

ANNUAL NOTICE TO EMPLOYEES REGARDING UNION-RELATED FINANCIAL OBLIGATIONS

You are currently employed in a bargaining unit represented by LiUNA! Gunitite Local No. 345 (Union). If you are a Union member and are satisfied with your status, you don't need to take any further steps.

If you are not yet a member of the Union, you can satisfy your financial obligations to the Union under the union-security clause of the labor agreement governing your employment, as most employees do, by becoming a Union Member. Your other rights and obligations, including your other options for satisfying your financial obligations under the National Labor Relations Act, are set forth below.

If you are not a member of the Union, you do not enjoy the many benefits of full Union membership. Unlike Union members **you may not attend members-only meetings, functions or seminars, vote in Union elections and/or on ratification of collective bargaining contracts, participate in Members-only benefits such as attend Annual Union Picnic, Receive Union Member promotional items such as Jackets, Hats, T-Shirts or carry a Union card.** In addition, should you ever decide to join, you would have to apply for Union membership and have to pay an initiation fee. However, for so long as you are a member of a bargaining unit for which the Union is the exclusive bargaining agent, the Union will continue to provide you with the rights and benefits of bargaining unit membership and will continue to represent you to the best of its ability.

The bargaining unit in which you are employed is covered by an agreement with a union security clause under which you are obligated to pay union dues or an agency fee. You can fulfill this obligation by becoming a Union member, if you are eligible, or by being a Non-Member Agency Fee Payer or Non-Member Agency Fee Payer Who Objects to Payment of Agency Fees Attributed to Non-Representational Activities. If you are a Non-Member Agency Fee Payer, unless you specifically request otherwise, this fee will be an amount equivalent to regular Union dues. If, however you are a Non-Member Agency Fee Payer and wish to request to only contribute to expenditures necessary to cover the Union's expenditures for collective-bargaining, grievance processing and arbitration, contract administration representation, the costs of administration, and other relevant matters affecting the terms and conditions of your employment, you may do so. In that event, you will be charged only that portion of the Union's dues attributable to the above-referenced chargeable amounts. In 2019, the Union's

expenditures on activities not directly relevant to representation constituted about 28.59% of all expenditures. Accordingly, at this time, Non-Member Agency Fee Payers Who Object to Payment of Agency Fees Attributed to Non-Representational Activities are required to pay an amount equal to 71.41% of Union members' dues. This amount will be updated periodically based on the Union's expenditures. A statement of allocated chargeable and non-chargeable expenses is available upon request.

Any requests to be a Non-Member Agency Fee Payer Who Objects to Payment of Agency Fees Attributed to Non-Representational Activities must be in writing, must identify you by name, address, social security number, craft and employer (or multi-employer group). Such written request must be signed by such Non-Member Agency Fee Payer Who Objects to Payment of Agency Fees Attributed to Non-Representational Activities. The reduction will take effect in the next dues period after such notice is received by the Union.

All requests shall be honored until you inform the Union otherwise. A Non-Member Agency Fee Payer Who Objects to Payment of Agency Fees Attributed to Non-Representational Activities may file a written objection to any of the items of the expenditures-breakdown or to the percentage of the dues that the Union has determined must be paid. The time period and other procedures for doing so are available upon request.