

**UNITED STATES COURT OF APPEALS
FOR THE SIXTH CIRCUIT**

Deborah S. Hunt
Clerk

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Re: Case No. 14-2404, *NLRB v. Law-Den Nursing Home*
Originating Case No. : 07-CA-108905

Dear Counsel,

The Court issued the enclosed Order today in this case.

Sincerely yours,

s/Bryant L. Crutcher
Case Manager
Direct Dial No. 513-564-7013

Enclosure

**UNITED STATES COURT OF APPEALS
FOR THE SIXTH CIRCUIT**

NATIONAL LABOR RELATIONS BOARD,	:	
	:	
Petitioner,	:	
	:	
v.	:	No. 14-2404
	:	
LAW-DEN NURSING HOME, INC.,	:	
	:	
Respondent.	:	
	:	

CONSENT ORDER

The National Labor Relations Board (the “Board”) and Law-Den Nursing Home, Inc. (“Law-Den” or the “Employer”), having entered into a Stipulation of Settlement (“Stipulation”) for the entry of this Order, and having moved this Court to enter an order approving the parties’ Stipulation, and good cause therefore being shown:

IT IS HEREBY ORDERED that said Stipulation executed on April 3, 2019, is incorporated herein by reference, and the same is approved and shall be filed; and

IT IS FURTHER ORDERED that Respondent Law-Den, its officers, agents, representatives, successors and assigns, shall, from herein forward:

(a) Continue to fully comply with the Judgment entered by this Court on March 17, 2015, and each of the provisions of the Board’s Order thereby enforced, and not in any way, by action or inaction, engage in, induce, encourage, permit or condone any violation of said Judgment;

(b) Continue to recognize and bargain with the Union, as required by established provisions of federal labor law;

(c) Refrain from failing to provide, failing to completely provide, and/or failing to timely provide requested information which is relevant and/or necessary to the Union's performance of its functions as exclusive bargaining representative of Respondent's employees, or from in any like or related manner failing or refusing to bargain in good faith with the Union;

(d) Refrain from unilaterally changing existing terms and conditions of employment without first providing notice to and bargaining with the Union;

(e) Refrain from, in any other manner, interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act;

(f) Within ten (10) days after receipt of a notice drafted by the Board for Respondent ("Notice"), provide the Board's Region 7 with a signed copy of the Notice and a list of all former employees who were employed by Respondent since entry of the March 17, 2015 Judgment;

IT IS FURTHER ORDERED that in order to ensure against violations of this Court's Judgment, and this Consent Order, the Court shall impose against Law-Den a prospective fine of up to \$15,000 for each and every future violation of this Order, and a further fine of up to \$200 per day for each day the Court finds the violation(s) have continued. Fines may only be imposed as a result of the Board instituting a new civil contempt proceeding in this Court, in which the Board shall be required to establish its allegations by clear and convincing evidence.

IT IS FURTHER ORDERED that the Court reserves jurisdiction, upon the failure of Law-Den to take any of the actions as set forth above, to take such other actions

and grant such other relief as may be just, reasonable, and proper to assure compliance with this Court's Judgments and this Consent Order.

s/ Victoria A. Roberts
Victoria A. Roberts
United States District Judge,
Appointed as Special Master

Dated: April 5, 2019