



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 restrain or coerce you from exercising the above rights.

WE WILL NOT deny your requests for relevant information including copies of the collective-bargaining agreements between us and your Employer, our Constitution and By-laws, your membership and dues checkoff authorization cards, records of your dues remittances submitted to us by your Employer, your amount of chargeable core membership fees, our method for calculating your core membership fees, and the process by which you may challenge the calculation of your core membership fees.

WE WILL NOT fail to give you written notice of your right to be and remain a non-member of the Union, your right to object to paying for our activities unrelated to our duties as your bargaining collective-bargaining representative and your right to obtain a reduction in dues and fees for such activities and the procedures for doing so.

WE WILL NOT refuse to honor your request to resign your Union membership.

WE WILL NOT fail or refuse to inform you of the explicit dates upon which your dues checkoff authorization may be revoked.

WE WILL NOT fail and refuse to provide you with a reasonable period of time in which to revoke your dues authorization at or near the anniversary date upon which you signed your dues checkoff authorization card.

Upon our providing you initial notice of your rights under *CWA v. Beck*, 487 U.S. 735 (1988), **WE WILL NOT** fail and refuse to provide you with the amount of union dues and fees chargeable to you in the event you elect to become a core dues member.

WE WILL NOT fail to give you notice of your right to revoke your dues checkoff authorization upon expiration of your collective bargaining agreement and at any time your collective-bargaining agreement is not 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.

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 ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER,

Two Metrotech Center, Suite 5100
Brooklyn, NY 11201

Telephone No: 718-330-7713
Hours of Operation: 9:00 am to 5:30 pm



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WE WILL provide the relevant information requested on March 22, 2019 to Angelo Rodriguez, including copies of the collective-bargaining agreements we have with his Employer, our Constitution and By-laws, his membership dues checkoff card, records of his dues remittances submitted to us by his Employer, your amount of chargeable core membership fees, our method for calculating your core membership fees, the process by which you may challenge the calculation of your core membership fees, and notify said member(s) that the Beck Objector rights and fee calculations are on the United Workers of America Website.

WE WILL revise our Dues Deduction Authorization forms to properly inform you of your right to be and remain a non-member and your right to object to paying for our activities unrelated to our duties as your bargaining collective-bargaining representative, your right to obtain reduction in dues and fees for such activities, the amount of those reduced dues and fees, and the procedures for you to obtain a reduction within a reasonable window period.

WE WILL, within 14 days of the approval of this agreement, notify, in writing, Angelo Rodriguez, Kevin Jackson, Michael Ortiz, Luis Moro, Jay Szalkiewicz, Elizabeth Gonzalez, Dawson Phillip, Edgar Garcia, Tenya Glenn, Ernest Pettigrew, Edin Kolenovic, and Brian Gallagher and any other current employee/members who executed the unrevised Dues Deduction Authorization forms that revocation of their dues authorization will be honored for a minimum of fifteen days at or near the employee's/member's anniversary date and at any time the collective-bargaining agreement is not in effect.

WE WILL notify all employee/member, in writing, of your right to be and remain a non-member and your right to object to paying for our activities unrelated to our duties as your bargaining collective-bargaining representative and your right to obtain a reduction dues and fees for such activities, the procedures for doing so and the amount of the reduced dues and fees.

WE WILL within 14 days of the approval of this agreement, make whole Steven Manon, Angelo Rodriguez, Thomas Rodriguez, Kevin Jackson, Michael Ortiz, Luis Moro, Jay Szalkiewicz, Elizabeth Gonzalez, Branden Jones, Dawson Phillip, Edgar Garcia, Raphael Nancoo, Amir Jerez, Tenya Glenn, Ernest Pettigrew, Antonio Figueroa, Jonathan Soto, Cory Lopez, Francisco Jimenez, Edin Kolenovic, and Brian Gallagher by paying them the difference between full membership dues and fees and the reduced core membership amount.

United Workers of America Local 621 (Red Apple Group Inc.)

(Labor Organization)

Dated: March 28,
2020

By: *Dinah D. Roberts*

(Representative)

President

(Title)

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