



**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. SA-CE-1017-M, *International Brotherhood of Electrical Workers, Local 1245 v. Tahoe-Truckee Sanitation Agency*, in which all parties had the right to participate, it has been found that the Tahoe-Truckee Sanitation Agency (T-TSA) violated the Meyers-Milias-Brown Act (MMBA), Government Code section 3500 et seq., by interfering with employee rights under the MMBA based on statements made by two T-TSA board members, and by retaliating against Emily Pindar when it issued her a negative performance evaluation.

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

A. CEASE AND DESIST FROM:

1. Interfering with employee rights guaranteed by the MMBA to engage in protected activities.
2. Retaliating against Emily Pindar because of her participation in activities protected by the MMBA
3. Interfering with the right of IBEW to represent employees in their employment relations with T-TSA.

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

1. Rescind and remove the October 2017 annual performance evaluation from Emily Pindar's personnel file, and destroy all copies maintained by T-TSA, including any copies retained by Roshelle Chavez.

Dated: April 30, 2020

Tahoe-Truckee Sanitation Agency

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.