



# 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

### 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** refuse to bargain in good faith with the International Guards Union of America (GUA) Local Union 143 (“Union”) as the exclusive collective-bargaining representative of our employees in the following unit (“Unit”):

All full-time and regular part-time armed and unarmed security guards, corporals, sergeants working in the security center assigned by NAS [North American Security] to the U.S. Department of Commerce (“DOC”) federal building in Jeffersonville, Indiana pursuant to NAS’s contract with the DOC, and its successor(s), for the provision of security services at said facilities, but excluding all project managers, captains, lieutenants and/or clerical employees, temporarily assigned employees, substitute employees and all other employees.

**WE WILL NOT** fail and refuse to bargain collectively with the Union in good faith for a new collective bargaining agreement covering the Unit.

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

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

**WE WILL** bargain collectively and in good faith with the Union for a new collective bargaining agreement covering the Unit until an agreement or good faith impasse is reached.

**WE WILL** provide the Union with the information it requested on August 15, 2021, specifically: any and all written, verbal electronic or other information that led to the decision to discharge Kenny Adams.

PRUDENTIAL DEFENSE SOLUTIONS, INC.

(Employer)

Dated: \_\_\_\_\_

By: \_\_\_\_\_

(Representative)

(Title)

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 1-844-726-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/tty> (link is external), calling one of its toll-free numbers and asking its Communication Assistant to call our toll-free number at 1-844-762-NLRB(6572).

COMPLIANCE ASSISTANT RHONDA KRAMIG  
NATIONAL LABOR RELATIONS BOARD  
550 MAIN STREET, ROOM 3-111  
JOHN WELD PECK FEDERAL BLDG, CINCINNATI, OH 45202-3271

TELEPHONE: (513) 684-3692  
HOURS OF OPERATION: 8:00 a.m. to 4:30 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 Assistant Rhonda Kramig.**