding a managerial, supervisory, and/or confidential position within these titles will be excluded.
Further, The Regents and the Union have agreed to move certain employees who currently have an in-unit title to a new title code outside the unit, pursuant to the stipulation entered into between the parties and submitted to PERB on March 22, 2019. A true and correct copy of that stipulation, the terms of which are incorporated by reference into this voluntary recognition, is attached hereto as Exhibit A.

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6. The number of employees in the unit recognized: 4,110

7. The date of recognition: April 1, 2019.

Please let me know if you need any additional information.

Sincerely,

PAUL, PLEVIN, SULLIVAN & CONNAUGHTON LLP

By: Sandra L. McDonough
EXHIBIT A
To resolve issues regarding the appropriate unit in the above referenced case the parties agree as follows:

1. The University and the Union have agreed that "without salary" and Academic Senate individuals who have an in-unit title are excluded from the unit. The University will establish new out-of-unit Without Salary title codes and will move those with an in-unit title to this new out-of-unit title. These individuals were not considered in the previous count for proof of support and will continue to be out of the unit.

2. Visiting titles, as described in APM-230, will be reserved for only those individuals who have an appointment or are employed by another institution. Visiting titles will thus be removed from the unit. Employees who do not meet this visiting title criteria will be
moved to a non-visiting title in the unit. A list identifying who will be excluded pursuant
to this provision will be provided to PERB.

3. Visiting titles, as described in APM-230, will also be reserved for doctoral students
enrolled in a degree granting program or equivalent at an institution of higher education
other than the University of California. They will be appointed for a period not to exceed
one year (12 months). A list identifying who will be excluded pursuant to this provision
will be provided to PERB.

4. Coordinators of public programs at UCSD extension will be excluded from the unit. They
will be placed in a more appropriate title series. A list identifying who will be excluded
pursuant to this provision will be provided to PERB.

5. Professional researchers will be included in the unit, unless they have a concurrent
Academic Senate appointment or a primary (50% or greater appointment) Non-Senate
appointment where research is an expected duty of the concurrent title. The University
will establish new out-of-unit payroll or title codes for these concurrent appointments.
With the understanding that the University is still researching the applicability of this
standard to eleven people identified by the Union, these eleven people will be excluded
from the count so that this process can conclude, but the parties agree that if the facts
demonstrate that they belong in the unit they will be so classified. A list identifying who
will be excluded pursuant to this provision will be provided to PERB.

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6. The Supervisor named by UC on a list provided to the Union on March 15, 2019, will be excluded from the unit until such time the parties reach a mutual agreement on the status of any individual supervisor(s) on the list or there is a separate PERB filing and decision with respect to such supervisor(s). Those individuals previously identified as Supervisors but who UC has now identified as in the unit will be included in the unit. A list identifying which employees will be considered Supervisors for purpose of proof of support will be provided to PERB.

Academic Researchers United/International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO

Dated: March 21, 2019

By: Michael J. Miller

Dwaine B. Duckett

Dated: 3/22/19

APPROVED AS TO FORM:

Schwartz, Steinsapir, Dohrmann & Sommers LLP

By: Margo A. Feinberg, Esq.

Attorneys for Petitioner

Paul, Plevin, Sullivan & Cohnnaughton LLP

By: Sandy McDonough, Esq.

Attorneys for Employer
PROOF OF SERVICE

LORENA ZAMARRIPA certifies as follows:

I am employed in the County of Los Angeles, State of California; I am over the age of eighteen years and am not a party to this action; my business address is 6300 Wilshire Boulevard, Suite 2000, Los Angeles, California 90048-5268. My electronic notification address is lz@ssdslaw.com

On March 22, 2019 I caused the foregoing document(s) described as STIPULATION to be served upon the person(s) shown below:

Sandra McDonough, Esq.
Paul, Plevin, Sullivan & Connaughton LLP
101 West Broadway, Suite 900
San Diego, California 92101-8285
Email: smcdonough@paulplevin.com

Martha T. Kim, Senior Counsel
University of California
Office of the General Counsel
1111 Franklin Street, 8th Floor
Oakland, California 94607
Email: martha.kim@ucop.edu

placing it (them) for collection and mailing on that same date following the ordinary business practices of Schwartz, Steinsapir, Dohrmann & Sommers LLP, at its place of business, located at 6300 Wilshire Boulevard, Suite 2000, Los Angeles, California 90048-5202. I am readily familiar with the business practices of Schwartz, Steinsapir, Dohrmann & Sommers LLP for collection and processing of correspondence for mailing with the United States Postal Service. Pursuant to said practices the envelope(s) would be deposited with the United States Postal Service that same day, with postage thereon fully prepaid, at Los Angeles, California, in the ordinary course of business. I am aware that on motion of the party served, service is presumed invalid if the postal cancellation date or postage meter date on the envelope is more than one day after the date of deposit for mailing in the affidavit. (C.C.P. §1013a(3))

BY E-MAIL: By transmitting a copy of the above-described document(s) via e-mail to the individual(s) set forth above at the e-mail address(es) indicated.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on March 22, 2019, at Los Angeles, California.

LORENA ZAMARRIPA