

**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-655-M, *Service Employees International Union Local 721 v. County of Ventura*, in which the parties had the right to participate, the Public Employment Relations Board (PERB) has found that the County of Ventura (hereinafter "County" or "We") violated the Meyers-Milias-Brown Act (MMBA), Government Code sections 3502, 3506, 3507, subdivision (c), and 3507.1, subdivision (c), and PERB Regulation 32603 (Cal. Code of Regs., tit. 8, § 31001, et seq.), subdivisions (a), (b), and (g), by refusing to process a certification petition relating to employees of the Ventura County Medical Center satellite primary care clinics (Clinics).

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

A. CEASE AND DESIST FROM:

1. Refusing to process: (a) Service Employees International Union Local 721's (SEIU) certification petition dated October 15, 2010; and (b) certification petitions that SEIU hereafter files with respect to Clinic employees.
2. Enforcing Section 2010 of the County's Personnel Rules as to any certification petition by SEIU regarding Clinic employees.
3. Interfering with Clinic employees' rights to be represented by the employee organization of their choosing and to participate in the activities of an employee organization of their own choosing.

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

1. Within twenty (20) days provide SEIU with a list of non-physician Clinic employees as of October 15, 2010, together with the employees' addresses, job titles, departments, assigned facilities, and hire dates, and showing such positions and employees to be within one or more reasonable units of non-physician employees at the Clinics.
2. Within twenty (20) days of a request made by SEIU no later than one year after the date this Decision is no longer subject to appeal, provide SEIU with a list of all Clinic employees as of the date of the request, together with the employees' addresses, job titles, departments, assigned facilities, and hire dates, and showing such positions and employees to be within reasonable units of employees at the Clinics.
3. Process SEIU's certification petition dated October 15, 2010, if SEIU so requests. Within twenty (20) days of any such request, the County shall appoint a neutral to conduct the card check and give him or her a list of non-physician Clinic employees as of October 15, 2010, together with the employees' job titles, departments, assigned facilities, and hire dates, and showing such positions and employees to be within one or more reasonable units

of non-physician employees at the Clinics. SEIU must then submit proof of support to the neutral, and the neutral must compare that proof of support to the County-provided lists.

4. Process certification petitions that SEIU may hereafter file with respect to Clinic employees.

Dated: 1/7/2020

COUNTY OF VENTURA

By: S. Atin
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.