



# 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 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 arbitrarily refuse to provide, or unreasonably delay in providing requested copies of referral records to individuals who are registered for referral from our exclusive hiring hall.

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 provide Tim Jones the information he requested on November 15 and December 15, 2011, and WE WILL do so in a timely manner.

**Local 513, International Union of Operating Engineers,  
AFL-CIO**

(Labor Organization)

Dated: 1-23-12

By: Gay Brown President  
(Responsible Official) (Title)

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 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: [www.nlr.gov](http://www.nlr.gov).

1222 Spruce Street, Room 8.302  
St. Louis, MO 63103-2829,

Telephone: (314)539-7080  
Hours of Operation: 8 a.m. to 4:30 p.m.

Hearing Impaired Persons May Call  
1-866-315-NLRB (1-866-315-5572)

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**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,