

**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-1260-H, *California State University Employees Union v. Trustees of the California State University (San Marcos)*, in which all parties had the right to participate, it has been found that the Trustees of the California State University (San Marcos) violated the Higher Education Employer-Employee Relations Act (HEERA), Government Code section 3560 et seq., by unreasonably delaying its response to California State University Employees Union's (CSUEU) request for information that was necessary and relevant to its duty to represent its bargaining units, and by failing to produce a spreadsheet maintained by the Instructional and Information Technology Services (IITS) Department to assess different In-Range Progression (IRP) salary scenarios. As a result of this conduct, we have been ordered to post this Notice and we will:

A. CEASE AND DESIST FROM:

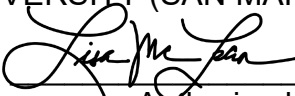
1. Unreasonably delaying the production of necessary and relevant information requested by CSUEU.
2. Refusing to fully respond to CSUEU's request for necessary and relevant information, namely by failing to produce IITS's spreadsheet of different IRP scenarios.
3. Interfering with employees' right to be represented by CSUEU.

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

1. Upon request, provide CSUEU with a current version of the IITS spreadsheet of different IRP scenarios.

Dated: October 7, 2020

TRUSTEES OF THE CALIFORNIA STATE  
UNIVERSITY (SAN MARCOS)

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.