



NOTICE TO EMPLOYEES



**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

Millenium Parking and Metropolitan Valet, alter ego
and/or successor to Millennium Parking
Case: 13-CA-46285

FEDERAL LAW GIVES YOU THE RIGHT TO:

Form, join, or assist a union
Choose representatives to bargain with us on your behalf
Act together with other employees for your benefit and protection
Choose not to engage in any of these protected activities.

WE WILL NOT refuse to recognize and bargain with Teamsters Local 727 as the exclusive bargaining representative of employees in the following unit at all locations where Metropolitan Valet replaced Millenium Parking and any future locations obtained by Metropolitan Valet:

All full-time and regular part-time employees who perform valet services and are employed by Metropolitan Valet, alter ego of or successor to Millennium Parking, at current and future locations excluding all employees covered by another collective bargaining agreement, clerical employees and guards, professional employees and supervisors as defined in the Act, as amended.

WE WILL NOT fail or refuse to apply to unit employees employed at locations where Metropolitan Valet replaced Millenium Parking, the terms and conditions of employment established by the expired collective-bargaining agreement between Millenium Parking and the Teamsters Local 727.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL recognize the Union as the exclusive collective-bargaining representative of the employee in the Unit above and will adhere to all provisions of the expired collective-bargaining agreement with the Union.

WE WILL restore the terms and conditions of employment applicable under the collective bargaining agreement to any employees working for Metropolitan Valet and continue those terms and conditions unless and until changed through collective bargaining with the Union.

WE WILL make whole, with interest, all unit employees for any loss of earnings or other benefits they may have suffered as a result of our unlawful failure to abide by the terms of the expired collective-bargaining agreement and by our unlawful changes in terms and conditions of employment.

MILLENIUM PARKING AND METROPOLITAN VALET
(Respondent)

Dated: 03-10-11 By: 
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and union. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (866) 667-NLRB(6572).

209 South LaSalle Street, Suite 900
Chicago, Illinois 60604-1219

Telephone: (312) 353-7571
Hours of Operation: 8:30 a.m. to 5:00 p.m.

ATTACHMENT TO SETTLEMENT AGREEMENT 1. The specified paragraph(s) of the settlement agreement are amended to read as follows:

2. The specified paragraph(s) of the settlement agreement are amended as follows:

3. **Posting:** The Notice, in both English and Spanish, will be mailed to all of the unit employees and posted on a bulletin board where all State and Federal Notices are customarily posted at the office located at 406 N. Aberdeen Street in Chicago, Illinois.

4. **Backpay:** The Backpay paragraph of the settlement agreement is amended to read as follows:

The parties recognize that unit employees are entitled to backpay and acknowledge that the backpay is not subject to ready calculation. The parties further agree:

- 1) The Regional Director in accordance with established Board policy and procedures for such calculation will calculate the backpay plus interest. The Charged Party will identify all benefits and forms of compensation that the employees would have earned, but for the unfair labor practices. Those earnings include wages and overtime pay, premiums, tips, vacation pay, health and retirement benefits, including any medical expenses they incurred that would otherwise have been covered by health insurance, bonuses and commission payments.
- 2) The Charged Party will provide the Region with the social security numbers, last known addresses of the above-named individuals, and copies of payroll records or other relevant records from (the date of the ULP to the date of reinstatement or waiver of reinstatement) showing the hours worked and the wages paid to representative or replacement employees, within 10 days of the Regional Director's approval of this agreement.
- 3) The Charged Party further agrees to compensate employees for any such backpay owing to them pursuant to this agreement.