

**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. SF-CE-3500-E, *Adult School Teachers United v. West Contra Costa Unified School District*, in which all parties had the right to participate, the Public Employment Relations Board found that the West Contra Costa Unified School District violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq.

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

A. CEASE AND DESIST FROM:

1. Failing and refusing to meet and negotiate in good faith with Adult School Teachers United (ASTU) regarding matters within the scope of representation;
2. Unilaterally changing the past practice or procedures, without providing ASTU notice and an opportunity for bargaining;
3. Unlawfully bypassing ASTU to deal directly with represented employees over negotiable matters;
4. Interfering with the rights of bargaining unit employees to be represented by ASTU; and
5. Denying ASTU its right to represent bargaining unit employees.

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

1. Upon ASTU's request, rescind procedures for assigning English as a Second Language (ESL) courses adopted in Summer 2022 and declare any unilateral reassignments of the ESL employees' work in the 2022-23 school year void;
2. Upon ASTU's request, bargain in good faith over the effects of the Student Master Schedule, including any new procedures for changing or changes to ESL employees' work assignments;
3. Make whole ASTU for any extra bargaining costs incurred because of the violations found in this case, augmented by interest accrued to the date of payment at an annual rate of 7 percent, compounded daily;

4. Make whole all affected employees for any losses incurred because of the violations found in this case, augmented by interest accrued to the date of payment at an annual rate of 7 percent, compounded daily.

Dated: 9/20/24

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

By: Camille Johnson
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.