

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-1653-M, *Service Employees International Union Local 1021 v. City & 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 3500 et seq, by refusing to provide Service Employees International Union, Local 1021 (SEIU) with a timely and minimally redacted version of an investigation report which was necessary and relevant for it to represent a bargaining unit employee concerning a disciplinary grievance and failing to meet and confer with SEIU over privacy concerns relating to material in the investigation report.

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

- A. **CEASE AND DESIST FROM:**
1. Failing to provide necessary and relevant information to SEIU.
 2. Failing to meet and confer in good faith with SEIU to accommodate any legitimate privacy concerns with respect to requests for information.
 3. Interfering with bargaining unit employees' right to be represented by SEIU.
 4. Denying SEIU the right to represent bargaining unit employees in their employment relations with the City.
- B. **TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE MMBA:**
1. Upon request, provide SEIU with a version of the September 17, 2018 investigation report which excludes the following portions of the investigation report from redaction: Background section, paragraph one, first and second sentences; Background section, paragraph two, first sentence; Background section, paragraph three, first sentence; and the term "PRIVILEGED AND" in the header of every page of the investigation report.

Dated: 5/28/2020

CITY AND COUNTY OF SAN FRANCISCO

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.