

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 Nos. LA-CE-1081-M and LA-CE-1107-M, *Victor Serrano, Jeff Walker, and Association of Long Beach Employees v. City of Long Beach*, in which all parties had the right to participate, it has been found that the City of Long Beach (City) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq., PERB Regulations, and the City's Employer-Employee Relations Resolution (EERR) by: (1) denying the Association of Long Beach Employees' (ALBE's) May 31, 2016 appeal filed under sections 6 and 7 of the City's EERR; (2) allowing an employee organization to file intervention petitions outside of the prescribed time period in the EERR; and (3) placing ALBE's recognition requests in abeyance while it re-ran the decertification elections for the Skilled and General Basic and Refuse Basic units. All other allegations in case numbers LACE-1081-M and LA-CE-1107-M were dismissed.

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

**A. CEASE AND DESIST FROM:**

1. Violating the City's EERR, including denying valid appeal requests filed under EERR sections 6 and 7 and allowing employee organizations to file intervention petitions outside the prescribed time period in the EERR.

2. Enforcing or applying the EERR in a manner that encourages employees to join one organization over another while there is a question concerning representation present, including refusing to process appeal requests filed under EERR sections 6 and 7 and placing recognition requests in abeyance in a manner that advantages one organization over another.

3. Interfering with ALBE's right to represent employees.

4. Interfering with employees' rights to be represented by ALBE.

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

Rescind the City's June 3, 2016 denial of ALBE's May 31, 2016 appeal request

under the EERR and, at ALBE's request, process the appeal according to the City's EERR.

Dated: 07/09/2020

CITY OF LONG BEACH

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.