

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-1457-H, *University Professional and Technical Employees, Communication Workers of America Local 9119 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 Public Employee Communication Chapter (PECC), Government Code section 3558, subdivision (a), by failing and refusing to provide UNIVERSITY PROFESSIONAL AND TECHNICAL EMPLOYEES, COMMUNICATION WORKERS OF AMERICA LOCAL 9119 (UPTE), with accurate and complete work location and personal contact information for all employees in the HX, RX, and TX bargaining units. It is further found that by the same conduct, the University failed and refused to provide UPTE with requested necessary and relevant information and, separately, unilaterally deviated from the parties' written agreements, and thereby each time failed and refused to meet and confer with UPTE in violation of the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3571, subdivision (c), and derivatively interfered with employees' exercise of rights guaranteed by HEERA in violation of HEERA section 3571, subdivision (a).

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

A. CEASE AND DESIST FROM:

1. Violating PECC section 3558, subdivision (a), by failing or refusing to provide UPTE with accurate and complete work location and personal contact information for all UPTE-represented employee;
2. By such conduct, failing or refusing to provide UPTE with requested necessary and relevant information in violation of HEERA section 3571, subdivision (c);
3. By such conduct, deviating from the parties' written agreements in violation of HEERA section 3571, subdivision (c); and
4. By the conduct described in paragraphs A.2 and A.3, interfering with employees' exercise of rights guaranteed by HEERA in violation of HEERA section 3571, subdivision (a).

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

1. Within 30 workdays of the service of a final decision in this matter, pay UPTE the attorney's fees and costs that it accrued from the filing of the unfair practice charge until the service of a final decision in this matter.
2. Within 30 workdays of the service of a final decision in this matter, pay to the State General Fund a civil penalty in the amount of \$10,000.00 dollars.
3. Within 30 workdays of a request by UPTE, provide UPTE with (a) accurate and complete work location and personal contact information for all employees in the HX, RX, and TX bargaining units as of August 2023 and (b) the aforementioned information as of a date of UPTE's choosing between August 2023 and the service of a final decision in this matter.
4. Within 30 workdays of the service of a final decision in this matter, make affected bargaining unit employees and/or UPTE whole for any losses they suffered as a result of the University's violations of the HEERA. This award shall include interest at an annual rate of 7 percent, compounded daily.

Dated: 8/25/2026

Regents of the University of California

Signed by: 
By: 44C7B365096244F...
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.