

RIGHTS OF GRADUATE STUDENT RESEARCHERS DURING AN ORGANIZING CAMPAIGN

The University of California supports employees' rights to decide whether or not they think union representation would be beneficial for them. UC believes that this choice should be well-informed.

In support of Graduate Student Researchers, the University is providing you with the following details regarding your rights during an organizing campaign:

- You have the right to choose whether or not to speak to union organizers. You have every right to speak to union organizers if you want to do so; however, you are under no obligation to have a conversation with them.
- You have the right to be free from interruption while you are working. If you are working, union organizers / representatives do not have the right to interrupt you, and you may refuse to talk with them at that time.
- You have the right to choose whether or not to sign a union authorization card/petition if it is offered to you. If you simply want information, you have the right to ask for it without signing anything.
- You have the right to take time to make any decision. You are under no obligation to sign an authorization card/petition at the time at which it is presented to you.
- If union organizers/representatives ask you for your home address, telephone number, personal email or personal cell phone you are under no obligation to provide that information. In fact, you have every right to protect your privacy, and the University will honor your right to privacy. However, once you are represented by a union, the University has an obligation to disclose your personal contact information with the union when asked, unless you take steps to prevent the release of this information.
- You have the right to protect yourself against aggressive behavior. If you experience intimidating or harassing behavior, you should report it to your supervisor, the campus labor relations office, or the campus police.
- You have the right to revoke your authorization card/petition signature: If you signed an authorization card/petition but want to revoke it, you should do so as soon as possible in a signed and dated written communication explicitly stating that you do not desire to be represented by the union for the purposes of collective bargaining. Your communication should be sent to the union with a copy to the Public Employment Relations Board (PERB) and your campus labor relations office. If you have further questions, please feel free to call PERB at (510) 622-1016.
- You have the right to make a fully informed decision during an organizing campaign. Please call your campus labor relations office if you have any union-related questions, including any encounters with union representatives.