



# NOTICE TO EMPLOYEES



## 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 us 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** require job applicants to identify as non-union or financial core members of the union as a condition of employment.

**WE WILL NOT** threaten employees that we will not hire them because of their union membership or union support.

**WE WILL NOT** ask job applicants about their union membership status, including whether they are non-union or financial core members.

**WE WILL NOT** threaten to place employees on a "Do Not Hire" list because they exercise their right to bring wage issues and complaints to us on behalf of themselves and other employees.

**WE WILL NOT** in any like or related manner restrain or interfere with your rights under Section 7 of the Act.

*Jennifer Walton*  
9/21/17

**INSTRUMENTAL CASTING, LLC**  
(Employer)