APPENDIX A

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-1188-H, *American Federation of State, County & Municipal Employees Local 3299 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 chapter (PEDD), Government Code section 3550 et seq. and the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq. by the letter and FAQ it distributed to represented employees on or about June 28, 2018.

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

A. CEASE AND DESIST FROM:

- 1. Unilaterally disseminating mass communications concerning public employees' rights to join or support an employee organization or to refrain from joining or supporting an employee organization to employees or applicants, without meeting and conferring with the recognized or certified representative of the employees.
- 2. Deterring or discouraging employees or applicants 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.

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

- 1. Remove and rescind the letter and FAQ that were distributed to employees and posted on or after June 28, 2018.
- 2. The University shall take one or both of the following actions to the extent AFSCME so requests:
- a. Meet and confer with AFSCME concerning the content of a mass communication to be distributed to employees it represents, pursuant to Government Code, section 3553, subdivision (b); and/or

- b. Distribute to employees AFSCME represents a communication of reasonable length provided to it by AFSCME, pursuant to Government Code, section 3553, subdivision (c), including translated copies if requested.
- 3. Reimburse AFSCME the cost, if any, of distribution of its response to the University's letter and FAQ, plus interest at seven percent per year. This amount shall not include the cost of producing sufficient copies of its response, as these costs are to be borne by AFSCME, as contemplated in Government Code section 3553, subdivision (c).

Dated:	REGENTS OF THE UNIVERSITY OF CALIFORNIA
	By: Docusigned by: Litia Silas 2E5E42E6AE3C4CC 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.