

NATIONAL CENTER

for the Study of Collective Bargaining in Higher
Education and the Professions

E-Note

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March 2019

The National Center E-Note is a monthly electronic newsletter containing research and analysis relevant to unionization and collective bargaining in higher education and the professions. In this issue:

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Last Chance to Register for National Center's

2019 Annual Conference

COLLECTIVE BARGAINING AFTER JANUS

April 7-9, 2019, CUNY Graduate Center, New York City

[Click here](#) for preliminary conference schedule

Conference Registration Information

[Click Here for Online Registration](#)

Regular Conference Rate-\$398: includes one conference registration with admission to all event activities and additional attendee(s) for a discounted rate of \$238.

Single Conference Rate-\$356: includes one conference registration with admission to all event activities.

Special Conference Registration Rates for adjunct faculty, post-doctoral scholars, graduate and undergraduate student employees, CUNY faculty, staff, and students. For promo codes, contact the National Center.

To pay by check, access the [2019 Conference Registration Form](#) and mail it with your payment to the National Center.

Click here for: [Hotel Registration Information](#) [preliminary conference schedule](#), [workshop questionnaires/pre-registration forms](#), and the map of [conference locations](#).

Conference Keynote Speaker: Paul Krugman

Paul Krugman is best known to the general public as an opinion columnist for *The New York Times*, a position he's held since 2000.

In his academic life, Krugman is a Distinguished Professor in Economics at the City University of New York (CUNY) Graduate Center, a core faculty member at the Stone Center on Socio-Economic Inequality, and Luxembourg Income Study (LIS) Senior Scholar.

Krugman was the sole recipient of the Nobel Prize in Economic



Sciences in 2008 for his work on international trade theory and the geographic distribution of economic activity. In addition to the Nobel, in 1991 Krugman received the John Bates Clark Medal from the American Economic Association, an award given every two years to a top economist under the age of 40. The King of Spain presented him with the Asturias Award in 2004, considered the European Pulitzer Prize. Krugman is Professor Emeritus of Princeton University's Woodrow Wilson School, from which he retired in 2015. He has served on the faculties of MIT, Yale and Stanford. He is a Fellow of the Econometric Society and a member of the Group of Thirty. He has served as a consultant to the Federal Reserve Bank of New York, the World Bank, the International Monetary Fund, the United Nations, as well as to foreign countries including Japan, Portugal and the Philippines.

He has been a contributor to ABC-TV's "This Week" with George Stephanopoulos and appears on Bloomberg Television, Business Insider, NPR and CNN, to name just a few.

Author of 27 books and over 200 published professional articles, Krugman has written for non-economists as well. Before joining the staff of *The New York Times*, his work appeared in *Fortune*, *Slate*, *Harvard Business Review*, *Foreign Policy*, *The New Republic* and *Newsweek*.

Krugman's approach to economics is reaching a new generation of college students. He and his wife Robin Wells have coauthored college textbooks on Micro and Macroeconomics that rank in the top-selling economics textbooks used in American colleges today.

Photo Credit: Fred R. Conrad/ The New York Times

Steven Greenhouse to Discuss Teachers and Other Workers: New Strategies for Progress 2019 at a Conference Reception on April 8, 2019



Steven Greenhouse is an award-winning journalist who was a reporter for *The New York Times* from 1983 to 2014 and covered labor and the workplace for nineteen years there.

He is the author of the upcoming *Beaten Down, Worked Up: The Past, Present, and Future of American Labor*, which is being published by Knopf in August. His earlier book *The Big Squeeze: Tough Times for the*

American Worker was published by Knopf in 2008 and was awarded the Hillman Prize in 2009.

Greenhouse is a graduate of Wesleyan University, the Columbia School of Journalism, and New York University School of Law.

BEATEN DOWN, WORKED UP

The Past, Present, and Future
of American Labor

STEVEN GREENHOUSE



Confirmed Panels and Workshops

Plenary Presentation: The History of Right to Work from the First Gilded Age to Janus with Cedric de Leon, Director and Associate Professor, UMass Amherst Labor Center, Elizabeth Tandy Shermer, Associate Professor, Loyola University Chicago, Chad E. Pearson, Professor of History, Collin College, and Sophia Z. Lee, Professor of Law and History, University of Pennsylvania Law School, Moderator and Presenter.

The Economic Impact of Right to Work with Fred Floss, Professor and Chair, Department of Economics and Finance, SUNY Buffalo State University and Fiscal Policy Institute Senior Fellow, Heidi Shierholz, Senior Economist and Director of Policy, Economic Policy Institute, Cherrie Nicole Bucknor, Ph.D Student, Harvard University, and Jeffery Frumkin, Associate Vice Provost for Faculty Affairs, University of Michigan, Moderator.

Progressive State Responses to Janus with New Jersey State Senator Linda Greenstein, Nancy Walker, Pennsylvania Attorney General's Office Chief Deputy Attorney General for Fair Labor, ReNika Moore, New York Attorney General's Office Labor Bureau Chief, Maryann Parker, SEIU Associate General Counsel, and Terri Gerstein, American Constitution Society and Harvard Law School Labor and Worklife Program, Moderator.

Community Colleges, Collective Bargaining, and Right to Work with Deborah Williams, NEA Faculty Association President and Lead Negotiator, Johnson County Community College, Terry Calaway, former President, Johnson County Community College, Lee Cross, Trustee, Johnson County Community College, Martin Balinsky, Vice President and Chief Negotiator, United Faculty of Florida-Tallahassee Community College, and DeWayne Sheaffer, President, NEA National Council for Higher Education, Moderator.

Shared Governance and Collective Bargaining following Janus with Carl Levine, Levy Ratner, P.C., Holly Stern, General Counsel, New Jersey Institute of Technology, Saerom Park, Associate General Counsel, SEIU, Joe Ambash, Fisher & Phillips LLP, and Catherine Cleaver, Executive Director, AAUP, Adelphi University, Moderator.

Mending Fences and Building Bridges: A Labor-Management Dialogue on Cultural and Institutional Change with Daniel Greenstein, Chancellor, Pennsylvania State System of Higher Education, Kenneth Mash, President, Association of Pennsylvania State College and University Faculties, and Scott Jaschik, Inside Higher Ed, Moderator.

The Adjunct Faculty Experience: Is What We "Know" Correct? with Paul Yakoboski, Senior Economist, TIAA Institute, Maria Maisto, New Faculty Majority, Commentator, Helen Fairfoul, Chief Executive, Universities and Colleges Employers Associa-

tion, Commentator, and Joseph J. Jelincic III, Senior Manager of Systemwide Labor Relations, California State University, Moderator.

Retirement Security for Precarious Employees with Benny Goodman, TIAA Vice President, Annuity Central of Excellence, Thomas Anderson, VP Union of Part-time Faculty, Wayne State University, John Vander Weg, Former Associate Provost for Academic Personnel, Wayne State University, and Christina R. Cutlip, Senior Managing Director, Institutional Relationships, TIAA, Moderator.

Reaching First Graduate Student Employee Contracts at Brandeis and Tufts with Lisa Lynch, Provost, Brandeis University, Matt Dauphin, Higher Education Coordinator, SEIU Local 509, Lili Palacios-Baldwin, Associate General Counsel, Tufts University, Desiree Murphy, Morgan, Brown & Joy, LLP, and Vimal Patel, Chronicle of Higher Education, Moderator.

Organizing Outside the Law with Ken Lang, UAW New York Sub-Regional Director, Hailey Huget, Organizing Committee Member, Georgetown Alliance of Graduate Employees, Karly Safar, Campaign Lead, Communications Workers of America, Casey Williams, Graduate Student, Duke University, and Joseph van der Naald, PhD Candidate, CUNY Graduate Center, Moderator.

Bargaining for the Common Good in Higher Education with Malini Cadambi Daniel, SEIU Director for Higher Education, Daniel J. Julius, Senior Vice President and Provost, New Jersey City University, Barry Miller, Senior Policy Advisor on Labour Relations, York University, Liz Perlman, Executive Director, AFSCME, University of California Employees, Gary Rhoades, Professor and Director, Center for the Study of Higher Education, University of Arizona, and Marilyn Sneiderman, Professor and Director, Center for Innovation in Worker Organization, Rutgers University School of Management and Labor Relations, Moderator.

Book Session: Henry Reichman, The Future of Academic Freedom (Johns Hopkins University Press, March 2019) with Kent D. Syverud, Chancellor and President, Syracuse University, Jennifer Eagan, President, California Faculty Association, Lili Palacios-Baldwin, Associate General Counsel, Tufts University, Donna E. Young, President William McKinley Distinguished Professor of Law and Public Policy, Albany Law School, and Henry Reichman, Chair, AAUP Committee on Academic Freedom and Tenure.

Investigating and Handling Employee Discipline with Letitia F. Silas, Associate General Counsel for Labor Relations, Howard University, Joshua D. Nadreau, Fisher Phillips, Kathy Sheffield, Director of Representation, California Faculty Association, Pat Domaratz, Labor Relations Specialist, UUP, and Nancy E. Hoffman, Arbitrator, Moderator.

Arbitrators' Perspectives on the Handling of Disciplinary Issues with Homer C. La Rue, Labor Arbitrator, Mediator, and Professor of Law, Howard University School of Law, Haydeé Rosario, Labor Arbitrator and Mediator, John Woods, Labor Arbitrator, Mediator, and Ombuds, and Sarah Miller Espinosa, Labor Arbitrator, Mediator, and Ombuds, Moderator.

Racial and Economic Equity in Higher Education with Sara Goldrick-Rab, Professor, Higher Education Policy & Sociology, Temple University, Catharine Bond Hill, Managing Director, Ithaka S+R, Mark Huelsman, Associate Director, Policy & Research, Demos, and Sameer Gadkaree, Senior Program Officer, Joyce Foundation, Moderator.

Challenges and Opportunities of the Metro-Strategy in a Post-Janus World with John C. Cavanaugh, President & CEO, Consortium of Universities of the Washington Metropolitan Area, Anne McLeer, PhD, Director of Higher Education, SEIU Local 500, Patricia McGuire, President, Trinity Washington University, and Maria Figueroa, Director, Labor and Policy Research at the Worker Institute, ILR School, Cornell University, Moderator.

Peer-Based Faculty Evaluation v. Student Evaluation of Teaching with Leah Akins, Professor of Engineering and Technology, Dutchess Community College, Laura Murphy, Professor of History, Dutchess Community College, Henry Hornstein, Associate Professor, Department of Business and Economics, Algoma University, Sarah Zeller-Berkman, Academic Director, Youth Studies Program and Director of Intergenerational Change Initiative, CUNY School of Professional Studies and Director, Youth Studies Initiatives, John F. Kennedy, Jr. Institute for Worker Education, and Sharon Persinger, Associate Professor of Mathematics and Computer Science, Bronx Community College and Treasurer, Professional Staff Congress, Moderator.

Title IX Revisited with John T. Rose, Dean of Diversity, Hunter College, CUNY, Rana M. Jaleel, Assistant Professor in Gender, Sexuality, and Women's Studies, University of California, Davis, Donna E. Young, President William McKinley Distinguished Professor of Law and Public Policy, Albany Law School, Risa Lieberwitz, Professor of Labor and Employment Law, Cornell ILR, and AAUP General Counsel, Moderator.

Sexual Harassment in Higher Education: Understanding Root Causes and Developing Labor-Management Solutions with Ana Avendaño, Vice President for Labor Engagement, United Way, Eve Weinbaum, Professor University of Massachusetts, Labor Center Amherst, Janet Elie Faulkner, Faulkner Legal, Frazier Benya, Senior Program Officer, Committee on Women in Science, Engineering, and Medicine, National Academies of Sciences, Engineering and Medicine, and Liesl Zwicklbauer, Associate Vice Chancellor for Employee Relations, SUNY, Moderator.

Faculty Compensation in Public Higher Education with Stephen G. Katsinas, Professor, Higher Education and Political Science and Director, Education Policy Center, University of Alabama, Nathaniel J. Bray, Professor, Higher Education Administration and Associate Director, Education Policy Center, University of Alabama, Jacob Trull, Stephanie Paul and Michael Malley, Graduate Students, Education Policy Center, at the University of Alabama, and Jacob Apkarian, Assistant Professor of Sociology, York College, CUNY, Moderator.

Transformational Bargaining: How the Lecturers' Union at the University of Michigan Built Sufficient Power to Dramatically Improve Member Compensation with Ian Robinson, President, Lecturers' Employee Organization, AFT, Local 6244, University of Michigan, Kirsten Herold, Vice-President, Lecturers' Employee Organization, AFT, Local 6244, University of Michigan, Michael Eagen, Associate Provost for Academic Personnel, University of Massachusetts, Commentator, Theodore Curry, Associate Provost, Associate VP, Michigan State University, Commentator, and David Cecil, Executive Director, United Academics, AFT-AAUP, University of Oregon, Moderator.

Conflict and Cooperation in the Neoliberal University: The Impact of Changing Labour Processes on Canadian Universities with Stephanie Ross, Associate Professor, School of Labour Studies, McMaster University, Hamilton, Ontario, Canada, Larry Savage, Professor, Department of Labour Studies, Brock University, St. Catharines, Ontario, Canada, David Robinson, Executive Director, Canadian Association of University Teachers, Commentator, and Sara Slinn, Associate Dean (Research and Institutional Relations) & Associate Professor, Osgoode Hall Law School, York University, Commentator.

Research Panel: Variation in Women Attaining Full Professorship at Research Universities and Non-Tenured Faculty Systems in the US and Abroad with Martin Finkelstein, Professor, College of Education, Seton Hall University, Sandra Darkey, PhD Student, Seton Hall University, Yiannis K. Floropoulos, PhD Student and Graduate Assistant, Seton Hall University, and Lisa Allen, Esq.

Legal Issues in Higher Education: Annual Review of Court and Administrative Developments with Natasha Baker, Hirschfeld Kraemer LLP, Beth Margolis, Gladstein Reif & Meginniss LLP, Aaron Nisenson, Senior Counsel, AAUP, and Michael Lonto, College Counsel, Curry College, Moderator.

Workshops

Workshop for Administrators: Collective Bargaining and Contract Implementation with Nicholas DiGiovanni, Morgan, Brown & Joy, LLP, Karen Stubaus, Vice President for Academic Affairs, Rutgers, The State University of New Jersey, and Margaret Winters, Former Provost, Professor Emerita - French and Linguistics, Wayne State University. **This workshop is open only to higher education administrators.**

Workshop for Academic Labor: Membership Mobilization and Collective Bargaining in an Open Shop Environment with Penny Lewis, Associate Professor of Labor Studies, CUNY School of Labor and Urban Studies and PSC Vice President Senior Colleges, Jennifer Eagan, President, California Faculty Association, Rudy Fichtenbaum, President, AAUP, Noeleen McIlvenna, Professor of History, Contract Administration Officer, AAUP at Wright State University, Ken Mash, President, APSCUF, Kathryn Morton, Communications Director, APSCUF, Bruce Nissen, is active in the United Faculty of Florida and chairs the union's statewide Contract Enforcement Committee and is a retired labor educator, and Kim Cook, Extension Associate Faculty, Cornell ILR. **This workshop is open only to higher education labor representatives and union members.**

Workshop: Bargaining Healthcare in Higher Education with Larry Singer, Senior Vice President, Segal Consulting, Joel Solomon, Senior Policy Analyst, NEA, Earl Redding, Roemer Wallens Gold & Mineaux LLP, and Debbie Bell, Executive Director, PSC, CUNY, Moderator.

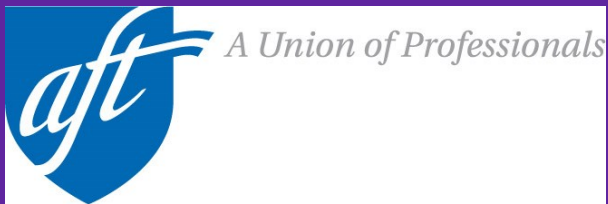
Workshop by SUNY SAIL Institute: Discovering My Leadership Voice with Scott Vinciguerra, Leadership Development Associate, SUNY Strategic and Academic Innovative Leadership Institute.

Workshop by SUNY SAIL Institute: Assertive Communications: Leading Difficult Conversations on Campus with Scott Vinciguerra, Leadership Development Associate, SUNY Strategic and Academic Innovative Leadership Institute.

Major support for the conference is provided by



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USC: Appeals Court Modifies Test for Managerial Status

University of Southern California, D.C. Court of Appeals, Case Nos. 17-1149 and 17-1171

On March 12, 2019, the United States Court of Appeals for the District of Columbia Circuit issued a decision in a legal challenge by the University of Southern California (USC) to a newly certified unit of full-time and part-time non-tenure track faculty at the Roski School of Art and Design. In its appeal, USC argued that the at-issue faculty were managerial under *NLRB v. Yeshiva University*, 444 U.S. 672 (1980).

The NLRB had ruled that the at-issue USC contingent faculty were not managerial based on the standards outlined in *Pacific Lutheran University*, 361 NLRB 1404 (2014) because they did not exercise effective control over university policies.

In its decision, the United States Court of Appeals upheld the NLRB standards for determining managerial status outlined in *Pacific Lutheran University* with the exception of the majority status rule, which it found to be inconsistent with *NLRB v. Yeshiva University*. Under the majority status rule, actual control or effective recommendation authority over a particular area would not be attributed to adjunct faculty unless they had majority control in the committee.

Based on its rejection of the majority status rule, the Court of Appeals remanded the case to the NLRB for further proceedings consistent with the judicial opinion.

Mercy College: SEIU Withdraws Petition for Adjunct Faculty Unit

Mercy College, NLRB Case No. 02-RC-237378

On March 11, 2019, SEIU filed a petition with the National Labor Relations Board seeking to represent a unit of approximately 570 full-time and part-time non-tenure track faculty at Mercy College in Dobbs Ferry, New York. The petition, however, was withdrawn, eight days later.

The following was the proposed unit in the SEIU petition:

Included: All part-time and full-time faculty who are not Core Faculty, including all Adjunct Professors, Adjunct Associate Professors, Adjunct Assistant Professors, Adjunct Lecturers, Adjunct Instructors, Visiting Professors, Visiting Associate Professors, Visit-

ing Assistant Professors, Visiting Instructors, and Lecturers, who teach at least one credit or non-credit bearing course in the classroom or online or a hybrid course, and all tutors at all Mercy College locations

Excluded: All Core Faculty, all Deans (including Assistant and Associate), Directors (including Assistant and Associate) and Managers (including Assistant and Associate), supervisors, managerial employees, and guards, as defined by the Act. The bargaining and representational obligation to any such dual status employee shall extend only to the employment of such employee in his/her capacity as a member of the bargaining unit and not as to any other employment such individual may have with the employer.

Elon Univ.: Adjunct Faculty Vote in Favor of SEIU Representation

Elon University, NLRB Case No. 10-RC-231745

On March 12, 2019, the National Labor Relations Board tallied the ballots in a representation election concerning a petition filed by SEIU seeking to represent approximately 283 non-tenure-track faculty employees at Elon University in the College of Arts and Science, School of Communications, School of Education, or the Martha & Spencer Love School of Business, including visiting faculty, limited term faculty, adjunct faculty, and instructor employees.

The tally of ballots demonstrated that 112 faculty members voted to unionize, 68 voted against, and there were an additional 20 ballots. Following election, the university filed election objections that might impact the election outcome.

The following is the at-issue unit found to be appropriate:

Including: All limited term, visiting, and adjunct faculty employees at Elon University teaching at least one credit-bearing undergraduate course in the Employer's College of Arts and Science, School of Communications, School of Education, or Martha & Spencer Love School of Business.

Excluding: All other employees, all tenured and tenure-track faculty, all continuing track faculty, all lecturing track faculty, all employees teaching online courses only, staff with faculty rank, all administrators (including those with teaching assignments), managers, and supervisors as defined by the Act.

University of Pittsburgh: Election Ordered for GSE Unit

University of Pittsburgh, PLRB Case No. PERA-R-17-355-W

On March 7, 2019, the Pennsylvania Labor Relation Board (PLRB) Hearing Officer Stephen A. Helmerich issued a decision and order directing submission of an eligibility list in a representation case filed the United Steel Workers seeking to represent a bargaining unit of over 2,000 salary and hourly graduate employee teaching assistants, teaching fellows, graduate student assistants, and graduate student researchers employed at the University of Pittsburgh. There are approximately 367 teaching fellow, 245 graduate student assistants, 828 graduate student researchers, and 544 teaching fellows.

An on-site election has been scheduled by PLRB for the week of April 15, 2019.

Lake-Sumter State Coll.: Election Ordered for Part-Time Adjunct Faculty

Lake-Sumter State College, FPERC Case No. RC-2018-042

On March 14, 2019, the Florida Public Employees Relations Commission issued an order directing an election concerning a petition filed by SEIU seeking to represent a unit of part-time adjunct faculty at Lake-Sumter State College.

The following is the at-issue adjunct unit at Lake-Sumter State College, which excludes adjuncts who teach only online courses:

Included: All part-time adjunct instructors employed by Lake-Sumter State College (LSSC) who teach at least one credit-bearing course at any of its campuses (including Leesburg Campus, South Lake-Clermont Campus, or Sumter Campus) unless expressly excluded.

Excluded: All tenure and tenure-track faculty, full-time faculty, employees covered by an existing collective bargaining agreement, faculty who teach only online courses, full-time employees of the College who also teach a class as an adjunct instructor, dual enrollment adjuncts who are not paid by LSSC, faculty teaching non-credit bearing courses, administrators, guards, all supervisory, managerial, and confidential employees, and all other employees of LSSC.

Miami Dade Coll.: Adjunct Faculty Vote in Favor of SEIU Representation

Miami Dade College, FPERC Case No. RC-2018-026

The Florida Public Employees Relations Commission tallied the ballots on March 27, 2019 concerning a petition filed by SEIU seeking to represent a unit of part-time adjunct faculty at Miami Dade College. In a unit of 2,790 faculty members, 587 voted in favor of SEIU representation and 573 voted against.

The following is the at-issue adjunct faculty bargaining unit at Miami Dade College:

Included: All part-time adjunct faculty and part-time instructors employed by Miami Dade College teaching at least one college-credit-bearing or non-college-credit-bearing course (including Continuing Education, Off-Site Courses and any adjunct faculty in the School of Nursing).

Excluded: All other faculty, including tenured and tenure-track faculty, full-time faculty, deans, assistants to deans, provosts, employees covered by an existing collective

Community Coll. of Philadelphia: Court Remands College Injunction Claim

Community College of Philadelphia v. Pennsylvania Labor Relations Board,
Commonwealth Court of Pennsylvania, 2019 WL 1226077

On March 12, 2019, the Commonwealth Court of Pennsylvania reversed and remanded a case brought by the Community College of Philadelphia seeking to enjoin an alleged partial strike by the Faculty and Staff Federation of the Community College of Philadelphia and its full-time faculty members for refusing to perform mandated assessment work that can impact the college's accreditation. The appellate court concluded that the trial court erred in dismissing the case because the court, rather than the Pennsylvania Labor Relations Board, had exclusive jurisdiction over a public employer's effort to enjoin an allegedly unlawful strike.

Community Coll. of Philadelphia: Court Affirms Dismissal of College's ULP

Community College of Philadelphia v. Pennsylvania Labor Relations Board,
Commonwealth Court of Pennsylvania, 2019 WL 1141531

On March 13, 2019, the Commonwealth Court of Pennsylvania issued a decision affirming a decision by the Pennsylvania Labor Relations Board (PLRB), which had dismissed an unfair labor practice charge filed by the college against the Faculty and Staff Federation of the Community College of Philadelphia. In its charge, the college alleged that the union engaged in an unfair labor practice by instructing its members to refuse to perform mandated assessment work, and by the union and its members

engaging in an allegedly unlawful partial strike by refusing to do the assessment.

In dismissing the College's charge, PLRB held that the court is the only proper forum for determining whether or not a strike is legal under Pennsylvania's public sector collective bargaining law. On appeal, the Commonwealth Court of Pennsylvania agreed with PLRB and affirmed the dismissal of the charge. In reaching its decision, the Court stated:

Insofar as the College asks this Court to treat the Union's instructions to its members to refuse to perform assessment work as separate from the members' subsequent refusal to perform assessment work in order to maintain an unfair practice claim with the Board, we decline to do so. The Union's instruction to its members to cease performing assessment work is akin to calling or instituting a strike. As such, it is part and parcel of a "concerted action" to strike.... Thus, we conclude that the Union's instruction and its members' actions in accord thereto are inextricably intertwined for purposes of establishing jurisdiction under the PERA.

University of California: Dispute over Academic Researchers Unit Resolved

University of California, PERB Case No. SF-RR-1000-H

On November 15, 2018, the California Public Employment Relations Board concluded that Academic Researchers Unite/UAW had submitted a sufficient showing of interest to be mandatorily recognized as the exclusive representative of academic researchers employed by the University of California. The University of California objected to the appropriateness of the at-issue unit, which was resolved last week through a stipulation between the parties.

Under the stipulation, the following titles will be in the new bargaining unit at the University of California: Project Scientist, Specialist, Professional Researcher, and Coordinator of Public Programs. Those holding visiting titles (who hold appointments, are employed, or are doctoral students at an institution other than the University of California) will be excluded from the bargaining unit. Professional researchers will be included in the new unit, unless they have a primary (50% or greater) appointment in another job title for which research is an expected duty of the concurrent title.

Journal of Collective Bargaining in the Academy, Vol. 10



The National Center's [Journal of Collective Bargaining in the Academy](#), is a peer review multi-disciplinary journal co-edited by Jeffrey Cross, Eastern Illinois University (Emeritus), and Gary Rhoades, University of Arizona. The following are links to articles in Volume 10:

Op-Eds

[University Adjudications of Sexual Assaults: A Lesson To Be Learned from Collective Bargaining Agreements](#) by James Ottavio Castagnera

[A Higher Authority for Collective Bargaining: 2018](#) by John Lavin

Articles

[Salary Compression Among University Faculty: A Review and Case Study of Remediation and Prevention in a Collective Bargaining](#) by Brent M. Graves and Dale Kapla

[Bargaining for Adjuncts: An Assessment of Adjunct Union Growth in the Saint Louis Region](#) by Jameson Ramirez

Practitioner Perspectives

[Managing Internal Tensions in Contract Negotiations: A Perspective from the Academic Union's Side](#) by John Allison and Jonathan Blitz

[Notes on the Same Side](#) by Margaret E. Winters

We encourage scholars, practitioners, and graduate students in the fields of collective bargaining, labor relations, and labor history to submit research articles, op-eds, and practitioner perspectives for potential publication. The Journal is particularly interested in contributions related to collective bargaining and unionization issues in the post-Janus world.

The Journal of Collective Bargaining in the Academy is supported, in part, by a generous contribution from TIAA and is hosted by the institutional repository of Eastern Illinois University.