

**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-6897-E, *California School Employees Association-Chapter 500 v. Los Angeles Unified School District*, in which all parties had the right to participate, it has been found that the Los Angeles Unified School District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by failing to meet and negotiate in good faith when it (a) failed to timely provide necessary and relevant information requested by the California School Employees Association, Chapter 500 (CSEA) and (b) unilaterally applied Article IV, Section 5 of the parties' collective bargaining agreement in a new way without providing CSEA notice and the opportunity to bargain that decision or the effects of that decision.

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

**A. CEASE AND DESIST FROM:**

1. Failing to provide necessary and relevant information to CSEA pursuant to the requirements of EERA.

2. Failing or refusing to afford CSEA adequate notice and opportunity to bargain in good faith over decisions involving mandatory bargaining subjects or bargainable effects of decisions involving non-mandatory bargaining subjects.

3. Interfering with protected union and employee rights.

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

1. Make CSEA whole for all extra losses and expenditures caused by the District's failure to bargain in good faith, as determined in compliance proceedings, other than the costs and fees CSEA paid in litigating this case. Any amounts due under this Order are to be augmented by providing interest accrued to the date of payment at an annual rate of seven percent, compounded daily.

2. Within 45 days of a request by CSEA, provide outstanding information in response to request nos. 1, 2, 3, and 6 of CSEA's November 30, 2023 request for information.

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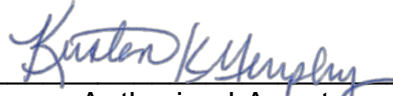


3. Rescind the new application of Article IV, Section 5 of the parties' collective bargaining agreement and return to the status quo of allowing CSEA to obtain documents stored within employees' personnel files without individual employee authorization.

Dated: \_\_\_\_\_ 8-14-2025 \_\_\_\_\_

Los Angeles Unified School 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.