INFORMATION FOR FACULTY & PRINCIPAL INVESTIGATORS REGARDING UNION ORGANIZING CAMPAIGNS

What part do Faculty/Principal Investigators play in the process?
Faculty/Principal Investigators have two legitimate interests in the representation process:
- To ensure that GSRs have the opportunity to make an informed choice.
- To ensure that the representation process does not interfere with the education of and research by GSRs:
  - Faculty/Principal Investigators may not interfere with or opine on a GSR’s right to choose whether or not to be represented by a union.
  - This prohibition applies only to Faculty/Principal Investigators – GSRs are free to debate amongst themselves the pros and cons of unionization.

Communicating with GSRs: What is permitted?
- Faculty/Principal Investigators may present factual information to GSRs so they may make an informed choice. So long as the Faculty/Principal Investigators’ communication is factual and not speculative, the Faculty/Principal Investigators may Stress that the University’s policy is to assist GSRs to make an informed choice based on the facts of representation, not to influence or interfere with that choice.
- Encourage GSRs to look at the facts, speak freely and ask questions. You may refer GSRs to the following web site for more information regarding collective bargaining: [http://ucnet.universityofcalifornia.edu/labor/faq.html](http://ucnet.universityofcalifornia.edu/labor/faq.html)
- Provide, as the organizing or election process moves forward, FAQ sheets and other informational material to GSRs provided to you by Academic Personnel, Graduate Division or Employee & Labor Relations.
- If you do not know the answer to a question, or are not sure, we encourage you to confer with Employee & Labor Relations, x4119, before you respond.

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<th>Faculty/Principal Investigators</th>
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<td><strong>YOU SHOULD</strong> continue to operate normally during this period.</td>
<td><strong>YOU MAY NOT</strong> threaten retaliation against GSRs for exercising their rights under the Higher Education Employer-Employee Relations Act (HEERA).</td>
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<td><strong>YOU MAY</strong> advise GSRs that their involvement in union organizing activity or campaigning will not subject them to retaliation.</td>
<td><strong>YOU MAY NOT</strong> question GSRs about union activities or preferences.</td>
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<td><strong>YOU MAY NOT</strong> make promises to GSRs in exchange for their support or opposition of union organizing or activities.</td>
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