



PUBLIC EMPLOYMENT RELATIONS BOARD



CONSENT ELECTION AGREEMENT

Name of Employer: REGENTS OF THE UNIVERSITY OF CALIFORNIA

Case Number: SF-PC-161-H

Pursuant to the Higher Education Employer-Employee Relations Act (Government Code section 3560 et seq.), and subject to the approval of the Public Employment Relations Board (PERB or Board), the undersigned parties hereby agree as follows:

1. Jurisdiction. The employer the Regents of the University of California (UC) is an employer within the meaning of the Act; and the employee organization named on the ballot, Research and Public Service Professionals – United Automobile Aerospace and Agricultural Implement Workers of America (RPSP-UAW) is an employee organization within the meaning of the Act; and the employees described in the voting unit are employees within the meaning of the Act.
2. Election. An election by secret ballot shall be held under the supervision of PERB among the employees of the employer named above in the unit defined below, and in the manner described below, to determine which employee organization, if any, shall be certified to represent such employees pursuant to the Act. The election shall be held in accordance with applicable provisions of the Government Code, and PERB regulations and procedures.
3. Voter Eligibility. The eligible voters shall be all employees in the positions and title codes identified in Attachment B to this CEA. Eligibility to vote does not mean that an employee will ultimately be included in the proposed bargaining unit. After the conclusion of the election, employees who were eligible to vote may still be determined to be managerial, supervisory, or confidential employees within the meaning of HEERA. In such cases, those employees will be excluded from the unit, as described in paragraph 16.
4. Voter Lists. By the date indicated below and in the format described below, the employer shall file with PERB a list of eligible voters. Service and proof of service of the list pursuant to PERB Regulations 32726 and 32140 are required.
5. Notice of Election. PERB shall prepare and serve a Notice of Election on the employer and on each party to the election. The Notice shall contain a sample ballot, a description of the voting unit and information regarding the balloting process. On **August 1, 2025**, UC shall post such Notice of Election on its website and intranet (if applicable). Twice, UC will also send each employee on the voter list a Notice of Election via e-mail. The expected dates to e-mail the Notice of Election are **August**

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1, 2025 and August 8, 2025.

6. Challenges. A Board agent or an authorized agent of any party to the election may challenge, for good cause, the eligibility of a voter. Challenges may not be made after the voter list is finalized on **July 30, 2025**.
7. Tally of Ballots. At the time and place indicated below, ballots shall be tabulated by the Board's designated agent. Each party shall be allowed to station an authorized agent at the ballot count to verify the tally of ballots. A limited number of people may also observe the tally of ballots via Zoom. At the conclusion of the counting, the Board's designated agent shall serve a Tally of Ballots on each party.
8. Objections and Post-election Procedures. Pursuant to PERB Regulation 32738, objections to the conduct of the election may be filed with the Board within ten calendar days following the service of the Tally of Ballots. Service and proof of service pursuant to PERB Regulation 32140 are required. Post-election procedures shall conform with PERB regulations and procedures.
9. Runoff Election. In the event a runoff election is necessary, it shall be conducted at the direction of the Board.
10. Modification of Agreement. PERB is conducting this election via electronic means, with the use of an outside contractor, the American Arbitration Association (AAA). The parties have agreed to a list of tentative dates for the steps in the election process, and that list is attached hereto for ease of reference as **Attachment A**. It is acknowledged by the parties, and by PERB, that as of the date of this agreement, the contracting process between AAA and PERB is not complete and is not anticipated to be completed for several weeks. It is also understood by the parties, and by PERB, that unforeseen events, including acts or omissions by AAA, may require modification to any of the steps and dates for the election. Should that occur, the parties shall promptly meet and confer, with the assistance of a PERB Board agent, to agree upon any changes and confirm any changes in an amendment to this agreement if needed.
11. Wording on Ballot. The choices on the ballot shall appear in the wording and order enumerated below.

FIRST: RESEARCH AND PUBLIC SERVICE PROFESSIONALS – UAW

SECOND: No Representation

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12. Cutoff Date for Voter Eligibility: **July 1, 2025.**
13. Description of the Balloting Process: All eligible voters shall vote by **electronic ballot**. PERB is contracting with AAA to conduct the voting as follows. AAA provides a secure online election platform for voting. AAA will create a link to access the voting portal through its website, along with an online ballot based on PERB's specifications. On **August 18, 2025, at 6:00 a.m. PST**, AAA will send voters an e-mail message containing voting instructions, polling dates, and a unique randomly generated Personal Identification Number (PIN) which ensures that only authorized voters can participate.

The voting period will be from **Monday, August 18, 2025, at 8:00 a.m. PST through Friday, August 29, 2025, at 5:00 p.m. PST**. No votes will be accepted after this date and time. During the voting period, AAA will staff a telephone hotline (**1-800-529-5218**) that will be staffed Monday through Friday from 6:00 a.m. PST to 2:00 p.m. PST. On the last day of voting, **August 29, 2025**, the hotline will be staffed until 5:00 p.m. PST. AAA will also respond to e-mail inquiries sent to ulorios@adr.org. No e-mails will be answered after August 29, 2025, at 5:00 p.m. PST.

Employees will be informed by the Notices of Election that if they believe they are eligible to vote in the election and they do not receive an e-mail with their PIN by **August 18, 2025**, they must call the AAA 1-800 telephone hotline to request their PIN.

Replacement Ballots: An employee who timely contacts AAA and requests a ballot will be issued their PIN if the employee's name can be found on the list of eligible voters, and if the employee provides a telephone number or address that matches the employee's information on the voter list. AAA will send the voter a link to the voting portal, PIN and voting instructions to the e-mail address designated by the voter. AAA will verify the voter's identity by confirming their telephone number or mailing address, and AAA has safeguards in place to ensure that no voter can vote more than once. AAA will accept voter requests for PINs and/or technical support throughout the voting period.

Challenged Ballot: If the employee's name is not on the voter list, or if the employee does not provide a matching telephone number or address, and the employee expresses the belief that they are eligible to vote, the employee will be issued a provisional challenged ballot. AAA will provide PERB with the voter's mailing address, e-mail address, and telephone number. PERB will immediately mail the voter a paper ballot package that includes a secret ballot envelope, a postage-

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paid return envelope addressed to PERB, and instructions for casting the challenged ballot. Provisional challenged ballots may be requested only from **Monday, August 18 at 8:00 a.m. PST through Tuesday, August 19, at 5:00 p.m. PST**. Challenged ballots must be received by PERB by **Friday, August 29, at 5:00 p.m.**

PST. Challenged ballots will not be counted if they will not affect the results of the election. When sufficient in number to affect the outcome of the election, unresolved challenges shall be resolved by the Board.

14. Voter List Format and Filing Deadline:

The parties agree that the voter list will include all potential voters, even those who may later be determined to be managers, supervisors, or confidential employees. Once the list is sent to AAA both parties waive any challenges to the eligibility of a voter who is on the list. This waiver is only applicable as to the voter list. UC does not concede that all eligible voters will ultimately be included in the unit, and eligibility to vote is not a concession that the voter is not a statutory manager, supervisor, or confidential employee.

No later than **July 25, 2025**, UC shall provide RPSP with the initial voter list. The list shall be in an Excel format and sorted and contain the following fields: last name, first name, title code, street address, city, state, zip code, email address, telephone or cell phone number, employee ID number, and campus work location, department or work area. The list must also be sent to PERB via e-mail message to stephanie.ohara@perb.ca.gov and laura.davis@perb.ca.gov.

UC shall also provide RPSP with a modified voter list to be used by AAA. This list shall also be in Excel format and contain the following fields, in this order: (1) First Name, (2) Last Name, (3) Address1, (4) Address2, (5) City, (6) State, (7) Zip Code, (8) E-mail Address, and (9) employee ID number. The list must also be sent to PERB via e-mail message to stephanie.ohara@perb.ca.gov and laura.davis@perb.ca.gov.

RPSP shall provide UC and PERB with any challenges to the voter list, and the parties shall promptly meet and confer to resolve these challenges. Any challenges must be resolved no later than **July 30, 2025**.

No later than **July 31, 2025**, PERB shall approve a final voter list and send the list to AAA.

15. Date, Time and Location of Counting of Ballots: Beginning at **10:00 a.m. on Tuesday, September 2, 2025** at the Public Employment Relations Board, 1515

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Clay, St., Ste. 802, Oakland, CA, 94612. A representative of AAA shall appear via Zoom, tabulate the ballots, and announce the results. If needed, challenged ballots received by mail will also be counted at this time.

16. The Voting Unit: Research and Public Service Professionals

Shall Include: All employees in the positions and title codes identified in Attachment B to this CEA.

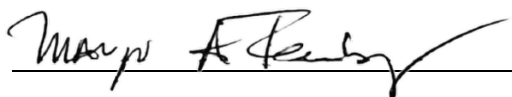
Shall Exclude: All employees defined by HEERA as managerial, supervisory and/or confidential; all academic personnel; all positions that are exclusively represented at the time the petition was filed.

17. Waiver. All parties to this agreement hereby expressly waive all rights to a hearing, decision or direction of election by PERB prior to this election, unless otherwise provided for herein.
18. Each signatory to this Agreement hereby declares under penalty of perjury that they are a duly authorized agent empowered to enter into this Consent Election Agreement.
19. Approval of this Consent Election Agreement should not be interpreted to mean the Board would find the unit described herein to be an appropriate unit in a disputed case.
20. This Agreement may be executed in counterparts; a copy of which, including a copy transmitted as an email attachment, is admissible as the original in any subsequent proceeding. Each signatory below is also authorized to electronically sign this Agreement.

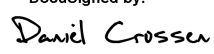
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For: RPSP – UAW

DocuSigned by:

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For: Regents of the University of California

By Margo A. Feinberg

Counsel to UAW 07/18/2025
(Title) (Date)



By Molly Stuart Vine

UAW International Representative 07/18/2025
(Title) (Date)

By Daniel Crossen

Principal Counsel 7/21/2025
(Title) (Date)

By _____

(Title) (Date)

Approved as to Form

/s/ Stephanie O'Hara

Stephanie O'Hara
Senior Regional Attorney
Public Employment Relations Board

Date approved: 7-21-2025

Attachment A: Tentative Election Timeline
Attachment B: List of Classifications