



**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-1145-M, , in which all parties had the right to participate, it has been found that the City of West Covina (City) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq., by (1) unilaterally changing how it administered the Tuition Reimbursement program; (2) unilaterally eliminating its personal vehicle washing policy; (3) Chief Larry Whithorn's threatening statements to Firefighter/Paramedic Greg La Fleur on July 7, 2016; (4) Whithorn's coercive questioning of Firefighter/Paramedic Edgar Vela on July 25, 2016, about West Covina Firefighters Association, International Association of Firefighter Local 3226 (Association) activity; (5) Assistant Chief Brian McDermott's threatening statements to Captain Scott Gilmore in August 2016; and (6) Whithorn's threatening statements to Captain Brent Meier during an August 2016 grievance meeting. All other claims were dismissed.

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

A. CEASE AND DESIST FROM:

1. Unilaterally implementing policies that are within the scope of representation.
2. Interfering with employees' rights to be represented by the Association, including but not limited to, threatening employees for engaging in protected activities and questioning employees about their Association activities in a coercive manner.
3. Interfering with the Association's right to represent its bargaining unit members.

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

1. Rescind the changes to the Tuition Reimbursement program for the Association's bargaining unit outlined in the May 16, 2016 memo.
2. Rescind the August 24, 2016 policy prohibiting Association unit members from washing their personal vehicles at City fire stations.
3. Compensate Association unit members for any financial losses incurred as a direct result of the unilateral policy changes in Section (B)(1) and (B)(2) of this order. Compensable financial losses should be augmented by interest at a rate of 7 percent per annum.

Dated: _____

CITY OF WEST COVINA

By: _____
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST THIRTY (30) CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.