

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-1258-H, *Francisco Martin del Campo v. Regents of the University of California*, in which the 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 3571 subdivision (a), by discriminating/retaliating against Francisco Martin del Campo (Martin del Campo) for engaging in HEERA-protected activities in October 2019, by participating in a Public Employment Relations Board Informal Conference.

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

- A. CEASE AND DESIST FROM:
  - 1. Discriminating/retaliating against Martin del Campo because of his participation in protected activity.

Dated: 11/12/2020

REGENTS OF THE UNIVERSITY OF CALIFORNIA

By: DocuSigned by:  
Carrie Ann Colton  
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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.