

**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 Nos. LA-CE-1260-M and LA-CE-1268-M, *Criminal Justice Attorneys Association of Ventura County 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 implementing its decision to withhold taxes based upon accrued paid leave without affording the Criminal Justice Attorneys Association of Ventura County (Association) adequate notice and a meaningful opportunity to bargain over the negotiable effects of that decision; and by its bad faith bargaining conduct over amending the parties' leave redemption plan.

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

A. CEASE AND DESIST FROM:

1. Negotiating with the Association in bad faith.
2. Failing to provide the Association notice and the opportunity to complete bargaining over the negotiable effects of our decision to begin withholding taxes based upon accrued leave hours that we deemed to be constructively received income.
3. Interfering with the Association's right to represent its members.
4. Interfering with employees' right to be represented by the Association.

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

1. Meet and confer with the Association, upon demand, over modifying the parties' paid leave redemption plan to avoid constructive receipt taxation.
2. Meet and confer with the Association, upon demand, over the negotiable effects of our decision to begin withholding taxes based upon accrued leave hours that we deemed to be constructively received income.

3. Reimburse Association unit members for any accountancy and/or related professional fees incurred in relation to implementation of our constructive receipt tax withholding decision. Compensation for these fees shall be augmented by interest at a rate of 7 percent per annum. The period of reimbursable fees shall commence on September 22, 2017, and continue until the earliest of: (1) the date the parties reach an agreement as part of complying with the effects bargaining order; (2) the date the parties have reached impasse and exhausted any post-impasse procedures that may be required or agreed upon; or (3) failure by the Association to request bargaining or to bargain in good faith.

Dated: 9/15/2021

COUNTY OF VENTURA

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.