

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.

