

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. LA-CE-1411-H, *University Professional and Technical Employees, Communication Workers of America Local 9119 v. Regents of the University of California (San Diego Health)*, in which all parties had the right to participate, it has been found that the Regents of the University of California (University) violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq., by (1) unilaterally deviating from its collective bargaining agreement with University Professional and Technical Employees, Communication Workers of America Local 9119 (UPTE) by forming, and conducting meetings, of a local professional practice committee that included bargaining unit employees and addressed issues related to collective bargaining; (2) bypassing UPTE by forming, and conducting meetings, of said committee; (3) bypassing UPTE by announcing a bargaining proposal to bargaining unit members prior to presenting the proposal to UPTE; (4) retaliating against a bargaining unit employee by subjecting him to an investigatory meeting because of his exercise of protected employee rights; (5) derivatively interfering with employee rights through the commission of the above violations; (6) independently interfering with employee rights by subjecting the aforementioned employee to the investigatory meeting; and (7) independently interfering with employee rights by asking the employee to recuse himself from voting at a meeting of another committee because of his involvement in the filing of this unfair practice charge.

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

A. CEASE AND DESIST FROM:

1. Refusing or failing to engage in meeting and conferring with UPTE by (a) unilaterally deviating from their collective bargaining agreement with UPTE and/or (b) bypassing UPTE and directly dealing with bargaining unit employees.
2. Retaliating against bargaining employees because of their exercise of rights guaranteed by HEERA.
3. Interfering with employee rights guaranteed by HEERA.

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

1. Within thirty (30) workdays of the service of a final decision in this matter, make UPTE and/or affected bargaining unit employees whole for any losses they suffered as a result of the University's unlawful conduct. This award shall include interest at an annual rate of 7 percent, compounded daily.

Dated: 10/21/2025 _____

Regents of the University of California

Signed by:
By Kory Randenberg
007DED2A916F463 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.