

# 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**



**SCI Illinois Services, Inc.  
Cases 13-CA-108513, 13-CA-109183,  
and 13-CA-109363**

**FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative 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** make it appear to you that we are watching out for your union activities.

**WE WILL NOT** ask you about your support or other employees' support of Teamsters, Local 727 ("Union").

**WE WILL NOT** threaten you with discharge or loss of pay if you participate in a strike or engage in union activity

**WE WILL NOT** ask you to resign your Union membership in order to work for the Company during a strike.

**WE WILL NOT** bypass the Union as the collective bargaining representative of our employees in the unit described below and deal directly with you concerning changes in your wages, hours and working conditions, including the settlement of pending grievances.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

**WE WILL** bargain with the Union, as the exclusive collective bargaining representative of our employees in the following unit described below,

*All full and regular part-time funeral directors, embalmers, and drivers employed by SCI Illinois Services, Inc., assigned to work at the following locations: Blake-Lamb Funeral Home, 4727 W. 103<sup>rd</sup> St., Oak Lawn, IL; Blake-Lamb Funeral Home, 5015 Lincoln St., Lisle, IL; Chapel Hill Gardens West Funeral Home, 17W207 Roosevelt Rd., Oakbrook Terrace, IL; Chapel Hill Gardens South Funeral Home, 11333 S. Central Ave., Oak Lawn, IL; Cypress Funeral Home, 1698 N. Bloomingdale Rd., Glendale Heights, IL; Drake & Son Funeral Home, 5303 N. Western Ave., Chicago, IL; Funeraria del Angel Sagrado Corazon, 5218 S. Kedzie Ave., Chicago, IL; Hennessy-Nowak Funeral Home, 400 Pulaski Rd., Calumet City, IL; Kenny Brothers Funeral Directors, 3600 W. 95<sup>th</sup> St., Evergreen Park, IL; Lloyd Mandel Levayah Funerals, 4750 W. Dempster St., Skokie, IL; Malec Funeral Home, 6000 N. Milwaukee Ave., Chicago, IL; Marsh Funeral Home, 305 Cemetery Rd., Gurnee, IL; Montclair-Lucania Funeral Home, 6901 W. Belmont Ave., Chicago, IL; Piser Funeral Services, 9200 N. Skokie Blvd., Skokie, IL; Ridge Funeral Home, 6620 W. Archer Ave., Chicago, IL; William H. Scott Funeral Home, 1100 Greenleaf Ave., Wilmette, IL; but excluding all other employees, managers, office clerical employees and guards, professional employees and supervisors as defined in the Act.*

**SCI ILLINOIS SERVICES, INC.**  
(Employer)

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