



# NOTICE TO EMPLOYEES AND MEMBERS

POSTED PURSUANT TO A SETTLEMENT AGREEMENT  
APPROVED BY A REGIONAL DIRECTOR OF THE  
NATIONAL LABOR RELATIONS BOARD  
AN AGENCY OF THE UNITED STATES GOVERNMENT

**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** do anything that interferes with these rights. More particularly:

**WE WILL NOT** fail and refuse to represent employees in collective-bargaining units which we represent by failing to take action on behalf of such employees, including as relates to the filing and processing grievances, for reasons which are arbitrary, perfunctory, invidious or unfair.

**WE WILL NOT** in any like or related manner restrain or coerce employees in the exercise of their rights under Section 7 of the Act.

**WE WILL** request that Akal Security, Inc. rescind the August 26, 2009, suspension of **JULIE WALKER**.

**WE WILL** make **JULIE WALKER** whole, with interest, for any loss of pay she may have suffered as a result of her August 2009 suspension.

UNITED GOVERNMENT SECURITY  
OFFICERS OF AMERICA,  
INTERNATIONAL UNION  
(Union)

UNITED GOVERNMENT SECURITY  
OFFICERS OF AMERICA,  
INTERNATIONAL UNION, LOCAL 823  
(Union)

*Shannon S. Davis* 5/7/10  
(Representative) (Title)

*Robert Byrd* 5/7/10  
(Representative) (Title)

*SELAJE TONY / TRAINER*

Agency Toll Free Number (866) 667-NLRB (6572)  
2600 North Central Avenue - Suite 1800, Phoenix, Arizona 85004-3099  
Telephone: (602) 646-2160 (and from within AZ: 800-552-5809)  
Hours of Operation: Monday through Friday, 8:15 a.m. to 4:45 p.m.

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.nlr.gov](http://www.nlr.gov) and the toll-free number (866) 667-NLRB (6572).

**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 OFFICER.

United Government Security Officers  
of America - International Union  
8620 Wolff Ct, Ste 210  
Westminster, CO 80031-3695

NORTH VALLEY BANK  
9001 N. Washington  
Thornton, CO 80229  
82-507/1070

11533

5/27/2010

PAY TO THE ORDER OF Julie Walker

\$ \*\*4,904.58

Four Thousand Nine Hundred Four and 58/100\*\*\*\*\*

DOLLARS

Julie Walker  
7372 W. Millerton Way  
Florence, AZ 85132

Void after 90 Days

*Marie Sullivan*

MEMO

Settlement - Case 28-CB-7026

⑈0⑆1533⑈ ⑆107005076⑆ 034⑈740⑈

United Government Security Officers of America

Julie Walker  
6270 Professional Fees: Settlements

Settlement - Case 28-CB-7026

5/27/2010

11533  
4,904.58



North Valley General Settlement - Case 28-CB-7026

4,904.58