

**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-6549-E, *Antelope Valley College Federation of Teachers v. Antelope Valley Community College District*, in which all parties had the right to participate, the Public Employment Relations Board found that Antelope Valley Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq., by unilaterally changing instructors' work calendar and dealing directly with faculty bargaining unit employees regarding the calendar changes, thereby bypassing their exclusive representative, Antelope Valley College Federation of Teachers (Faculty Union).

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 instructors' work calendar in a manner that alters employee hours and other working conditions, without providing the Faculty Union adequate notice and an opportunity to negotiate over the decision.

2. Bypassing the Faculty Union and dealing directly with represented employees about changes to instructors' work calendar that alter their hours, workload, and other working conditions.

3. Interfering with employees' right to be represented by the Faculty Union.

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

1. Within 30 days after this decision is no longer subject to appeal, rescind the unilaterally adopted changes to instructors' work calendar before the beginning of the next successive academic year, and restore the instructors' work calendar to the one that existed before the 2020-2021 academic year. If this decision becomes no longer subject to appeal after December 9 of an academic year, rescission shall occur at the beginning of the second successive academic year following the date this decision is no longer subject to appeal. The parties may modify the rescission date by mutual agreement.

2. Upon demand by the Faculty Union, meet and negotiate in good faith over changes to instructors' work calendar.

3. Make affected employees whole for any losses suffered as a result of the unlawful unilateral changes to instructors' work calendar, including interest at the rate of 7 percent per annum.

Dated: 4/10/2023

ANTELOPE VALLEY 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.