

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**



After proceedings in Unfair Practice Case No. SF-CE-1683-M, *Alfonso Garcia v. City & County of San Francisco*, in which all parties had the right to participate, it has been found that the City & County of San Francisco (City) violated the Meyers-Millias-Brown Act (MMBA), Government Code section 3500 et seq. and PERB Regulations by retaliating against Alfonso Garcia (Garcia) for his exercise of protected rights by placing him on administrative leave on March 4, 2019, and reassigning him from the Family Health Center to the Maxine Hall Health Center on April 29, 2019. The City also interfered with Garcia's protected rights under the MMBA by informing Garcia on November 15, 2018, that employees would be fired if his exclusive representative continued filing grievances against the City; directing Garcia on June 18, 2019, not to communicate with employees at his former worksite; and ordering Garcia's union representative to leave a meeting in which he was entitled to have a union representative present on June 18, 2019.

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

**A. CEASE AND DESIST FROM:**

1. Imposing reprisals and/or discriminating against employees because of their exercise of protected rights under the MMBA.
2. Interfering with employees' exercise of rights granted by the MMBA.

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

1. Rescind Garcia's administrative leave notice dated March 4, 2019, and remove all originals and copies of the notice and any accompanying documents from Garcia's personnel file.
2. Make Garcia whole for any financial losses suffered as a result of his placement on administrative leave. Compensation shall be augmented by interest at a rate of 7 percent per annum.
3. Rescind Garcia's reassignment notice dated April 29, 2019, and remove all originals and copies of the notice and any accompanying documents from Garcia's personnel file.

4. Offer Garcia reinstatement to his former position at the Family Health Center or to a substantially similar position at the Family Health Center.

5. Make Garcia whole for any financial losses suffered as a result of his reassignment to the Maxine Hall Health Center, from the date of the reassignment until the date the reinstatement offer is made. Compensation shall be augmented by interest at a rate of 7 percent per annum.

Dated: April 9, 2021

CITY & COUNTY OF SAN FRANCISCO

By:   
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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.