

UNITED STATES COURT OF APPEALS
FOR THE DISTRICT OF COLUMBIA CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No. 14-1129
v.	:	
	:	
INTERNATIONAL UNION, SECURITY, POLICE	:	Board Case No.:
AND FIRE PROFESSIONALS OF AMERICA	:	05-CB-100697
AND ITS LOCAL 287	:	
	:	
Respondent	:	

JUDGMENT ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD

Before: Henderson, Srinivasan, and Millett, Circuit Judges

This cause was submitted upon the application of the National Labor Relations Board for summary entry of a judgment against Respondent, International Union, Security, Police and Fire Professionals of America and its Local 287, its officers, agents and representatives, enforcing its order dated April 23, 2014, in Case No. 05-CB-100697, reported at 360 NLRB No. 78, and the Court having considered the same, it is hereby

ORDERED AND ADJUDGED by the Court that the Respondent, International Union, Security, Police and Fire Professionals of America and its Local 287, its officers, agents and representatives, shall abide by said order (See Attached Order and Appendix).

KLH

Judge, United States Court of Appeals
For the District of Columbia Circuit

SS

Judge, United States Court of Appeals
For the District of Columbia Circuit

Qm

Judge, United States Court of Appeals
For the District of Columbia Circuit

NATIONAL LABOR RELATIONS BOARD

v.

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA AND ITS LOCAL 287

ORDER

International Union, Security, Police and Fire Professionals of America and its Local 287, Washington, D.C., its officers, agents, and representatives, shall

1. Cease and desist from
 - (a) Failing and refusing to accept or process the grievance of any employee to whom it owes a duty of fair representation for unfair, arbitrary, or invidious reasons.
 - (b) In any like or related manner restraining or coercing employees in the exercise of the rights guaranteed them in Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.
 - (a) Accept in good faith and, if warranted, process, in a nonperfunctory manner, the grievances that Cynthia V. Parham attempted to file on September 24, 2012, November 18, 2012, and December 10, 2012.
 - (b) Within 14 days after service by the Region, post at its business office and meeting places copies of the attached notice marked "Appendix." Copies of the notice, on forms provided by the Acting Regional Director for Region 5, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees and members are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with employees and members by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced or covered by any other material.

- (c) Within 14 days after service by the Region, deliver to the Regional Director for Region 5 signed copies of the notice in sufficient number for posting by the Employer, Coastal International Security, if willing, at all places where notices to employees are customarily posted in its facility in Washington, D.C.
- (d) Within 21 days after service by the Region, file with the Regional Director for Region 5 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

APPENDIX

NOTICE TO EMPLOYEES AND MEMBERS

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES
COURT OF APPEALS ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government

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 with your employer

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities.

WE WILL NOT fail and refuse to accept or process the grievance of any employee to whom we owe a duty of fair representation for unfair, arbitrary or invidious reasons.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of the rights listed above.

WE WILL accept in good faith and, if warranted, process in a nonperfunctory manner the grievances that Cynthia V. Parham attempted to file on September 24, November 18, and December 10, 2012.

INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA AND ITS LOCAL UNION 287