

UC AND UPTE STATEMENT OF PRINCIPLES
Administrative Professional Representation Election

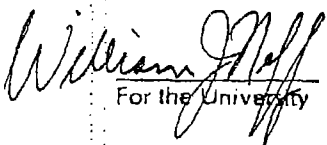
The University of California ("UC") and University Professional and Technical Employees ("UPTE") adopt the following principles with respect to the representation election in which administrative professional employees will decide, by secret ballot vote, whether or not to select UPTE as their representative in dealing with UC over terms and conditions of employment.

The University and UPTE will take a positive approach to the rights of employees under HEERA to exercise free choice in deciding whether they wish to select UPTE as their exclusive representative.

UC and UPTE's communications concerning the election will be consistent with the principles of this agreement.

- The University neither supports nor opposes the selection of UPTE as exclusive representative of administrative professionals.
- Both UC and UPTE encourage all eligible voters to vote and cast an informed ballot.
- UC supports the right of administrative professionals to freely choose whether they wish to select UPTE as their exclusive representative in a secret ballot election conducted by PERB.
- UC and UPTE support the right of hospital administrative professionals to select a hospital only bargaining unit, consisting only of hospital administrative professionals.
- In the event Administrative Professional employees select UPTE as their bargaining representative in a secret ballot vote, UC and UPTE are committed to a constructive collective bargaining relationship and will bargain in good faith.
- UPTE agrees that its campaign will be conducted in a constructive and positive manner which is based on the positive aspects of UPTE representation and the benefits of having a collective voice and authority to protect and gain improvements in the terms and conditions of work for UC employees represented by UPTE.
- UC and UPTE will not misrepresent to employees facts and circumstances of their UC employment or UPTE's representation of UC employees.

UC and UPTE will post these principles on their respective websites.


For the University 12/3/03
Date


For UPTE 12/13
Date