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-1300-H, *American Federation of State, County & Municipal Employees Local 3299; University Professional and Technical Employees, Communication Workers of America, Local 9119 v. Regents of the University of California*, in which all parties had the right to participate, it has been found that the Regents of the University of California (University) violated the Higher Education Employer-Employee Relations Act, by failing to meet and confer in good faith with Charging Parties American Federation of State, County & Municipal Employees Local 3299, and University Professional and Technical Employees, Communication Workers of America, Local 9119 (collectively Unions) over negotiable effects prior to implementing the mandatory influenza vaccination policy.

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

A.   CEASE AND DESIST FROM:

1.   Failing and refusing to meet and confer in good faith with the Unions by unilaterally deciding to mandate influenza vaccinations, without giving the Unions reasonable notice and an opportunity to bargain over foreseeable effects of the decision.

2.   Interfering with employees' right to participate in the activities of an employee organization of their own choosing.

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

1.   Make employees whole for any losses suffered as a result of the University's unlawful implementation of the mandatory influenza vaccination policy. Any compensation awarded shall be augmented by interest at a rate of 7 percent per year.

Dated: _____
8/31/2021

REGENTS OF THE UNIVERSITY OF CALIFORNIA

By: _____
Letitia Silas
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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.