



NOTICE TO EMPLOYEES AND MEMBERS

POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

THE NATIONAL LABOR RELATIONS ACT 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 receive, accept, and retain working assessments or supplemental dues checked off from the wages of an employee after the employee has resigned membership in the Bridge, Structural, Ornamental, and Reinforcing Iron Workers Local Union No. 623 (Union), where the terms of the voluntarily executed checkoff authorization do not clearly and explicitly impose any post-resignation working assessment or supplemental dues obligation on the employee and where there is no valid union-security clause in effect.

WE WILL NOT delay, fail, or refuse to provide a collective-bargaining agreement to Ronald Miller or any other employee represented by the Union which is relevant to the employee in assessing his or her contractual rights.

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 make whole employee Ronald Miller for the money deducted from his wages and received by us for the period following his resignation from union membership, with interest.

WE HAVE provided the collective-bargaining agreement to Ronald Miller that he requested in August 2017.

**BRIDGE, STRUCTURAL, ORNAMENTAL,
and REINFORCING IRON WORKERS
LOCAL UNION NO. 623)**

(Labor Organization)

Dated: 10/8/2020

By: Henry W. Adams Business
(Representative) (Title) Manager

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). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

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,