

REPRESENTATION HISTORY CHECKLIST



A. REPRESENTATION HISTORY

1. Did the pre-collective bargaining system allow employee organizations to represent specific groups of employees or were they required to represent all employees (e.g., all classified, all certificated, all at a campus)?
2. If a pre-collective bargaining system did not mandate wall-to-wall representation, for how long and for what purposes has the employee organization represented the employees at issue (e.g., salary proposals, full gamut of negotiable issues, grievances processed)?
3. Was the representation of employees within a framework unilaterally established by the employer?

B. EXTENT OF ORGANIZATION

1. How many incumbents are in the positions/classifications in the proposed unit?
2. How many of the petitioned-for employees are members of the petitioning employee organization?
3. If applicable, how many employees are in the established unit? How many of those employees are members of the current exclusive representative?
4. Have the employees in the positions/classifications at issue historically been members of the organization(s) involved in the instant proceeding? Explain.

C. NEGOTIATING HISTORY

1. Describe the history of collective bargaining. For how long?
2. Was the established unit stipulated to or created through litigation? If litigated, was the record "fully developed"? Was the unit created by final decision of a hearing officer or the Board itself?
3. Has the established unit been expanded or otherwise significantly modified?

4. How many collective bargaining agreements have been negotiated covering the employees at issue? What were their effective and ending dates?
5. Has joint or coalition bargaining occurred?
6. Are certain provisions of any current contract unique to a particular group(s) of employees? Any other evidence that a particular group(s) has been given special attention?
7. What evidence exists as to the extent of employee dissatisfaction with the current representative (e.g., other petitions, extent of membership in exclusive representative by petitioned-for employees as compared to other employees)?

WHERE APPROPRIATE, THIS CHECKLIST SHOULD BE USED IN CONJUNCTION WITH THE SEVERANCE CHECKLIST (PERB-876).