



NOTICE TO EMPLOYEES AND MEMBERS



**POSTED PURSUANT TO A SETTLEMENT AGREEMENT
APPROVED BY A REGIONAL DIRECTOR OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative 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 restrain or coerce you in the exercise of the above rights.

WE WILL NOT delay providing you with information regarding the status of your grievances and **WE WILL** keep Dawn Violette notified of the status of her grievance as it progresses through the grievance and/or arbitration process.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

**Laborers Local Union 1686 affiliated with the
Laborers' International Union of North America**
(Labor Organization)

Dated: Aug 4, 2020

By: Kim Richard Business Manager
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number 844-762-NLRB (6572)-NLRB (6572).

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 offices below:

National Labor Relations Board Region 19 Compliance Assistant; 915 2nd Ave., Ste 2948, Seattle, WA 98174-1006; Telephone: (787) 281-5061; Hours of Operation: 8:00 a.m. to 4:30 p.m.