



NOTICE TO MEMBERS AND EMPLOYEES



**POSTED BY ORDER OF THE
NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT
PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER
AND A CONSENT JUDGMENT OF ANY APPROPRIATE
UNITED STATES COURT OF APPEALS**

FEDERAL LAW 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 do anything to prevent you from exercising the above rights.

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 NOT suspend you from utilizing our exclusive referral system in an arbitrary manner and/or for discriminatory reasons.

WE WILL NOT cause or attempt to cause Hughston Engineering, Inc., and other employers, to discriminate against employees in regard to their hire or tenure of employment, or any term or condition of employment, by suspending referral hall users from use of our exclusive referral system, in an arbitrary manner and/or for discriminatory reasons.

WE WILL, within 14 days from the date of the Board's Order in these matters, rescind our October 5, 2019 to October 20, 2019 suspension of George Dooling from utilizing our exclusive referral system; remove from our files any reference to our unlawful suspension; and, within 3 days thereafter, notify Dooling in writing that this has been done and that we will not use the suspension threat against him in any way.

INTERNATIONAL ALLIANCE OF THEATRICAL
STAGE EMPLOYEES, LOCAL 16

(Union)

Date: 11/5/20 By: *Jim Beckett* President
(Representative) (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.

901 Market Street, Suite 400
San Francisco, CA 94103-1738

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

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED 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 Centralized Compliance Unit at complianceunit@nrlb.gov.