

**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-6601-E, *Pasadena City College Faculty Association v. Pasadena Area Community College District*, in which all parties had the right to participate, it has been found that the Pasadena Area Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code sections 3543.5, subdivisions (a), (b), and (c) when, during negotiations for a successor collective bargaining agreement, the District refused repeated requests by the Pasadena City College Faculty Association (Association) to bargain over the District's academic calendar; unilaterally changed the calendar format for three years, beginning with the 2021-2022 calendar, by replacing the Winter Intersession with a new, second Summer Intersession, changing the starting and end dates of the Spring Semester, Spring Break, and the Summer Intersession; bypassing the Association and using the District's shared governance institutions to deal directly with faculty members regarding negotiable matters to obtain the above changes in the calendar format; denying the Association its right to represent faculty members in their employment relations with the District; and interfering with the rights of faculty members to be represented by the Association in their employment relations with the District.

As a result of this conduct, we have been ordered to post this Notice and to send copies individually via certified mail to all faculty members serving in Academic Senate, the Calendar Committee, the College Council, and the Council on Academic and Professional Matters, and we will:

- A. CEASE AND DESIST FROM:
1. Failing and refusing requests by the Association to meet and negotiate over the academic calendar and other negotiable subjects;
 2. Unilaterally deciding and/or implementing changes to the academic calendar and other negotiable matters without providing the Association with notice and an opportunity to bargain;
 3. Bypassing the Association and dealing directly with faculty members, either individually or through shared governance institutions, regarding negotiable aspects of the academic calendar;

4. Denying the Association's right to represent bargaining unit employees in their employment relations with the District; and,

5. Interfering with the right of bargaining unit employees to be represented by their employee organization.

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

1. Upon service of a final decision in this matter, and upon request by the Association, for the next successive academic year rescind the implementation of the three-year pilot project and/or altered calendar format adopted by the District's Board of Trustees on October 21, 2020; provided that if service of the final decision in this matter occurs on or after June 1 of an academic year, rescind the implementation of the three-year pilot project and/or altered calendar format adopted by the District's Board of Trustees on October 21, 2020 for the second successive academic year after the date of service of the final decision in this matter.

2. Upon request by the Association, promptly meet and negotiate over negotiable aspects of the academic calendar and other matters within the scope of representation.

3. Make affected employees whole for any losses suffered as a result of the District's unilateral changes and/or bypassing and direct dealing, including interest at the rate of seven (7) percent per annum.

4. Reimburse the Association for reasonable legal expenses, including but not limited to attorney's fees and costs for filing and prosecuting Unfair Practice Case No. LA-CE-6601-E, including interest at the rate of seven (7) percent per annum.

Dated: 6/26/23

Pasadena Area 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.