



# 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

Cases: 31-CB-151862, 27-CB-158746,  
20-CB-170023, 20-CB-180861,  
20-CB-192631, 20-CB-194835

### 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** maintain an unlawful rule at Article 17, Section 5.1 of our Constitution and By-Laws that threatens fines or suspensions against members found to have disclosed "the business of this Local Union" to outside parties, and against members found to have known about such disclosure but who failed to report it.

**WE WILL NOT** fail to take reasonable steps to adequately and timely notify all persons who utilize our hiring hall referral service of the rules and procedures for using our hiring hall referral service.

**WE WILL NOT** refuse to make available to you relevant and requested information relating to our hiring hall referral service.

**WE WILL NOT** fail or refuse to refer you to work through our hiring hall referral service in disregard of valid hiring hall referral service rules and regulations, and **WE WILL NOT** operate our hiring hall referral service in an arbitrary or discriminatory manner.

**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**, within 21 days of the Regional Director's approval of this Agreement, rescind Article 17, Section 5.1 of our Constitution and By-Laws in all of its forms, or revise it in all of its forms, to make clear that it does not bar or restrict your right to share information relating to the Union for the purpose of bringing charges with the National Labor Relations Board or engaging in other activities protected by Section 7 of the Act.

**WE WILL**, within 28 days of the Regional Director's approval of this Agreement, notify all current members regarding the rescission or revision of Article 17, Section 5.1 of our Constitution and By-Laws and, if revised, **WE WILL** provide them copies of the revisions.

**WE WILL**, within 30 days of the Regional Director's approval of this Agreement, make available to David Edward Jury the hiring hall referral service information requested by him verbally and in emails, as detailed in the Consolidated Complaint and Notice of Hearing issued on July 31, 2017.

**WE WILL**, within 14 days of the Regional Director's approval of this Agreement, disseminate to all persons who utilize our hiring hall referral service the document entitled "I.A.T.S.E. Local 16 Referral Procedures and Code of Conduct," and any updated or additional rules or procedures relating to the operation of our hiring hall referral service and, in particular, the processes governing how persons establish and add to the skills listed in our computerized referral system; and the process by which persons become informed of the skills listed in our computerized database.

**WE WILL**, within 30 days of the Regional Director's approval of this Agreement, make David Edward Jury whole for any loss of earnings and other benefits he may have suffered by reason of our failing or refusing to refer him to work through our hiring hall referral service.

**WE WILL**, within 30 days of the Regional Director's approval of this Agreement, remove from our files any reference to our unlawful failures to refer David Edward Jury to work through our hiring hall referral service and, and within 3 days thereafter, notify Jury in writing that this has been done and that we will not use our unlawful failures to refer against him in any way.

**International Alliance of Theatrical Stage  
Employees, Local 16**

(Union)

Date:

11/10/17

By:

[Signature]

Title:

Business Agent

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](http://www.nlr.gov) and the toll-free number 844-762-6572.

901 Market Street, Suite 400  
San Francisco, CA 94103

Telephone: (415) 356-5130  
Hours of Operation: 8:30 a.m. to 5:00 p.m.

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**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 Board's Office, National Labor Relations Board, Region 20, 901 Market Street, Suite 400, San Francisco, CA 94103, Telephone Number 628/221-8875.