

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-1410-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 or UCI) violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq., by issuing an overbroad 90-day access ban from all UCI properties to AFSCME representative Jorge Serrato (Serrato); (2) maintaining and enforcing unreasonable access rules and/or enforcing such rules in a discriminatory manner against AFSCME for use of the UCI Medical Center Healing Garden; and (3) pursuing a grievance under Article 10 of the collective bargaining agreement between AFSCME and the University against AFSCME.

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

A. CEASE AND DESIST FROM:


1. Unreasonably restricting AFSCME representatives' access to University properties, including, but not limited to, by imposing overbroad access bans.
2. Maintaining and enforcing unreasonable access rules and/or enforcing such rules in a discriminatory manner against AFSCME for use of the UCI Medical Center Healing Garden.
3. Making changes to matters within the scope of representation, including access and grievance procedures, without providing AFSCME with notice and the opportunity to request bargaining.
4. Denying AFSCME rights under HEERA.
5. Interfering with bargaining unit employees' right to be represented by AFSCME.

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

1. Rescind or disavow the University's October 18, 2022 letter imposing a 90-day access ban from all University properties against Serrato.
2. Rescind or disavow the University's November 4, 2022 "Complaint from UCI, pursuant to Article 10 of the parties<sup>[1]</sup> collective bargaining agreements" that was issued to AFSCME.
3. Upon AFSCME's request, bargain in good faith with AFSCME over any proposed rules or regulations concerning access or grievance procedures.
4. Make AFSCME whole for losses suffered as result of the University's 90-day access ban against Serrato, including for lodging and other travel expenses, including interest compounded daily at the rate of 7 percent.

Dated: 9/3/2025

Regents of the University of California

By:  EDBCB39166014A7  
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.