



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 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 threaten or implicitly threaten to deprive John Newell and other members with access to the hiring hall or to enforce any union security clause against them because they choose to refrain from engaging in Section 7 activities, including the Membership Union Participation Program (MUPP).

WE WILL NOT maintain the former Northeast Regional Council of Carpenters' MUPP Frequently Asked Questions that threaten employee members with loss of access to the hiring hall or possible enforcement of the union security clause against them if they choose not to engage in MUPP activities.

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 cease and desist from threatening to deprive John Newell and other employees with access to the hiring hall or to enforce any union security clause against them because they choose to refrain from engaging in Section 7 activities, including the MUPP.

WE WILL remove the Frequently Asked Questions relating to the Northeast Regional Council of Carpenters' MUPP, to the extent to which we have not already removed them, that threaten to deprive employees with access to the hiring hall or that threaten to enforce any union security clause against them because they choose to refrain from engaging in Section 7 activity, including the MUPP.

UNITED BROTHERHOOD OF CARPENTERS AND
JOINERS OF AMERICA, LOCAL 291

and

NORTHEAST REGIONAL COUNCIL OF CARPENTERS OF
THE UNITED BROTHERHOOD OF CARPENTERS
AND JOINERS OF AMERICA

(Labor Organization)

Dated: Nov 6, 2018

By: [Signature]

ASST 2 ST
(Representative) (Title)

130 South Elmwood Avenue, Suite 630
Buffalo, NY 14202-2465

Telephone: (716) 5541-4931
Hours of Operation: 8:30 a.m. to 5:00 p.m.

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 and the toll-free number (844) 762-NLRB (6572).

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, David Turner (518) 419-6669