



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

SP Plus Corporation

**Cases 13-CA-258327, 13-CA-258834,
13-CA-260718, 13-CA-260872, and
13-CA-261805**

THE NATIONAL LABOR RELATIONS ACT 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 interfere with, restrain, or coerce you in the exercise of the above rights.

WE WILL NOT refuse to provide the Union with information that is relevant and necessary to its role as your bargaining representative.

WE WILL provide the Union with the following information it has requested in writing on the dates listed below.

- On March 18, 19, 20, and 21, 2020 the Union requested:
 - Any and all documents or information relied upon by the company to make decision to temporarily furlough members
 - Any and all communications to all members concerning the temporary furlough
 - Any and all information regarding the company's expected return date for the furloughed members.
- On March 26 and 31, the Union requested:
 - Any and all documents or information relied upon by the company to make the decision to reduce the 40-hour guarantee
 - Any and all communications to all members concerning the reduction in hours
 - Any and all information regarding the company's expected date to return members to the 40-hour guarantee
 - Any and all communications, contracts, bargaining notes, and communications between the company and or clients that supports the company's position
- On May 7, 2020, the Union requested:
 - Any and all documentation and or communication(s) (internal or otherwise) related to the matter between any and all SP Plus management and LAZ Parking management

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 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative Should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/ttv> (link is external), calling one of its toll-free numbers and asking its Communications Assistant to call our toll-free number at 1-844-762-NLRB.

219 South Dearborn Street, Suite 808
Chicago, Illinois 60604

Telephone: (312) 353-7570
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 Centralized Compliance Unit's Compliance Assistant, Nakisha Skinner at (312)886-4888.



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- On May 11, 21, and 26, 2020, the Union requested:
 - Any and all communications, notes, and written transcripts of verbal conversations between SP+ and the City of Chicago regarding staffing directives at O'Hare Airport from March 1, 2020 to the present.
- On May 27, and June 11, 2020, the Union requested:
 - A full and complete seniority list of all bargaining unit employees including seniority date, job classification, job classification seniority date, wage rate, and all current PTO account balances
 - A full and complete seniority list of all impacted bargaining unit employees including seniority date, job classification, job classification seniority date, wage rate, and all current PTO account balances
 - Any, and all documents relied upon by the Company to make its decision to layoff
 - Any, and all communications to all members concerning the layoffs

WE HAVE provided the Union with the following information it requested on May 7, 2020.

- Copies of any and all agreements, documentation, policies or rules, (excluding the parties current collective bargaining agreement) upon the Employer's denial of the grievance in this matter is/was based, including any alleged issues of timeliness
- A list of persons, and their title and contract information, who have knowledge of the facts underlying the grievance

SP Plus Corporation

(Employer)

Date: _____ **By:** _____
(Representative) (Title)

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