

# NOTICE TO



## POSTED PURSUANT TO APPROVED BY A REGIONAL NATIONAL LABOR RELATIONS BOARD

CHICAGO PARKING COMPANY INC.  
Cases: 13-CA-45440, 13-CA-46019

### 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 question you about your activities on behalf of Teamsters Local 727 or any other labor organization.

WE WILL NOT promise you non-union medical insurance to discourage you from supporting the Union.

WE WILL NOT tell you that we are not a union shop when Teamsters Local 727 is your exclusive bargaining representative.

WE WILL NOT fire you because you are a member of or support the Union.

WE WILL NOT bypass your Union and deal directly with you regarding health insurance or any other terms and conditions of employment.

WE WILL NOT unilaterally cease making contributions to the Health and Welfare, Pension, Legal, and Educational Assistance Fund or make any other unilateral changes to the terms and conditions of your employment that existed prior to November 1, 2008, without giving prior notice to the Union and bargaining in good faith with the Union until an agreement or lawful impasse is reached.

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

WE WILL recognize Teamsters Local 727 as the exclusive bargaining representative regarding terms and conditions of employment of our employees in the following appropriate unit:

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The National Labor Relations Board is an independent Federal agency created in 1935 to help employees want union representation and it investigates and remedies unfair labor practice charge or election petition, you may speak confidentially to any agent with the Board's Region and the toll-free number (866) 667-NLRB(6572).

**THIS IS AN OFFICIAL NOTICE**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE

# EMPLOYEES

## SETTLEMENT AGREEMENT NATIONAL DIRECTOR OF THE AGENCY OF THE UNITED STATES GOVERNMENT



All regular full-time and regular part-time 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 execute and apply the current (November 1, 2006-October 31, 2011) collective-bargaining agreement, known as the commercial agreement, to our employees at the 888 S. Michigan Avenue building and the 321 N. Clark (Reid Murdoch) building.

WE WILL offer Dejene Bahiru his job back at the 888 S. Michigan Avenue building, along with his full seniority as the full-time hiker at that location, as well as all other rights and privileges under the collective-bargaining agreement, and WE WILL make him whole as described in the Settlement Agreement.

Starting June 28, 2010, WE WILL employ Dejene Bahiru as the full-time (40 hours/week) hiker and Fikadu Mikkonen as the part-time (32 hours/week) hiker at the 888 S. Michigan Avenue building.

WE WILL employ one full-time hiker at the 321 N. Clark (Reid Murdoch) building.

WE WILL remove any references to the unlawful discharge of Dejene Bahiru from our files, and notify him, in writing, that we have done so and that these actions will not be used against him in the future in any manner.

**CHICAGO PARKING COMPANY INC.**  
\_\_\_\_\_  
(Respondent)

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

Under the National Labor Relations Act. It conducts secret-ballot elections to determine whether to be represented by employers and unions. To find out more about your rights under the Act and how to file a charge with the NLRB, contact the NLRB Office set forth below. You may also obtain information from the Board's website: [www.nlrb.gov](http://www.nlrb.gov).

**THIS AGREEMENT MUST NOT BE DEFACTED BY ANYONE.**

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 AGREEMENT MUST NOT BE ALTERED, DEFACTED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THE NLRB'S COMPLIANCE OFFICER, Thomas B. Porter at 312/353-7170.