

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-1395-H, *Esther Hessong, et al. v. Regents of the University of California (Irvine)*, in which all parties had the right to participate, the Public Employment Relations Board found that the Regents of the University of California (Regents) violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq. by (1) pronouncing Charging Parties' grievances "ineligible for local processing," and (2) advising Charging Parties' grievance representative that UCI Labor Relations "will not be issuing a step 2 response" to Charging Parties' grievances.

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

A. CEASE AND DESIST FROM:

1. Interfering with employee rights to participate in grievance procedures and to present grievances through their chosen representatives.

B. TAKE THE FOLLOWING AFFIRMATIVE ACTION TO EFFECTUATE THE PURPOSES OF HEERA:

1. Process according to law the two group grievances filed by Charging Parties on March 1 and March 7, 2023;

Dated: 9/17/2025 _____

Regents of the University of California

Signed by:
Kristin Beattie
By: 6D3133C12FFD4F2... _____
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.