



**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-1270-M, *Service Employees International Union Local 721 v. County of Riverside*, in which all parties had the right to participate, it has been found that the County of Riverside (County) violated the Meyers-Milias-Brown Act (MMBA) and Public Employment Relations Board Regulations by issuing a bargaining unit employee a Notice of Proposed Termination and subsequently terminating her employment in retaliation for her participation in a strike.

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

A. CEASE AND DESIST FROM:

1. Retaliating against employees for engaging in protected activity.
2. Denying Local 721 its right to represent employees.
3. Interfering with the right of bargaining unit employees to be represented by the employee organization of their choosing.

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

1. Rescind the bargaining unit employee's termination.
2. Expunge from its records the bargaining unit employee's Notice of Proposed Termination and the investigative report and all supporting documentation on which the notice was based, the Notice of Termination, and all references to those documents and to the allegations contained therein and other documents which support the Notice of Termination.
3. Offer the bargaining unit employee immediate reinstatement to her former position of employment or, if that position no longer exists, then to a substantially similar position, and restore to her all earned benefits as of December 14, 2017.
4. Make the bargaining unit employee whole for financial losses which she suffered as a direct result of her termination, including paying her back pay augmented at the rate of 7 percent per annum.

Dated: _____

COUNTY OF RIVERSIDE

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.