

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-1349-H, *American Federation of State, County & Municipal Employees Local 3299 v. Regents of the University of California (San Francisco)*, 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.

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

A. CEASE AND DESIST FROM:

1. Failing or refusing to promptly provide AFSCME information necessary and relevant to its representational duties.
2. Interfering with bargaining unit employees' right to be represented by their employee organization.

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

1. Upon AFSCME's request, diligently seek and provide: (1) for all invoices UCSF has received from any vendor on behalf of any contract worker performing EX or SX unit work at any UCSF location from February 1, 2017, to the date the decision in this case is final, an Excel spreadsheet listing all information sought by AFSCME on September 18, 2020, as modified on September 23, 2021; and (2) regardless of vendor, all documents that were requested by AFSCME on May 24, 2021, and in the University's possession from May 24, 2021, to the date the decision in this case is final. Within 10 days after the date the decision in this case becomes final, the University shall meet and discuss with AFSCME whether there are any other outstanding items from the September 18, 2020 and May 24, 2021 requests, the former as modified on September 23, 2021, that exist and therefore should also be produced. Any item so identified must be promptly furnished to AFSCME upon its request. If any such information or documents are not available to the University, it shall submit to the Public Employment Relations Board's (PERB or Board) Office of the General Counsel (OGC) copies of its requests of the vendors and their responses for a determination of compliance by OGC.

Dated: 11/7/2023

Regents of the University of California

By: DocuSigned by:
Melissa Matella
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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.