

**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-1163-H, *American Federation of State, County, and Municipal Employees, Local 3299 v. Regents of the University of California*, in which the 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 (HEERA), Government Code section 3571, subdivision (c), by refusing to provide employee names and status information, including but not limited to age, gender, health insurance plan choice, ethnic status and veteran status. This conduct also violated Government Code section 3571, subdivision (a), by interfering with the right of AFSCME bargaining unit members to participate in an employee organization of their own choosing.

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

A. CEASE AND DESIST FROM:


1. Refusing to provide AFSCME information that is necessary and relevant to its representational duties.
2. Interfering with bargaining unit members' 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:

Provide AFSCME with its requested disaggregated status information including name, age (not the actual birthdate), gender, health insurance plan choice, ethnic status, and veteran status.

Dated: 3/15/20

REGENTS OF THE UNIVERSITY OF
CALIFORNIA

By: 

Authorized Agent

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