

**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-3168-E, *VALERIE TRAHAN V. BERKELEY UNIFIED SCHOOL DISTRICT*, in which all parties had the right to participate, it has been found that the BERKELEY UNIFIED SCHOOL DISTRICT violated the Educational Employment Relations Act (EERA), Government Code section 3540 et seq. when it disciplined Valerie Trahan for engaging in protected speech on January 14, 2016; and by discriminatorily applying its e-mail use policies, including Administrative Regulation 4040, in such a manner as to prevent employees from using District e-mail to criticize the District or the exclusive representative.

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

**A. CEASE AND DESIST FROM:**

1. Disciplining employees for using District e-mail to engage in protected speech between and among employees.
2. Discriminatorily applying its e-mail use policies, including Administrative Regulation 4040, in such a manner as to prevent employees from using District e-mail to criticize the District or the exclusive representative.

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

1. Remove, rescind and destroy the January 21, 2016, Notice of Unprofessional Conduct to Valerie Trahan.
2. Restore Trahan's e-mail privileges.

Dated: January 9, 2018 BERKELEY UNIFIED SCHOOL DISTRICT

By: [Signature]  
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.**