



# 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 representatives 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 concerted activities

In recognition of these rights, we hereby notify the employees and members that:

- WE WILL NOT** compel Class "B" longshoremen to attend meetings where the topics discussed relate to political, internal Union, and non-work matters.
- WE WILL NOT** tell Class "B" longshoremen that their failure to attend meetings where the topics discussed relate to political, internal Union, and non-work matters will result in a delay in their elevation to Class "A" longshoremen.
- WE WILL NOT** compel Class "B" longshoremen to attend Union marches.
- WE WILL NOT** in any similar way frustrate your exercise of any of the rights stated above.

International Longshore and Warehouse  
Union, Local No. 13, AFL-CIO  
(Union)

Dated: 4-3-08 By: Arnell R. [Signature]  
(Name and 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).

888 South Figueroa Street, Los Angeles, CA 90017-5449  
Telephone: (213) 894-5229 Hours of Operation: 8:30 a.m. to 5:00 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.