

SEVERANCE CHECKLIST



1. How many positions/classifications are in the proposed unit?
2. Has the existing unit's composition changed significantly since its establishment? Have the subject employees' duties changed significantly?
3. Were the positions/classifications sought to be severed created subsequent to establishment of the unit?
4. Have any decertification elections been conducted in the established unit? If so, was the decertification instigated by the positions/classifications seeking severance?
5. Have any work stoppages occurred? If so, what issues precipitated the work stoppages and which groups of employees participated?
6. Have any unfair practice charges been filed regarding the proposed unit? If so, what was the disposition of the cases?
7. Is there evidence that the exclusive representative has refused to bring the special interests of the petitioned-for employees to the employer's attention?
8. What proportion of the employees attempting to sever are members of the exclusive representative? Has this proportion changed significantly since the severance movement began? Is there a contractual agency shop?
9. Are or were any of the petitioned-for employees officers or stewards of the exclusive representative? Have they served on negotiating teams or in some other manner actively participated in the activities of the exclusive representative? Explain.
10. Have the petitioned-for employees maintained membership in an employee or professional organization not affiliated with the exclusive representative? If so, what has been that organization's relationship, if any, with the employer? Is that organization involved in the severance? Have the petitioned-for employees in some other manner maintained a separate identity during the period of inclusion in the established unit? Explain.
11. Is the employee organization seeking severance one which has historically represented the types of employees sought to be severed?

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12. Do similar units exist with comparable employers?

THIS CHECKLIST SHOULD BE USED IN CONJUNCTION WITH THE REPRESENTATION HISTORY CHECKLIST (PERB-874) AND THE APPROPRIATE COMMUNITY OF INTEREST CHECKLIST (PERB-858, PERB-862, PERB-870, PERB-872, and/or PERB-878).