

**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-6583-E, *Mt. San Jacinto College Faculty Association v. Mt. San Jacinto Community College District*, in which all parties had the right to participate, it has been found that the Mt. San Jacinto Community College District (District) violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq., by retaliating against Rosaleen Gibbons and Farah Firtha for engaging in protected activities. By this conduct, the District also interfered with the rights of bargaining unit employees to be represented by the Mt. San Jacinto Faculty College Association (Association) and denied the Association its right to represent bargaining unit 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 employees for engaging in protected activities.
2. Interfering with the rights of bargaining unit employees to be represented by the Association.
3. Denying the Association its right to represent bargaining unit employees.

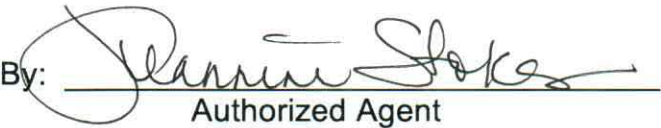
**B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS TO EFFECTUATE THE POLICIES OF EERA:**

1. Remove from all files and destroy Gibbons's May 6, 2020 counseling memo and all electronic or paper versions or copies thereof.
2. Remove from all files and destroy Firtha's May 6, 2020 admonishment and all electronic or paper versions or copies thereof.
3. Make Gibbons and Firtha whole, including but not limited to paying them back pay for lost release time and extra duty pay, plus seven percent interest.
4. Allow Gibbons and Firtha to compete to be elected Chemistry Department chairs, at their option, in the next Academic Senate election and all

subsequent elections. If either or both are elected by the faculty, we will recognize Gibbons and/or Firtha as chair/chairs.

Dated: 7/31/2023

MT. SAN JACINTO COMMUNITY COLLEGE  
DISTRICT

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.