



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

In Unfair Practice Case No. SF-CE-3671-E, *United Teachers of Richmond v. West Contra Costa Unified School District*, in which all parties had the right to participate, it has been found that the West Contra Costa Unified School District violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. by bargaining in bad faith with United Teachers of Richmond (UTR).

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 UTR in bad faith.
2. Interfering with employees' right to be represented by UTR.
3. Denying UTR the right to represent employees.

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

1. Upon request of UTR, commence negotiations in good faith over terms and conditions of employment for bargaining unit employees.
2. Compensate UTR and its members for harm, if any, resulting in material part from the District's bad faith bargaining conduct. Interest shall accrue from the dates of harm to the date of payment at an annual rate of seven percent, compounded daily.

Dated: 6/18/2026

West Contra Costa Unified School District

By: Sylvia J. Greenwood

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.