

APPENDIX

**NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California**



After a hearing in Unfair Practice Case No. SF-CE-1435-H, *American Federation of State, County & Municipal Employees Local 3299 v. Regents of the University of California*, in which all parties had the right to participate, the Public Employment Relations Board found that the Regents of the University of California, Los Angeles (University or UCLA) violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq. when it: (1) interfered with protected rights by issuing warning letters and counseling memoranda, and posting notices to AFSCME and bargaining unit employees directing employees to refrain from having unscheduled discussions with supervisors or managers over working conditions; (2) retaliated against employees by issuing counseling memoranda and negative comments in performance evaluations for their protected activity in participating in delegations to managers; (3) unilaterally changed terms and conditions of employment by directing employees to refrain from having unscheduled discussions with supervisors or managers over working conditions; and (4) interfered with protected rights by sending a warning letter to AFSCME concerning its tabling activities in an open-space area on campus.

As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Interfering with the right of bargaining unit employees to be represented by the employee organization of their choosing and participating in the activities of that employee organization
2. Retaliating against bargaining unit employees for their exercise of protected activity.
3. Unilaterally changing terms and conditions of employment without first meeting and conferring with AFSCME in good faith to impasse or agreement.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS TO EFFECTUATE THE POLICIES OF HEERA:

1. Rescind and expunge from all files we maintain the counseling memoranda issued in June of 2023 to 16 employees in the UCLA Facilities Management department regarding their activity at Cogen Hall on May 23, 2023, and

the performance evaluations issued to those same employees which included comments referencing that activity.

2. Within 10 workdays after this decision is no longer subject to appeal, begin meeting and conferring with AFSCME for 30 days to draft an apology letter in English and Spanish from Custodial Services Manager Lizett Martinez or her successor in that position to the 16 employees who received the June 2023 counseling memoranda described in section B.1. Following instructions from the compliance officer, we will mail the apology letter, together with a copy of the Board’s decision, to the last known address on record for each employee who received a counseling memorandum related to the May 2023 delegation.

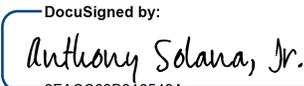
3. Rescind and expunge from all files we maintain the Warning Letters issued to AFSCME on February 1, May 30, and June 26, 2023.

4. Remove all notices posted in employees’ work areas regarding the incident that occurred at Cogen Hall on May 23, 2023.

5. Make affected employees whole for any losses suffered as a result of the unlawful counseling memos and/or performance evaluations, including interest compounded daily at the rate of 7 percent.

Dated: 3/13/2026

Regents of the University of California

By:  Anthony Solana, Jr.
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.