



# NOTICE TO EMPLOYEES

## POSTED BY ORDER OF THE ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE STATE OF ILLINOIS

THIS IS A NOTICE TO EMPLOYEES THAT MUST BE POSTED PURSUANT TO THE ILLINOIS EDUCATIONAL LABOR RELATIONS BOARD'S OPINION AND ORDER IN Chicago Board of Education/Sinkevicius, Case Nos. 2019-CA-0031-C & 2019-CA-0071-C.

Pursuant to an Opinion and Order of the Illinois Educational Labor Relations Board and in order to effectuate the policies of the Illinois Educational Labor Relations Act ("Act"), we hereby notify our employees that:

This Notice is posted pursuant to an Opinion and Order of the Illinois Educational Labor Relations Board issued after an administrative proceeding in which both sides had the opportunity to present evidence. The Illinois Educational Labor Relations Board found that we have violated the Act and has ordered us to inform our employees of their rights.

Among other things, the Act makes it lawful for educational employees to organize, form, join or assist employee organizations or engage in lawful concerted activities for the purpose of collective bargaining or other mutual aid and protection.

**WE WILL NOT** interfere with, restrain, or coerce Terra Sinkevicius, or any of our employees, in the exercise of their rights guaranteed them under the Act.

**WE WILL NOT** retaliate against Terra Sinkevicius for her protected activities.

**WE WILL NOT** discriminate in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in an employee organization.

**WE WILL** expunge from our files and records any and all references to the adverse actions as specified in the Opinion and Order.

Date of Posting: 11/14/2024 | 11:37:21 AM CST

Signed by: Paul Ciastko  
As agent for **Chicago Board of Education**

**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 Board's Office, 160 N. LaSalle, Ste N-400, Chicago, IL 60601 (312) 793-3170