

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-1314-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 violated the Prohibition on Public Employers Deterring or Discouraging Union Membership (PEDD), Government Code section 3550 et seq., by unilaterally distributing a mass communication to employees on October 16 and 20, 2020, that tended to deter or discourage union membership or support.

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

A. CEASE AND DESIST FROM:

1. Unilaterally disseminating mass communications concerning public employees' rights to join or support an employee organization or to refrain from joining or supporting an employee organization to employees or applicants, without meeting and conferring with the recognized or certified representative of the employees to impasse or agreement.
2. Deterring or discouraging employees or applicants from becoming or remaining members of an employee organization, or from authorizing representation by an employee organization, or from authorizing dues or fee deductions to an employee organization.

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

Take one or both of the following actions to the extent Teamsters Local 2010 so requests:

1. Meet and confer with Teamsters concerning the content of a mass communication to be distributed to Administrative Officer IIs, pursuant to Government Code, section 3553, subdivision (b); and/or
2. Distribute to Administrative Officer IIs a communication of reasonable length provided to it by Teamsters, pursuant to Government Code, section 3553, subdivision (c).

Dated: 11/28/2022

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.