

NOT INCLUDED IN  
BOUND VOLUMES

PBH  
Madison Heights, MI

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**SCC OAKLAND CAMBRIDGE OPERATING  
COMPANY, LLC d/b/a CAMBRIDGE EAST  
HEALTHCARE CENTER**

**and**

Case 7-CA-53548

**PATRICK GORDON**

**DECISION AND ORDER**

On September 28, 2011, Administrative Law Judge Paul Bogas issued the attached decision. The Acting General Counsel, the Respondent, and the Charging Party filed a joint exception.

The National Labor Relations Board has considered the decision and the record in light of the exception and has decided to affirm the judge's rulings,<sup>1</sup> findings, and conclusions and to adopt the recommended Order as modified.<sup>2</sup>

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<sup>1</sup> No exceptions were filed to the judge's findings of fact or conclusions of law.

<sup>2</sup> The Acting General Counsel, the Respondent, and the Charging Party filed a joint exception requesting that the judge's recommended notice be modified to delete the Charging Party's name, citing their shared concern over disclosing to employees that there was an allegation of misconduct against the Charging Party. Given the parties' agreement, we shall modify the notice accordingly.

ORDER

The National Labor Relations Board adopts the recommended Order of the administrative law judge as modified below and orders that the Respondent, SCC Oakland Cambridge Operating Company, LLC d/b/a Cambridge East Healthcare Center, Madison Heights, Michigan, its officers, agents, successors, and assigns, shall take the action set forth in the Order as modified.

1. Substitute the attached notice for the one recommended by the judge.

Dated, Washington, D.C., November 29, 2011.

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Mark Gaston Pearce, Chairman

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Craig Becker, Member

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Brian E. Hayes, Member

(SEAL)

**NATIONAL LABOR RELATIONS BOARD**

NOTICE TO EMPLOYEES

Posted by 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
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities.

WE WILL NOT impose any overly broad confidentiality directive that restricts you from discussing an allegation of misconduct against you and/or from discussing the investigation of such allegation, where such restriction is not limited to the time period of the investigation.

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

WE WILL inform employees that they are free to discuss both the January 5, 2011 allegation of misconduct and the investigation that led us to conclude that the allegation was not substantiated.

SSC Oakland Cambridge Operating Company, LLC  
d/b/a Cambridge East Healthcare Center

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