

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-1085-H, *Teamsters Local 2010 v. Regents of the University of California (Irvine)*, in which all parties had the right to participate, it has been found that the Regents of the University of California (Irvine) 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:**

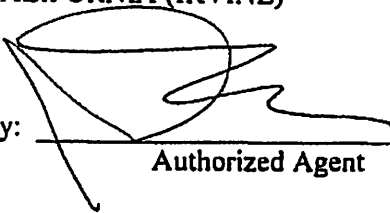
Interfering with employee rights by prohibiting union-related discussions during work time while permitting other non-work related discussions.

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

Rescind Jeff Latta's August 21, 2015 e-mail directive prohibiting the discussion of union matters.

Dated: December 11, 2018

REGENTS OF THE UNIVERSITY OF CALIFORNIA (IRVINE)

By:   
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.**