

UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE SENIOR VICE PRESIDENT —
BUSINESS AND FINANCE

OFFICE OF THE PRESIDENT
300 Lakeside Drive
Oakland, California 94612-3550
October 2, 2003
(Via Facsimile & U.S. Mail)

Mr. Mike Miller, Chief Negotiator
United Auto Workers Regional Headquarters
6500 South Rosemead Blvd.
Pico Rivera, CA 90600

Dear Mike:

I am writing on behalf of all campuses to acknowledge that the University of California has viewed the UAW's campus web pages, on which the UAW has called a one-day strike for Friday, October 3, 2003.

The University of California maintains that this upcoming strike is a transparent attempt to put pressure on the University during negotiations, in violation of the UAW's statutory duty to bargain in good faith. The UAW will be undertaking this strike without the parties' having completed the negotiating process. Indeed, on October 1, 2003, the UAW noticed the University to schedule further bargaining dates. PERB has consistently held that strikes undertaken before completion of negotiations, including the impasse procedures, presumptively violate the duty to bargain in good faith. That is the case here. Your recent strike notices clearly demonstrate your intent to engage in a strike for the purpose of achieving a bargaining objective.

The UAW's attempt to justify its intended strike action by claiming that the strike is an unfair practice strike is an egregious misrepresentation of the facts. The University of California is confident that the results of a PERB hearing will determine that the University has not engaged in bad faith bargaining practices, and that the UAW has violated HEERA.

The University will presume that absences from work during the strike period are strike-related, and authorization for an absence from work during the strike period may not be given. Employees who are absent from work without authorization on October 3, 2003, will not be paid for the day and may face the possibility of disciplinary action for cause.

If you have any questions concerning this matter, please do not hesitate to call me.

Sincerely,

Lynn Boland
University Negotiator

cc: Associate Vice President Boyette
Executive Director Neff
Executive Director Cieszkiewicz
UC Campus Chief Negotiators
UC bargaining teams, ASE negotiations

Chief Human Resource Officers
Labor Relations Managers
Regional Director Martinez, PERB
University Counsel Opton