

The ABC's of Representation

Adverse action – An employee dismissal, demotion, suspension, reduction in grade or pay, or formal reprimand.

Arbitration – The process of parties to a dispute submitting their differences to the judgment of an impartial person or group appointed by mutual consent or statutory provision.

Department of Personnel Administration (DPA) – Represents California's governor in all matters pertaining to employer-employee relations including salaries and benefits, job classifications, training, contract negotiations and collective bargaining.

Dills Act – Governs the process for determining wages, hours, and terms and conditions of employment for California state employees. The Dills Act formalizes and outlines the collective bargaining process and employees' union representation rights.

Grievance – A formal, written document from employees alleging an employer's contract violation.

Public Employee Relations Board (PERB) – Quasi-judicial administrative agency charged with administering the collective bargaining statutes that cover the employees of California's public schools, colleges, and universities, employees of the State of California, employees of California local public agencies (cities, counties and special districts), trial court employees and supervisory employees of the LA Co. Metropolitan Transportation Authority.

Unfair Labor Practice (ULP) – Violation of specific provisions of state laws – such as the Dills Act - administered by the Public Employees Relations Board (PERB). A ULP may be committed by either employers or unions.

State Personnel Board (SPB) - Created to administer the civil service system and ensure that state employment is based on merit and is free of political sponsorship. SPB also administers and adjudicates adverse actions and other appeals.