



**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-6708-E, *United Faculty of the North Orange County Community College District, CCA/CTA/NEA v. North Orange County Community College District*, in which all parties had the right to participate, it has been found that the North Orange County Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by (1) its agent filing and pursuing a formal discrimination complaint against an employee who serves as Lead Negotiator for the United Faculty of the North Orange Community College District (United Faculty); (2) failing to immediately stop its investigation of the discrimination complaint after acquiring information that it was based on the employee's protected activity; and (3) by concluding that the employee's protected speech violated the District's code of ethics and threatening corrective action. The District also violated the above sections of EERA by issuing the employee a directive not to discuss the investigation with employees except his representative.

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 exercising rights under EERA.
2. Interfering with or harming rights guaranteed to employees under EERA.
3. Interfering with United Faculty's right to represent bargaining unit employees.

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

1. Rescind and expunge from all files it maintains regarding the employee the June 10, 2022 Notice of Investigative Findings and Administrative Determination and the letter of November 30, 2021 containing a confidentiality directive.
2. Inform United Faculty and the employee in writing that it deems the discrimination complaint filed by its agent on or about November 17, 2021 to have been formally withdrawn.

Dated: 12/13/23

North Orange County Community College District

By:   
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.