

GLOSSARY OF UNION-RELATED TERMS

Agency Fees

Unit Members who voluntarily elect not to become Union members pay an agency fee, amount established by the Union.

Arbitration

A method of settling labor-management disputes through a third-party impartial party, arbitrator. The decision of the arbitrator is final.

Bargaining Unit

A group of employees within a workplace certified as appropriate to be represented by a union for the purposes of collective bargaining. Caltech has two separate bargaining units: Graduate Student Unit Members and Postdoctoral Scholar Unit Members.

Collective Bargaining

A process by which a labor organization, designated or selected by a majority of an employer's employees, negotiates on behalf of employees over wages and other terms and conditions of employment (i.e. health and safety, working hours, leave, anti-discrimination and anti-harassment policies, and health insurance).

Collective Bargaining Agreement (CBA)

Also referred to "union contract" "contract" "agreement" is a written legal contract between an employer and a union representing employees. The agreement results from an extensive negotiation process covering essential topics such as wages and other terms and conditions of employment.

CGPU-UAW – UAW Local 2478

Caltech Graduate Researchers and Postdocs United (CGPU), the exclusive representative of graduate researchers and postdocs.

Concerted Activity – Protected Concerted Activity

Employees' right to act with co-workers to address work-related issues.



Direct Dealing

Occurs when an employer and represented employee discuss and take action, without the union's knowledge or presence in matters that are mandatory subjects of bargaining. Can be considered an unfair labor practice.

Exclusive Representative

The sole entity legally allowed to negotiate with the employer on behalf of all the employees in the unit.

National Labor Relations Act (NLRA)

The NLRA of 1935, also known as the Wagner Act, is a federal law designed to protect the bargaining rights of employees and provides employees with the right to engage in protected concerted activity for mutual aid and protection including but not limited to discussing terms and conditions of employment with coworkers.

National Labor Relations Board (NLRB)

An independent federal agency created to enforce the NLRA. It has regional offices across the country where employees, employers, and unions can file charges alleging illegal behavior or file petitions seeking an election regarding union representation.

Ratification

Once a tentative contract is reached a contract ratification vote is scheduled for members of the union to vote to accept or reject the proposed contract.

Terms and Conditions of Employment

'Mandatory Subjects of Bargaining' such as wages, hours, benefits, and working conditions including health and safety.

UAW

Labor Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

Union Executive Board (local union)

A leadership body composed of elected officers responsible for setting policy, strategy, and goals for the union, and for managing its day-to-day activities and finances.



Unfair Labor Practices (ULPs)

Illegal actions taken by the employer or the union that interfere with employee rights to join collectively to improve their wages and working conditions.

Unit Member

Employees covered by the CBA. Unit Members in a position covered by the CBA may elect voluntarily whether or not to become a Union member and pay membership dues or fees.

Union Member

A Unit Member who has voluntarily become a Union member and pays membership dues.

Union Membership Dues

A union membership fee established by the Union.

Union Steward

Bargaining Unit Members elected as steward and local officers. They are permitted reasonable time for the purposes of bargaining for a successor to the CBA and to investigate, present, process and support processing of grievances on campus as long as it does not interfere with any Unit Member's academic work or work responsibilities.