



**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-6562-E, *Victor Valley Teachers Association v. Victor Valley Union High School District*, in which all parties had the right to participate, it has been found that Victor Valley Union High School District violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq., when, during a deposition, its attorney asked Victor Valley Teachers Association (Association) President Kathleen Montague-Hanson questions about: (1) confidential communications she had with a member concerning a disciplinary matter in which she advised that member; and (2) confidential communications she had with other union members and union personnel about the disciplinary matter.

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

A. CEASE AND DESIST FROM:

- 1. Unlawfully interrogating union leaders about union activities and their communications with members.
- 2. Interfering with the right of the Association to represent bargaining unit employees.
- 3. Interfering with the right of bargaining unit employees to be represented by the Association.

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

- 1. Pay the Association four hours of attorney fees.

Dated: 11/16/22

VICTOR VALLEY UNION HIGH SCHOOL DISTRICT

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.