

## 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-1510-H, *American Federation of State, County & Municipal Employees Local 3299 v. Regents of the University of California (Los Angeles)*, 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., by implementing unreasonable access restrictions and by unilaterally changing access rules for American Federation of State, County, and Municipal Employees Local 3299 (Local 3299) representatives.

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

**A. CEASE AND DESIST FROM:**

1. Unilaterally changing rules for Local 3299 to access bargaining unit members and bulletin board at Geffen Academy.
2. Interfering with employees' right to be represented by Local 3299.
3. Denying with Local 3299's right to access bargaining unit employees.

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

1. Rescind the policy of permitting Local 3299 representatives to access Geffen Academy only if they comply with the Visitor Policy 2024-25.
2. Rescind and expunge from all files the November 25, 2024 30-Day Denial of Access Notice issued to Janeth Vasquez.
3. Make Local 3299 whole for any financial losses proven to have been incurred as a result of the violations found in this case, with interest at an annual rate of 7 percent, compounded daily.

Dated: 8/24/2026

Regents of the University of California

By: \_\_\_\_\_

DocuSigned by:  
*Anthony Solana, Jr.*  
2FACC68B316549A  
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.