



NOTICE TO EMPLOYEES AND MEMBERS POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

Case: 20-CB-218555

The National Labor Relations Board has found that we violated the National Labor Relations Act and has ordered us to post and abide by this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives 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
- In recognition of these rights, we hereby notify you that:

WE WILL NOT suspend Damond McFarland's referral hall privileges or otherwise prevent him, or any other individual, from being referred for employment through our referral hall, because of unfair and/or arbitrary reasons;

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed by Section 7 of the Act.

WE HAVE rescinded McFarland's March 28, 2018 to June 21, 2018 suspension from our referral hall, and fully restored his ability to use our exclusive hiring hall referral services that he lost as a result of this suspension;

WE WILL make McFarland whole for any loss of earnings or benefits suffered as the result of our March 28, 2018 to June 21, 2018 unlawful suspension of his referral hall privileges;

WE WILL remove from our files and records any reference to the March 28, 2018 to June 21, 2018 suspension of McFarland's referral hall privileges and notify him, in writing, that this has been done and that the unlawful suspension of these privileges will not be used against him in any way.

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES AND MEMBERS, LOCAL 16

Union

Dated: August 5, 2019

By: _____

Representative

Title: _____

Business Agent

The Administrative Law Judge's decision can be found at www.nlr.gov/case/20-CB-218555 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



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.nlr.gov

901 Market Street, Suite 400, San Francisco, CA 94102-1735
(415) 356-5130, Hours: 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 (628) 221-8875