



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 or refuse to honor your resignation from the Union.

WE WILL NOT fail or refuse to honor your properly executed and valid rescission of your union dues withholding authorization.

WE WILL NOT fail or refuse to recognize you as a *Beck* objector if you file a *Beck* objection. If you are or become a *Beck* objector, **WE WILL NOT** fail or refuse to immediately reduce your dues and fees so that you are charged only for the Union's representational activities, and **WE WILL NOT** accept dues deducted from *Beck* objector's pay remitted by the Employer for nonrepresentational activities.

WE WILL NOT cause the Employer to encourage membership in or support of the Union by accepting full dues deductions from employees' pay where such employees have filed *Beck* objections.

WE WILL NOT delay in providing you with a copy of the collective bargaining agreement, which is available on the Union's website.

WE WILL NOT, upon your request, unreasonably delay furnishing you with a copy of the collective-bargaining agreement.

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 upon your filing a *Beck* objection, immediately recognize you as a *Beck* objector, immediately reduce your dues and fees so that you are charged only for the Union's representational activities, and provide you with information setting forth the percentage of the reduction in dues and fees charged to *Beck* objectors, the basis for that calculation, and the right to challenge, and a procedure for challenging, the amounts charged.

WE WILL recognize Mary Gidget Beck as an objecting nonmember retroactive to December 19, 2021, reduce her dues and fees so that she is charged only for the Union's representational activities, and **WE HAVE** provided her with information setting forth the percentage of the reduction in dues and fees charged to *Beck* objectors, the basis for that calculation, and the right to challenge, and a procedure for challenging, the amounts charged.

WE WILL make whole Mary Gidget Beck for any dues deductions from her wages for nonrepresentational activities from December 19, 2021, to the present with interest.

International Brotherhood of Electrical

Workers, Local 702

(Labor Organization)

Case 14-CB-297584

Dated:

2/17/23

By:

Steve Aughart
(Representative)

Business Manager
(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 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll-free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

1222 SPRUCE ST, RM 8.302
SAINT LOUIS, MO 63103-2829

Telephone: (314)539-7770
Hours of Operation: 8:00 a.m. to 4:30 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 Assistant, Tracy Y. Williams at (346)227-1373.