

**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-2945-E, *Sacramento City Teachers Association v. Sacramento City Unified School District*, in which all parties had the right to participate, it has been found that the Sacramento City Unified School District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq., by unlawfully deviating from the parties' collectively bargained grievance-arbitration machinery, without providing prior notice and the opportunity to negotiate; and by failing to provide Sacramento City Teachers Association (SCTA), in a timely fashion, with certain information necessary and relevant to SCTA's representation of bargaining unit employees.

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

A. CEASE AND DESIST FROM:

1. Unilaterally deviating from the terms of the parties' grievance-arbitration policy.
2. Failing to provide necessary and relevant information to SCTA pursuant to the requirements of EERA.
3. Interfering with the right of bargaining unit employees to be represented by their employee organization.
4. Denying SCTA the right to represent bargaining unit employees in their employment relations with the District.

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

1. Make SCTA whole for losses it suffered as a result of the District's unlawful conduct, based on compliance proceedings as directed in this decision, including but not limited to: (a) reasonable legal expenses incurred in litigating *Sacramento City Unified School District v. Sacramento City Teachers Association, CTA/NEA*, Sacramento Superior Court Case No. 34-2018-00244737; and (b) reasonable legal expenses, if any, incurred in establishing the value of this award in compliance proceedings following the Association's initial papers documenting its

estimate of reimbursable legal expenses. This award shall include interest at the rate of 7 percent per annum.

2. Provide, upon SCTA's request, any outstanding information responsive to SCTA's October 9, 2018 request for information.

Dated: 12/7/20

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

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.