



NOTICE TO EMPLOYEES



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 interfere with, restrain, or coerce you in the exercise of the above rights.

YOU HAVE THE RIGHT to discuss and protest wages, hours and working conditions with other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT coercively question you about your or other employees' protected concerted activities.

WE WILL NOT discharge you, or tell you that we are discharging you, for engaging in protected concerted activities, or because you violated our rule prohibiting you from discussing pay with your co-workers.

WE WILL NOT orally promulgate or otherwise maintain rules prohibiting you from discussing pay with your co-workers.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL rescind the rule that we orally promulgated or otherwise maintained prohibiting you from discussing pay with your co-workers, and **WE WILL** notify you, in writing, that this rule has been rescinded.

WE WILL rescind any and all disciplines, discharges, or other adverse employment actions issued to employees or former employees since April 8, 2024, as a result of the maintenance and/or enforcement of our policy prohibiting you from discussing pay with your co-workers, and **WE WILL** notify such employees or former employees, in writing, that this has been done and that the disciplines, discharges, or other adverse employment actions will not be used against them in any way.

WE WILL retract any directives or legal enforcement actions issued to or taken against employees or former employees since April 8, 2024, as a result of the maintenance and/or enforcement of our rule prohibiting you from discussing pay with your co-workers, and **WE WILL** notify such employees or former employees, in writing, that this has been done and that the directives or legal enforcement actions will not be used against them in any way.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). 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.

819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Telephone: (817) 978-2921
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 REGIONAL OFFICE'S COMPLIANCE ASSISTANT, TRACY Y. WILLIAMS AT (346) 227-1373.