

**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. SF-CE-1997-M, *Service Employees International Union Local 521 v. City of Salinas*, in which all parties had the right to participate, it has been found that the City of Salinas violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq. by contracting out bargaining unit work.

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

- A. CEASE AND DESIST FROM:
  - 1. Unilaterally subcontracting business license renewal work unless SEIU agrees otherwise.
  - 2. Interfering with bargaining unit employees' right to be represented by their employee organization.
  
- B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE MMBA:
  - 1. Within sixty (60) days after this decision is no longer subject to appeal, unless SEIU agrees otherwise, cease utilizing HdL for processing business license renewals beyond acting as an online payment portal.
  - 2. Provide SEIU with advance notice and an opportunity to meet and confer regarding decisions to subcontract duties or services that have been historically or traditionally performed by employees exclusively represented by SEIU.

Dated: 4/9/2024 City of Salinas

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.