



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

SECTION 7 OF THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us 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 fail to inform employees whom we seek to obligate to pay dues and fees as a condition of employment of their right under *NLRB v. General Motors Corp.*, 373 U.S. 734 (1963), to be and remain nonmembers, and of the right of nonmembers under *Communications Workers v. Beck*, 487 U.S. 735 (1988), to object to paying for expenditures not germane to our duties as your bargaining agent, to obtain a reduction in fees for such activities, and the reduced amount of fees charged to *Beck* objectors.

WE WILL NOT fail to annually notify all bargaining unit employees of their aforementioned rights under *NLRB v. General Motors Corp.*, 373 U.S. 734 (1963) and *Communications Workers v. Beck*, 487 U.S. 735 (1988).

WE WILL NOT fail to inform objecting nonmember bargaining unit employees of the basis for our calculation of the percentage reduction in fees, or of their right to challenge our calculations, or of any internal union procedures for challenging our calculations.

WE WILL NOT fail to provide objecting nonmember bargaining unit employees sufficient information to enable them to intelligently decide whether to object, as well as a description of any internal union procedures for filing objections.

WE WILL NOT delay, fail, or refuse to honor your requests to resign your union membership.

WE WILL NOT maintain rules or policies regarding window periods that limit an employee's right to revoke dues check-off authorizations after the expiration of the collective-bargaining agreement when no successor or other collective-bargaining agreement is in effect.

WE WILL NOT fail to give you the opportunity to revoke your dues check-off authorization upon contract expiration or during a period of time when no collective-bargaining agreement is in effect.

WE WILL notify in writing all bargaining unit employees of their right to be and remain nonmembers, and of the rights of nonmembers to object to paying for expenditures not germane to our duties as your bargaining agent, and to obtain a reduction in fees for such activities, and

WE WILL include in that notice sufficient information to enable employees to intelligently decide whether to object, including the amount of any reduced fee (or a good-faith estimate thereof), as well as a description of any internal union procedures for filing objections.

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).

National Labor Relations Board, Region 5
100 South Charles Street, Suite 600, Baltimore, MD 21201
Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office
1015 Half Street SE, Washington, DC 20570-0001
Washington Resident Office Telephone: (202) 208-3000
Hours of Operation: 8:15 a.m. to 4:45 p.m.

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, Heather Keough at (410) 962-2880.



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WE WILL, to the extent we have not already done so, provide William Ragland with a detailed explanation of how we have calculated the reduced fees and dues that we are charging him in order to permit him to make a reasoned determination whether or not to challenge that calculation.

WE WILL, for employees who with reasonable promptness after receiving the notices described above, elect to resign their union membership and/or object to the payment of nonrepresentational expenditures, accept and process those resignations and/or objections retroactively to February 2, 2019, or to the date the employee first became obligated to pay dues or fees as a condition of employment under the collective-bargaining agreement, whichever is later.

WE WILL refund to any employee who resigns membership and objects as described above, the portion of any dues or fees received from that employee that is attributable to nonrepresentational activities, with interest. In addition, **WE WILL** for any period where an employee's retroactive resignation and objection overlaps with an applicable grace period provided for in the collective-bargaining agreement or in the National Labor Relations Act, refund that employee, with interest, all dues or fees received from that employee for that period.

WE WILL revise your dues check-off authorization form to reflect that you have the right to revoke your dues check-off authorization upon contract expiration and at any period of time during which there is no collective-bargaining agreement in effect.

WE WILL notify you in writing that you have the right to revoke your dues check-off authorization upon contract expiration and at any period of time during which there is no collective-bargaining agreement in effect.

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.

**Public Service Employees Local Union 572
Affiliated with Laborers' International Union
of North America**

(Labor Organization)

Dated: 5/20/2020 By:

(Representative)

Business Manager

(Title)

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