

**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-CE-879-H, *University Professional and Technical Employees, CWA 9119 v. Regents of the University of California*, in which the parties had the right to participate, it has been found that the Regents of the University of California (University) violated Government Code section 3571(c) of the Higher Education Employer-Employee Relations Act (HEERA), and Public Employment Relations Board (PERB) Regulation 32603(c) (Cal. Code of Regs., tit. 8, § 31001, et seq.) by increasing vanpool rates at the Los Angeles, Irvine, and Santa Barbara campuses without meeting and conferring with University Professional and Technical Employees, CWA 9119. This conduct also violated Government Code section 3571(a) and PERB Regulation 32603(a) by interfering with the right of bargaining unit members to participate in an employee organization of their own choosing.

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

A. CEASE AND DESIST FROM:

1. Unilaterally implementing increases in vanpool rates at the Los Angeles, Irvine, and Santa Barbara campuses without meeting and conferring.
2. Interfering with bargaining unit members' right to participate in the activities of an employee organization of their own choosing.

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

1. Rescind the portion of the vanpool rates that were increased.
2. Make affected bargaining unit employees whole for out-of-pocket expenses, plus interest at the rate of 7 percent per annum.

Dated: 1/26/15

REGENTS OF THE UNIVERSITY OF CALIFORNIA

By: [Signature]
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST THIRTY (30) CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.