



United States Government  
NATIONAL LABOR RELATIONS BOARD  
Region 13  
209 South La Salle Street, Suite 900  
Chicago, Illinois 60604  
Telephone 312/353-7170

October 6, 2008

Camelot Terrace, Inc.  
Michael Lerner  
3553 West Petersen Avenue  
Chicago, Illinois 60659

Re: Camelot Terrace, Inc.  
Cases 13-CA-43946, 13-CA-44044

Dear Mr. Lerner:

The Board's Decision and Order Remanding dated September 29, 2008 recently issued in the above-captioned cases, I have enclosed a copy of it for your convenience. Under the Order, the Respondent is required to cease the unlawful conduct enumerated in paragraph 1(a)-(c) and to take the affirmative actions enumerated in paragraph 2(a)-(e). The Regional Director has assigned the matter to me; and it is my hope that the Respondent will comply promptly with the requirements of that Order so that further litigation may be avoided.

Under paragraph (2) Respondent is required to:

- (a) Rescind the warnings issued against Cheryl Henson,
- (b) Rescind the discharge of Cheryl Henson and offer her immediate and full reinstatement by October 13, 2008 to her former job, or if the job no longer exists for non-discriminatory reasons, to a substantially equivalent job, without prejudice to her seniority rights or privileges;
- (c) Expunge by October 13, 2008 from your files the unlawful warnings and discharge issued against Cheryl Henson; and within 3 days thereafter notify her in writing that the files have been expunged;
- (d) Make Cheryl Henson whole for any loss of earnings or other benefits suffered as a result of her unlawful discharge, with interest;
- (e) Preserve and provide all payroll records necessary for the calculation of the backpay owed to Cheryl Henson by October 20, 2008; and
- (f) Sign, date and post the enclosed notices; and

(g) Provide a sworn certification on the form provided attesting to the steps that Respondent has undertaken to comply with the requirements of the Order.

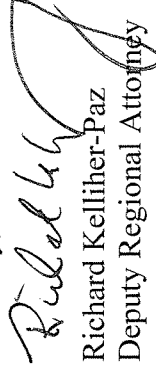
The original Order requires that an offer of reinstatement be extended within 14 days of the date of the Order. I suggest that the reinstatement offer be sent immediately by Certified Mail and that a copy of the offer be sent to this office, at the same time, so that I receive copies of them by October 13, 2008.

I have enclosed 14 original Notices and a form entitled Certification of Posting. The Notices must be signed and dated by a responsible official of the Employer and posted for 60 days in conspicuous places, wherever notices to employees are usually posted. Upon posting of the Notices, please send me four of the signed and dated Notices and a copy of the Certification of Posting showing when and where the Notices were posted. These Notices must be returned within 10 business days of the date of this letter.

Please provide me with payroll records or other personnel records reflecting the hours, earnings and seniority for all employees employed in the position of medical records/transport aide during the period of May 10, 2007 through the date of Cheryl Henson's reinstatement. These records should be submitted by October 20, 2008, so that I may be able to calculate the amount of back pay due under the Order. Finally, by October 20, 2008 please provide me with sworn certifications (attached) signed by a responsible company official attesting to the steps Respondent has taken to comply with this order.

The Respondent will be expected to comply with all provisions of the Order, and it is suggested that it be read carefully so that compliance may be achieved without delay. When there has been full compliance with the Order and there are no reported violations of its terms, we shall notify the parties that the case has been "closed" on compliance. Such "closing", however, will be conditioned on continued observance of the Order and will not preclude further proceedings should subsequent violations occur. Please call me at (312) 353-7629, or Compliance Officer Thomas Porter at (312) 353-7170, if you have any questions in this matter.

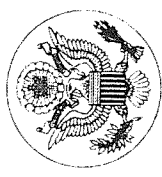
Sincerely,

  
Richard Kelliher-Paz  
Deputy Regional Attorney

Enclosures

cc: Service Employees International Union Local 4  
7026 W. North Ave.  
Chicago, IL 60707

Stephanie K. Brinson, Attorney  
Asher, Gittler, Greenfield & D'Alba  
200 W. Jackson Blvd., Suite 1900  
Chicago, IL 60606



# NOTICE TO EMPLOYEES

POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
AN AGENCY OF THE UNITED STATES GOVERNMENT

CAMELOT TERRACE, INC.  
Cases: 13-CA-43936 and 13-CA-44044

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

### 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 issue our employees warnings because of their engagement in union and other protected concerted activities.

WE WILL NOT discharge our employees because of their engagement in union and other protected concerted activities.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce our employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

WE WILL, within 14 days from the date of the Board's Order, rescind the unlawful warnings and discharge of Cheryl Henson and offer her reinstatement to her former job, or, if that job no longer exists, to a substantially equivalent job, without prejudice to her seniority or any other rights or privileges previously enjoyed.

WE WILL make her whole for any loss of earnings and other benefits as a result of the discrimination against her, with interest.

WE WILL, within 14 days from the date of the Board's Order, remove from our files any reference to the unlawful warnings and the discharge and WE WILL, within 3 days thereafter, notify her in writing that this has been done and that the unlawful actions will not be used against her in any way.

**CAMELOT TERRACE, 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) 353-7570  
Hours of Operation: 8:30 a.m. to 5:00 p.m.

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED DEFACTED, 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.