

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-1458-H, *University Professional and Technical Employees, Communication Workers of America Local 9119 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 Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq., by unilaterally changing the effective date to place former Community Health Program Representatives (CHPRs) on the Social Work Associate (SWA) wage scale, and failing or refusing to engage in post-accretion bargaining in good faith with University Professional and Technical Employees, CWA, Local 9119 (UPTE).

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

A. CEASE AND DESIST FROM:

1. Failing or refusing to bargain in good faith over negotiable matters.
2. Interfering with bargaining unit employees' right to be represented by UPTE.

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

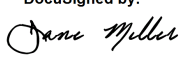
1. At UPTE's request, rescind its placement of former CHPRs on the wage scale effective August 6, 2023, and return to the status quo defined by the May 4 Agreement.

2. At UPTE's request, make whole UPTE and all affected employees for any losses incurred because of the University's unilateral change to the effective date of placing former CHPRs onto the SWA wage scale. Any make-whole amounts shall be augmented by interest accrued to the date of payment at an annual rate of seven percent, compounded daily.

3. At UPTE's request, bargain in good faith over post-accretion matters for the former CHPRs accreted in the HX bargaining unit.

Dated: 8/19/2025

Regents of the University of California

By: 
 9D5E0B59C1F440C...
 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.