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. SA-CE-1220-M, *Service Employees International Union Local 1021 v. County of Sacramento*, in which all parties had the right to participate, the Public Employment Relations Board found that the County of Sacramento (County) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq. by unilaterally changing its holiday-in-lieu (HIL) scheduling policy without having negotiated with SEIU to agreement or a bona fide impasse.

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

A.   CEASE AND DESIST FROM:

1.   Moving bargaining unit employees to holiday-in-lieu schedules without negotiating with SEIU to agreement or a bona fide impasse over the decision and effects of the change.

2.   Interfering with either SEIU's right to represent bargaining unit employees or employees' right to be represented by SEIU.

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

1.   Within 30 days after this decision is no longer subject to appeal, rescind the holiday-in-lieu scheduling for those bargaining unit members not on a holiday-in-lieu schedule prior to July 2022. The parties may modify the rescission date by mutual agreement.

2.   Upon demand by SEIU, bargain in good faith over any proposed changes to holiday-in-lieu scheduling.

3.   Make whole SEIU and all affected employees for any losses incurred because of the violations found in this case. Any make-whole amounts shall be augmented by interest accrued to the date of payment at an annual rate of seven percent, compounded daily.

Dated: 9/19/2025 _____

County of Sacramento

By: Matt Connolly _____
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                    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.