Faculty/Principal Investigators/Supervisor Information
Academic Researcher – Union Organizing Activity

What part do Faculty/Principal Investigators/Supervisors play in the process?
Faculty/Principal Investigators/Supervisors have two legitimate interests in the representation process:

- To ensure that Academic Researchers have the opportunity to make an informed choice.
- To ensure that the representation process does not interfere with research by Academic Researchers:
  - Faculty/Principal Investigators/Supervisors may not interfere with or opine on an Academic Researcher’s right to choose whether or not to be represented by a union.
  - This prohibition applies only to Faculty/Principal Investigators/Supervisors – Academic Researchers are free to debate amongst themselves the pros and cons of unionization.

Communicating with Academic Researchers: What is permitted?

- Faculty/Principal Investigators/Supervisors may present factual information to Academic Researchers so they may make an informed choice. So long as the Faculty/Principal Investigator’s/Supervisor’s communication is factual and not speculative, the Faculty/Principal Investigators/Supervisor may stress that the University’s policy is to assist Academic Researchers to make an informed choice based on the facts of representation, not to influence or interfere with that choice.
- Encourage Academic Researchers to look at the facts, speak freely and ask questions. You may refer Academic Researchers to the following web site for more information regarding collective bargaining: http://ucnet.universityofcalifornia.edu/labor/faq.html
- Provide, as the organizing or election process moves forward, FAQ sheets and other informational material to Academic Researchers provided to you by Academic Personnel 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/Supervisors May:</th>
<th>Faculty/Principal Investigators/Supervisors May NOT:</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 Academic Researchers for exercising their rights under the Higher Education Employer- Employee Relations Act (HEERA).</td>
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<td>➢ <strong>YOU MAY</strong> advise Academic Researchers that their involvement in union organizing activity or campaigning will not subject them to retaliation.</td>
<td>➢ <strong>YOU MAY NOT</strong> question Academic Researchers about union activities or preferences.</td>
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<td>➢ <strong>YOU MAY NOT</strong> make promises to Academic Researchers in exchange for their support or opposition of union organizing or activities.</td>
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