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-3012-E, Service Employees International Union Local 1021 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.

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

A. CEASE AND DESIST FROM:

- 1. Failing and refusing to provide necessary and relevant information to SEIU pursuant to the requirements of EERA.
- 2. Implementing new mechanics or procedures for disclosing or providing job candidates' interview packets to SEIU for in-office review upon request without affording SEIU notice and an adequate opportunity to meet and negotiate.
 - 3. Denying SEIU its right to represent bargaining unit employees.
- 4. Interfering with the rights of bargaining unit employees to be represented by SEIU.
 - B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF EERA:
- 1. Upon SEIU's request, supply all information in the District's possession or control that is responsive to SEIU's information request dated February 25, 2020.
- 2. Upon SEIU's request, rescind the February 2020 policy requiring SEIU to file a formal request for information to audit job candidates' interview packets.
- 3. Upon SEIU's request, meet and negotiate regarding policies on SEIU's auditing of job candidates' interview packets.
- 4. Make whole all affected employees for any losses incurred, if any, because of the District's February 2020 decision requiring SEIU to file formal requests for information to audit job candidates' interview packets. Any make-whole amounts shall be augmented by interest at 7 percent per year.

Dated:	10/25/2023	-	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.