



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 threaten to select users of our exclusive hiring hall for positions as gang foremen (headers) or for any other positions because of their opposition to or support for union officers or candidates for union office, or based on any other arbitrary or discriminatory criteria.

WE WILL NOT select users of our exclusive hiring hall for positions as gang foremen (headers) or for any other positions because of their opposition to or support for union officers or candidates for union office, or based on any other arbitrary or discriminatory criteria.

WE WILL NOT fail or refuse to follow our established contractual procedures for the selection and referral of employees to work for employer-members of Southeast Florida Employers Port Association (SEFEPA) as gang foremen (headers).

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, within 14 days from the date of approval of the Settlement Agreement in National Labor Relations Board Cases 12-CB-204296 and 12-CB-211146 request that Florida International Terminal, LLC and all other employer-members of SEFEPA at which gang foreman (header) positions have been filled since February 1, 2017, agree to the prompt posting and new selection of gang foremen (headers) for all such positions.

WE WILL consider Lester Alexander and all hiring hall users who apply for gang foreman (header) positions, including positions that have been filled since February 1, 2017, that Florida International Terminal, LLC and other employer-members of SEFEPA agree to re-post.

WE WILL select gang foremen (headers) pursuant to the established procedure set forth in our collective bargaining agreement with SEFEPA, and its employer-members, based on objective criteria, and without considering the applicants' support for or opposition to union officers or candidates for union office or any other discriminatory or arbitrary criteria.

INTERNATIONALIONGSHOREMEN'S ASSOCIATION, LOCAL 1526, AFL-CIO

(Labor Organization)

DATED: 9/16/2015 BY: Christopher D. Boland 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.