

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. LA-CE-6862-E, *United Faculty/CCA/CTA/NEA v. North Orange County Community College District*, in which all parties had the right to participate, it has been found that the North Orange County Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by denying the winter 2023 intersession teaching requests of Linda Borla and Katie King because of their protected activity of serving as officers and/or representatives of their exclusive representative, United Faculty/CCA/CTA/NEA (United Faculty) and thereby denying United Faculty its right to represent employees; and bypassing United Faculty and dealing directly with employees regarding their intersession teaching requests and thereby also interfering with the rights of employees and United Faculty.

Because of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

1. Imposing reprisals or discriminating against employees because of their protected activity, including their service as union officers or representatives;
2. Bypassing United Faculty and dealing directly with employees regarding negotiable matters, including but not limited to intersession assignments;
3. Interfering with the rights of employees to participate in the activities of and be represented by United Faculty; and,
4. Denying United Faculty its right to represent employees.

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

1. Upon request, meet and negotiate exclusively with United Faculty regarding negotiable matters, including intersession teaching assignments; and
2. Make employees whole for the above unfair practices, with interest.

Dated: 12/11/25

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

By: *J. Ramos*
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.