



# 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** depart from our established work referral system or operate our referral system in an arbitrary or discriminatory manner, or in bad faith.

**WE WILL NOT** fail or refuse to refer you to work in accordance with our work referral rules and **WE WILL NOT** fail or refuse to refer you for employment for arbitrary, invidious, or discriminatory reasons.

**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** operate our exclusive work referral system using objective criteria when making referrals.

**WE WILL** make referrals for employment in accordance with our work referral rules.

**WE WILL** make referral system user BRENDA RAINEY whole for any loss of earnings and other benefits suffered as a result of our failure and refusal to refer her to employment on January 16, 2017 and January 17, 2017, with interest.

**WE WILL** make referral system user FRANKLIN E. ALLEN whole for any loss of earnings and other benefits suffered as a result of our failure and refusal to refer him to employment on February 26, 2017, March 2, 2017, and March 7, 2017, with interest.

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, LOCAL 835, AFL-CIO**

(Labor Organization)

Dated: 10-11-18

By: Mark A. Hendrich  
(Representative)

Business 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.nlrb.gov](http://www.nlrb.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.