

**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. SF-CE-3482-E, *West Valley-Mission Federation of Teachers, AFT Local 6554 v. West Valley-Mission Community College District*, in which all parties had the right to participate, the Public Employment Relations Board has found that the West Valley-Mission Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq.

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 terms and conditions of employment without providing West Valley-Mission Federation of Teachers, AFT Local 6554 (WVMFT) with notice and reasonable opportunity to meet and confer as required by EERA.
2. Interfering with the right of employees to be represented by WVMFT in their employment relations with the District.
3. Denying WVMFT its right to represent employees in their employment relations with the District.

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

1. Upon request of WVMFT within 60 days of this decision becoming final, rescind the decision to require all counseling faculty to work 100 percent in person, on campus, to take effect at the conclusion of the academic session immediately following this decision becoming final.
2. Upon request of WVMFT within 60 days of this decision becoming final, bargain in good faith with WVMFT over our work-from-home policy.
3. Rescind and destroy all copies of any documentation of oral and written warnings, or other counseling or discipline issued to unit members, for violating the 100 percent in-person policy.
4. Make unit members whole for any harms incurred in material part because of the District's unilateral imposition of the 100 percent in-person policy, with interest accrued to the date of payment at an annual rate of seven percent, compounded daily.

Dated: 9-27-2024

WEST VALLEY-MISSION 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.