



CAPT files UPC with PERB for unlawful employer conduct at PSH

CAPT activists at Patton State Hospital are using the Unfair Practice Charge (UPC) process to enforce members' rights and state law. A UPC is essentially a lawsuit against management claiming violations of state labor laws. An Unfair Practice Charge can go both ways—it can be committed by either an employer or a union.

In this case, CAPT attorney Sean Bedrosian filed a UPC with the California Public Employment Relations Board (PERB) against PSH for interfering in union-related activities. Specifically, two CAPT representatives and members of the Patton Chapter were investigated and questioned about lawful conduct related to their union activities with a member.

The UPC filed by CAPT cites the Dills Act, which governs, for California state employees, the process for determining wages, hours and terms and conditions of employment, formalizes, and outlines the collective bargaining process and employees' union representation rights.

The PERB provides the following examples of unlawful employer conduct:

- ▶ *coercive questioning of employees regarding their union activity;*
- ▶ *threatening employees or discriminating against employees because they participated in union activities;*
- ▶ *promising benefits to employees if they refuse to participate in union activity.*



UPCs are important because they enable our members to hold the state accountable to the Dills Act. CAPT will keep you posted as this case develops. If you have any questions or would like more information, please contact the Patton Chapter at **(909) 864-1610**.