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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 No. LA-CE-770-S, *American Federation of State, County & Municipal Employees Local 2620 v. State of California (California Correctional Health Care Services, Richard J. Donovan Correctional Facility)*, in which all parties had the right to participate, it has been found that the State of California (California Correctional Health Care Services) (CCHCS) violated the Ralph C. Dills Act (Dills Act), Government Code section 3512 et seq. by issuing a Letter of Instruction (LOI) to Sierra Murphy in retaliation for and in interference with her exercise of protected rights under the Dills Act. By this same conduct, CCHCS denied American Federation of State, County, and Municipal Employees (AFSCME) its statutory right to represent employees.

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

A. CEASE AND DESIST FROM:

1. Retaliating against bargaining unit employees for their protected activities, including but not limited to speech over working conditions and requests for union assistance.

2. Interfering with, restraining, or coercing employees in the exercise of protected rights under the Dills Act.

3. Denying AFSCME the right to represent employees guaranteed by the Dills Act.

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

Remove, rescind, and destroy all references to the unlawfully issued LOI from Murphy's personnel file.

Dated: 8/3/2026

State of California (California Correctional Health Care Services, Richard J. Donovan Correctional Facility)

Signed by:
C. W. Podratz
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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.