

APPENDIX

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**



**[To be posted at the University of California Berkeley:]** After a hearing in Unfair Practice Case No. SF-CE-1366-H, *Teamsters Local 2010 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. The University violated HEERA by refusing to provide TEAMSTERS LOCAL 2010 (Teamsters) with a table and chairs at staff appreciation events at the University of California Berkeley in 2022 and 2023, contrary to past practice and without giving the Teamsters prior notice and an opportunity to meet and confer. By this conduct, the University also interfered with employee rights guaranteed by HEERA.

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 the Teamsters.
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 the Teamsters 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 seven percent, compounded daily.

Dated: 4/23/2024

Regents of the University of California

DocuSigned by:  
By: Melissa Matella  
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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.