

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-1421-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 (University) violated the Public Employment Communication Chapter (PECC), Government Code section 3555 et seq., and 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. Failing to provide the American Federation of State, County, and Municipal Employees Local 3299 (Federation) with a complete and accurate list of contact information for all employees in the SX, EX, and K7 bargaining units at least every 120 days.

2. Failing or refusing to provide the Federation with requested contact information for bargaining unit employees.

3. Interfering with bargaining unit employees' right to be represented by the Federation.

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

1. Upon the Federation's request, provide the accurate work location, work, home, and personal cellular telephone numbers, personal e-mail addresses, and/or home addresses for all bargaining unit employees for whom such information exists in records that are in the University's, its subsidiaries', or its employees' possession or control, including, but not limited to, individual employees' personnel files, employment applications, and all other employment records.

2. Pay a civil penalty in the amount of ten thousand dollars (\$10,000), payable to the General Fund.

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3. Pay the Federation its reasonable attorney's fees and costs incurred in connection with this matter since September 19, 2024, until final disposition of this case by the Board, in an amount to be determined under the procedure described in PERB Regulation 32611.8, subdivision (a)(1)-(6).

Dated: 9/2/2025

Regents of the University of California

Signed by:
Matt Teaford
CEB601437EFD43F...
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.