



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

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with your employer 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 depart from our established hiring hall rules by failing or refusing to refer you to work for arbitrary or discriminatory reasons or in bad faith.

WILL NOT in any like or related manner restrain or coerce you in the exercise of your above rights under Section 7 of the National Labor Relations Act.

WE WILL make Dion Barlow whole for the tips and other benefits should would have earned had she been allowed to work on February 16, 2019, and **WE HAVE** paid her for the wages she lost because of our failure to refer her to work on February 16, 2019.

WE WILL make Mary Hall whole for the loss of earnings and other benefits suffered as a result of our refusal to refer her to work on February 10, 2019 and March 30, 2019.

WE WILL make referrals from our hiring hall in accordance with our established hiring hall rules.

**INTERNATIONAL LONGSHOREMEN'S ASSOCIATION,
LOCAL 1526, AFL-CIO**
(Labor Organization)

DATED: 12/27/2019 BY: Christopher Roland President
(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).

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 12
201 East Kennedy Blvd., Suite 530
Tampa, FL 33602-5824

Telephone: (813) 228-2641
Hours: 8:00 a.m. to 4:30 p.m.