



November 4, 2011

To: Business Officers, Managers, Supervisors, and Non-Represented Employees (via scotmail)

Cc: Human Resources Officers

Re: Notice to Non-Represented Staff regarding Union Organizing Efforts

### **NOTICE TO NON-REPRESENTED STAFF REGARDING UNION ORGANIZING EFFORTS**

The University Professional and Technical Employees union (UPTe) is engaged in an attempt to unionize non-represented, policy-covered employees throughout the UC system. UPTe representatives may ask employees to sign materials about union representation.

UC does not discourage or encourage union membership. UC supports employees' right to choose for themselves.

Before signing materials, employees should make sure they understand what it means to sign a union card, petition or other literature, and what it means to be exclusively represented by a union:

- A signature is a "vote."
- Union cards or petitions are not just an expression of interest. Signing them may mean unionization---even for employees who didn't give their signatures or want a union.
- When a union is the exclusive representative, only the union may deal directly with UC regarding an employee's salary, hours of work and other employment matters.

If a union obtains signatures from 50% plus one of the employees in the target group, that union can automatically become the exclusive representative for all employees in that group – including those who did not sign cards. An election for unionization is not guaranteed.

In order to assist you in making an informed choice, the University has developed a number of resources. Attached are answers to [frequently asked questions](#) regarding the unionization process, and the [list of titles](#) which UPTe has indicated it is attempting to unionize. Additionally, UC has established a website at [www.atyourservice.ucop.edu/unionization](http://www.atyourservice.ucop.edu/unionization).

For questions, you may contact the Labor Relations Office at extension 2-3641.