



# 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

El Lago Condominium Association  
Case: 13-CA-45815

### 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 ask our employees if they have filed grievances against us.

WE WILL NOT ask our employees to put into writing that a grievance filed on their behalf was the Union's idea rather than their idea.

WE WILL NOT imply that employees should refrain from filing grievances with the Union.

WE WILL NOT threaten our employees with harsher discipline if they file grievances.

WE WILL NOT question our employees if they feel coerced by us because the Union filed an unfair labor practice charge against us.

WE WILL NOT refuse to provide or delay in providing information regarding grievances when requested by the Union.

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

WE WILL bargain in good faith with the Union, upon request, as the exclusive collective-bargaining representative regarding wages, hours, and terms and conditions of employment of the employees in the following appropriate unit:

All employees of ours, including, but not limited to: cashiers, hikers, attendants, porters, maintenance men/custodians, drive men, washers, collectors, customer service representatives (excluding those who do sales and/or marketing), drivers, dispatchers, bellmen, doormen and supervisors who perform bargaining unit work; but excluding clerical employees, guards, professional employees and supervisors as defined in the National Labor Relations Act, who do not perform bargaining unit work.

WE WILL timely provide to the Union all necessary and relevant information they request regarding grievances.

**El Lago Condominium Association**  
(Respondent)

Dated: \_\_\_\_\_ By: \_\_\_\_\_  
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. 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.nlrb.gov](http://www.nlrb.gov). and the toll-free number (866) 667-NLRB(6572).

209 South LaSalle Street, 9<sup>th</sup> Floor  
Chicago, Illinois 60604-1219

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

**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 ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, **Thomas B. Porter at 312/353-7170.**