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-1234-H, *Teamsters Local 2010 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 violated the Prohibition on Public Employers Deterring or Discouraging Union Membership (PEDD), Government Code section 3550 and the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3571, subdivision (a), by disseminating a document entitled "Information for Administrative Professionals" or other communications to administrative professional employees containing the "Information for Administrative Professionals" document, beginning in April 2019, including without limitation, an April 24, 2019, e-mail, a May 10, 2019, e-mail, and the posting of the "Information for Administrative Professionals" document on UCnet.

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

## A. CEASE AND DESIST FROM:

- 1. Acting to deter or discourage public employees from becoming or remaining members of an employee organization, or from authorizing representation by an employee organization, or from authorizing dues or fee deductions to an employee organization.
- 2. Interfering with employees' right to form, join and participate in the activities of employee organizations of their own choosing.

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

- 1. Retract, remove and rescind the "Information for Administrative Professionals" document and the communications to administrative professional employees containing the "Information for Administrative Professionals" document, beginning in April 2019, including without limitation, the April 24, 2019, e-mail, May 10, 2019, e-mail, and the posting of the "Information for Administrative Professionals" document on UCnet.
- 2. Reimburse the Charging Party the cost of its attorney fees to prosecute this action.

- 3. Within 10 workdays of the service of a final decision in this matter, post at all work locations where notices to administrative professional employees are customarily posted, copies of the Notice attached hereto as an Appendix. The Notice must be signed by an authorized agent of the Regents of the University of California indicating that it will comply with the terms of this Order. Such posting shall be maintained for a period of 30 consecutive workdays. The Notice shall also be emailed to each current or former employee classified as an administrative professional, otherwise known as "policy-covered staff," at any time during the period of April 1, 2019 to the present, whether represented or unrepresented, including without limitation, those employees in the target group(s) of the April 24, 2019, and May 10, 2019, e-mails <u>and</u> posted by electronic message, intranet, internet site, and other electronic means customarily used by the Regents of the University of California to communicate with administrative professional employees. Reasonable steps shall be taken to ensure that the Notice is not reduced in size, altered, defaced, or covered with any other material.
- 4. Written notification of the actions taken to comply with this Order shall be made to the General Counsel of the Public Employment Relations Board (PERB or Board), or the General Counsel's designee. Respondent shall provide reports, in writing, as directed by the General Counsel or his/her designee.

Dated: 1/23/2023	Regents of the University of California
	By: Litia Silas  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.