

STATE OF CALIFORNIA  
DECISION OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD



KATHY ALDERN, JO ANN CHRISTINA,  
DALE R. DISHAROON, GARY STEVEN DITTA,  
GARY NEWELL FOREMAN, SIV GARROD,  
RUBY LAM, XIAOQING LI,  
STEPHANIE LYNN MOUNT,  
HEATHER MERI OAKLEY,  
ROBERT ELLIS PARKS,  
SHARON WALKER STANFIELD,  
JOSEPH B. STAGG, RODNEY N. TROUT,  
JUN ZHAO, LEONIDES B. SAYSON,  
ANNE BASILE NIEVES, OTTILLIA J. BIER,  
PETER BAIRD BILLINGS,  
SANDRA DORIS BRAUN,  
KATHLEEN DONNELLY, MICHAEL L. FOX,  
PATRICIA FAY HASEGAWA,  
HAMMON DALE HUMPHRIES,  
NONNA KONDRATENKO,  
ELIZABETH ROSE MILLER, NGHIA NGUYEN,  
ANDREA KALKHOF-THOR,  
DEBORAH LOU ZMARZLY, ZHEN YE,  
STEVEN J. WEAVER, HAO TRINH,  
KAIZHI GUO SHARMAN,  
CATHERINE ANN O'HARRA, YUKIKO AOCHI,  
KATHERINA L. CARTER, RUI SHENG CHANG,  
ADAM COREY COX, JOHN R. DARSOW,  
LAUREL A. DAVIS, CAROL ASIMOW GRAY,  
TODD ALLEN HERMAN, JANE CAROL HINES,  
NINA HUMPHRIES, CHI SUNG KIM,  
SHERRY L. MCCANN, MIHAELA E. NISTOR,  
FRED ARROYO OSEGUERA, MABEL PANG,  
JODY MICHELLE ROBERTS,  
THOMAS F. SHEA, VANDANA SINGH,  
ANDREW SZAJCZYK, DENNIS TA,  
IAN CHARLES TOPHAM,  
RANDAL GERARD UNWIN,  
RATKO DRAGOMIR VASIC,  
  
MIGUEL VILCHEZ, JENNIFER M. WANG,

Charging Parties,

v.

UPTE, CWA LOCAL 9119,

Respondent.

Case Nos. LA-CO-104-H, LA-CO-105-H,  
LA-CO-106-H, LA-CO-107-H,  
LA-CO-108-H, LA-CO-109-H,  
LA-CO-110-H, LA-CO-112-H,  
LA-CO-113-H,  
LA-CO-114-H,  
LA-CO-115-H,  
LA-CO-116-H,  
LA-CO-117-H, LA-CO-118-H,  
LA-CO-119-H, LA-CO-120-H,  
LA-CO-122-H, LA-CO-124-H,  
LA-CO-125-H,  
LA-CO-126-H,  
LA-CO-130-H, LA-CO-132-H;  
LA-CO-133-H,  
LA-CO-135-H,  
LA-CO-138-H,  
LA-CO-140-H, LA-CO-141-H,  
LA-CO-142-H,  
LA-CO-143-H, LA-CO-144-H,  
LA-CO-146-H, LA-CO-147-H,  
LA-CO-150-H,  
LA-CO-153-H, LA-CO-154-H,  
LA-CO-157-H, LA-CO-158-H,  
LA-CO-160-H, LA-CO-161-H,  
LA-CO-162-H, LA-CO-163-H,  
LA-CO-164-H, LA-CO-165-H,  
LA-CO-166-H, LA-CO-167-H,  
LA-CO-170-H, LA-CO-172-H,  
LA-CO-173-H, LA-CO-174-H,  
LA-CO-176-H,  
LA-CO-178-H, LA-CO-180-H,  
LA-CO-181-H, LA-CO-182-H,  
LA-CO-183-H,  
LA-CO-184-H,  
LA-CO-185-H,  
LA-CO-186-H, LA-CO-187-H

PERB Decision No. 1792-H

December 30, 2005

Appearances: Werner Witke, Representative, for Kathy Aldera, et al.; Leonard Carder by Margot Rosenberg, Attorney, for UPTE, CWA Local 9119.

Before Duncan, Chairman; Shek and McKeag, Members.

### DECISION

DUNCAN, Chairman: This case is before the Public Employment Relations Board (PERB or Board) on appeal by Kathy Aldern, et al. (Charging Parties) of a Board agent's dismissal of their unfair practice charges. The charges are the same in a number of cases filed by Werner Witke on behalf of numerous individuals. In each case the charge is the same and the cases captioned above have been addressed together by the Office of the General Counsel and the parties. The charges allege that UPTE, CWA Local 9119 (UPTE) violated the Higher Education Employer-Employee Relations Act (HEERA).<sup>1</sup>

Charging Parties allege that UPTE has violated HEERA by collecting agency fees prior to providing Hudson<sup>2</sup> notices to nonmembers and benefiting from an interest free loan at the expense of Charging Parties for the period between collection and refund of the challenged agency fees. Just as in UPTE, CWA Local 9119 (Abernathy) (2005) PERB Decision No. 1784-H (UPTE (Abernathy)), the parties in this case allege that this is a violation of PERB Regulation 32992<sup>3</sup> which requires that written notice be sent/distributed to nonmembers at least 30 days prior to collection of agency fees and that fees subject to objection shall be placed in an escrow account as set forth in PERB Regulation 32995.

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<sup>1</sup>HEERA is codified at Government Code section 3560, et seq.

<sup>2</sup>Chicago Teachers Union. Local No. 1 v. Hudson (1986) 475 U.S. 292 [121 LRRM 2793] (Hudson).

<sup>3</sup>PERB regulations are codified at California Code of Regulations, title 8, section 31001, et seq.

The Board agent dismissed the unfair practice charges for lack of standing based on the Board's decision in California Nurses Association (O'Malley') (2004) PERB Decision No. 1673-H (CNA (O'Malley)).

We have reviewed the complete record in this case, including, but not limited to, the initial unfair practice charges, the warning and dismissal letters, Charging Parties' appeal and UPTE's response to the appeal. We find that CNA (O'Malley) is not applicable here as the charging party in that case is not an agency fee payer. The Charging Parties here are agency fee payers and as such have standing. The essential facts alleged must be taken as true.<sup>4</sup>

Following the reasons set forth in UPTE (Abernathy), this case is referred to the Office of the General Counsel for a complaint to issue. There are several cases with the same facts and they shall be consolidated by the Office of the General Counsel. These cases as currently captioned are:

Leslie Diane Abrams Carter (Case No. LA-CO-189-H), Jennifer Marie Novak (Case No. LA-CO-192-H), Joseph P. Sanding (Case No. LA-CO-193-H), David Fredrick Weiner (Case No. LA-CO-194-H), Chalermchai Chaloyphian (Case No. LA-CO-196-H), Barbara Jane Dillon (Case No. LA-CO-197-H), Sasa Maslesa Galic (Case No. LA-CO-198-H), Suzanne M. Vega (Case No. LA-CO-199-H), John Malvin Neil (Case No. LA-CO-200-H), Pascal Oevering (Case No. LA-CO-201-H), Michi Yamamoto (Case No. LA-CO-202-H), Judith Berezky (Case No. SA-CO-25-H), Jean Shepard (Case No. SA-CO-26-H), Mahvash Sigaroudinia (Case No. SF-CO-85-H), Christina Petersen Ahn (Case No. SF-CO-86-H), Nikita Yakubovich (Case No. SF-CO-87-H), Mara Crovello (Case No. SF-CO-88-H), Samantha Zhu (Case No. SF-CO-89-H), King Chiu (Case No. SF-CO-90-H), Hamid Nor (Case No. SF-CO-91-H), Martha Costas-Lippmann (Case No. SF-CO-92-H), Vernita Ares (Case No. SF-CO-93-H).

Ivan B. Lee (Case No. LA-CO-191-H)

Francisco Chanes (Case No. LA-CO-204-H), Fanor Bohorquez (Case No. LA-CO-208-H), Gregory Montez (Case No. LA-CO-218-H), Rebecca K. Harper (Case No. LA-CO-220-H), Charles Roger Stearns (Case No. LA-CO-221-H), Jay Scott Murphy (Case No. LA-CO-224-H), Linda V. Hall (Case No. LA-CO-233-H)

Nicolette Van Sluis (Case No. LA-CO-213-H)

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<sup>4</sup>Golden Plains Unified School District (2002) PERB Decision No. 1489.

Gregory F. Welch (Case No. LA-CO-226-H), Julie B. Blix (Case No. LA-CO-230-H)

Leanne Gill (Case No. SA-CO-27-H), Betty Diane Richter (Case No. SA-CO-28-H), Peggy Bledsoe (Case No. SA-CO-29-H), Mika P. Tolson (Case No. SA-CO-30-H), Sharon Oltjen (Case No. SA-CO-31-H), Theresa M. Harrington (Case No. SA-CO-32-H), Melvin T. Imai (Case No. SA-CO-33-H), Debra V. Aldridge (Case No. SA-CO-36-H), Vera I. Perez (Case No. SA-CO-38-H), Mary J. Williams (Case No. SA-CO-39-H), Andrea Elizabeth Packham (Case No. SA-CO-41-H), Shizuo George Kamita (Case No. SA-CO-42-H), Brenda B. Cameron (Case No. SA-CO-43-H)

Robert Leslie Brooks (Case No. SA-CO-34-H)

Sharon Boylan (Case No. SA-CO-35-H)

Christine E. Joshel (Case No. SA-CO-37-H)

Janice Hatchell Cooper (Case No. SA-CO-45-H)

Lana Widman (Case No. SA-CO-46-H)

Stephanie Abernathy (Case No. LA-CO-123-H), Carolyn G. Lem (Case No. LA-CO-152-H, Xiaoqing Qu (Case No. LA-CO-168-H)

#### ORDER

The Public Employment Relations Board REMANDS the unfair practice charges in Case Nos. LA-CO-104-H, LA-CO-105-H, LA-CO-106-H, LA-CO-107-H, LA-CO-108-H, LA-CO-109-H, LA-CO-110-H, LA-CO-112-H, LA-CO-113-H, LA-CO-114-H, LA-CO-115-H, LA-CO-116-H, LA-CO-117-H, LA-CO-118-H, LA-CO-119-H, LA-CO-120-H, LA-CO-122-H, LA-CO-124-H, LA-CO-125-H, LA-CO-126-H, LA-CO-130-H, LA-CO-132-H, LA-CO-133-H, LA-CO-135-H, LA-CO-138-H, LA-CO-140-H, LA-CO-141-H, LA-CO-142-H, LA-CO-143-H, LA-CO-144-H, LA-CO-146-H, LA-CO-147-H, LA-CO-150-H, LA-CO-153-H, LA-CO-154-H, LA-CO-157-H, LA-CO-158-H, LA-CO-160-H, LA-CO-161-H, LA-CO-162-H, LA-CO-163-H, LA-CO-164-H, LA-CO-165-H, LA-CO-166-H, LA-CO-167-H, LA-CO-170-H, LA-CO-172-H, LA-CO-173-H, LA-CO-174-H, LA-CO-176-H, LA-CO-178-H, LA-CO-180-H, LA-CO-181-H, LA-CO-182-H, LA-CO-183-H, LA-CO-184-H, LA-CO-185-H, LA-CO-186-H and LA-CO-187-H to the Office of the General Counsel for a complaint to issue and for consolidation with Case Nos. LA-CO-123-H, LA-CO-152-H, LA-CO-168-H, LA-CO-189-H, LA-CO-191-H,

LA-CO-192-H, LA-CO-193-H, LA-CO-194-H, LA-CO-196-H, LA-CO-197-H, LA-CO-198-H,  
LA-CO-199-H, LA-CO-200-H, LA-CO-201-H, LA-CO-202-H, LA-CO-204-H, LA-CO-208-H,  
LA-CO-213-H, LA-CO-218-H, LA-CO-220-H, LA-CO-221-H, LA-CO-224-H, LA-CO-226-H,  
LA-CO-230-H, LA-CO-233-H, SA-CO-25-H, SA-CO-26-H, SA-CO-27-H, SA-CO-28-H,  
SA-CO-29-H, SA-CO-30-H, SA-CO-31-H, SA-CO-32-H, SA-CO-33-H, SA-CO-34-H,  
SA-CO-35-H, SA-CO-36-H, SA-CO-37-H, SA-CO-38-H, SA-CO-39-H, SA-CO-41-H,  
SA-CO-42-H, SA-CO-43-H, SA-CO-45-H, SA-CO-46-H, SF-CO-85-H, SF-CO-86-H,  
SF-CO-87-H, SF-CO-88-H, SF-CO-89-H, SF-CO-90-H, SF-CO-91-H, SF-CO-92-H and

Members Shek and McKeag joined in this Decision.