



# 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**

STATE PARKING, INC.  
Case: 13-CA-45955

**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** threaten employees that we will automate the garage in an effort to get rid of the International Brotherhood of Teamsters Local 727 (the Union).

**WE WILL NOT** refuse to bargain in good faith with the Union concerning employees in the following appropriate unit:

All full-time and regular part-time garage attendants employed by us at our facilities currently located at 2036 N Clark, Chicago, IL and 1221 N State Parkway, Chicago, IL, excluding clerical employees, professional employees and supervisors as defined in the Act.

**WE WILL NOT** unilaterally purchase or install an automated pay machine or any other equipment affecting the tenure of working conditions of our employees in the above-described unit without giving notice to the Union and an opportunity to bargain over the decision and the effects on our employees.

**WE WILL NOT** in any like or related manner frustrate you in the exercise of any of the rights stated above.

**WE WILL**, upon request, bargain collectively and in good faith concerning wages, hours, and other terms and conditions of employment with the Union as the exclusive collective bargaining representative of our unit employees in the above-described unit.

**WE WILL**, within 14 days from the date of the approval of this Settlement Agreement, remove any and all automated pay machines that we unilaterally installed.

**STATE PARKING, INC.**

(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.