

**Introduced by Senator Hancock**

**(Coauthors: Senators Beall, Block, Corbett, Price, and Yee)**

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Pan, Skinner, and Yamada)

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An act to amend Section 3562 of the Government Code, relating to higher education employees.

LEGISLATIVE COUNSEL'S DIGEST

SB 259, as introduced, Hancock. Higher Education Employer-Employee Relations Act: employees.

Existing law, known as the Higher Education Employer-Employee Relations Act, contains provisions relating to employer-employee relations between the state and the employees of state institutions of higher education, including the University of California and the California State University, as well as the Hastings College of the Law. These provisions assign major responsibilities for implementation to the Public Employment Relations Board.

Under the act, an “employee” or “higher education employee” is defined as any employee of the Regents of the University of California, the Directors of the Hastings College of the Law, or the Trustees of the California State University. The act further provides that the board may find student employees whose employment is contingent on their status as students are employees only if the services they provide are unrelated to their educational objectives, or that those educational objectives are subordinate to the services they perform and that coverage under this act would further the purposes of the act.

This bill would provide that student employees whose employment is contingent upon their status as students are employees or higher education employees for purposes of the act.

The act prohibits “scope of representation,” for purposes of the University of California only, from including, among other things, conditions for the award of certificates and degrees to students.

This bill would provide that the conditions for the award of certificates and degrees to students that are outside of the scope of representation include what is required for students to achieve satisfactory progress toward their degrees.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

*The people of the State of California do enact as follows:*

1 SECTION 1. The Legislature finds and declares all of the  
2 following:

3 (a) A majority of student employees employed by the University  
4 of California, Hastings College of the Law, and the California  
5 State University have been granted the opportunity for collective  
6 bargaining under the Higher Education Employer-Employee  
7 Relations Act (HEERA).

8 (b) It is the intent of the Legislature to expand the definition of  
9 employee under HEERA to include certain student employees who  
10 previously had been denied collective bargaining rights.

11 (c) It is the intent of the Legislature to maintain collective  
12 bargaining rights for those student employees who currently have  
13 those rights.

14 SEC. 2. Section 3562 of the Government Code is amended to  
15 read:

16 3562. As used in this chapter:

17 (a) “Arbitration” means a method of resolving a rights dispute  
18 under which the parties to a controversy must accept the award of  
19 a third party.

20 (b) “Board” means the Public Employment Relations Board  
21 established pursuant to Section 3513.

22 (c) “Certified organization” means an employee organization  
23 that has been certified by the board as the exclusive representative  
24 of the employees in an appropriate unit after a proceeding under  
25 Article 5 (commencing with Section 3573).

1 (d) “Confidential employee” means any employee who is  
2 required to develop or present management positions with respect  
3 to meeting and conferring or whose duties normally require access  
4 to confidential information which contributes significantly to the  
5 development of those management positions.

6 (e) “Employee” or “higher education employee” means any  
7 employee, *including student employees whose employment is*  
8 *contingent on their status as students*, of the Regents of the  
9 University of California, the Directors of the Hastings College of  
10 the Law, or the Trustees of the California State University.  
11 However, managerial and confidential employees and employees  
12 whose principal place of employment is outside the State of  
13 California at a worksite with 100 or fewer employees shall be  
14 excluded from coverage under this chapter. ~~The board may find~~  
15 ~~student employees whose employment is contingent on their status~~  
16 ~~as students are employees only if the services they provide are~~  
17 ~~unrelated to their educational objectives, or that those educational~~  
18 ~~objectives are subordinate to the services they perform and that~~  
19 ~~coverage under this chapter would further the purposes of this~~  
20 ~~chapter.~~

21 (f) (1) “Employee organization” means any organization of any  
22 kind in which higher education employees participate and that  
23 exists for the purpose, in whole or in part, of dealing with higher  
24 education employers concerning grievances, labor disputes, wages,  
25 hours, and other terms and conditions of employment of employees.  
26 An organization that represents one or more employees whose  
27 principal worksite is located outside the State of California is an  
28 employee organization only if it has filed with the board and with  
29 the employer a statement agreeing, in consideration of obtaining  
30 the benefits of status as an employee organization pursuant to this  
31 chapter, to submit to the jurisdiction of the board. The board shall  
32 promulgate the form of the statement.

33 (2) “Employee organization” shall also include any person that  
34 an employee organization authorizes to act on its behalf. An  
35 academic senate, or other similar academic bodies, or divisions  
36 thereof, shall not be considered employee organizations for the  
37 purposes of this chapter.

38 (g) “Employer” or “higher education employer” means the  
39 regents in the case of the University of California, the directors in  
40 the case of the Hastings College of the Law, and the trustees in

1 the case of the California State University, including any person  
2 acting as an agent of an employer.

3 (h) “Employer representative” means any person or persons  
4 authorized to act on behalf of the employer.

5 (i) “Exclusive representative” means any recognized or certified  
6 employee organization or person it authorizes to act on its behalf.

7 (j) “Impasse” means that the parties have reached a point in  
8 meeting and conferring at which their differences in positions are  
9 such that further meetings would be futile.

10 (k) “Managerial employee” means any employee having  
11 significant responsibilities for formulating or administering policies  
12 and programs. No employee or group of employees shall be  
13 deemed to be managerial employees solely because the employee  
14 or group of employees participates in decisions with respect to  
15 courses, curriculum, personnel, and other matters of educational  
16 policy. A department chair or head of a similar academic unit or  
17 program who performs the foregoing duties primarily on behalf  
18 of the members of the academic unit or program shall not be  
19 deemed a managerial employee solely because of those duties.

20 (l) “Mediation” means the efforts of a third person, or persons,  
21 functioning as intermediaries, to assist the parties in reaching a  
22 voluntary resolution to an impasse.

23 (m) “Meet and confer” means the performance of the mutual  
24 obligation of the higher education employer and the exclusive  
25 representative of its employees to meet at reasonable times and to  
26 confer in good faith with respect to matters within the scope of  
27 representation and to endeavor to reach agreement on matters  
28 within the scope of representation. The process shall include  
29 adequate time for the resolution of impasses. If agreement is  
30 reached between representatives of the higher education employer  
31 and the exclusive representative, they shall jointly prepare a written  
32 memorandum of the understanding, which shall be presented to  
33 the higher education employer for concurrence. However, these  
34 obligations shall not compel either party to agree to any proposal  
35 or require the making of a concession.

36 (n) “Person” means one or more individuals, organizations,  
37 associations, corporations, boards, committees, commissions,  
38 agencies, or their representatives.

39 (o) “Professional employee” means:

1 (1) Any employee engaged in work: (A) predominantly  
2 intellectual and varied in character as opposed to routine mental,  
3 manual, mechanical, or physical work; (B) involving the consistent  
4 exercise of discretion and judgment in its performance; (C) of a  
5 character so that the output produced or the result accomplished  
6 cannot be standardized in relation to a given period of time; and  
7 (D) requiring knowledge of an advanced type in a field of science  
8 or learning customarily acquired by a prolonged course of  
9 specialized intellectual instruction and study in an institution of  
10 higher learning or a hospital, as distinguished from a general  
11 academic education or from an apprenticeship or from training in  
12 the performance of routine mental, manual, or physical processes.

13 (2) Any employee who: (A) has completed the courses of  
14 specialized intellectual instruction and study described in  
15 subparagraph (D) of paragraph (1), and (B) is performing related  
16 work under the supervision of a professional person to qualify  
17 himself or herself to become a professional employee as defined  
18 in paragraph (1).

19 (p) “Recognized organization” means an employee organization  
20 that has been recognized by an employer as the exclusive  
21 representative of the employees in an appropriate unit pursuant to  
22 Article 5 (commencing with Section 3573).

23 (q) (1) For purposes of the University of California only, “scope  
24 of representation” means, and is limited to, wages, hours of  
25 employment, and other terms and conditions of employment. The  
26 scope of representation shall not include any of the following:

27 (A) Consideration of the merits, necessity, or organization of  
28 any service, activity, or program established by law or resolution  
29 of the regents or the directors, except for the terms and conditions  
30 of employment of employees who may be affected thereby.

31 (B) The amount of any fees that are not a term or condition of  
32 employment.

33 (C) Admission requirements for students, conditions for the  
34 award of certificates and degrees to students, *which include what*  
35 *is required for students to achieve satisfactory progress toward*  
36 *their degrees*, and the content and supervision of courses, curricula,  
37 and research programs, as those terms are intended by the standing  
38 orders of the regents or the directors.

39 (D) Procedures and policies to be used for the appointment,  
40 promotion, and tenure of members of the academic senate, the

1 procedures to be used for the evaluation of the members of the  
2 academic senate, and the procedures for processing grievances of  
3 members of the academic senate. The exclusive representative of  
4 members of the academic senate shall have the right to consult  
5 and be consulted on matters excluded from the scope of  
6 representation pursuant to this subparagraph. If the academic senate  
7 determines that any matter in this subparagraph should be within  
8 the scope of representation, or if any matter in this subparagraph  
9 is withdrawn from the responsibility of the academic senate, the  
10 matter shall be within the scope of representation.

11 (2) All matters not within the scope of representation are  
12 reserved to the employer and may not be subject to meeting and  
13 conferring, provided that nothing herein may be construed to limit  
14 the right of the employer to consult with any employees or  
15 employee organization on any matter outside the scope of  
16 representation.

17 (r) (1) For purposes of the California State University only,  
18 “scope of representation” means, and is limited to, wages, hours  
19 of employment, and other terms and conditions of employment.  
20 The scope of representation shall not include:

21 (A) Consideration of the merits, necessity, or organization of  
22 any service, activity, or program established by statute or  
23 regulations adopted by the trustees, except for the terms and  
24 conditions of employment of employees who may be affected  
25 thereby.

26 (B) The amount of any student fees that are not a term or  
27 condition of employment.

28 (C) Admission requirements for students, conditions for the  
29 award of certificates and degrees to students, and the content and  
30 conduct of courses, curricula, and research programs.

31 (D) Criteria and standards to be used for the appointment,  
32 promotion, evaluation, and tenure of academic employees, which  
33 shall be the joint responsibility of the academic senate and the  
34 trustees. The exclusive representative shall have the right to consult  
35 and be consulted on matters excluded from the scope of  
36 representation pursuant to this subparagraph. If the trustees  
37 withdraw any matter in this subparagraph from the responsibility  
38 of the academic senate, the matter shall be within the scope of  
39 representation.

1 (E) The amount of rental rates for housing charged to California  
2 State University employees.  
3 (2) All matters not within the scope of representation are  
4 reserved to the employer, and may not be subject to meeting and  
5 conferring, provided that nothing herein may be construed to limit  
6 the right of the employer to consult with any employees or  
7 employee organization on any matter outside the scope of  
8 representation.

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