



**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**

**Case: 20-CB-316969**

**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 or refuse to use consistent, objective criteria and standards when referring applicants for employment through our exclusive referral system, including when making rigging and applicator/boom skill referrals.

**WE WILL NOT** maintain referral lists that fail or refuse to establish an order for referral based on consistent, objective criteria and standards.

**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.

**Sign Display and Allied Trades Local Union 510,  
District Council 36 IUPAT**

(Union)

Date: February 1, 2024

By: [Signature]

Title: Business Manager/Secretary-Treasurer

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 union. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to an agent with the Board's Regional Office set below. You may also obtain information from the Board's Website: [www.nlr.gov](http://www.nlr.gov) and the toll-free number 844-762-6572.

450 Golden Gate Ave., 3<sup>rd</sup> Floor Suite 3112  
San Francisco, CA 94102

Telephone: (415)356-5130  
Hours of Operation: 8:30 a.m. to 5:00 p.m.

Si quiere, se puede hablar en español con un agente de La Junta Nacional de Relaciones del Trabajo en confianza. La página electrónica de red de la Junta Nacional de Relaciones del Trabajo también tiene información en español: [www.nlr.gov](http://www.nlr.gov).

**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 Board's Office, National Labor Relations Board, Region 20, 450 Golden Gate Ave., 3<sup>rd</sup> Floor Suite 3112, San Francisco, CA 94102, Telephone Number 628/221-8866.