



# 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** coercively inform any employee that the Employer has retaliated or will retaliate against any employee for having filed a grievance.

**WE WILL NOT** threaten to take coercive action against any employee for filing a grievance or for requesting a steward, election or any other union activities and **WE WILL NOT** coercively inform any employee about such a threat.

**WE WILL NOT** threaten to take legal action against any employee or member due to their protected activities, including engaging in activities with other employees concerning terms and conditions of employment or for engaging in any union activities and **WE WILL NOT** coercively inform any employee about a threat to take legal action to intimidate any employee from engaging in activities with other employees concerning terms and conditions of employment or for engaging any union activities.

**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.

TEAMSTERS LOCAL 407 A/W INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS

(Labor Organization)

Dated: 2/26/16 By: *Dennis Roberts* *President*  
(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).

NATIONAL LABOR RELATIONS BOARD  
REGION 8  
1240 E. 9TH ST., ROOM 1695  
CLEVELAND, OH 44199-2086

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, 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,