



# 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

### THE NATIONAL LABOR RELATIONS ACT 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 in the exercise of the above rights.

**WE WILL NOT** fail to timely inform you, upon your request, of the specific window period to effectuate your dues check-off authorization revocation.

**WE WILL NOT** maintain a dues check-off authorization agreement that does not clearly provide information to allow you to make an informed decision on Union membership and dues check-off.

**WE WILL NOT** maintain a dues check-off authorization agreement that does not clearly state that you can revoke your authorization upon expiration of the collective bargaining agreement.

**WE WILL NOT** maintain a dues check-off authorization agreement that requires you to give the Union authority to transfer your check-off obligation to another employer, other than a successor employer.

**WE WILL NOT** maintain a dues check-off authorization that is not voluntary for employees to sign and **WE WILL** remove language in the dues check-off authorization that reads “Must be Signed.”

**WE WILL NOT** in any like or related manner restrain or coerce in the exercise of your rights under Section 7 of the Act.

**WE WILL** inform you, upon your request, of the specific window period to effectuate your dues check-off authorization revocation and **WE WILL** include a notice in our response that says that you may revoke your dues check-off authorization at the expiration of the collective bargaining agreement.

**WE HAVE** honored Shelby Krockers’ request to end the automatic payment of her dues by check-off authorization.

**United Food and Commercial Workers Union, Local  
400**

(Labor Organization)

**Dated:** \_\_\_\_\_

**By:** \_\_\_\_\_  
(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).

1000 Liberty Ave Rm 904  
Pittsburgh, PA 15222-4111

**Telephone:** (412)395-4400  
**Hours of Operation:** 8:30 a.m. to 5 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 above Regional Office's Compliance Officer.

CASE 06-CB-222829