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-1779-M, Service Employees International Union Local 1021 v. City and County of San Francisco, in which all parties had the right to participate, the Public Employment Relations Board (PERB) has found that the City and County of San Francisco (City) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq. by failing to provide relevant and necessary information to service Employees International Union, Local 1021 (SEIU) pursuant to the requirements of the MMBA.

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

- A. CEASE AND DESIST FROM failing to provide disaggregated employee information SEIU requests for the purpose of investigating potential discrimination against employees it exclusively represents, provided that SEIU shall refrain from releasing disaggregated race/ethnicity information and shall use such information only as needed to investigate and/or seek to prevent, lessen, ameliorate, or remedy potential workplace discrimination or other potential legal or contractual violations.
 - B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS TO EFFECTUATE THE POLICIES OF THE MMBA:
- 1. Within 30 days after this decision becomes final, provide SEIU with a list of SEIU-represented City employees who were released from probation, or whose probation was extended, between January 1, 2016 and January 1, 2019, showing for each employee the following data: name, department, title, classification, identification number, appointment status, dates of employment, personal e-mail address and phone number, home address, and race/ethnicity.
- 2. Within 45 days of a request by SEIU, provide the information listed in paragraph B(1) for the period of January 1, 2019 through the date this decision becomes final.

Dated: 4/20/24	City and County of San Francisco
	By: _ Carol h
	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.