

**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-981-M, *Service Employees International Union Local 1021 v. City and County of San Francisco*, in which all parties had the right to participate, it has been found that the City and County of San Francisco (City) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3507 and Public Employment Relations Board (PERB) Regulation 32603, subdivision (f) (Cal. Code of Regs., tit. 8, § 31001, et seq.) by maintaining and enforcing an unreasonable regulation that interferes with the right to engage in sympathy strikes. This conduct also violated Government Code section 3506 and PERB Regulation 32603, subdivision (a) by interfering with the right of bargaining unit members to participate in an employee organization of their own choosing, and Government Code section 3503 and PERB Regulation 32603, subdivision (b) by denying Service Employees International Union Local 1021 (SEIU) its right to represent employees in their employment relations with the City.

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

A. CEASE AND DESIST FROM:

1. Adopting and enforcing City Charter section A8.346 to the extent it prohibits sympathy strikes.
2. Interfering with bargaining unit members' right to participate in the activities of an employee organization of their own choosing.
3. Denying SEIU its right to represent employees in their employment relations with the City.
4. Requiring employees to sign an acknowledgment document that includes any reference to a prohibition of sympathy strikes.

Dated: 8/4/17

City & County of San Francisco

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.