



NOTICE TO EMPLOYEES



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 do anything to prevent you from exercising the above rights.

WE WILL NOT fail or refuse to refer users of our exclusive hiring hall to work for employer-members of SOUTHEAST FLORIDA EMPLOYERS PORT ASSOCIATION (SEFEPA) because they are not members of INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, LOCAL 1526, AFL-CIO (the Union), or for any other arbitrary, discriminatory or unlawful reasons.

WE WILL NOT tell headers to choose union members over non-members in the assignment of work through our exclusive hiring hall.

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

WE WILL make whole SHANTAL MORGAN or any loss of wages and benefits she may have suffered as a result of our failure or refusal to refer her to work on November 8, 2014, plus interest.

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

DATED: 12.8.2016 BY: Christopher Roland President
(Representative) (Title)

National Labor Relations Board,
201 East Kennedy Blvd., Suite 530
Tampa, FL 33602-5824

Region 12
Hours:

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

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 (866)667-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 above Regional Office's Compliance Officer.