

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A SETTLEMENT AGREEMENT BETWEEN THE BEVERLY HILLS UNIFIED SCHOOL DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS BEVERLY HILLS CHAPTER 328 (CSEA)

The Beverly Hills Unified School District (District) committed unlawful labor practices against the California School Employees Association and its Beverly Hills Chapter 328 (CSEA) when it violated the Educational Employment Relations Act (EERA), Government Code section 3543.5, subdivisions (a), (b), and (c), and the Public Employee Communication Chapter (PECC) Government Code section 3558 by failing to provide, or unreasonably delaying the provision of, bargaining unit contact information.

As a result of this conduct, the District has agreed to post this Notice and the District will:

A. CEASE AND DESIST FROM:

1. Failing to meet and negotiate in good faith with CSEA by failing to provide, or unreasonably delaying the provision of, information that is required by the Public Employee Communication Chapter of the California Government Code (Gov Code 3558).
2. Failing to meet and negotiate in good faith with CSEA by failing or refusing to provide, or unreasonably delaying the provision of, information that is required by the Educational Employment Relations Act (EERA), Government Code 3543.5 subdivisions (a), (b), and (c).

B. TAKE THE FOLLOWING AFFIRMATIVE ACTION DESIGNED TO EFFECTUATE THE POLICIES OF PECC AND EERA:

1. Provide CSEA with the bargaining unit contact information for the months of October, November, December 2024, and January, February, March, June, July, August 2025.
2. Provide CSEA with all bargaining unit contact information required by the Public Employee Communication Chapter (PECC) and the Educational Employment Relations Act (EERA).
3. Upon request from CSEA, meet and negotiate in good faith with CSEA regarding information requests.

BEVERLY HILLS UNIFIED SCHOOL DISTRICT

Dated: _____

9/18/25

By: _____



Superintendent Alex Cherniss

THIS NOTICE 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.

APPENDIX B

NOTICE TO EMPLOYEES

On April 9, 2025, California School Employees Association and its Beverly Hills Chapter 328 (“CSEA”) filed unfair practice charge no. LA-CE-6982-E against Beverly Hills Unified School District (“District”) with the Public Employment Relations Board. On August 5, 2025, PERB issued a Complaint, *California School Employees Association – Chapter 328 v. Beverly Hills Unified School District*, in Case No. LA-CE-6982-E, alleging that the District’s conduct violated Government Code sections 3543.5(a), 3543.5(b), 3543.5(c), and 3558(a).

In the interest of promoting harmonious labor relations between the parties, CSEA and the District settled the charge.

We would like to remind you that per the Educational Employment Relations Act (“EERA”), you have the right to form, join, and participate in the lawful activities of your union. In addition, the Public Employee Communication Code (“PECC”) imposes an affirmative duty on the District to provide CSEA with certain categories of employee contact information, including the name, job title, department, work location, work, home, and personal cell phone numbers, personal e-mail address on file with the District, and home address of all bargaining unit members. The District must provide CSEA this information on the last working day of September, January, and May each school year. In addition, the PECC imposes an affirmative duty on the District to provide the aforementioned contact information for new employees within thirty days of hire.

As part of the settlement, the District agreed to provide CSEA with the new hire contact information for any new employees hired in the months of October through December 2024, and February through August 2025. The Parties agree that moving forward, the District shall provide CSEA with all bargaining unit contact information on the last day of January, May, and September of each school year via CSEA’s secure FTP site, and provide the new employee information within thirty days of hire.

This Notice shall remain posted for thirty consecutive working days. This Notice shall also be posted by electronic message, intranet, internet site, and all other electronic means used by the District to communicate with CSEA represented employees.