

NOTICE TO EMPLOYEES



Case No. CA-2018-029 and Case No. CA-2018-034

POSTED PURSUANT TO AN ORDER OF THE PUBLIC EMPLOYEES RELATIONS COMMISSION
AN AGENCY OF THE STATE OF FLORIDA

AFTER A HEARING IN WHICH ALL PARTIES HAD AN OPPORTUNITY TO PRESENT EVIDENCE, IT HAS BEEN DETERMINED THAT WE HAVE VIOLATED THE LAW AND WE HAVE BEEN ORDERED TO POST THIS NOTICE. WE INTEND TO CARRY OUT THE ORDER OF THE PUBLIC EMPLOYEES RELATIONS COMMISSION AND ABIDE BY THE FOLLOWING:

WE WILL NOT unilaterally eliminate classifications within a bargaining unit without affording the United Faculty of Florida advance notice and an opportunity to bargain the impact of the University's decision.

WE WILL NOT discourage membership in any employee organization by non-renewing the contracts of employees or otherwise terminating employees in retaliation for their having engaged in protected concerted activity.

WE WILL NOT, in any like or related manner, interfere with, restrain, or coerce employees in the exercise of any right guaranteed them under Chapter 447, Part II.

WE WILL reinstate the classifications of assistant librarian and wellness counselor.

WE WILL reinstate Kate Bernard and Casey Fox to their previous positions and provide back pay and any other benefits to which they would have been entitled had they not been laid off.

WE WILL rescind Susan Drake's August 15, 2018, non-renewal letter.

WE WILL pay the United Faculty of Florida its reasonable attorney's fees and costs.

Florida Polytechnic University Board of Trustees

DATE

BY

TITLE

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for **60** consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Commission.

(ULP)