

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-6292-E, *Los Angeles School Police Management Association 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 violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq., by unilaterally creating a policy or practice that delayed the implementation of certain pay increases contained in a Tentative Agreement with the Los Angeles School Police Management Association (LASPMA).

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

A. CEASE AND DESIST FROM:

1. Unilaterally creating policies or practices, including policies and practices regarding the implementation of negotiated pay increases, that affect matters within the scope of representation.
2. By the same conduct, denying LASPMA the right to represent members of the District's bargaining unit H.
3. By the same conduct, denying members of the District's bargaining unit H the right to be represented by LASPMA.

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

Make employees in Bargaining Unit H whole for any financial losses resulting directly from the District's unilateral change, plus interest at a rate of 7 percent per annum. This section of the order shall be stayed for 60 days from the date this proposed order becomes final to provide the parties an opportunity to meet and negotiate over a mutually acceptable remedy. If the parties are unable to reach an agreement within 60 days, this order shall take effect and the District shall immediately notify the PERB Office of the General Counsel so that a compliance proceeding may begin for this part of the order.

Dated: 5/15/19

LOS ANGELES UNIFIED SCHOOL DISTRICT

By: Rhet A. Samples  
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.