



**PERB**  
California Public Employment  
Relations Board

Los Angeles Regional Office  
425 W. Broadway, Suite 400  
Glendale, CA, 91204-1269  
Telephone: (818) 696-6351



March 7, 2023

Jennifer Keating, Attorney  
Leonard Carder, LLP  
1999 Harrison Street, Suite 2700  
Oakland, CA 94612

Sandra McDonough, Attorney  
Paul Plevin Quarles  
101 West Broadway, Ninth Floor  
San Diego, CA 92101

Re: *University Council-American Federation of Teachers v. Regents of the  
University of California (Los Angeles)*  
Unfair Practice Charge No. LA-CE-1384-H  
**COMPLAINT**

Dear Parties:

The Office of the General Counsel has issued the enclosed COMPLAINT in the above-entitled matter. The Respondent is required to file an **ANSWER** within twenty (20) calendar days from the date of service of the COMPLAINT, pursuant to PERB Regulation 32644.<sup>1</sup> The required contents of the **ANSWER** are described in PERB Regulation 32644(b).

If you have not filed a Notice of Appearance form, one should be completed and returned with your **ANSWER**. Please be aware that once legal counsel is designated, PERB will only correspond with that individual(s).

An informal settlement conference will be scheduled shortly. Please direct all inquiries, filings and correspondence to the undersigned. Designated legal counsel who do not attend the Informal Conference for any reason, must designate in writing consent that the meeting go forward in their absence, including, but not limited to the

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<sup>1</sup> PERB's Regulations are codified at California Code of Regulations, title 8, section 31001 et seq. The text of PERB's Regulations may be found at [www.perb.ca.gov](http://www.perb.ca.gov).

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execution of a settlement agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'DSS', with a stylized flourish at the end.

Diana Suarez  
Regional Attorney

DSS

Enclosure

STATE OF CALIFORNIA

PUBLIC EMPLOYMENT RELATIONS BOARD



UNIVERSITY COUNCIL-AMERICAN  
FEDERATION OF TEACHERS,

Charging Party,

v.

REGENTS OF THE UNIVERSITY OF  
CALIFORNIA (LOS ANGELES),

Respondent.

Case No. LA-CE-1384-H

COMPLAINT

It having been charged by Charging Party that Respondent engaged in unfair practices in violation of Government Code section 3571, the General Counsel of the Public Employment Relations Board (PERB), pursuant to Government Code sections 3563(h) and 3563.2 and California Code of Regulations, title 8, section 32640, issues this COMPLAINT on behalf of PERB and ALLEGES:

1. Charging Party is an exclusive representative within the meaning of Government Code section 3562(i) of an appropriate unit of employees.
2. Respondent is an employer within the meaning of Government Code section 3562(g).
3. Before August 2022, members of Charging Party's bargaining unit, Demonstration Teachers and Substitute Demonstration Teachers, exclusively performed direct classroom instruction and curriculum planning at the UCLA Lab School.
4. In or about August 2022, Respondent changed this policy by assigning some of these duties to Teacher Apprentices.

5. Respondent engaged in the conduct described in paragraph 4 without prior notice to Charging Party and without having afforded Charging Party an opportunity to meet and confer over the decision to implement the change in policy and/or the effects of the change in policy.

6. By the acts and conduct described in paragraphs 4 and 5, Respondent failed and refused to meet and confer in good faith in violation of Government Code section 3571(c).

7. This conduct also interfered with the rights of bargaining unit employees to be represented by Charging Party in violation of Government Code section 3571(a).

8. Before August 2022, Demonstration Teachers did not train or mentor other staff.

9. In or about August 2022, Respondent changed this policy by assigning Demonstration Teachers to train or mentor Teacher Apprentices.

10. Respondent engaged in the conduct described in paragraph 9 without prior notice to Charging Party and without having afforded Charging Party an opportunity to meet and confer over the decision to implement the change in policy and/or the effects of the change in policy.

11. By the acts and conduct described in paragraphs 9 and 10, Respondent failed and refused to meet and confer in good faith in violation of Government Code section 3571(c).

12. This conduct also interfered with the rights of bargaining unit employees to be represented by Charging Party in violation of Government Code section 3571(a).

13. Before August 2022, the parties' memorandum of understanding, at section 1.D., required Respondent to give Charging Party written notice when it "establishes a new non-student, non-Senate instructional title/title code."

14. In or about August 2022, Respondent changed this policy by creating the Teacher Apprentice position at the UCLA Lab School.

15. Respondent engaged in the conduct described in paragraph 14 without prior notice to Charging Party and without having afforded Charging Party an opportunity to meet and confer over the decision to implement the change in policy and/or the effects of the change in policy.

16. By the acts and conduct described in paragraphs 14 and 15, Respondent failed and refused to meet and confer in good faith in violation of Government Code section 3571(c).

17. This conduct also interfered with the rights of bargaining unit employees to be represented by Charging Party in violation of Government Code section 3571(a).

Any amendment to the complaint shall be processed pursuant to California Code of Regulations, title 8, sections 32647 and 32648.

DATED: March 6, 2023

J. Felix De La Torre  
General Counsel

By /s/ Joseph Eckhart  
Joseph Eckhart  
Senior Regional Attorney

## PROOF OF SERVICE

I declare that I am a resident of or employed in the County of Sacramento, California. I am over the age of 18 years and not a party to the within entitled cause. The name and address of my residence or business is Public Employment Relations Board, Sacramento Regional Office, 1031 18th Street, Sacramento, CA, 95811-4124.

On March 7, 2023, I served the Complaint Cover Letter regarding Case No. LA-CE-1384-H on the parties listed below by

I am personally and readily familiar with the business practice of the Public Employment Relations Board for collection and processing of correspondence for mailing with the United States Postal Service, and I caused such envelope(s) with postage thereon fully prepaid to be placed in the United States Postal Service at Sacramento, California.

Personal delivery.

Electronic service (e-mail).

Jennifer Keating, Attorney  
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San Diego, CA 92101  
Email: sandy.mcdonough@quarles.com

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was executed on March 7, 2023, at Sacramento, California.

Michelle L Bacigalupi  
\_\_\_\_\_  
(Type or print name)

  
\_\_\_\_\_  
(Signature)