



**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. SA-CE-418-H, *Committee of Interns & Residents - Service Employees International Union 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. The University interfered with the exercise of employee rights guaranteed by HEERA in violation of HEERA section 3571, subdivision (a), when one of the University's agents made statements to an employee at the University's medical education campus in Fresno, in the bargaining unit represented there by the Committee of Interns & Residents, Service Employees International Union (CIR), that appeared to criticize her for exercising the right to request union representation.

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

A. CEASE AND DESIST FROM:


1. Interfering with employee rights guaranteed by HEERA.

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

1. Within thirty (30) workdays of the service of a final decision in this matter, make CIR and/or affected bargaining unit employees whole for any losses they suffered as a result of the University's unlawful conduct. This award shall include interest at an annual rate of seven percent, compounded daily.

Dated: 5/29/2024

Regents of the University of California

By: 
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.