

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**



After a hearing before the Public Employment Relations Board (PERB), in which all parties had the right to participate, PERB found that Clovis Unified School District violated the Educational Employment Relations Act and the Prohibition on Public Employers Deterring or Discouraging Union Membership chapter by: (1) dominating and interfering with the administration of the Clovis Unified Faculty Senate; (2) providing unlawful support and assistance to the Senate; (3) favoring the Senate over the Association of Clovis Educators (ACE), and encouraging employees to join the Senate over ACE, thereby violating the District's duty of strict neutrality; (4) interfering with protected employee rights; (5) deterring or discouraging employees from exercising free choice whether to join ACE or to authorize ACE to represent them; and (6) interfering with and/or denying ACE its representational rights and access rights guaranteed by law.

PERB also found that the Clovis Unified Faculty Senate violated the law by: (1) claiming to be the sole and/or official and/or de facto bargaining representative of certificated staff at the District when there was no exclusive representative; (2) actively encouraging and assisting in the District's unlawful domination and interference with the Senate's internal affairs such that it became an employer-dominated representative that interfered with employee free choice; (3) creating Clovis Teachers Organization (CTO) as an alias, alter ego, or successor and gathering proof of support for a representation petition to establish CTO as an employer-funded and employer-dominated exclusive representative; and (4) making statements that interfered with protected rights.

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

A. CEASE AND DESIST FROM:

1. Dominating, or interfering with the formation or administration of, any employee organization.
2. Providing support or assistance to an employee organization that is inconsistent with the principles PERB explained in its decision.
3. Issuing any communication, or engaging in any conduct, that tends to deter or discourage employees or applicants from exercising free choice whether to join ACE and whether to authorize ACE to represent them, unless the

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communication or conduct is narrowly tailored to a business necessity while minimizing the tendency to influence employee free choice to the greatest degree possible.

4. Interfering with or denying ACE the right to seek to become an exclusive representative, access rights guaranteed by law, or the right to represent employees, which includes the right to receive advance notice and the opportunity to meet with us to discuss changes to fundamental conditions of employment before we reach a firm decision about such changes.

5. Meeting or corresponding with Senate representatives on matters related to terms and conditions of employment, or otherwise recognizing the Senate (or any successor, alias, or alter ego, including CTO) as an employee organization representing certificated employees regarding any such issues.

**B. TAKE THE FOLLOWING ACTIONS:**

1. Disestablish all relationships with the Senate (or any of its successors, aliases, or alter egos) having to do with matters related to terms and conditions of employment of our certificated employees.

2. Cease providing any monetary, non-monetary, or in-kind support or assistance to the Senate.

3. Remove from all our sites of operation, and from all our postings or documents (whether paper, digital, or electronic, on the internet or on any computer, but excluding litigation documents or historical records) an illegal portion of Doc's Charge.

4. Rescind entirely an August 2021 e-mail from Superintendent Eimear O'Brien to all certificated employees that criticized ACE for attempting to enforce the law.

5. Treat employee organizations as specified in PERB's decision.

6. Provide employees, employee organizations, and organizational representatives with access rights guaranteed by law.

7. Honor employee authorizations as specified in PERB's decision.

8. Provide ACE with the information it requested from us in June 2021.

Dated: 12/16/2024

CLOVIS UNIFIED SCHOOL DISTRICT

By:   
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE TEACHER WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.