

**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-5931-E, *Antelope Valley College Federation of Classified Employees v. Antelope Valley Community College District*, in which all parties had the right to participate, it has been found that the Antelope Valley Community College District (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. Unilaterally changing workdays or workweeks for all or certain classes of unit employees without complying with the terms of the collective bargaining agreement between us and the Antelope Valley College Federation of Classified Employees (Federation).
2. Bypassing the Federation and dealing directly with unit employees regarding the establishment of modified workweeks for all or certain classes of unit employees.
3. Refusing or failing to furnish a list of names of the unit members affected by the District's unilateral establishment of modified workweeks in or around February 2014.
4. Interfering with employees' right to be represented by the employee organization recognized or certified as their exclusive representative.
5. Interfering with the right of the Federation, as the exclusive representative, to represent employees.

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

1. Within 45 days after this decision is no longer subject to appeal, meet and negotiate upon demand from the Federation regarding whether to rescind in whole or part the modified workweeks established unilaterally on or around February 2014, as well as the process for conducting new votes or polls of affected members. Once negotiations begin, the parties will have 90 days to conclude an agreement. If no agreement is reached in that time, or if the Federation does not request to meet and negotiate, then the District shall rescind the modified workweeks in their entirety and restore the work schedules in effect before February 2014.
2. Furnish a list of the names of bargaining unit members affected by the modified workweeks established on or around February 2014.

3. Make whole for any financial losses suffered, including premium overtime wages or compensatory time off, all unit employees affected by the establishment of modified workweeks on or around February 2014. The backpay period shall run from the date of the implementation of the modified workweeks through the earliest of the following: the date the Federation declines to negotiate over the rescission of the modified workweeks, the date of any agreement reached by the parties pursuant to paragraph B.1, or, if no agreement is reached within 90 days of the start of negotiations, the date on which the District fully rescinds the unilateral changes to employee work schedules. All monetary amounts owed shall be augmented by interest at a rate of 7 percent per annum.

Dated: November 6, 2019

Antelope Valley Community College District

By:  \_\_\_\_\_

Authorized Agent

Ed Knudson, Superintendent/President

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.