

**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-6258-E, *Adjunct Faculty United v. North Orange 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 refusing and/or failing to meet and negotiate in good faith during with Adjunct Faculty United (AFU) for a successor collective bargaining agreement.

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

A. CEASE AND DESIST FROM:

1. Refusing and/or failing to meet and negotiate in good faith with AFU regarding matters within the scope of representation, by making regressive bargaining proposals without good cause;
2. Interfering with employees' rights to be represented by an employee organization of their own choosing and to participate in organizational activities; and,
3. Denying AFU the right to represent employees.

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

1. Withdraw our regressive bargaining proposals of June 13 and 19, 2017 regarding Article 6 (Assignment and Scheduling) and Article 11 (Salary) and, upon request by AFU, meet and negotiate in good faith with regard to matters within the scope of representation including but not limited to negotiations for a successor collective bargaining agreement.

Dated: May 14, 2019

North Orange Community College District

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.