

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-1211-H, *University Professional & Technical Employees, Communication Workers of America Local 9119 (UPTE) v. The Regents of the University of California (University)*, in which all parties had the right to participate, it has been found that the University violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq.

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 recognize or negotiate in good faith with UPTE as the exclusive representative of all classifications and positions within the Technical unit (TX unit);
2. By the same conduct, interfering with the rights of employees to be represented by their exclusive representative; and
3. Denying UPTE the right to represent its members.

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

1. Recognize and upon request meet and negotiate with UPTE as the exclusive representative of all employees in the TX unit, including Systems Administrators 1, 2, and 3.

Dated: 8/14/2020

Regents of the University of California

By: 
1407985F8917449
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.