

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. SA-CE-414-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 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 or refusing to provide AFSCME information necessary and relevant to its representational duties.
2. Interfering with bargaining unit employees' right to be represented by their employee organization.

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

1. Upon request, diligently seek from vendors with which the University has contracts or business relationships and provide AFSCME with necessary and relevant information responsive to its May 27, August 19, and September 1, 2021 information requests confirming the rates paid to relevant contract workers. If such information is not available to it, the University must submit to PERB's Office of the General Counsel (OGC) copies of its requests of the vendors and their responses for a determination of compliance by OGC.
2. Upon request, provide AFSCME with reports of the total number of hours worked by each contract worker, identified by name, responsive to its May 27, August 19, September 1, and September 2, 2021 information requests, as well as the contact information of those contract workers who, based on the hours reports, qualified for full-time employment with the University under Article 5 of the parties' 2020–2024 Collective Bargaining Agreement.
3. Upon request, provide AFSCME with unredacted copies of all outstanding information responsive to its October 20, 2021 information request.

Dated: 1/26/2023

Regents of the University of California

By: Utitia Silas
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.