



**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-1595-M, *Union of American Physicians & Dentists v. County of Ventura*, in which all parties had the right to participate, it has been found that the County of Ventura (County) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq., by unilaterally implementing standardized schedule templates for physicians represented by the Union of Physicians and Dentists (UAPD), and by communicating directly with UAPD bargaining unit members about modifying their schedule templates. All other claims in the PERB complaint are dismissed.

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 UAPD bargaining unit members' schedule templates.
2. Bypassing UAPD and communicating directly with represented employees about changing their schedule templates.
3. Interfering with employees' right to be represented by UAPD.
4. Denying UAPD's right to represent its bargaining unit.

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

1. No later than 45 days from when this proposed decision becomes final, rescind the unlawfully implemented standardized schedule templates for UAPD's bargaining unit members and restore the prior-existing schedule templates, unless the parties agree upon alternative schedule templates during the 45 day time period. The parties may agree upon another appropriate timeframe for carrying out this section of the proposed order.
2. Compensate UAPD bargaining unit members for any losses resulted from the County's unlawful actions, starting from the date that bargaining unit members' schedule templates were changed until the County has complied with Section B.1 of this proposed order. Payments made shall be augmented by 7 percent daily compounded interest.

Dated: 5/15/2024

COUNTY OF VENTURA  
By: [Signature]  
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.