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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE ASSOCIATE VICE PRESIDENT
HUMAN RESOURCES AND BENEFITS

OFFICE OF THE PRESIDENT
300 Lakeside Drive
Oakland, CA 94612-3550

August 21, 2008

Ms. Beth Kean
California Nurses Association
2000 Franklin Street
Suite 300
Oakland, CA 94612

Dear Beth,

As I informed you earlier today, the University is formally stating its objections to the CNA's decision to bring individuals to the negotiations who are not CNA constituents without first informing the University of this matter. Today, you brought an UPTE representative to the table without providing me notice of your intent to invite third parties.

As I informed you, the University considers the CNA's behavior to be inconsistent with a mutually respectful bargaining process.. We informed you that the University would not bring management negotiators from other hospitals to the UC-CNA bargaining table without first informing you, and expect the same courtesy from CNA.

Bringing non-constituents to the table without advance notice does not create an environment that fosters productive discussions and negotiations. As was stated in my August 5, 2008 letter to CNA, HEERA protects the confidentiality of the process, requiring that bargaining sessions be closed to third parties unless the parties mutually agree otherwise. (Government Code sections 3596, 3597).

Please be advised that in the future, we expect that CNA will provide the University with advance notice of its intentions to bring any non-constituents to the UC-CNA negotiations. The University will then decide if it will agree to continue negotiations in the presence of non-constituents. If CNA does not provide advance notice of its intention to bring a non-constituent to the negotiations, please understand that the University may not proceed with negotiations in the presence of the non-constituent.

Regards,

A handwritten signature in cursive script that reads "Gayle Saxton".

Gayle Saxton

cc: UC Team, NX Negotiations
Executive Director Pripas