



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 do anything to prevent you from exercising the above rights.

WE WILL NOT require any user of our hiring hall who is not a member of our union, and who had already passed the physical examination and drug test needed to work as a longshoreman, to pass an additional physical examination and/or an additional drug test in order to obtain a swipe card needed to use our hiring hall, while not imposing the same requirement on our members.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act

WE WILL maintain and operate our hiring hall and job referral system in an objective, nondiscriminatory manner.

WE WILL reimburse non-member hiring hall users for expenses they incurred because they were required to pass additional physical examinations and/or drug tests in order to obtain a swipe card needed to use our hiring hall.

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

DATED: 8/18/2017 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.

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.