

involved herein pending before the National Labor Relations Board, from, in any manner, or by any means:

1. Cease and desist from:

(a) Discharging or failing to reinstate, or otherwise discriminating against its employees because of their protected concerted activities or their activities on behalf of 1199SEIU United Healthcare Workers East, "the Union;"

(b) Withholding wage increases from its employees because they selected the Union as their collective-bargaining representative.

(c) Refusing to allow its Union-represented employees to work at Respondent facilities other than the facility located at 69-15 Austin Street, Forest Hills, New York, including but not limited to Respondent's facility located at 224 Seventh Street, Garden City, New York.

(d) Changing the work schedules and reducing the work hours of its Union-represented employees without first notifying and bargaining with the Union.

(e) Telling its employees that the Union is responsible for Respondent's refusal to grant employees wage increases or its refusal to allow employees to work at Respondent's Garden City, New York facility.

(f) Applying its rules prohibiting "[f]ighting, horseplay, practical jokes, or other disorderly conduct that could endanger or disturb any employee, contractor, customer. " and "[i]nappropriately threatening, intimidating, bullying, or coercing any employee, contractor, customer. in any manner, including by use of abusive or vulgar language' to employees conduct protected under Section 7 of the Act.

(g) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Further, Respondent, its officers, agents and representatives shall:

a) Within five (5) days of the issuance of the District Court's Order, offer, in writing, Anthony Randazzo and Sandra Kucuk immediate and full reinstatement to their respective former positions of employment, or, if their positions no longer exist, to substantially equivalent positions without prejudice to their seniority or any other rights or privileges previously enjoyed, displacing, if necessary, any newly hired or transferred workers;

b) Within five (5) days of the issuance of the District Court's Order, remove from its files all references to the respective discharges of Anthony Randazzo and Sandra Kucuk, and notify each of them in writing that this has been done and that Respondent will not use their discharges against either of them in any way.

c) Within five (5) days of the issuance of the District Court's Order, restore employee Ivisdenia Cassius-Linval's work hours to the schedule she had worked before June 7, 2016, or another schedule based on an accommodation of her school schedule.

d) Within five (5) days of the issuance of the District Court's Order, reinstate its practice of allowing Union-represented employees at Respondent's facility located at 69-15 Austin Street, Forest Hills, New York to work at other Respondent facilities, including the facility located at 224 Seventh Street, Garden City, New York.

e) Within fourteen (14) days from the date of the District Court's Order, grant wage increases to Union-represented employees at Respondent's facility located at 69-15 Austin Street, Forest Hills, New York commensurate with the wage increases Respondent provided to its employees at its other facilities in about June 2016.

f) Within seven (7) days from the date of the District Court's Order, post copies of the District Court's opinion and Order in this matter at all locations where Respondent's notices

to employees are customarily posted at Respondent's Forest Hills, New York facility; maintain such notices free from all obstructions or defacements pending the Board's administrative proceeding; and grant to agents of the Board reasonable access to the Respondent's facility to monitor compliance with this posting requirement;

g) Within seven (7) days from the date of the District Court's Order, at a meeting or meetings scheduled to ensure the widest possible attendance, direct Chief Executive Officer Alan Winakor to read, or permit an agent of the Board to read, the District Court's Order to employees at Respondent's Forest Hills, New York facility in English and on working time, in the presence of a Board agent and a representative of the Union; and

h) Within twenty (20) days of the issuance of this Order, file with the District Court and serve a copy upon Petitioner, a sworn affidavit from a responsible official which describes with specificity how the Respondent has complied with the terms of this decree, including the exact locations where the Respondent has posted the materials required under this Order.

Issued at Brooklyn, New York, this _____ day of _____, 20____

So Ordered:

United States District Judge