

Union Access to the Workplace

Some employees at other campuses have been approached recently regarding forming a "post doc union". Although the University is not aware of any formal organizing efforts, we fully support our employees' right to choose to be represented by a union. It is not that the University is a disinterested party; it is a matter of legal constraints. The California law prohibits management from using state funds "to assist, promote or deter union organizing (CA Government Code section 16645).

There is a concern however, about reports of the unauthorized presence of individuals representing themselves as Union representatives in labs and other workplace areas that are inappropriate for these purposes. These visits can be disruptive to your work, potentially hazardous, and should be immediately reported to your local Labor Relations office.

There are several things you should know:

- *Unions may distribute leaflets outside any entrance to work so long as they are not obstructive;*
- *Unions may solicit employees during non-work time;*
- *Unions may also post on general-use bulletin boards, or send mail to the workplace through the U.S. mail;*
- *Unions may also send electronic mail to employee's work email;*
- *Union organizers may NOT wander through work areas asking employees to take breaks so they can talk to them;*
- *Unions may NOT violate access regulations that are designed to ensure a safe and secure place of work and study.*

If you see access violations, please report them to supervision and to the UC Irvine Labor Relations Office (949) 824-4257.