ANNUAL REPORT

of the

EDUCATIONAL EMPLOYMENT RELATIONS BOARD

to the

LEGISLATURE

1977

THE YEAR IN REVIEW

*EERB adopts first Recommended Decision from Hearing Officer - January

*Board Member Gonzales reappointed to five-year term - April

*Emergency impasse rules adopted - May

*Interagency agreement with State Conciliation Service approved - May

*First action on request for judicial review (Sweetwater) - May

*Board issues first unfair practice decision (Pasadena) - May

*Public Notice resolution adopted (affording public opportunity to file complaints) - June

*EERB FY 1977-78 budget approved by Legislature, signed by Governor - June

*One million dollars reverted for FY 1976-77 - July

*Conflict of Interest Code adopted by Board and approved by FPPC - July

*Constitutionality of Agency shop agreements upheld by U.S. Supreme Court - July

*Board approved judicial review in first case (Grossmont) - August

*Factfinder training conference - August

*Board takes first action on request for injunctive relief - August

*Chairman Alleyne announced resignation - September

*Impasse rules adopted as permanent - September

*SB 839 (Dills) enacted as Chapter 1159 of the Statutes of 1977 - added State civil service employees to the Board's jurisdiction and renamed the Educational Employment Relations Board, the Public Employment Relations Board on January 1, 1978 - September

*Hearing on the Educational Employment Relations Act conducted by Assembly Committee on Public Employees and Retirement - November

*Attorney General's opinion issued: Current Educational Employment Relations Board members will be Public Employment Relations Board members - December

THE
EDUCATIONAL EMPLOYMENT RELATIONS BOARD

REGINALD ALLEYNE, JR.
CHAIRMAN

JERILOU H. COSSACK
MEMBER

DR. RAYMOND J. GONZALES
MEMBER

CHARLES L. COLE
EXECUTIVE DIRECTOR

WILLIAM P. SMITH, JR.
GENERAL COUNSEL

J. STEPHEN BARBER
EXECUTIVE ASSISTANT
TO THE BOARD

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INTRODUCTION

On September 22, 1975, Senate Bill 160, authored by State Senator Albert Rodda, was signed into law by Governor Edmund G. Brown, Jr. The Educational Employment Relations Act (EERA) gave public school employees the right to meet and negotiate with their employers on matters relating to wages, hours, and other terms and conditions of employment.

This annual report summarizes activity under the EERA. All references relate only to parties covered by the EERA or administered by the EERB.

The collective negotiations law for public school employers and employees in California is now just two years old. To date nearly 350,000 or 78% of the approximately 450,000 public school employees have chosen an organization to negotiate with their districts. Since April 1, 1976 (the earliest date established by the Legislature for the filing of petitions), 2,089 employee organizations have filed requests for recognition with the 1,170 school employers. Of the 2,089 requests filed with the districts, 1,084 or 51% were granted voluntary recognition. Since the passage of the EERA, 444 elections were conducted.

BOARD ADMINISTRATION

BOARD OPERATIONS

The Board is composed of three members appointed by the Governor. During this reporting period, Reginald Alleyne served as chairman; Dr. Raymond Gonzales was reappointed to a five-year term; Jerilou Cossack Twohey completed the second year of her three-year appointment. Chairman Alleyne resigned on December 31, 1977, and has returned to UCLA as a law professor. In early February 1978, Governor Brown appointed Harry Gluck of Los Angeles to serve as chairman for the remainder of Mr. Alleyne's five-year appointment.

In other personnel related matters, the Board continued its positive approach to affirmative action throughout 1977. At the end of the fiscal year, the Board had achieved employment parity with the labor force figures established for each of the major ethnic groups. This was accomplished by using established civil service procedures and retaining high standards of competence and neutrality demanded by the Board. Since July 1, 1977, staff turnover has resulted in a decrease in certain categories. In light of the Board's strong commitment to equal employment opportunity, 1978 should see a return to parity.

The Board is in excellent financial condition. For fiscal year 1976-77, approximately $1.2 million in unused Board funds were returned to the State.

This savings is the result of conditions unique to the first full budget year. These conditions include salary savings generated because the Board could not immediately fill all authorized positions and impasse costs that were lower than projected for the first full year under the Act. It is not expected that these conditions will exist again in FY 1977-78.

The Board's 1977-78 budget reflected the fiscally responsible policy of the Board. While there was a small increase in total dollars, it was attributable to the inflationary demands imposed upon EERB by the economy. The budget reflected no increase in staff size and actually projected a reduction in temporary help once the bulk of the elections in school districts have been conducted. In recognition of the newness of the Act, the Legislature established item 336 in the FY 1977-78 Governor's Budget which provided an appropriation for costs of impasse and other unforseen expenditures necessary to comply with the EERA.

LEGISLATIVE ENACTMENTS

The Legislature made four revisions to the EERA in 1977.

Senate Bill 541 (Dills) was signed by the Governor on June 30 and became Chapter 185 of the Statutes of 1977. This bill requires all employee organizations to file annual financial reports and that such reports be signed by the principal officer of the employee organizations rather than by a certified public accountant.

Assembly Bill 1496 (Dixon) became Chapter 632 of the Statutes of 1977. This legislation specifies that an employee organization shall have standing to sue in any action instituted by it as the exclusive representative on behalf of one or more of its members.

Assembly Bill 247 (Berman) was chaptered as 1084 of 1977. The bill transfers the responsibility for determining the adequacy of "proof of majority support" from the public school employer to the EERB.

A major revision to the EERA was instituted by SB 839 (Dills) when it became Chapter 1159 (1977). This legislation renamed the Educational Employment Relations Board to the Public Employment Relations Board. The State Employer-Employee Relations Act (SEERA), covering state civil service employees, provides for exclusivity of recognized employee organizations, specifies certain unfair practices, includes mediation for impasse resolution and requires that the recognized employee organization and the employer "meet and confer in good faith." If agreement is reached between the employer and the recognized employee organization, they shall prepare a memorandum of understanding. The legislation also includes a public notice provision requiring all initial memorandum of understanding proposals and counterproposals to be made public prior to meeting and conferring.

NEW RULES AND REGULATIONS

In 1977, the EERB formally adopted rules in three significant areas: public notice, impasse, and conflict of interest. As was the case with

all prior regulations of the Board, active participation by the parties and the interested public was encouraged and solicited.

Following input from employers, employee organizations and public interest groups, the Board adopted rules which established a procedure that allows an individual citizen in a school district to file a complaint of an alleged violation of the public notice provisions.

An ad hoc advisory group representing employers, employee organizations, and public interest groups worked with EERB staff to draft the proposed impasse regulations. In September the emergency impasse rules were adopted in permanent form and filed with the Secretary of State. They were adopted with no opposition from any party or the public. Such adoption was due in large part to the successes of the mediators of State Conciliation Service and factfinders of EERB.

The Board adopted conflict of interest rules in compliance with the Political Reform Act of 1974. These rules apply to the Board members and other designated employees of the EERB. Their purpose is to require disclosure of investments, employment, or other sources of income that would compromise the Board's ability to regulate the employer-employee relations of local government educational agencies and nonprofit educational and labor organizations.

OPERATIONAL HIGHLIGHTS

REPRESENTATION PROCEDURES

The first area of the Board's involvement with the parties is usually in a representation matter. The Board is empowered to determine appropriate units in disputed cases or otherwise approve appropriate units for bargaining purposes.

This is triggered by one or more petitions from employee organizations, filed with the employer, requesting recognition as the exclusive representative of a group of employees. After a posting period the employer notifies the EERB in writing of its decision as to whether or not there exists a dispute regarding the standing of the various employee organizations and/or the composition of an appropriate unit. If there is only one employee organization and the parties agree on the unit description, the employer may grant voluntary recognition or it may ask for a representation election. If more than one employee organization is competing for the same unit, an election is automatic. As of December 31, 1977, 1,303 cases were settled by mutual agreement of the parties. This figure represents 1,084 voluntary recognitions and 219 consent election agreements. The Board has stressed this type of cooperation and has consistently offered the assistance of board agents to work with the parties for unit settlements. It is the policy of the Board to encourage the parties covered by the Act to resolve disputes by mutual agreement provided such agreement is not inconsistent with the purpose and policies of the Act.

In a case where there is a dispute regarding the appropriateness of a unit, a Board hearing officer holds a unit determination hearing. The dispute is decided on the basis of the community of interest between and among the employees and their established practices including, among other things, the extent to which such employees belong to the same employee organization and the effect of the size of the unit on the efficient operation of the school district.

After the unit dispute is resolved, the district may grant voluntary recognition if there is only one employee organization, otherwise an election is held. As of December 31, 1977, Board agents have held 117 hearings on representation proceedings. Eighty-six decisions have been issued which relate to disputes concerning appropriate unit determination, contested elections, challenged ballots, etc. Of these 56 percent have become final without appeal to the Board. Thirty-four percent have been appealed to the Board and 10 percent have the appeal period still running.

The Board is also involved with the parties when, after an appropriate unit is determined, one or both parties want to make changes in the unit description. The Board entertains a petition for a change in unit determination under two circumstances: first, where both the exclusive representative and the public school employer jointly file the petition or second, where there has been a change in the circumstances which existed at the time of the initial unit determination. If the differences cannot be settled informally with the aid of the Board agent,

a formal hearing is held and a decision rendered following the same principles as representation hearings.

Another employee organization or group of employees may try to decertify an incumbent exclusive representative by filing a decertification petition with the EERB. Such a petition would be dismissed if it is filed within 12 months of the date of voluntary recognition by the employer or certification by the EERB of the incumbent exclusive representative. The petition would also be dismissed if it is filed when there is a negotiated agreement currently in effect, unless it is filed during a 30-day window period beginning 120 days prior to the expiration of that agreement.

ELECTIONS

One of the major functions of the EERB in 1977 has been to conduct elections. The two general categories of elections are representation and organizational security elections. Representation elections involve the selection of an exclusive representative, if any, by employees in a negotiating unit which has been determined to be appropriate. The great majority of elections fall into this category.

A representation election occurs in several ways. A consent election is held if the parties to the election can agree on the description of an appropriate negotiating unit and on other provisions such as dates, hours and location of polling sites.

A directed election is ordered by a Regional Director when the parties are not able to agree upon a negotiating unit and bring their dispute to the EERB for a hearing and decision. After the EERB decision becomes final, parties who submit at least 30% showing of support in the unit found to be appropriate become eligible to appear on the ballot. A directed election might also be ordered by a Regional Director when the parties agree upon an appropriate unit, but cannot agree on the provisions of the actual conduct of the election. Of the 327 elections conducted in 1977, approximately 17.4% were directed elections.

In consent and directed elections the choice of "No Representation" appears on each ballot in addition to the name of the employee organization(s).

During an election a board officer or an official observer of the parties may challenge the eligibility of any person to cast a ballot. If challenged ballots are not resolved at the ballot count, they are set aside unless they are sufficient in number to affect the results of the election. In the latter case an EERB hearing is held to determine which, if any, of the challenged ballots are eligible to be counted.

If no entry on the ballot receives a majority of all votes cast, a runoff election is held. In this case the ballot lists the two ballot entries which received the greatest number of votes in the first election. During the seven days following the election, objections to the conduct of the election may be filed. If objections are filed, an EERB hearing and decision normally follow. The result of the election will not be

certified until any objections have been decided. If an employee organization receives a majority vote and no objections to the election are filed, the organization will be certified by the EERB as the exclusive representative for the unit in question. In 1977, 327 elections were conducted and objections were filed in only seven cases. No election has been set aside as a result of the objections.

A decertification election is conducted by EERB when the employees of a negotiating unit seek to remove the incumbent exclusive representative. The process is initiated by filing a valid decertification petition with the EERB. In 1977, five such elections were held. Procedures for conducting decertification elections are the same as those utilized for other representation elections.

The second general category of elections is the organizational security election. Such an election may be held to approve or rescind an organizational security arrangement. In 1977, 27 elections to approve reorganizational security arrangements were conducted. Once an organizational security arrangement has been agreed upon by the employer and the exclusive representative, the employer may request the EERB to hold an election to determine if the employees wish to adopt the provision. The ballot calls for the employees in the unit to vote "Yes" or "No" on the provision.

Election procedures similar to those for a representation election are utilized. Objections to the conduct of the election may be filed. No objections have been filed in an organizational security election.

IMPASSE PROCEDURES

The agency assists the parties in reaching negotiated agreements through mediation, then through factfinding, should it be necessary. If the parties are unable to reach an agreement during negotiations, either party may declare an impasse. At that time a Board agent contacts both parties to determine if they have reached a point in their negotiations where their differences are so substantial or prolonged that further meetings would be futile. In cases where there is no agreement of the parties regarding the existence of an impasse, a Board agent counsels the parties and seeks information that would help the Board to determine if mediation would be helpful and productive at that time.

The Act provides that the mediator cannot be an EERB staff member. Therefore, the EERB has maintained an interagency agreement with the Department of Industrial Relations, State Conciliation Service, to provide mediators in EERB determined impasses. Mediation services under this agreement are provided by the State. The parties may jointly agree upon their own mediation procedure; however, the cost of any such procedure shall be borne equally by the parties. The parties have utilized their own mediation procedure in only a few cases.

Once it is determined that an impasse exists, the State Conciliation Service is contacted to assign a mediator. The mediation process under the EERA has been enormously successful due in large part to the skill and dedication of the individual mediators. Of the 469 impasses determined to exist by the EERB (125 in 1976; 344 in 1977), 85 percent

were resolved without resorting to the factfinding process (eight factfindings in 1976; 63 in 1977).

If settlement is not reached during mediation, either party may request that factfinding procedures be implemented. If the mediator agrees that factfinding is appropriate, EERB provides a list of potential factfinders from which the parties select a person. The cost of the chairperson is borne by the EERB. The cost of the other panel members is paid by the respective parties.

If the dispute is not settled during factfinding, the panel is required to make findings of fact and recommend terms of settlement. These recommendations are advisory only. The public school employer is required to make the report public within ten days after its issuance. The Act provides that mediation can continue throughout the factfinding process. Postfactfinding mediation has been utilized in several cases where the dispute was not settled during factfinding.

ADMINISTRATIVE APPEALS

Administrative decisions rendered by Board staff are subject to appeal by the parties to the Board itself. The three-member Board issued 20 Board orders concerning administrative appeals in 1977.

UNFAIR PRACTICE PROCEDURES

An employer, an employee organization, or an employee may file a charge alleging an unfair practice. Upon receipt, the charge is docketed, assigned a case number and screened to see that it states a

prima facie case. A copy is served on the party alleged to have committed the unlawful act. The respondent then files an answer to the charge.

If it is determined that the charge fails to state a prima facie case, the charging party is informed of the determination. If the charge is neither amended nor withdrawn, the General Counsel may dismiss the charge. The charging party then has a right to appeal the decision to the Board.

When the answer has been received, a board agent calls the parties together for an informal conference. At this time efforts are made to settle the matter by mutual agreement. At the informal conference, the parties are free to discuss the case in confidence with the Board agent. No record is made since the primary purpose is to achieve a voluntary settlement. If it becomes apparent that voluntary settlement is unlikely, a formal hearing is scheduled. If a formal hearing is conducted, it is typically held in the local community. If this arrangement is not mutually desirable, the hearing will be held at one of the regional offices or in other state facilities.

The hearing officer rules on motions, takes sworn testimony and receives evidence. The hearing officer then studies the record, considers the applicable law, and issues a recommended decision.

After receipt of the recommended decision, any party to the proceedings may file a Statement of Exceptions with the Board and submit

briefs in support thereof. This method provides any party with the opportunity to appeal the recommended decision before it would otherwise become effective. The Board, after hearing the exceptions, may affirm the decision, modify in whole or in part, reverse, or send the matter back to the hearing officer for the receipt of additional testimony and evidence. At any time during the above process, the Board may elect to transfer a case from a hearing officer to the Board itself.

Hearing officer's proposed and recommended decisions are made in accordance with precedential Board decisions. In the absence of a Board decision on the same or similar facts, the hearing officer will decide the issue(s) applying such other relevant legal precedent as is available subject to an appeal to the Board. Hearing officers' proposed and recommended decisions become final decisions of the Board if not appealed and are binding on the parties to the particular case.

But an important distinction exists between these decisions and decisions of the Board itself. Decisions of the Board itself are made after deliberation by the Board members on cases that have been appealed from a hearing officer's decision. The decisions are precedential and bind not only the parties to that particular case but also serve as precedent for similar issues until modified or reversed by the Board itself. They are appropriately cited as precedent. Hearing officers' decisions are not.

As of December 31, 1977, the hearing officers have held 100 hearings on unfair practice charges. Hearing officers have issued a total of 42

recommended decisions in unfair practice cases. These have frequently involved more than one charge. Of these, 43 percent became final without appeal to the Board. Fifty percent of the hearing officers' proposed decisions were appealed to the Board. The appeal period was still running on the remaining seven percent.

In addition, hearing officers have issued 57 proposed decisions of dismissal of charges prior to hearing, less than 25 percent of which were appealed to the Board.

Hearing officers' proposed decisions in unfair practice charges have dealt with many difficult and challenging legal issues of first impression under the statute. This has occurred, in the main, prior to the development of a body of Board precedent.

LITIGATION

The EERB is represented in litigation by the General Counsel's office. The Board may be involved in at least five types of court proceedings: (1) judicial review of a unit determination decision; (2) court enforcement of Board decisions or subpoenas; (3) review of a final Board order in an unfair practice case; (4) injunctive relief; and (5) attempts to block the Board's processes.

The Sacramento County Superior Court denied a writ of mandate against the EERB after listening to extensive arguments by counsel for the

Agency, the District, CTA and the Grossmont Student Services Association (GSSA) on November 17 and December 13, 1977, in the case of Grossmont Student Services Association v. EERB (No. 269336).

The Board had joined GSSA in seeking judicial review of its precedential unit determination decision rejecting a separate certificated unit for pupil personnel services employees (counselors, psychologists, nurses and social workers). The decision to allow limited judicial review of its unit determination was the first of its kind under Section 3542(a) of the Act.

Following initial argument on the scope of review, the judge ruled that the court would view the case under the more limited "substantial evidence" review test. GSSA contended that employees had a "fundamental interest" in choosing an appropriate unit such that the court should reweigh all evidence. At a second hearing oral argument was presented on whether the Board has correctly interpreted the unit determination criteria in Section 3545 and, specifically, the "established practices" portion thereof. Under question was the Board's view as to the "weight" to be given organizational activities under the Winton Act.

In its summary decision issued on December 22, 1977, the court found that the Grossmont decision was supported by substantial evidence and should be upheld.

If a party disagrees with a final Board decision in an unfair practice case, it may appeal the order to court. If a party does not

comply with a Board decision, the General Counsel, on behalf of the Board itself, will petition the court for enforcement.

The first appeal of a final Board order was filed by the Magnolia School District on August 15, 1977. The district filed a petition for a writ of administrative mandamus (C.C.P. 1094.5) to invalidate the unfair practice decision and order issued by the EERB in Magnolia School District, EERB Decision No. 19, June 27, 1977. The General Counsel countered with a petition for enforcement.

In its decision the Board had found that the district's policy of refusing to consider granting employee negotiators any "release time" during the instructional day was a "per se" violation of Section 3543.5(b) and 3543.1(c).

On November 15, 1977, the Orange County Superior Court upheld the unfair practice violation found by the Board against Magnolia School District and ordered the employer to grant reasonable release time.

On December 8, 1977, the Sonoma County Board of Education filed an appeal to the unfair practice decision of the Board in Sonoma County Organization of Public Employees v. Sonoma County Office of Education, EERB Decision No. 40, (November 23, 1977).The application for a writ of mandamus is pending in Sonoma County Superior Court.

In its decision, the EERB ordered the County Board, a merit system employer, to negotiate over the salaries paid for classified employee

jobs so long as the negotiations would not result in disturbing the interrelationships between job classes within the occupational group established by the local personnel commission. The parties and the court must address the apparent conflict between the requirement in the Act for the employer to negotiate over salaries and the preservation of the authority of a personnel commission to structure a job classification system according to the merit principle.

Specifically, the court will be asked to review Education Code Section 45268 relating to the authority of a personnel commission as interpreted by the EERB.

Several efforts have been made to block elections conducted by the Board through court action. None has succeeded. In each case the General Counsel has opposed the effort. The court has reviewed the Board's election process to which objections were raised and refused to block the election. In some instances the plaintiff has withdrawn the request. Only one such suit is currently pending.

In January 1977 the Professional Educators of Los Angeles (PELA) sought a restraining order against the Board in the Superior Court of Los Angeles County seeking to restrain the Board from holding an election in the manner planned on January 12, 13 and 14. These were the dates scheduled for the determination of an exclusive representative in the Los Angeles Unified School District. The issues, among other things, were: (1) the adequacy of the number of polling places, (2) the voter list distributed to the parties prior to the election, (3) the

distribution and posting of the notice of election, and (4) the provisions for absentee ballots and mail ballots.

The judge denied the request for the restraining order in response to the Board's argument that all of these procedures had been fairly and equitably implemented. In any event, the court continued, the complaining party had an adequate remedy by filing objections to the results of the election with the Board itself. The Board's position was that the court had no jurisdiction to deal with the issue prior to the exhaustion of that remedy. The election was held in the manner and at the time and place previously agreed to. It resulted in the certification of the United Teachers of Los Angeles as the exclusive representative.

An attempt was made in Superior Court of Alameda County to block an election to be conducted by the Board among the classified employees of the Oakland Unified School District. The party bringing the action sought an order from the court compelling the Board to require the employer to allow all employees release time from work for the purposes of voting. The court looked at the hours provided by the Board for the polls to be open. It listened to the Board's argument that adequate polling time was allowed both before and after scheduled work for employees to vote without loss of time from work. The court declined to issue the order and the election proceeded as planned.

Another case involved an attempt to block an election in the Fremont High School District. It was argued in the Alameda and Sacramento County Superior Courts. The Board and the school district opposed the action. After discussions with the plaintiff and considerations of their concerns, the complaint was withdrawn and the election held without the need for a court decision.

An individual faculty member filed a request for an injunction in Los Angeles Superior Court to halt a certificated employee election in the Pasadena Community College District scheduled for November 2, 1977. It was based on a theory that the wording of the election ballot was improper and a restraining order was requested. The court did not issue an injunction and the Board proceeded to conduct the election and a subsequent runoff election where the voters chose "no representation."

A hearing on the Board's demurrer to the complaint and motion to dismiss is pending.

EERB has not petitioned a court for temporary relief. In Fresno and Jefferson School Districts (EERB Order No. IR-1, June 15, 1977), the Board declined to seek injunctive relief on behalf of employee organizations which alleged injury due to unilateral employer or employee organization actions.

These decisions are indicative of the Board's reluctance to seek premature court relief when the parties have an adequate legal remedy

through use of the normal unfair practice procedures offered by the agency. In subsequent cases the Board has initially referred all requests for such relief to the General Counsel. His action is subject to appeal to the Board. The General Counsel reviewed the supporting facts of each case to determine the timeliness of the request and whether irreparable injury will result.

As of December 31, 1977, 580 unfair practice charges had been filed under the Act. To date 369 charges have been closed. This leaves a pending or active case load of 211 charges. Of the cases closed 285 resulted from voluntary withdrawal by the charging party. This is usually a direct result of the informal conference procedure of the Board and occurs after one or more informal meetings are conducted by board agents between the parties. The balance of cases closed were by dismissal or by final Board decision after hearing.

The withdrawal of charges frequently results from a settlement agreement wherein a mutually satisfactory solution to the conduct or action complained of is reached without the necessity of going to a hearing. Of the closed cases only 11 percent actually required a formal hearing.

The filing rate for unfair practice charges has remained reasonably constant; it has averaged about one per day (580 were filed during the first 18 months). Prior to this year the rate of case filings exceeded case closures. This was due, in large part, to other elements of the

process. This included things such as the amount of time provided for response, hearings, briefs, and other essential steps.

In the last quarter of 1977, the rate of closing unfair practice cases exceeded the rate of new filings. The active case load has begun to stabilize. This is particularly significant because it has enabled the EERB to compare case load to staffing ratios.

The Board has been successful in all of its litigation to date. As more and more activity is experienced under the Act, recourse to the court system by aggrieved parties to disputes resolved by the EERB can be expected to increase.

DIGEST OF BOARD DECISIONS

REPRESENTATION CASES

As of December 31, 1977, the Board itself had issued 27 decisions regarding appropriate units. In addition, hearing officers had issued 86 proposed decisions of which 48 had become final. The following is a digest of representation cases.

A. Unit Determination

1. Number of Units

Government Code Section 3545 reads:

> (a) In each case where the appropriateness of the unit is an issue, the board shall decide the question on the basis of the community of interest between and among the employees and their established practices including, among other things, the extent to which such employees belong to the same employee organization, and the effect of the size of the unit on the efficient operation of the school district.
> (b) In all cases:
> (1) A negotiating unit that includes classroom teachers shall not be appropriate unless it at least includes all of the classroom teachers employed by the public school employer, except management employees, supervisory employees, and confidential employees.
> (2) A negotiating unit of supervisory employees shall not be appropriate unless it includes all supervisory employees employed by the district and shall not be represented by the same employee organization as employees who the supervisory employees supervise.
> (3) Classified employees and certificated employees shall not be included in the same negotiating unit.

a. Classified Employees - Paraprofessional, Office-Technical and Business Services, and Operations-Support Services Units

1) <u>Pittsburg Unified School District</u> (EERB Decision No. 3, October 14, 1976). Two units of classified employees were established. A unit of paraprofessionals, including instructional and campus

aides, was separated from a second unit of all other classified employees, on the basis of a separate community of interest. The separate community of interest was based in part on work functions which involved dealing directly with students either at the instructional or disciplinary level, while the remaining classified employees did not directly interact with students. Noon-duty supervisors were found to be "employees" within the meaning of the EERA and were included in the unit of paraprofessionals.

2) Sweetwater Union High School District (EERB Decision No. 4, November 23, 1976). Three units of classified employees were established. The unit of paraprofessionals paralleled that found appropriate in Pittsburg. The office-technical and business services unit was composed of employees who generally perform clerical and record keeping work, while the operations-support services unit was composed of employees who did not directly interact with students. The community of interest between and among the employees was the main factor in the unit determination because no evidence was presented regarding the efficient operation of the school district and insufficient evidence was presented regarding the established practices of the employees. Specifically, regarding established

practices, the parties did not show whether the comprehensive unit, represented by the employee organization under the Winton Act prior to the implementation of the EERA, was unilaterally imposed by the employer or established by the bilateral and mutual discussion of both the employer and employee organization.

3) San Diego Unified School District (EERB Decision No. 8, February 18, 1977). An office-technical and business services unit and an operations-support services unit parallel to those found appropriate in Sweetwater were established. No party petitioned for paraprofessional employees.

4) Fremont Unified School District (EERB Decision No. 6, December 16, 1976); Norwalk-La Mirada Unified School District (EERB Decision No. 29, September 16, 1977). These cases established three units parallel to those found appropriate in Sweetwater.

5) Foothill-DeAnza Community College District (EERB Decision No. 10, March 1, 1977). A unit of skilled trades and crafts employees and a second unit of the remaining classified employees were found appropriate. The decision stated that the units established in Sweetwater are "presumptively appropriate," but the presumption is rebuttable in that a party may show that a unit which deviates from a presumptively appropriate unit is also appropriate.

6) Antioch Unified School District (EERB Decision No. 37, November 7, 1977). An operations-support services unit parallel to that in Sweetwater and a second unit composed of all other classified employees were found appropriate. The Board stated that the statute does not require it to establish the most appropriate unit or units in every case.

7) Shasta Union High School District (EERB Decision No. 34, October 24, 1977); Greenfield Union School District (EERB Decision No. 35, October 25, 1977). In both cases an operations-support services unit parallel to that in Sweetwater and a second unit composed of all other classified employees were found appropriate. Each case involved a comparatively small district, but the Board stated that the number of employees, however small, will not alone lead to the conclusion that two units or a single comprehensive unit are appropriate as opposed to the three presumptively appropriate units.

b. Classified Employees - Security Unit

Sacramento City Unified School District (EERB Decision No. 30, September 20, 1977). The Board established three units according to Sweetwater plus a fourth unit of security officers. The Board noted the employer is entitled to a "nucleus of protection employees" to enforce its rules, particularly when the employer's interests diverge from those of its classified employees.

c. Classified Employees - Professional Employees Unit

1) San Diego Community College District (EERB Decision No. 28, September 16, 1977). The EERA does not require that certain employees be designated "professional employees" and, therefore, allowed a separate unit as under the National Labor Relations Act (as amended).

d. Classified Employees - Simultaneous Petitioning

San Diego Unified School District (EERB Decision No. 8, February 18, 1977). The simultaneous petitioning by an employee organization for a unit of supervisory employees and a separate unit of nonsupervisory employees is allowable under the EERA. However, an employee organization will not later be able to simultaneously represent both units.

e. Certificated Employees - Classroom Teachers

Belmont Elementary School District (EERB No. 7, December 20, 1976); Petaluma City Elementary and High School Districts (EERB Decision No. 9, February 22, 1977). The Board found the language "classroom teachers" in Section 3545(b)(1) refers only to the regular full-time probationary and permanent teachers employed by a district.

f. Certificated Employees - Pupil Services Employees

1) Los Angeles Unified School District (EERB Decision No. 5, November 24, 1976). Counselors were held not to have a separate community of interest and

therefore not to constitute an appropriate unit separate from other certificated employees.

2) Grossmont Union High School District (EERB Decision No. 11, March 9, 1977). Counselors, psychologists school nurses and social workers were found not to constitute a separate appropriate unit based on a separate community of interest because they share common purposes and goals with the other certificated employees. The established practices of the employees under the Winton Act were found in this case not sufficient to outweigh the clear community of interest.

3) Oakland Unified School District (EERB Decision No. 15, March 28, 1977); Pleasanton Joint Elementary School District (EERB Decision No. 24, September 12, 1977); Placer Union High School District, (EERB Decision No. 25, September 12, 1977); Washington Unified School District (EERB Decision No. 27, September 14, 1977); Paramount Unified School District (EERB Decision No. 33, October 7, 1977). These cases followed Los Angeles and Grossmont in finding various pupil services employees did not have a separate community of interest and therefore did not appropriately constitute a unit separate from the other certificated employees: Oakland - counselors and TSA counselors (teachers on special assignment); Pleasanton - counselors; Placer - counselors and

psychologists; Washington - psychologists, guidance specialists, counselors, school nurses, librarians and work experience specialists; Paramount - counselors.

g. Certificated Employees - Part-time

1) Belmont Elementary School District (EERB Decision No. 7, December 30, 1976); Paramount Unified School District (EERB Decision No. 33, October 7, 1977). These cases held that part-time teachers teaching less than 51 percent of a full-time assignment were appropriately included in a unit with other certificated employees on the basis of a common community of interest.

2) Los Rios Community College District (EERB Decision No. 18, June 9, 1977); Shasta-Tehama-Trinity Joint Community College District (EERB Decision No. 31, September 22, 1977). In Los Rios, part-time community college instructors were included in a unit of full-time instructors on the basis of a shared community of interest if the part-time instructors had taught the equivalent of three or more of the last six semesters. Shasta-Tehama-Trinity clarified that an instructor who is presently teaching a third semester is included in the unit.

3) Paramount Unified School District (EERB Decision No. 33, October 7, 1977). Two part-time children's center teachers who work less than half-time were

included in a stipulated unit of full-time children's center teachers and other district instructors using the rationale in the Belmont decision for common community of interest.

h. Certificated Employees - Substitutes

1) Belmont Elementary School District (EERB Decision No. 7, December 30, 1976). Long-term substitutes, who teach for 20 consecutive days in the place of an absent regularly employed teacher, were excluded from a unit of regular teachers because they lacked a community of interest due to different employment conditions.

2) Petaluma City Elementary and High School Districts (EERB Decision No. 9, February 22, 1977). Long-term substitutes, who teach for more than ten consecutive days in the place of an absent regularly employed teacher, were excluded as in the Belmont decision.

3) Oakland Unified School District (EERB Decision No. 15, March 28, 1977). Substitutes who teach in grades kindergarten through 12 for 75 percent or more of the school year were excluded as in Belmont. Children's center substitutes who teach 50 percent or more of the children's center school year were also excluded as in Belmont.

4) Los Rios Community College District (EERB Decision No. 18, June 6, 1977). Community college day-to-day substitutes were not included in the unit of

certificated employees because there was no evidence to support their inclusion.

i. Certificated Employees - Summer School Teachers

1) Belmont Elementary School District (EERB Decision No. 7, December 30, 1976); Petaluma City Elementary and High School Districts (EERB Decision No. 9, February 22, 1977); New Haven Unified School District (EERB Decision No. 14, March 22, 1977). Summer school teachers were not included in the unit of regular teachers because they did not share a community of interest due to the separate nature of the summer school program.

2) Los Rios Community College District (EERB Decision No. 18, June 6, 1977). Community college summer session instructors, because they lacked a community of interest, were not included in a unit with regular full-time and part-time instructors, with citation of Belmont, Petaluma and New Haven.

j. Certificated Employees - Home Instructors

Petaluma City Elementary and High School Districts (EERB Decision No. 9, February 22, 1977); Lompoc Unified School District (EERB Decision No. 13, March 17, 1977); New Haven Unified School District (EERB Decision No. 14, March 22, 1977). Home teachers in Petaluma, home bound teachers in Lompoc, and home instructors in New Haven were excluded from a unit of regular certificated teachers because they lacked a community of interest.

k. Certificated Employees - Adult Education Teachers

Petaluma City Elementary and High School Districts (EERB Decision No. 9, February 22, 1977); Lompoc Unified School District (EERB Decision No. 13, March 17, 1977); New Haven Unified School District (EERB Decision No. 14, March 22, 1977). Adult education teachers in Petaluma and Lompoc, and adult school teachers in New Haven were excluded from a unit of regular certificated teachers because they lacked a community of interest.

l. Certificated Employees - Temporary Teachers

Belmont Elementary School District (EERB Decision No. 7, December 30, 1976); Grossmont Union High School District (EERB Decision No. 11, March 9, 1977). Temporary teachers, who are hired under contract to work regularly for a specified period of time, usually not less than a semester, were included in a unit with regular teachers on the basis of a common community of interest.

m. Certificated Employees - Interns

New Haven Unified School District (EERB Decision No. 14, March 22, 1977). Interns, who are studying for their teaching credentials and teaching regular classes approximately half-time for a semester or a full year, were excluded from the unit of regular teachers because they lack a community of interest since they are primarily students.

n. Certificated Employees - CETA Staff Members

New Haven Unified School District (EERB Decision No. 14, March 22, 1977). CETA staff members were excluded from the unit of regular teachers because they lacked a community of interest, since the CETA program is entirely separate from the regular school program.

o. Certificated Employees - Children's Center Employees

Oakland Unified School District (EERB Decision No. 15, March 28, 1977). The children's center certificated employees were allowed a unit separate from the other certificated employees of the district based on a separate community of interest founded predominantly upon different hours, work locations, job functions, the separate nature of the children's center program, and its separate funding and administration.

p. Certificated Employees - Supervisory Unit

San Francisco Unified School District (EERB Decision No. 23, September 8, 1977). A supervisory unit including all positions designated as director, supervisor, assistant supervisor, principal and assistant principal, and excluding all members of the superintendent's cabinet and the legal officer was held appropriate.

2. Confidential Employees

Government Code Section 3540.1(c) provides:

"Confidential employee" means any employee who, in the regular course of his duties, has access to, or possesses information relating to, his employer's employer-employee relations.

a. Classified Employees

1) Sierra Sands Unified School District (EERB Decision No. 2, October 14, 1976). The employer is allowed a small nucleus of employees to assist the employer in the development of the employer's positions for the purposes of employer-employee relations. These individuals include those required to keep confidential matters that if made public prematurely might jeopardize the employer's ability to negotiate with employees from an equal posture. The senior secretary to the assistant superintendent for educational services was found confidential. The senior account clerk, bookkeeper, payroll technician and account clerk-payroll were found not confidential.

2) Fremont Unified School District (EERB Decision No. 6, December 16, 1976). The Board added that "employer-employee relations" includes, at the least, employer-employee negotiations and the processing of employee grievances. The classified and certificated personnel office assistants were found confidential. The secretary to the associate superintendent was found not confidential.

3) Richland Elementary School District (EERB Decision No. 26, September 12, 1977). Secretary IIIs were found confidential.

4) San Diego Community College District (EERB Decision No. 28, September 16, 1977). Administrative aides, systems analyst programmers, accountants, junior accountants and buyers were found not confidential.

5) San Rafael City High School District (EERB Decision No. 32, October 3, 1977). The administrative secretary to the assistant superintendent for business services, the administrative secretary to the director of instruction, and the intermediate clerk-typist-personnel office were found confidential.

b. Certificated Employees

1) Los Rios Community College District (EERB Decision No. 18, June 9, 1977). The Board stated that since confidential employees have no negotiating rights, Section 3540.1(c) will be strictly construed. In order to be designated as confidential, an employee must function in a confidential capacity more than only occasionally. Community college campus public information officers were held not confidential.

2) San Francisco Unified School District (EERB Decision No. 23, September 8, 1977). The director of administrative statistical research; supervisor of position control, salary and comparability section; and supervisor of certificated personnel were held not confidential.

3. Management Employees

Government Code Section 3540.1(g) provides:

"Management employee" means any employee in a position having significant responsibilities for formulating district policies or administering district programs. Management positions shall be designated by the public school employer subject to review by the Educational Employment Relations Board.

a. Classified Employees

There were no cases in this category.

b. Certificated Employees

1) Lompoc Unified School District (EERB Decision No. 13, March 17, 1977). The Board decided an employee must have significant responsibilities both for formulating district policies and for administering district programs in order to be found managerial. Supervisors, by definition, have significant responsibilities for administering district programs but are granted negotiating rights, while management employees are denied negotiating rights.

The vocational education coordinator, Title I - early childhood education coordinator and part-time subject coordinators were found not managerial.

2) Oakland Unified School District (EERB Decision No. 15, March 28, 1977). Psychologists were found not managerial.

3) Los Rios Community College District (EERB Decision No. 18, June 9, 1977). Financial aide coordinators were held not managerial.

4) San Francisco Unified School Districts (EERB Decision No. 23, September 8, 1977). Directors and supervisors (excluding those on the superintendent's cabinet), assistant supervisors, principals and assistant principals were found not managerial.

5) Paramount Unified School District (EERB Decision No. 33, October 7, 1977). Counselors and the coordinator of music were held not managerial.

4. Supervisory Employees

Government Code Section 3540.1(m) provides:

"Supervisory employee" means any employee, regardless of job description, having authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to and direct them, or to adjust their grievances, or effectively recommend such action, if, in connection with the foregoing functions, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

a. Classified Employees

1) Sweetwater Union High School District (EERB Decision No. 4, November 23, 1976). The Board stated that Section 3450.1(m) is written in the disjunctive so that the performance by an employee of any one of the enumerated actions or the effective power to

recommend such action is sufficient to make one a supervisor within the meaning of the EERA. The Board also stated it will look to precedent under the National Labor Relations Act, as amended, in determining whether an employee is supervisory, but noted that supervisors under the NLRA have no bargaining rights while under the EERA they may form negotiating units consisting of supervisors only. Head custodians were found supervisory while school secretaries were not.

2) San Diego Unified School District (EERB Decision No. 8, February 18, 1977). The area cafeteria managers, cafeteria managers I, building services supervisors III and IV, and head gardeners were found supervisory.

3) Foothill-DeAnza Community College District (EERB Decision No. 10, March 1, 1977). The custodial foremen, construction foremen and grounds foremen were held not supervisory.

4) Lompoc Unified School District (EERB Decision No. 13, March 17, 1977). The migrant education coordinator and supervisor of nurses were found supervisory. The half-time subject coordinators were found not supervisory.

5) San Diego Community College District (EERB Decision No. 28, September 16, 1977). Administrative aides, systems analyst programmers, accountants, junior accountants and buyers were held not supervisory.

6) Sacramento City Unified School District (EERB Decision No. 30A, October 19, 1977). Skilled crafts foremen; school plant managers I, II and III; and food service managers I, II and III were held supervisory. Assistant skilled crafts foremen were held not supervisory.

7) San Rafael City High School District (EERB Decision No. 32, October 3, 1977). The maintenance and operations field supervisor was held not supervisory.

b. Certificated Employees

1) New Haven Unified School District (EERB Decision No. 14, March 22, 1977). High school department heads and curriculum team members were held not supervisory.

2) Oakland Unified School District (EERB Decision No. 15, March 28, 1977). Children's center assistant supervisors were found not supervisory.

3) Los Rios Community College District (EERB Decision No. 18, June 9, 1977). Community college division chairpersons, athletic directors and the coordinator of special programs were found supervisory.

4) San Francisco Unified School District (EERB Decision No. 23, September 8, 1977). Directors and supervisors (excluding those on the superintendent's cabinet), assistant supervisors, principals and assistant principals were found supervisory.

5) Paramount Unified School District (EERB Decision No. 33, October 7, 1977). Counselors and the music coordinator were held not supervisory.

6) Carlsbad Unified School District (EERB Decision No. 41, November 29, 1977). The vocational career coordinator, athletic coordinator, ASB coordinator, counselor coordinator, academic coordinator, bilingual coordinator and general coordinator were found supervisory.

5. Professional Employees

San Diego Community College District (EERB Decision No. 28, September 16, 1977). It was not necessary to decide whether administrative aides, buyers and programmers are professional employees because the EERA does not require that certain employees be designated "professional employees" and,therefore, allowed a separate unit as under the National Labor Relations Act as amended.

B. Objections to the Conduct of Elections

1. Tamalpais Union High School District (EERB Decision No. 1, July 20, 1976). It is the intent of the Board's rules and regulations to overturn representation election results only when conduct affecting the results of the election amounts to an unfair practice under the EERA or constitutes serious irregularity in the conduct of the election. Certain conduct relating to poll monitoring, ballot duplication and news coverage was not sufficient to set aside the results of the election. The ballots of certain deans were found not valid

because the deans were excluded from the unit by a consent-election agreement.

2. San Diego Community College District (EERB Decision No. 28, September 16, 1977). An employee on leave of absence on the date set to determine voter eligibility was found to be eligible to vote. The ballots of certain employees found not to be supervisory or confidential were ordered to be counted in the election.

UNFAIR PRACTICE CASES

The Board itself has issued 17 decisions regarding unfair practice charges. Hearing officers have issued 42 recommended decisions in this area. The following is a digest of the pertinent unfair practice decisions.

Government Code Section 3543.5 reads:

> It shall be unlawful for a public school employer to:
> (a) Impose or threaten to impose reprisals on employees, to discriminate or threaten to discriminate against employees, or otherwise to interfere with, restrain, or coerce employees because of their exercise of rights guaranteed by this chapter.
> (b) Deny to employee organizations rights guaranteed to them by this chapter.
> (c) Refuse or fail to meet and negotiate in good faith with an exclusive representative.
> (d) Dominate or interfere with the formation or administration of any employee organization, or contribute financial or other support to it, or in any way encourage employees to join any organization in preference to another.
> (e) Refuse to participate in good faith in the impasse procedure set forth in Article 9 (commencing with Section 3548).

Government Code Section 3543.6 reads:

> It shall be unlawful for an employee organization to:

(a) Cause or attempt to cause a public school employer to violate Section 3543.5.
(b) Impose or threaten to impose reprisals on employees, to discriminate or threaten to discriminate against employees, or otherwise to interfere with, restrain, or coerce employees because of their exercise of rights guaranteed by this chapter.
(c) Refuse or fail to meet and negotiate in good faith with a public school employer of any of the employees of which it is the exclusive representative.
(d) Refuse to participate in good faith in the impasse procedure set forth in Article 9 (commencing with Section 3548).

A. Procedural Issues

1) Petrone v. Pasadena Unified School District (EERB Decision No. 16, May 12, 1977). The charge was dismissed because all alleged unlawful conduct occurred prior to April 1, 1976, the effective date of Section 3543.5 and, therefore, could not be the basis of an unfair practice charge.

2) San Dieguito Faculty Association v. San Dieguito Union High School District (EERB Decision No. 22, September 2, 1977). Originally, Sections 3543.5 and 3543.6 were effective July 1, 1976, but legislation adopted in July 1976 made them retroactively effective April 1, 1976. The Board found it has no power to rule on the constitutionality of the retroactive application and left the issue to the judiciary.

3) El Rancho Unified School District v. El Rancho Federation of Teachers (EERB Decision No. 45, December 30, 1977). The District had standing to file a charge against the employee organization charging the organization violated

the EERA by threatening, coercing and intimidating employees during a strike, since the district necessarily had an interest in maintaining a peaceful and harmonious work atmosphere.

4) Olsen v. Manteca Unified School District (EERB Decision No. 21, August 5, 1977). The Board dismissed an appeal from the General Counsel's dismissal of a charge because the charging party failed to serve the respondent with a copy of the appeal.

5) Lubnau v. Santa Ana Unified School District (EERB Decision No. 36, October 28, 1977). There was sufficient reason to dismiss an unfair practice charge when failure to comply with the Board's rules and regulations resulted in the late filing of an amended complaint.

6) Olson v. Mountain View School District (EERB Decision No. 17, May 17, 1977). A charge that merely alleged a violation of a memorandum of understanding was dismissed because it did not allege a violation of the unfair practice sections or state any facts in support of the allegation.

B. Substantive Problems

1. Government Code Section 3543.5(a)

a. San Dieguito Faculty Association v. San Dieguito Union High School District (EERB Decision No. 22, September 2, 1977). A violation of Section 3543.5(a) requires at minimum that the respondent-employer's action be carried out with the intent to interfere

with rights of employees to choose an exclusive representative, or that the conduct have the natural and probable consequence of interfering with the employees' exercise of their rights to choose an exclusive representative. The employee organization failed to show that the district's changes in its personnel policies prior to the effective date of the EERA met this test and the charge was dismissed.

b. San Juan Federation of Teachers v. San Juan Teachers Association and San Juan Unified School District (EERB Decision No. 12, March 19, 1977). Charges against both the district and a rival employee organization were dismissed, since it was not an unfair practice either for the district to provide the rival organization with the charging party's proof of employee support or for the rival organization to request access to the proof of support.

c. Zaikowsky v. Westminster School District (EERB Decision No. 42, December 16, 1977). An individual cannot maintain an unfair practice charge against a public school employer for a decision not to designate him or her as management, since the EERA does not give employees the right to be designated management and the employer may have practical reasons for not wanting to be forced into increasing the number of its management employees.

2. Government Code Section 3543.5(b)

a. Magnolia Educators Association v. Magnolia School District (EERB Decision No. 19, June 27, 1977).

Government Code Section 3543.1(c) provides:

> A reasonable number of representatives of an exclusive representative shall have the right to receive reasonable periods of released time without loss of compensation when meeting and negotiating and for the processing of grievances.

The Board found it was an unfair practice for the district to restrict the released time granted for negotiations to one-half hour of nonteaching time at the end of the instructional day. "Reasonable released time" means, at least, that the employer exhibits an open attitude in considering the amount of released time allowed, so the amount is appropriate to the circumstances of the negotiations. A policy must not be unyielding to changing circumstances, such as the number of hours spent in negotiations, the number of employees on the negotiating team, etc.

b. San Dieguito Faculty Association v. San Dieguito Union High School District (EERB Decision No. 22, September 2, 1977). Government Code Section 3543.1(a) provides that:

> Employee organizations shall have the right to represent their members in their employment relations with public school employers, except that once an employee organization is recognized or certified as the exclusive representative of an

appropriate unit pursuant to Section 3544.1 or 3544.7, respectively, only that employee organization may represent that unit in their employment relations with the public school employer.

It was held that the employee organization's "right to represent" in the above section does not include the right to meet and consult with the district on employer-employee relations when the organization is not the exclusive representative of an appropriate unit.

c. Diablo Valley Federation of Teachers, AFT Local 1901 v. Mount Diablo Unified School District; James P. Stevens, Rhoda Lubnau, and Federation of Associated Classifieds and Teachers; Capistrano Unified Federation of Teachers, Local 2312 v. Capistrano Unified School District (EERB Decision No. 44, December 30, 1977). When an exclusive representative represents an appropriate unit, a rival employee organization may not file or present grievances for employees in the unit.

3. Government Code Section 3543.5(c)

a. Fullerton Union High School District Personnel and Guidance Association v. Fullerton Union High School District (EERB Decision No. 20, July 27, 1977). Stipulated facts were insufficient to allow a determination whether the district violated the EERA when it refused to meet and negotiate on the case loads of counselors and psychologists. The case was

remanded to the hearing officer to take further evidence.

b. Sonoma County Organization of Public Employees v. Sonoma County Office of Education (EERB Decision No. 40, November 23, 1977). A merit system district's governing board is not precluded by the existence of the personnel commission from increasing or decreasing the salaries of job classifications, so long as such changes do not lift a classification which was formerly lower paid above one which was formerly higher paid within the same "occupational group," as set by the commission, and to the extent the employer failed to negotiate such changes, it failed to meet and negotiate in good faith.

4. Government Code Section 3543.5(d)

a. Azusa Federation of Teachers v. Azusa Unified School District (EERB Decision No. 38, November 23, 1977). The district's rental of a district building to one employee organization for one dollar a year constituted discrimination against the rival organization. The Board ordered the district to begin charging fair rental value.

b. Chico School Employees Association v. Chico Unified School District (EERB Decision No. 39, November 23, 1977). The district's insistence that only the local chapter sign the negotiated contract had no injurious effect on the internal administration

of the organization and did not preclude the state-wide organization from assisting, supporting or representing the local organization. The charge of domination of or interference with the employee organization was dismissed.

c. Westminster Professional Educators Group v. Westminster School District (EERB Decision No. 43, December 16, 1977). The charge was dismissed because it was found not to be an unfair practice for the district, at the request of the exclusive representative of the employees in an appropriate unit, to discontinue membership dues deductions on behalf of a rival employee organization.

5. Government Code Section 3543.5(e)

There were no cases in this category.

6. Government Code Section 3543.6(a) and (b)

San Juan Federation of Teachers v. San Juan Teachers Association and San Juan Unified School District (EERB Decision No. 12, March 19, 1977). As noted above, it was found that a rival employee organization did not commit an unfair practice by requesting access to the charging party's proof of employee support.

7. Government Code Section 3543.6(c) and (d)

There were no cases in these categories.

SUMMARY

In 1977 the parties, the public and the EERB made a major step in the implementation of the EERA. During the year the vast majority of first-generation representation questions involving appropriate unit disputes were answered. As of December 31, 1977, the three-member Board had only 14 cases on its docket relating to appropriate unit questions.

The Board was able to focus its attention on the resolution of second-generation questions concerning the duty to meet and negotiate and answering questions concerning matters relating to the scope of representation. These questions, in the main, are resolved through the unfair practice proceedings.

As 1977 began the Board faced a big backlog of unresolved cases originally filed in April and July of 1976. This is now behind the Board and the workload has stabilized under the EERA.

Efforts of the Board and its staff to help the parties reach settlements in all manners of disputes were extremely successful. Negotiations are under way in all but a few school districts. Impasse procedures appear to be working well and to the satisfaction of the parties. As a result of all these efforts, many contracts have been reached by the parties and are being filed with the regional offices. The EERB is working to speed up the processing of cases and is developing the use of a computer data system to expedite the process.

Nineteen hundred and seventy-six was a year of transition for the parties. It saw the establishment of new bargaining relationships - normally a very difficult period. It has developed during 1977 into a more sophisticated relationship in which the parties, the public and the EERB have become more skilled, developed more familiarity with the Act, and have gained greater confidence in the process.

The Agency has actively sought to improve the flow of communication between staff and parties in an effort to lend assistance in a constructive, positive manner. Frequent contacts have served as a preventative measure to resolve problems in advance of a formal confrontation.

The first two years of implementation of the EERA has, in the main, been a smooth, successful transition. The Board and its staff are looking forward to an equally smooth transition during implementation of the new State Employer-Employee Relations Act.

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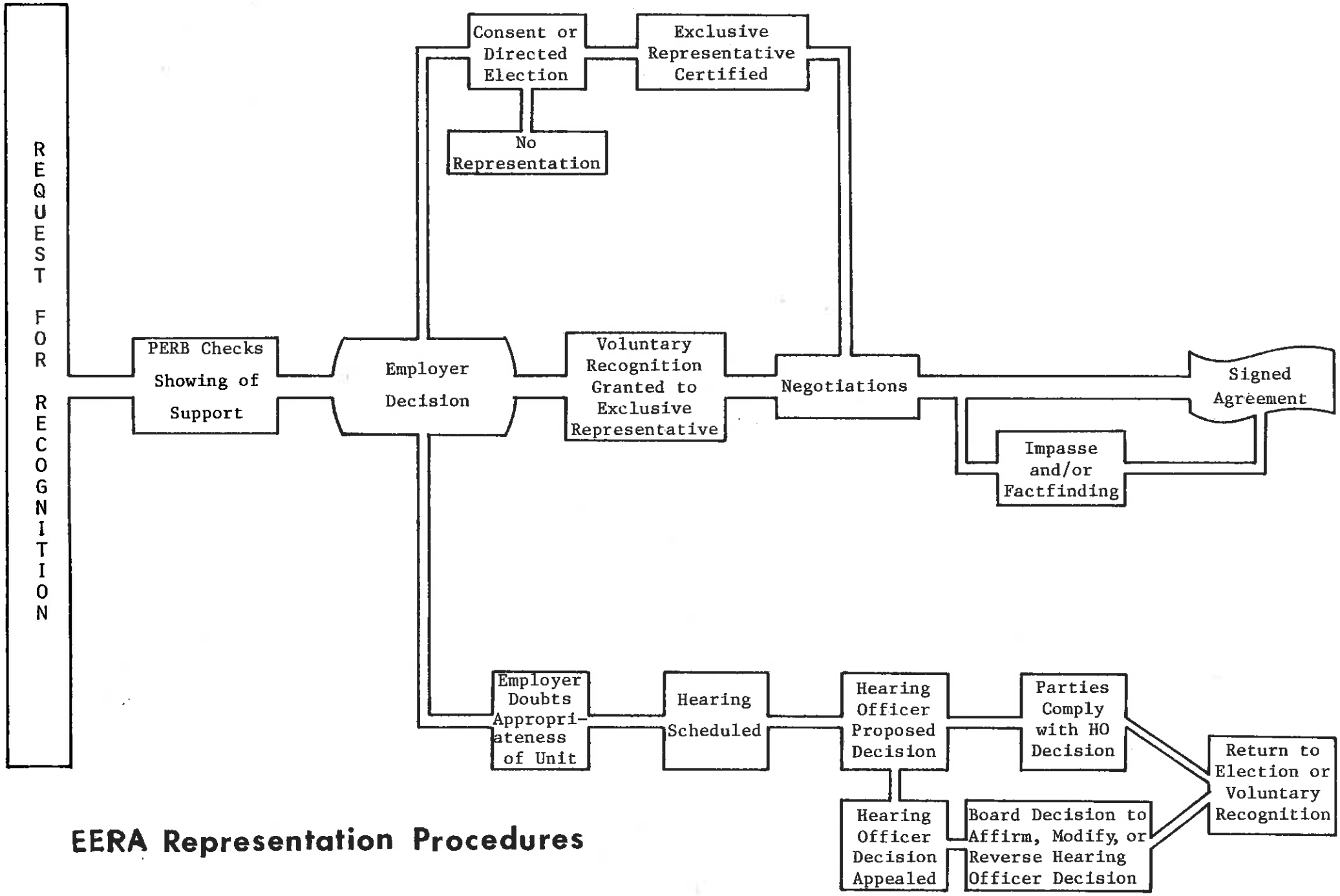
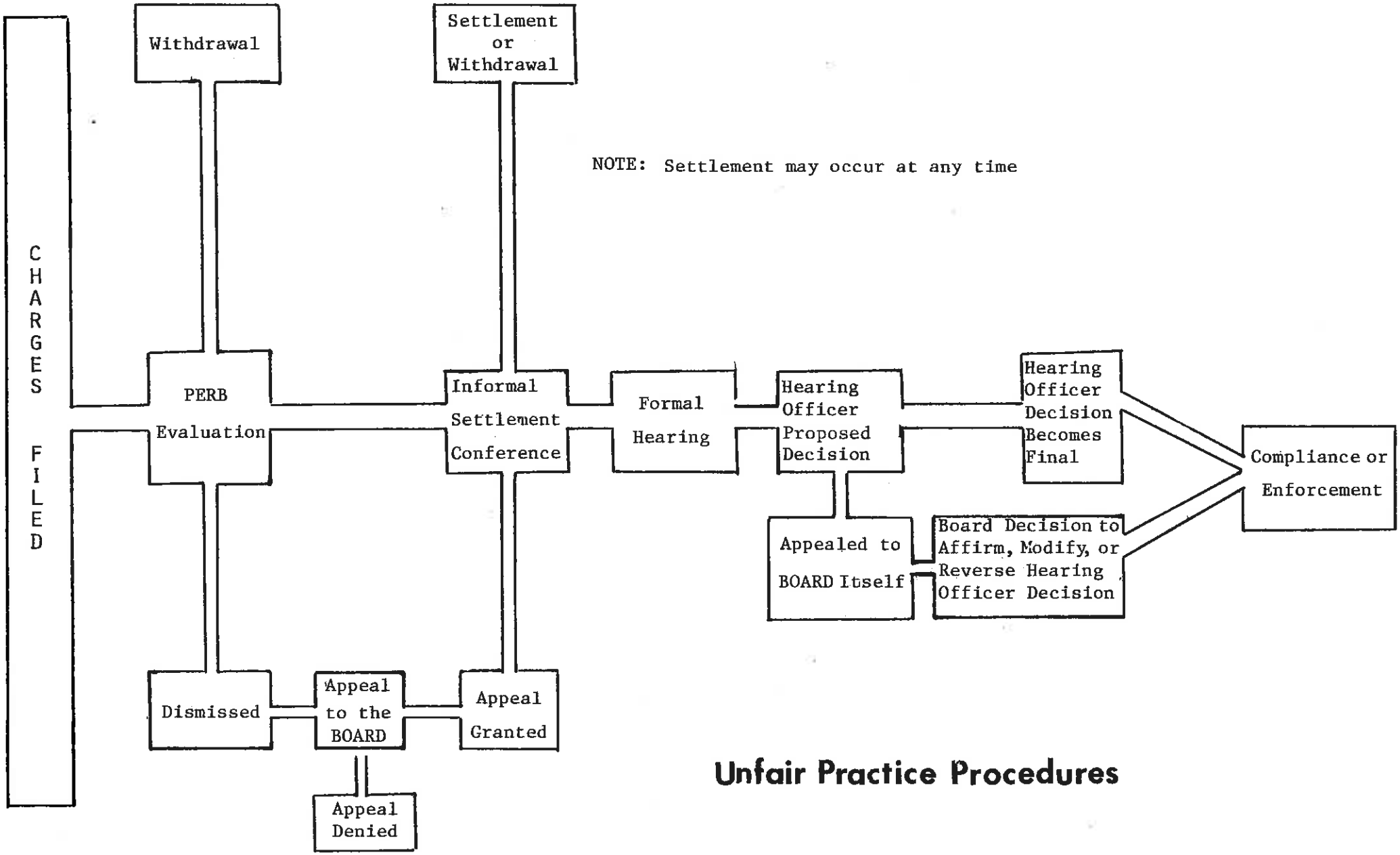
REPRESENTATION PROCESS

	LA	SF	SAC	TOTAL	
Total Requests for Recognition	815	594	680	2089	*
Voluntary Recognition	270	315	499	1084	*
Elections:					
Representation	123	98	53	274	**
Run Off	10	8	3	21	**
Organizational Security	9	13	5	27	**
Decertification	2	2	1	5	**
Subtotal Elections	144	121	62	327	**
Total Exclusive Representatives					
Impasse	212	169	88	469	*
Factfindings	32	31	8	71	*
Signed Agreements	315	225	490	1030	**

*Carry-over from April 1, 1976
**Statistics reflect activity between January 1, - December 31, 1977



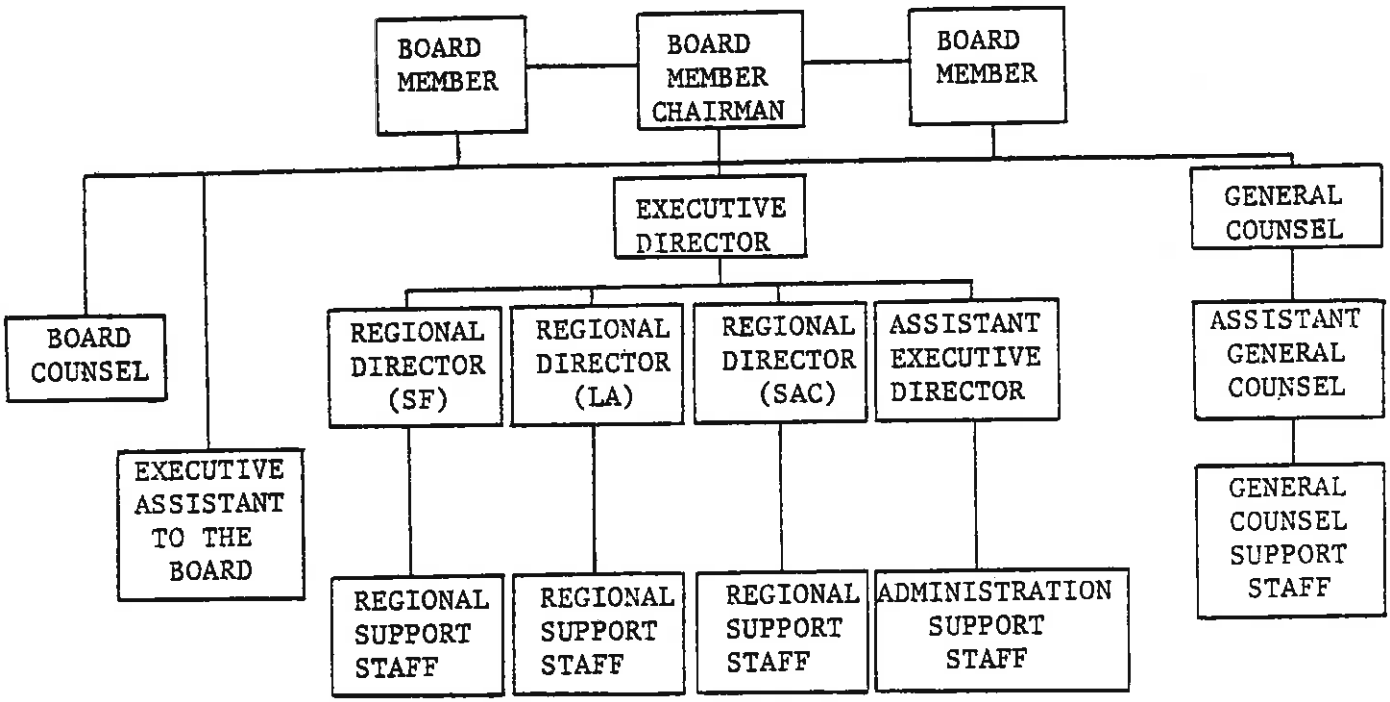
EERA Representation Procedures



Unfair Practice Procedures

EDUCATIONAL EMPLOYMENT RELATIONS BOARD

Organization Chart



LIST OF ABBREVIATIONS USED IN ELECTION LOG

ACE	Association of Classified Employees
ACEA	Alvord Classified Employees Association
ACEKCCD	Association of Certificated Employees, Kern Community College District
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
BCTC	Building Construction Trades Council
CA	Consent Agreement
CCD	Community College District
CCEA	Clovis Classified Employees Association
CCEU	Children's Centers Employees Union
CEA	Classified Employees Association
CEC	Classified Employees Cabinet
COC	College of the Canyons
COE	County Office of Education
COKE	County Office Classified Employees
CSEA	California School Employees Association
CTA	California Teachers Association
CTPPMEU	California Teamsters Public, Professional and Medical Employees Union
CUEA	Calaveras Unified Educators Association
DE	Decertification Election
DSCEA	Desert Sands Classified Employees Association
ECCO	El Centro Classified Organization
ESD	Elementary School District
EUFA	Eureka Union Faculty Association

EUFO	Eureka Union Faculty Organization
FAMPC	Faculty Association Monterey Peninsula College
FDAFA	Foothill-De Anza Faculty Association
FSA	Faculty Senate Association
FTE	Full-Time Employees
GEA	Grossmont Education Association
HSD	High School District
IATSE	International Association of Theatrical and State Employees
JCCD	Junior Community College District
JSDCSA	Jefferson School District Certificated Supervisors Association
JSPA	Jefferson School Psychologist Association
JUESD	Joint Unified Elementary School District
JUHSD	Joint Unified High School District
JUSD	Joint Unified School District
KUSDTA	Konocti Unified School District Teachers Aides
LBSCA	Long Beach School Counselors Association
LMUTA	Lucia Mar Unified Teachers Association
NCEA	Napa County Education Association
NHBU	New Hope Bargaining Unit
NHSC	New Hope School Classified
OCCEO	Ohlone College Classified Employees Organization
OE	Operating Engineers
OPTE	Organization of Professional and Technical Employer
OS	Organizational Security
OSEA	Oakland School Employees Association
PEDOE	Public Employees Division, Operating Engineers

PEG	Professional Educators Group
PELA	Professional Educators of Los Angeles
PEP	Professional Educators of Panama
PEU	Public Employees Union
PJUEA	Pierce Joint Unified Educators Association
POE	Professional Organization of Educators
PVEOE	Palos Verdes Educational Office Employees
RD	Region Directed Election
RO	Runoff Election
SD	School District
SE	Stationary Engineers
SEIU	Service Employees International Union
SICE	Soledad Independent Classified Employees
SUTA	Sanger Unified Teachers Association
UASF	United Administrators of San Francisco
USD	Unified School District
UCE	United Classified Employees
UESD	Unified Elementary School District
UHSD	Unified High School District
USA	United Steelworkers of America
UTLA	United Teachers - Los Angeles

1977 ELECTION LOG

SCHOOL DISTRICT DOCKET NUMBER	TYPE OF UNIT	DATE HELD	NUMBER OF VOTERS	NUMBER OF VOTES	ORGANIZATION WITH MAJORITY	OTHER ORGANIZATIONS	VOTES FOR NO REP	CHALLENGED BALLOTS	VOID BALLOTS	TYPE OF ELECTION
ABC USD LA-R-76	Cert	01/20/77	1287	1014	CTA-518	AFT-441	48	7	2	CA
ACALANES USD SF-R-4, 173	Class	01/19/77	120	113	SEIU-65	CSEA-46	2	0	0	CA
ALAMEDA COE SF-R-114, 310	Class	03/22/77	100	61	CSEA-33	SEIU-19	1	8	0	CA
ALAMEDA USD SF-R-39, 278, 403 Unit A	Class	03/01/77	149	138	CSEA-69	PEU-67	0	2	1	CA
ALAMEDA USD SF-R-39, 278, 403 Unit B	Class	03/01/77	72	42	CSEA-29	PEU-7	4	2	0	CA
ALBANY USD SF-R-5	Class	01/21/77	63	50	CSEA-26	SEIU-20	4	0	0	CA
ALBANY USD SF-R-468	Class	01/21/77	38	37	SEIU-26	CSEA-8	0	3	0	CA
ALBANY USD SF-O-7	Cert	06/01/77	150	110	YES-77	NO-33	N/A	0	0	OS
ALLAN HANCOCK CCD LA-R-789	Class	06/24/77	123	103	CSEA-58	- -	45	0	1	CA
ALUM ROCK ESD SF-R-377	Class	05/17/77	273	222	CSEA-120	AFSCME-94	2	6	1	CA

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ALVORD USD LA-R-729	Cert	01/11/77	433	388	CTA-233	POE-154	0	1	2	CA
ALVORD USD LA-R-715	Class	02/10/77	355	248	CSEA-157	ACEA-91	0	0	1	CA
ANAHEIM USD LA-R-222	Class	09/28/77	311	266	CSEA-144	- -	122	0	0	CA
ANTELOPE VALLEY UHSD LA-R-55, 129	Cert	05/12/77	347	336	None	CTA-165 AFT-168	3	0	0	CA
ANTELOPE VALLEY UHSD LA-R-55, 129	Cert	06/02/77	347	340	CTA-173	AFT-167	0	0	0	RO
ANTELOPE VALLEY UHSD LA-R-414	Class	10/25/77	273	177	CSEA-140	- -	36	1	0	CA
ARCOHE UESD S-R-502	Cert	10/13/77	11	10	YES-9	NO-1	N/A	0	0	OS
ARVIN USD LA-R-340	Cert	05/23/77	73	69	CTA-41	PEG-25	3	0	0	CA
AZUSA USD LA-R-166	Cert	02/09/77	486	415	CTA-300	AFT-99	16	0	1	CA
BALDWIN PARK USD LA-R-553, 18	Class	01/26/77	124	112	SEIU-63	CSEA-47	2	0	0	CA
BANNING USD Unit A LA-R-299	Class	05/24/77	47	43	Teamsters-26	CSEA-16	1	0	0	CA

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BARSTOW CCD LA-R-662	Class	05/03/77	45	32	CSEA-29	- -	3	0	1	CA
BASSETT USD LA-R-587	Cert	01/24/77	333	325	CTA-170	AFT-150	3	2	0	CA
BELLFLOWER USD LA-R-77	Cert	02/17/77	498	446	CTA-418	- -	28	0	1	CA
BERKELEY USD SF-R-137	Cert	03/01/77	1000	821	AFT-462	CTA-333	4	22	2	RD
BERKELEY USD SF-R-40	Class	03/17/77	139	76	CSEA-68	- -	7	1	1	RD
BERKELEY USD SF-R-40	Class	03/17/77	228	182	None	SEIU-35 PEU-89 CSEA-57	0	1	1	RD
BERKELEY USD SF-R-40	Class	04/14/77	228	171	PEU-118	CSEA-53	0	0	0	RO
BERKELEY USD SF-R-427	Class	04/14/77	250	118	PEU-74	CSEA-42	2	0	0	CA
BISHOP UNION ESD S-R-80	Cert	01/20/77	67	66	CTA-41	PEG-23	0	2	0	CA
BLACK OAK MINE USD S-R-102	Class	01/26/77	37	32	CSEA-23	- -	9	0	0	CA
BRISBANE SD SF-R-396	Class	05/24/77	26	22	CSEA-17	- -	5	0	0	CA

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BURBANK USD LA-R-599	Class	10/12/77	516	354	CSEA-213	- -	134	7	1	CA
BURBANK USD LA-R-123	Cert	01/04/77	771	518	YES-322	NO-195	N/A	1	0	OS
BUTTE CCD S-R-163	Class	03/24/77	111	87	CSEA-70	- -	17	0	0	CA
CALAVERAS USD S-R-446	Cert	01/27/77	87	81	CUEA-48	AFT-31	2	0	0	CA
CAMPBELL UHSD SF-R-60 Unit A	Class	04/28/77	109	89	CSEA-87	- -	1	1	0	CA
CAMPBELL UHSD SF-R-60 Unit B	Class	04/28/77	147	150	SEIU-97	CSEA-40	1	12	0	CA
CAMPBELL USD SF-D-6, 7	Cert	09/28/77	390	353	CTA-211	Teamsters-64	5	2	0	DE
CARPINTERIA USD LA-R-496	Cert	03/17/77	118	114	AFT-71	CTA-41	2	0	0	CA
CERRITOS CCD LA-R-562	Class	06/16/77	250	179	CSEA-166	- -	13	0	1	CA
CHAFFEY JUHSD LA-R-67	Cert	04/20/77	658	544	CTA-297	AFT-216	31	0	2	CA
CHICO USD S-R-126	Cert	12/01/77	237	141	YES-117	NO-23	0	1	0	OS

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CLOVIS USD S-R-283	Cert	03/30/77	444	388	None	CTA-156 AFT-74	154	4	0	CA
CLOVIS USD S-R-283	Cert	04/20/77	402	402	No Rep	CTA-187	214	1	0	RO
CLOVIS USD S-R-185 Unit B	Class	03/15/77	127	108	None	CCEA-6 CSEA-35 SEIU-29	36	2	1	CA
CLOVIS USD S-R-185 Unit B	Class	03/31/77	127	101	No Rep	CSEA-37	64	0	1	RD
CLOVIS USD S-R-185 Unit A	Class	03/15/77	228	196	Runoff	SEIU-96 CCEA-6 CSEA-88	6	0	0	CA
CLOVIS USD S-R-185 Unit A	Class	03/31/77	228	197	CSEA-102	SEIU-91	0	4	0	RD
COACHELLA VALLEY USD LA-R-394	Class	02/22/77	333	162	YES-127	NO-34	N/A	1	0	OS
COACHELLA VALLEY USD LA-R-361	Cert	03/28/77	250	233	CTA-183	AFT-45	5	0	0	CA
COAST CCD LA-R-797 Unit A	Class	11/04/77	716	532	CEC-311	CSEA-183	38	0	4	CA

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COAST CCD LA-R-797 Unit B	Class	11/04/77	36	34	IATSE--27	- -	7	0	0	CA
COLTON JUSD LA-R-220 Unit B	Class	05/19/77	179	162	CSEA-84	AFSCME-78	0	0	0	CA
CONTRA COSTA COE SF-R-41, 490 Unit A	Class	01/06/77	94	91	PEU-55	CSEA-23	10	3	0	CA
CONTRA COSTA COE SF-R-41, 490 Unit B	Class	01/06/77	110	87	PEU-56	CSEA-29	1	1	0	CA
CONTRA COSTA CCD SF-R-3 Unit A	Class	04/21/77	150	134	UCE-100	CSEA-31	3	0	0	CA
CONTRA COSTA CCD SF-R-3 Unit C	Class	04/21/77	80	57	UCE-36	SEIU-18 CSEA-2	1	2	0	CA
CONTRA COSTA CCD SF-R-3 Unit B	Class	04/21/77	120	114	None	PEU-43 UCE-15 SEIU-46	6	3	0	CA
CONTRA COSTA CCD SF-R-3 Unit B	Class	05/12/77	120	106	PEU-74	SEIU-32	0	0	0	RO
CULVER CITY USD LA-R-124	Cert	01/25/77	389	365	None	AFT-179 CTA-181	4	1	1	CA
CULVER CITY USD LA-R-124	Cert	02/07/77	387	371	AFT-187	CTA-183	0	1	4	RO

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CULVER CITY USD LA-R-411	Class	10/11/77	290	100	YES-91	NO-9	N/A	0	0	OS
CUPERTINO USD SF-R-109	Class	04/05/77	210	163	SEIU-114	CSEA-34	6	9	0	CA
CUTLER-OROSI USD S-R-175	Class	05/10/77	108	96	CSEA-80	AFT-14	1	1	0	CA
CYPRESS SD LA-R-247 Unit B	Class	05/04/77	70	62	CSEA-57	- -	5	0	0	CA
CYPRESS SD LA-R-247 Unit A	Class	05/04/77	72	68	AFSCME-40	CSEA-28	0	0	0	CA
DESERT SANDS USD LA-R-43, 175	Class	02/24/77	399	285	CSEA-207	DSCEA-69	9	0	2	CA
DOWNEY USD LA-R-26, 346 Unit B	Class	03/25/77	171	160	SEIU-90	CSEA-65	3	2	1	CA
EL CENTRO SD LA-R-549	Class	06/06/77	200	141	CSEA-103	ECCO-32	4	2	4	CA
EL DORADO COE S-R-331	Cert	05/17/77	80	41	YES-30	NO-9	0	2	1	OS
EL RANCHO USD LA-R-555	Class	11/09/77	198	153	CSEA-106	SEIU-46	1	0	1	CA
EL RANCHO USD LA-R-607	Cert	06/07/77	600	552	AFT-341	CTA-208	2	1	3	CA

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ELK GROVE USD S-R-447	Class	02/24/77	58	50	Teamsters-28	CSEA-18	4	0	0	CA
ELSINORE UHSD LA-R-621, D-4	Cert	11/14/77	86	74	AFT-58	CTA-14	1	1	0	DE
ESCONDIDO UHSD LA-R-336	Cert	03/30/77	336	269	CTA-141	AFT-119	9	0	0	CA
EUREKA UNION ESD S-R-616	Cert	03/08/77	39	39	EUFO-21	EUFA-18	0	0	0	CA
FOLSOM-CORDOVA USD S-R-313	Class	02/07/77	27	27	SEIU-16	CSEA-11	0	0	0	CA
FONTANA USD LA-R-537	Class	02/01/77	455	323	USA-202	CSEA-112	4	5	0	CA
FOOTHILL DE ANZA CCD SF-R-79, 20	Class	05/20/77	106	90	None	SEIU-43 CSEA-41	0	6	0	RD
FOOTHILL-DE ANZA CCD SF-R-530	Cert	02/24/77	1400	714	FDAFA-409	CTA-211	91	3	0	CA
FORT BRAGG USD SF-R-193	Cert	05/06/77	130	103	YES-69	NO-34	0	0	0	OS
FRANKLIN MCKINLEY SD SF-R-378	Class	06/08/77	29	22	CSEA-14	SEIU-8	0	0	0	CA
FREMONT NEWARK CCD OHLONE COLLEGE SF-R-379	Class	05/19/77	97	88	CSEA-59	OCCEO-25	2	2	0	CA

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FREMONT USD SF-R-8, 9, 10, 385 Unit A	Class	06/07/77	400	320	SEIU-175	CSEA-112	9	24	0	RD
FREMONT USD SF-R-8, 9, 10, 385 Unit B	Class	12/01/77	284	91	CSEA-49	SEIU-35	5	2	0	RD
FRESNO COE S-R-605	Cert	02/16/77	156	137	CTA-113	- -	14	10	0	CA
FULLERTON UHSD LA-R-490	Cert	02/04/77	652	530	YES-321	NO-208	N/A	1	0	OS
GARDEN GROVE USD LA-R-50, 606 Unit B	Class	04/20/77	455	343	CSEA-224	AFSCME-115	4	0	2	CA
GILROY USD SF-R-215	Cert	03/08/77	300	296	CTA-150	AFT-139	0	6	0	CA
GILROY USD SF-R-384	Class	05/25/77	100	89	AFT-47	CSEA-39	2	1	0	CA
GREENFIELD USD LA-R-708	Cert	05/19/77	124	116	CTA-74	CTA-31	11	0	1	CA
GROSSMONT CCD LA-R-92	Cert	09/29/77	570	408	CTA-229	AFT-169	10	0	0	CA
GROSSMONT UHSD LA-R-254	Cert	05/09/77	1047	622	GEA-506	AFT-109	7	0	0	RD

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GUADALUPE USD LA-R-384	Class	11/03/77	57	37	YES-25	NO-12	N/A	0	0	OS
HACIENDA-LA PUENTE USD LA-R-552	Class	10/05/77	1207	421	YES-303	NO-118	N/A	0	4	OS
HAYWARD USD SF-R-196	Cert	02/04/77	1200	1066	CTA-626	AFT-392	15	33	0	CA
HAYWARD USD SF-R-11 Unit A	Class	06/02/77	400	295	CSEA-149	SEIU-139	4	3	0	CA
HAYWARD USD SF-R-11 Unit B	Class	06/02/77	250	75	CSEA-43	SEIU-30	0	2	0	CA
HUNTINGTON BEACH UHSD LA-R-42, 377 Unit A	Class	03/23/77	170	160	SEIU-83	CSEA-73	1	3	0	CA
JEFFERSON SD SF-R-293	Class	03/03/77	260	211	CSEA-206	- -	5	0	0	CA
JEFFERSON SD SF-R-535	Cert	05/03/77	4	4	JSPA-4	--	0	0	0	CA
JEFFERSON SD SF-R-538	Supv	05/03/77	7	4	JSDCSA-4	--	4	0	0	CA
KERN CCD LA-R-735	Cert	03/16/77	331	313	None	AFT-112 ACEKCCD-79 CTA-119	2	1	1	CA

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KERN CCD LA-R-735	Cert	04/21/77	325	296	CTA-163	AFT-132	0	1	6	RO
KERN CCD LA-R-7, 564	Class	02/28/77	71	61	CSEA-32	SEIU-28	1	0	1	CA
KERN UNION HSD LA-R-362 Unit A	Class	04/19/77	52	37	CSEA-33	SEIU-4	0	0	0	CA
KERN UNION HSD LA-R-362 Unit B	Class	04/19/77	153	142	CSEA-103	SEIU-28	2	9	1	CA
KONOCTI USD SF-R-476 Unit B	Class	05/09/77	33	29	KUSDTA-24	CSEA-2	3	0	0	RD
KONOCTI USD SF-R-476 Unit A	Class	05/09/77	37	34	CSEA-18	- -	15	1	0	RD
LAGUNA SALADA USD SF-O-9	Cert	10/06/77	160	71	YES-43	NO-28	0	0	0	OS
LAKESIDE USD LA-R-205	Cert	03/09/77	173	162	CTA-105	AFT-53	4	0	1	CA
LAMONT SD LA-R-448	Class	05/18/77	74	62	CSEA-57	- -	5	0	1	CA
LATON USD S-R-63	Cert	02/16/77	39	38	AFT-20	CTA-17	1	0	0	CA
LEMOORE UHSD S-R-214	Class	03/18/77	69	50	CSEA-43	- -	6	1	0	CA

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LOMPOC USD LA-R-38, 268	Cert	05/11/77	522	493	CTA-271	AFT-216	6	0	3	RD
LONG BEACH USD LA-R-47 Unit C	Cert	12/07/77	117	98	CTA-86	AFT-7	5	0	0	RD
LONG BEACH USD LA-R-47 Unit B	Cert	12/07/77	112	108	LBSCA-84	CTA-21	3	0	0	RD
LONG BEACH USD LA-R-47 Unit A	Cert	12/07/77	2365	2095	CTA-1549	AFT-251	294	1	3	RD
LONG BEACH USD LA-R-567 Unit A	Class	06/15/77	1446	513	CSEA-458	- -	55	0	0	CA
LONG BEACH USD LA-R-567 Unit B	Class	06/15/77	214	174	CSEA-173	- -	1	0	1	CA
LONG BEACH CCD LA-R-567 Unit C	Class	06/15/77	225	169	CSEA-155	- -	14	0	1	CA
LOS ANGELES CCD LA-R-49	Cert	01/22/77	5130	3940	AFT-1996	CTA-1617	217	110	53	CA
LOS ANGELES CCD LA-R-4, 5 Unit A	Class	05/17/77	1092	832	CSEA-446	SEIU-231	150	5	18	CA
LOS ANGELES CCD LA-R-4, 5 Unit B	Class	05/17/77	661	505	SEIU-337	CSEA-136	31	1	12	CA
LOS ANGELES CCD LA-R-4, 5 Unit C	Class	05/17/77	113	96	BCTC-63	CSEA-25	7	1	1	CA

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LOS ANGELES COE LA-R-723	Cert	03/01/77	1138	916	CTA-578	- -	321	17	6	CA
LOS ANGELES COE LA-R-31 Unit A	Class	06/10/77	500	300	CSEA-237	- -	63	0	2	CA
LOS ANGELES COE LA-R-31 Unit B	Class	10/27/77	490	487	SEIU-244	CSEA-45	184	14	3	CA
LOS ANGELES USD LA-R-687 Unit A	Cert	01/29/77	31,517	20956	UTLA-12,882	PELA-3,755	3,165	1,154	59	RD
LOS ANGELES USD LA-R-687 Unit B	Cert	03/21/77	55	30	No Rep	PELA-5	25	0	0	RD
LOS GATOS JUHSD SF-R-23	Class	05/05/77	90	79	None	SEIU-36 CSEA-36	3	1	0	CA
LOS GATOS JUHSD SF-R-23	Class	12/06/77	90	74	SEIU-40	CSEA-28	0	6	0	RO
LOS RIOS CCD S-R-438	Cert	10/05/77	1270	1085	None	CTA-494 AFT-514	62	15	25	RD
LOS RIOS CCD S-R-438	Cert	10/16/77	1297	1116	AFT-601	AFT-509	0	6	25	RO
LOS RIOS CCD S-R-498 Unit B	Class	06/08/77	200	165	SEIU-97	CEA-42 CSEA-22	0	4	1	CA

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LOS RIOS CCD S-R-498 Unit A	Class	06/08/77	440	297	CEA-206	CSEA-81	9	1	2	CA
LUCIA MAR USD LA-R-128	Cert	04/14/77	280	246	LMUTA-233	- -	13	0	1	CA
LYNWOOD USD LA-R-347	Class	06/08/77	130	114	SEIU-86	CSEA-16	2	0	6	CA
MARTINEZ USD SF-R-214 Unit A	Class	05/25/77	72	61	CSEA-48	PEU-12	1	0	0	CA
MARTINEZ USD SF-R-214 Unit B	Class	05/25/77	69	62	CSEA-32	PEU-30	0	0	1	CA
MARYSVILLE JUSD S-R-551 Unit A	Class	04/27/77	185	83	CSEA-71	- -	11	1	0	CA
MARYSVILLE JUSD S-R-551 Unit B	Class	06/01/77	63	26	CSEA-16	PEDOE-7	3	0	0	CA
MENLO PARK CITY SD SF-R-417	Class	01/17/77	59	47	AFSCME-31	CSEA-13	3	0	0	RD
MERCED CITY ESD S-R-322 Unit A	Class	03/17/77	269	101	CSEA-96	- -	5	0	1	CA
MERCED CITY ESD S-R-322 Unit B	Class	03/17/77	97	79	CSEA-61	SEIU-17	0	1	0	CA
MIDDLETOWN USD SF-0-10	Cert	10/14/77	30	20	YES-14	NO-6	0	0	0	OS

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MONROVIA USD LA-R-602	Cert	02/15/77	338	224	CTA-184	AFT-35	3	2	0	CA
MONTEREY PEN. CCD SF-R-481	Cert	05/31/77	412	362	None	CTA-176 FAMPC-167	9	10	0	CA
MORGAN HILL USD SF-R-36	Cert	01/18/77	300	312	AFT-180	CTA-129	3	0	0	CA
MORGAN HILL USD SF-R-376	Cert	04/22/77	291	92	YES-62	NO-30	0	0	0	OS
MT. DIABLO USD SF-R-30, 38, 211, 451	Class	02/23/77	530	434	PEU-272	CSEA-158	4	0	1	CA
MT. DIABLO USD SF-R-16	Class	12/15/77	520	293	YES-236	NO-57	0	0	0	OS
MT. PLEASANT ESD SF-R-17	Cert	12/02/77	138	84	YES-50	NO-34	0	0	0	OS
MT. SAN ANTONIO CCD LA-R-325	Class	07/07/77	100	64	AFSCME-38	CSEA-23	3	0	0	CA
NAPA COE SF-R-424	Cert	04/28/77	83	76	NCEA-46	AFT-24	3	3	0	CA
NATIONAL SD LA-R-102	Cert	03/01/77	235	223	CTA-124	AFT-98	1	0	0	CA

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SCHOOL DISTRICT DOCKET NUMBER	TYPE OF UNIT	DATE HELD	NUMBER OF VOTERS	NUMBER OF VOTES	ORGANIZATION WITH MAJORITY	OTHER ORGANIZATIONS	VOTES FOR NO REP	CHALLENGED BALLOTS	VOID BALLOTS	TYPE OF ELECTION
NEWARK USD SF-R-51	Cert	03/03/77	436	375	CTA-233	AFT-134	2	6	0	CA
NEWARK USD SF-O-15	Cert	11/30/77	250	78	YES-67	NO-11	0	0	0	OS
NEW HAVEN USD SF-R-216	Cert	04/26/77	420	367	CTA-256	AFT-108	2	1	0	CA
NEW HOPE SD S-R-634	Cert	12/03/77	11	11	CTA-6	NHBU-4	0	1	0	RD
NEW HOPE SD S-R-534	Class	02/03/77	6	6	NHSC-6	CSEA-0	0	0	0	CA
NEWPORT MESA SD LA-R-106, 510	Class	03/30/77	1000	762	CSEA-586	- -	176	0	3	CA
NORWALK LA MIRADA USD LA-R-538 Unit C	Class	12/08/77	367	275	SEIU-185	CSEA-71	19	0	0	RD
NORWALK LA MIRADA USD LA-R-538 Unit B	Class	12/08/77	187	106	CSEA-82	- -	24	0	0	RD
NORWALK LA MIRADA USD LA-R-538 Unit A	Class	12/08/77	302	297	CSEA-64	SEIU-39	11	5	0	RD
OAK GROVE SD SF-R-382 Unit A	Class	05/04/77	284	140	CSEA-131	- -	7	2	0	CA
OAK GROVE SD SF-R-382 Unit B	Class	05/04/77	184	155	None	SEIU-75 CSEA-70	2	8	2	CA

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SCHOOL DISTRICT DOCKET NUMBER	TYPE OF UNIT	DATE HELD	NUMBER OF VOTERS	NUMBER OF VOTES	ORGANIZATION WITH MAJORITY	OTHER ORGANIZATIONS	VOTES FOR NO REP	CHALLENGED BALLOTS	VOID BALLOTS	TYPE OF ELECTION
OAK GROVE SD SF-R-382 Unit B	Class	11/07/77	184	142	SEIU-86	CSEA-56	0	0	0	RO
OAK GROVE USD SF-O-13	Cert	10/20/77	25	20	YES-19	NO-1	0	0	0	OS
OAKLAND USD SF-R-119	Cert	05/26/77	210	189	CTA-95	CCEU-90	2	2	9	RD
OAKLAND USD SF-R-200	Cert	05/26/77	3045	1434	CTA-1434	AFT-1159	31	24	4	RD
OAKLAND USD SF-R-529 Unit B	Class	04/12/77	564	454	AFSCME-284	OSEA-157	0	5	8	CA
OAKLEY USD SF-R-127 Unit B	Class	03/15/77	23	21	AFSCME-11	CSEA-9	1	0	0	CA
OAKLEY USD SF-R-12 Unit A7	Class	03/15/77	41	39	CSEA-29	AFSCME-10	0	0	0	CA
OCEAN VIEW SD LA-R-276	Cert	02/03/77	96	96	CTA-55	AFT-37	1	3	0	RD
OJAI USD LA-R-282	Cert	03/03/77	150	135	CTA-86	AFT-48	1	0	0	CA
OLD ADOBE ESD SF-D-9	Cert	09/29/77	94	89	CTA-46	AFT-41	2	0	0	RD
ORANGE CENTER ESD S-R-379	Class	02/15/77	23	21	CSEA-15	- -	6	0	0	CA

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ORCUTT USD LA-R-383	Class	11/21/77	157	118	YES-97	NO-21	N/A	0	1	OS
OXNARD UHSD LA-R-426	Cert	02/08/77	491	431	CTA-264	AFT-152	15	0	0	CA
PALM SPRINGS USD LA-R-316, 317 Unit B	Class	01/07/77	50	45	Teamsters-29	CSEA-11	0	5	0	CA
PALMDALE SD LA-R-486	Cert	04/28/77	160	159	CTA-116	AFT-42	0	1	1	CA
PALO ALTO USD SF-R-21, 372 Unit A	Class	04/19/77	340	276	CSEA-258	- -	11	7	0	CA
PALO ALTO USD SF-R-21 Unit B	Class	04/19/77	209	193	CSEA-105	SEIU-73	0	15	2	CA
PALOS VERDES PEN. USD LA-R-226	Class	11/08/77	138	114	CSEA-61	PVEOE-52	1	0	1	CA
PANAMA USD LA-R-441 Unit A	Class	03/15/77	33	26	CSEA-23	SEIU-2	1	0	0	CA
PANAMA USD LA-R-441 Unit B	Class	03/15/77	40	31	CSEA-28	- -	3	0	0	CA
PANAMA USD LA-R-164	Cert	03/15/77	181	144	CTA-125	PEP-3	16	0	0	CA
PARAMOUNT USD LA-R-344	Class	10/13/77	550	183	CSEA-178	- -	5	0	7	CA

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PARAMOUNT USD LA-R-75	Cert	11/30/77	439	363	CTA-354	- -	7	2	0	RD
PASADENA CCD LA-R-612 Unit B	Class	06/23/77	98	81	Teamsters-50	ACE-9	8	2	4	CA
PASADENA CCD LA-R-612 Unit A	Class	06/23/77	249	194	None	ACE-65 CSEA-60	68	1	2	CA
PASADENA CCD LA-R-612 Unit A	Class	11/02/77	280	175	No Rep.	ACE-80	95	0	0	RO
PASADENA CCD LA-R-745	Cert	11/02/77	349	306	None	CTA-152 FSA-29	125	0	0	CA
PASADENA AREA CCD LA-R-745	Cert	12/01/77	373	304	No Rep.	CTA-149	155	0	0	RO
PASADENA USD LA-R-242, 649 Unit A	Class	03/29/77	325	216	CSEA-147	- -	66	3	0	CA
PASADENA USD LA-R-242, 649 Unit B	Class	03/29/77	660	292	CSEA-249	- -	40	3	1	CA
PASADENA USD LA-R-242 Unit C	Class	06/09/77	525	264	CSEA-224	AFSCME-29	11	0	3	CA
PASADENA USD LA-R-471	Cert	10/25/77	1210	1114	CTA-560	AFT-447 POE-43	43	21	9	CA
PENRYN ESD S-R-640 Unit A	Class	06/09/77	11	9	CSEA-6	- -	3	0	0	CA

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PENRYN ESD S-R-640 Unit B	Class	06/09/77	5	4	FTE-4	CSEA-0	0	0	1	CA
PERALTA CCD SF-R-1, 2, 238, 239, 474 Unit A	Class	10/12/77	250	183	CSEA-108	SEIU-67	7	1	0	CA
PERALTA CCD SF-R-1, 2, 238, 239, 474 Unit B	Class	10/12/77	180	86	SEIU-59	CSEA-25	0	0	0	CA
PETALUMA USD SF-R-265, 514	Cert	02/17/77	479	463	AFT-248	CTA-205	8	2	0	CA
PIERCE JUSD S-D-1	Cert	06/06/77	35	35	None	PJUEA-14	21	0	0	DE
PLEASANTON JSD SF-O-18	Cert	12/14/77	200	68	YES-68	NO-0	0	0	0	OS
POLLOCK PINES ESD S-R-332	Class	04/11/77	26	23	None	CSEA	14	0	0	CA
POWAY USD LA-R-22	Class	05/09/77	181	163	SEIU-105	CSEA-19	39	0	1	CA
RAVENSWOOD CSD SF-R-432	Class	04/13/77	213	172	CSEA-98	AFT-62	3	9	0	CA
REDWOOD CITY SD SF-R-366	Class	01/20/77	100	95	None	AFSCME-41 CSEA-46	3	2	0	CA

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REDWOOD CITY SD SF-R-366	Class	02/03/77	100	95	AFSCME-55	CSEA-40	0	0	0	RO
REDWOOD CITY SD SF-O-12	Cert	09/21/77	390	288	YES-216	NO-72	288	0	0	OS
REEF SUNSET USD S-R-194	Class	02/17/77	83	65	CSEA-58	- -	5	2	0	CA
RICHGROVE SD S-R-206	Cert	02/14/77	20	20	CTA-13	AFT-7	0	0	0	CA
RICHMOND USD SF-R-55	Cert	01/19/77	1778	1582	CTA-999	AFT-563	10	10	1	CA
RICHMOND USD SF-37, 147, 465, 466 Unit B	Class	01/10/77	266	211	CSEA-200	- -	10	1	2	CA
RICHMOND USD SF-R-37, 147, 465, 466 Unit D	Class	01/19/77	19	13	PEU-10	CSEA-3	0	0	0	CA
RICHMOND USD SF-37, 147, 476, 466 Unit A	Class	01/19/77	541	494	PEU-265	CSEA-215	5	9	2	CA
RICHMOND USD SF-R-37, 147, 465, 466 Unit C	Class	01/20/77	219	190	PEU-98	CSEA-92	0	0	1	CA
RIO HONDO CCD LA-R-556	Class	10/04/77	187	113	CSEA-111	- -	1	1	0	RD

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RIVERDALE JUESD S-D-4	Class	11/23/77	12/10	10	No Rep	SEIU-0	10	0	0	DE
SACRAMENTO CITY USD S-R-8, 234, 355, & 429 Unit D	Class	11/09/77	500	361	SEIU-246	CSEA-97	5	13	1	CA
SACRAMENTO CITY USD S-R-8, 234, 355, & 429 Unit C	Class	11/09/77	775	556	SEIU-339	CSEA-185	8	24	4	RD
SACRAMENTO CITY USD S-R-8, 234, 355, & 429 Unit B	Class	11/09/77	750	285	None	CSEA-141 SEIU-132	3	9	1	CA
SACRAMENTO CITY USD S-R-8, 234, 355, & 429 Unit A	Class	11/09/77	12	9	SEIU-8	AFSCME-0 CSEA-0	0	1	1	CA
SACRAMENTO CITY USD S-R-88	Cert	02/02/77	2300	1846	CTA-1399	AFT-371	46	30	0	CA
SALINAS UHSD SF-R-124	Cert	04/27/77	451	450	None	AFT-216 CTA-210	9	0	0	CA
SALINAS UHSD SF-R124	Cert	11/22/77	451	439	AFT-244	CTA-193	0	2	0	RO
SAN BERNARDINO CITY USD LA-R-15, 398	Class	02/03/77	328	252	CSEA-179	SEIU-69	3	1	0	CA
SAN BERNARDINO CCD LA-R-144	Class	04/29/77	165	165	CSEA-123	- -	42	0	1	CA

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SAN DIEGO CCD LA-R-669	Cert	04/27/77	1555	1104	Challenged Ballots Determin-ative	CTA-523	51	266	9	CA
SAN DIEGO CCD LA-R-173	Class	09/26/77	383	270	CEA-137	SEIU-113	20	0	8	RD
SAN DIEGO USD LA-R-89	Cert	02/04/77	5970	5251	CTA-3436	AFT-1467	322	26	24	CA
SAN DIEGO USD LA-R-167, 6, 172 Unit A	Class	05/25/77	1161	722	CEA-629	- -	93	0	6	RD
SAN DIEGO USD LA-R-167, 6, 172 Unit B	Class	05/25/77	1787	1270	None	CEA-606 SEIU-625	35	4	17	RD
SAN DIEGO USD LA-R-167, 6, 172 Unit B	Class	10/19/77	1818	1313	SEIU-727	CEA-586	0	0	19	RO
SAN DIEGUITO USD LA-R-609	Cert	03/24/77	268	248	CTA-140	AFT-105	3	0	0	CA
SAN DIEGUITO USD LA-R-610 Unit C	Class	12/14/77	115	95	CSEA-55	SEIU-35	5	0	1	RD
SAN DIEGUITO USD LA-R--610 Unit B	Class	12/14/77	54	38	CSEA-34	- -	4	0	0	RD

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SAN DIEGUITO USD LA-R-610 Unit A	Class	12/14/77	38	6	No Rep	CSEA-2	4	0	0	RD
SAN FRANCISCO USD SF-R-184	Cert	02/08/77	4970	4393	AFT-2469	CTA-1871	48	5	68	CA
SAN FRANCISCO USD SF-R-419	Supv	11/15/77	265	242	UASF-162	Teamsters-78	2	0	1	RD
SAN GABRIEL SD LA-R-240,318, 323	Class	05/26/77	124	100	Teamsters-63	CSEA-32	5	0	0	CA
SAN JOSE USD SF-R-68 Unit B	Class	03/02/77	412	155	CSEA-100	AFT-52	2	1	1	CA
SAN JOSE USD SF-R-68 Unit A	Class	03/02/77	460	390	AFSCME-259	CSEA-121	4	6	0	CA
SAN LEANDRO USD SF-R-387 Unit B	Class	03/24/77	100	92	Teamsters-68	CSEA-18	1	5	1	CA
SAN LEANDRO USD SF-R-387 Unit A	Class	05/13/77	254	193	CSEA-184	- -	8	1	0	CA
SAN LORENZO USD SF-R-6, 7, 393	Class	05/10/77	183	150	SEIU-93	CSEA-52	4	1	1	CA
SAN LORENZO USD SF-O-8	Cert	06/14/77	480	295	YES-178	NO-117	0	0	0	OS
SAN LUIS COASTAL USD LA-R-8, 401 Unit B	Class	02/25/77	163	91	CSEA-72	- -	19	0	0	CA

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SAN LUIS COASTAL USD LA-R-8, 401 Unit A	Class	02/25/77	139	128	SEIU-79	CSEA-47	2	0	0	CA
SAN LUIS COASTAL USD LA-R-255	Cert	01/28/77	496	378	CTA-272	- -	75	31	0	CA
SAN MARINO USD LA-R-267	Cert	06/02/77	167	141	CTA-108	- -	33	0	0	CA
SAN MATEO COUNTY CCD SF-R-517	Cert	11/10/77	915	729	None	CTA-331 AFT-330	41	27	0	RD
SAN MATEO COUNTY CCD SF-R-517	Cert	12/13/77	915	778	CTA-408	AFT-357	0	13	1	RO
SAN MATEO COE SF-R-145, 460 Unit B	Class	06/15/77	185	77	CSEA-69	- -	8	0	1	CA
SAN MATEO COE SF-R-145, 460 Unit A	Class	06/15/77	131	113	COKE-68	CSEA-39	2	4	0	CA
SAN MATEO COE SF-R-14	Cert	11/09/77	133	81	YES-57	NO-24	0	0	0	OS
SAN RAFAEL CITY HSD SF-R-13, 128 Unit A	Class	09/27/77	84	71	SEIU-38	CSEA-31	2	0	0	RD
SAN RAFAEL CITY HSD SF-R-13, 128 Unit B	Class	09/27/77	65	33	None	SEIU-6 CSEA-15	2	0	0	RD
SAN RAFAEL HSD SF-R-13, 128 Unit C	Class	09/27/77	90	62	CSEA-41	SEIU-7	11	3	0	RD

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SAN RAFAEL HSD SF-R-13, 128 Unit B	Class	10/27/77	54	40	CSEA-29	- -	11	0	0	RO
SAN RAMON USD SF-R-29	Class	03/10/77	139	121	SEIU-65	CSEA-47 PEU-5 Teamsters-3	1	0	0	CA
SAN RAMON USD SF-O-19	Class	12/19/77	140	107	NO-55	YES-52	N/A	0	0	OS
SAN YSIDRO SD LA-R-475	Cert	02/10/77	164	152	AFT-89	CTA-63	0	0	0	CA
SANGER USD S-R-75	Cert	10/20/77	280	252	SUTA-189	PEG-49	13	1	0	RD
SANTA BARBARA SD & SANTA BARBARA HSD LA-R-262	Cert	05/05/77	1041	947	CTA-493	AFT-440	12	2	0	CA
SANTA CLARA COE SF-R-24 Unit A	Class	03/08/77	240	164	None	CSEA-78 OPTE-75	4	7	0	CA
SANTA CLARA COE SF-R-24 Unit B	Class	03/08/77	180	125	SEIU-63	CSEA-40	3	19	0	CA
SANTA CLARA COE SF-R-24 Unit C	Class	03/08/77	215	98	CSEA-89	- -	8	1	0	CA
SANTA CLARA USD SF-R-266	Cert	10/04/77	850	764	CTA-456	AFT-222	84	2	1	RD

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SANTA CLARA USD SF-R-22	Class	05/18/77	291	248	CSEA-143	SEIU-98	0	7	0	CA
SANTA CLARITA CCD LA-R-408, D-3	Class	09/15/77	66	61	CSEA-48	COC-12	0	1	0	DE
SANTA MARIA SD LA-R-433	Cert	02/18/77	264	154	YES-124	NO-29	N/A	1	0	OS
SANTA MARIA SD LA-R-391	Class	03/04/77	293	152	YES-128	NO-18	N/A	6	0	OS
SANTA MONICA USD & SANTA MONICA CCD LA-R-176, 29, 30 Unit B	Class	03/31/77	260	201	SEIU-105	CSEA-86	5	5	2	CA
SEQUOIA UHSD SF-R-186	Cert	03/16/77	550	539	CTA-314	AFT-212	5	8	1	CA
SHASTA UHSD S-R-296 Unit A	Class	12/14/77	97	89	CSEA-48	SEIU-37	0	1	0	RD
SHASTA UHSD S-R-296 Unit B	Class	12/14/77	58	31	CSEA-28	- -	2	1	0	RD
SIERRA CCD S-R-271	Class	03/23/77	133	110	CSEA-82	SCEA-25	2	1	0	CA
SISKIYOU JOINT CCD S-R-243	Class	05/09/77	41	33	CSEA-28	- -	5	0	0	CA
SOLANO CNTY CCD SF-D-10	Class	09/23/77	105	91	CSEA-52	SEIU-38	1	0	0	RD

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SOLANO CNTY COE SF-R-302	Class	05/23/77	24	23	SEIU-19	- -	0	4	0	CA
SOLANO CNTY COE SF-R-583	Class	10/05/77	87	47	CSEA-44	- -	1	2	0	CA
SOLEDAD UESD SF-D-11	Class	09/22/77	90	75	CSEA-44	SICE-24	2	5	0	DE
SOUTH BAY USD LA-R-118	Cert	05/03/77	293	250	CTA-189	AFT-59	2	0	1	CA
SOUTH COUNTY CCD SF-R-575	Class	11/18/77	200	130	CSEA-99	- -	30	1	0	CA
STANISLAUS COE S-R-77	Cert	03/02/77	104	92	CTA-82	- -	10	0	0	CA
STATE CENTER CCD S-R-555	Cert	03/16/77	338	310	AFT-189	CTA-110	5	6	0	CA
STATE CENTER CCD S-R-186 Unit B	Class	03/16/77	69	47	None	CSEA-21 SEIU-21	5	0	1	RD
STATE CENTER CCD S-R-186 Unit B	Class	02/15/77	69	53	CSEA-33	SEIU-19	0	1	0	RO
STATE CENTER CCD S-R-186 UNit A	Class	02/15/77	237	163	CSEA-142	--	21	0	1	CA
STOCKTON USD S-R-38 Unit B	Class	02/23/77	575	247	CSEA-198	AFT-29	5	15	0	CA

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STOCKTON USD S-R-38 Unit C	Class	06/01/77	46	45	OE-26	CSEA-26	1	0	0	CA
SURPRISE VALLEY JUSD S-R-231	Cert	01/04/77	17	15	CTPPMEU-15	- -	0	0	0	CA
SWEETWATER CCD LA-R-731	Cert	09/21/77	478	365	CTA-183	AFT-154	28	0	0	CA
SWEETWATER UHSD LA-R-27, 28, 696 Unit C	Class	02/16/77	279	256	CSEA-140	SEIU-93	19	4	0	RD
SWEETWATER UHSD LA-R-27, 28, 696 Unit B	Class	02/16/77	201	179	None	SEIU-79 CSEA-76	24	0	1	RD
SWEETWATER UHSD LA-R-27, 28, 696 Unit A	Class	02/16/77	171	68	SEIU-38	CSEA-18	9	3	0	RD
SWEETWATER UHSD LA-R-27, 28, 696 Unit B	Class	03/11/77	203	171	CSEA-92	SEIU-79	0	0	1	RO
SWEETWATER UHSD LA-R-74	Cert	10/20/77	1400	1053	CTA-646	AFT-349	56	2	1	RD
TAFT UHSD LA-R-450, 20	Class	02/23/77	43	40	None	CSEA-20 SEIU-19	1	0	0	CA
TAFT UHSD LA-R-450, 20	Class	04/01/77	42	40	SEIU-21	CSEA-19	0	0	3	RO

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TEHACHAPI USD LA-R-63	Cert	02/02/77	84	82	None	CTA-40 AFT-37	5	0	0	CA
TEHACHAPI USD LA-R-63	Cert	02/16/77	85	83	CTA-43	AFT-40	0	0	0	RO
TEMPLE CITY USD LA-R-97	Cert	05/10/77	185	179	None	AFT-82 CTA-86	8	3	3	RD
TEMPLE CITY USD LA-R-97	Cert	06/07/77	192	185	CTA-99	AFT-82	0	4	0	RO
TORRANCE USD LA-R-126	Cert	03/09/77	1311	1146	CTA-698	AFT-431	17	0	5	CA
TRINITY COUNTY JUHSD S-R-330	Cert	12/13/77	38	26	NO-14	YES-12	0	0	0	OS
TULARE UHSD S-R-2	Class	06/13/77	35	22	CSEA	None	0	0	1	RD
TULARE UHSD S-R-2	Class	06/13/77	97	38	CSEA	None	10	0	6	RD
TUSTIN USD LA-R-46	Cert	03/29/77	620	586	CTA-503	- -	83	0	0	CA
TUSTIN USD LA-R-224	Class	05/04/77	490	267	CSEA-244	- -	22	1	0	CA
UNION (CITY) SD SF-R-62	Class	02/15/77	120	116	AFSCME-66	CSEA-47	3	0	0	CA

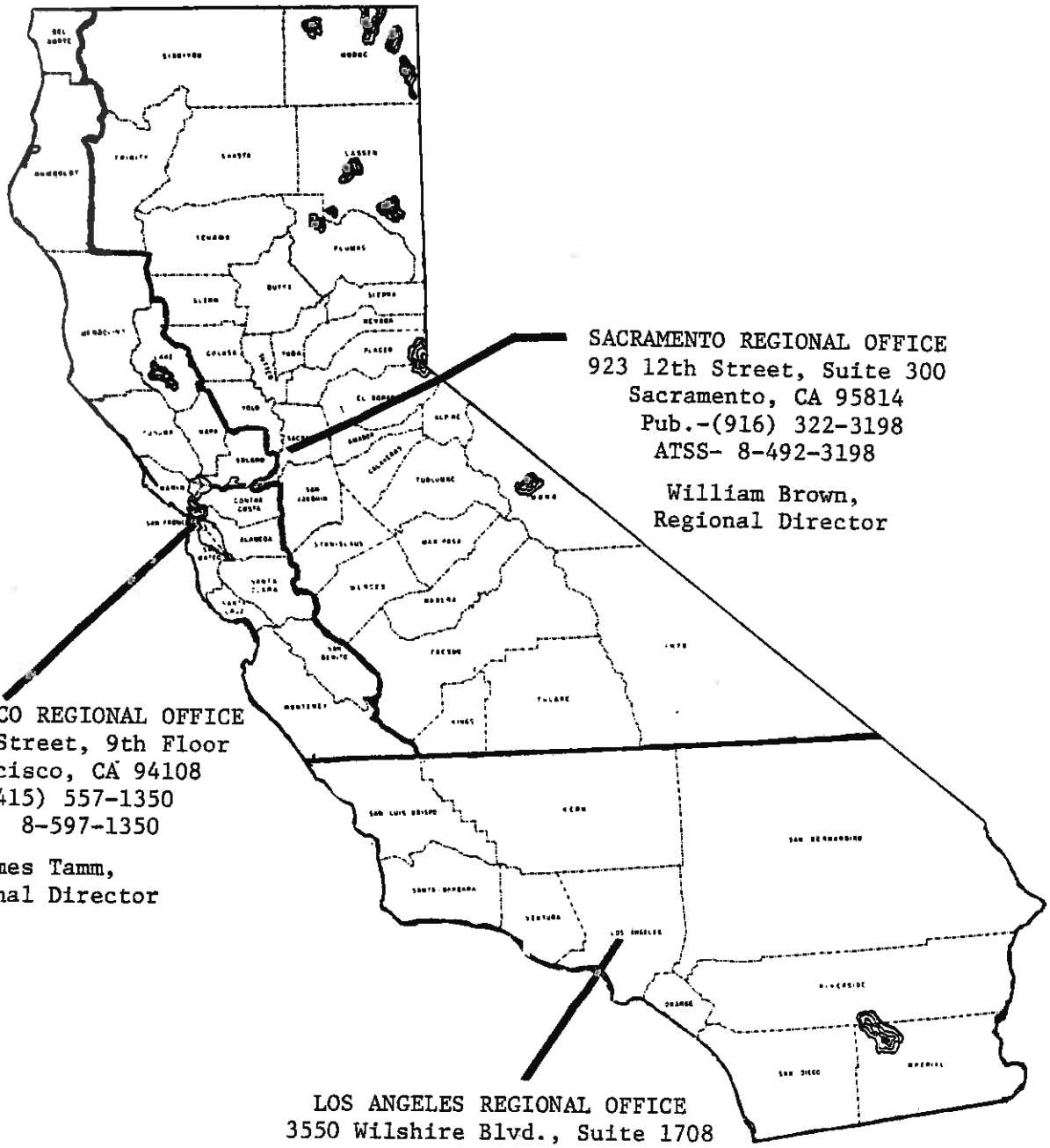
1977 ELECTION LOG

SCHOOL DISTRICT DOCKET NUMBER	TYPE OF UNIT	DATE HELD	NUMBER OF VOTERS	NUMBER OF VOTES	ORGANIZATION WITH MAJORITY	OTHER ORGANIZATIONS	VOTES FOR NO REP	CHALLENGED BALLOTS	VOID BALLOTS	TYPE OF ELECTION
VALLEJO CITY USD SF-R-218	Cert	04/27/77	680	599	CTA-454	AFT-136	4	5	0	CA
VALLEJO CITY USD SF-R-142	Class	04/27/77	180	140	PEU-107	CSEA-31	1	1	1	CA
VENTURA COUNTY CCD LA-R-156 Unit A	Class	05/05/77	269	184	CSEA-118	SEIU-53	13	0	1	CA
VENTURA COUNTY CCD LA-R-156 Unit B	Class	05/05/77	130	98	CSEA-64	SEIU-29	5	0	0	CA
VENTURA COUNTY CCD LA-R-759	Cert	05/18/77	1000	950	AFT-507	CTA-396	47	0	4	CA
VENTURA USD LA-R-24, 25, 146 Unit A	Class	04/21/77	300	247	CSEA-148	SEIU-99	0	0	5	CA
VENTURA USD LA-R-24, 25, 146 Unit B	Class	04/21/77	193	91	CSEA-52	SEIU-34	5	0	10	CA
VISALIA USD S-R-209	Class	03/29/77	20	19	SEIU-10	CSEA-2	7	0	0	RD
WEST HILLS CCD S-R-442	Cert	04/20/77	50	49	CTA-34	AFT-13	2	0	0	CA
WEST VALLEY JCCD SF-R-69 Unit B	Class	05/27/77	76	48	CSEA-42	- -	6	0	0	CA
WEST VALLEY JCCD SF-R-6 Unit A9	Class	05/27/77	140	93	CSEA-81	- -	12	0	0	CA

1977 ELECTION LOG

SCHOOL DISTRICT DOCKET NUMBER	TYPE OF UNIT	DATE HELD	NUMBER OF VOTERS	NUMBER OF VOTES	ORGANIZATION WITH MAJORITY	OTHER ORGANIZATIONS	VOTES FOR NO REP	CHALLENGED BALLOTS	VOID BALLOTS	TYPE OF ELECTION
WESTMINSTER SD LA-R-117	Cert	03/10/77	431	384	CTA-292	- -	92	0	0	CA
WILLITS USD SF-R-475	Cert	04/11/77	102	67	YES-48	NO-19	0	0	0	CA
WILLITS USD SF-R-527	Class	09/26/77	50	27	CSEA-20	- -	7	0	0	CA

Regional Office Jurisdictions



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