

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-1418-H, *University Professional and Technical Employees, Communication Workers of America Local 9119 v. Regents of the University of California (UCLA Health)*, in which all parties had the right to participate, it has been found that the Regents of the University of California violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 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. Making unilateral changes to matters within the scope of representation without providing reasonable notice and an opportunity to bargain.
2. Interfering with employee rights under HEERA.

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

1. Rescind the unilateral changes to pharmacists' hybrid work policy and vacation policy.
2. Return to staffing weekend work with volunteers paid at an overtime rate of pay.
3. Cease requiring pharmacists to work on Sundays at Santa Monica Medical Center.
4. Make all employees affected by the changes to the hybrid work policy, weekend work, Sunday work, and vacation policy whole, with interest at an annual rate of seven percent, compounded daily.

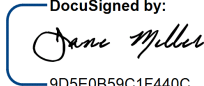
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Dated: 8/3/2026

Regents of the University of California

By:  9D5F0B59C1F440C
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.