



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

**PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL
DIRECTOR OR THE NATIONAL LABOR RELATIONS BOARD
AN AGENCY OF THE UNITED STATES GOVERNMENT**

**SECTION 7 OF THE NATIONAL LABOR RELATIONS ACT, A 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 these rights.

WE ARE the exclusive collective-bargaining representative of the employees employed in certain job classifications (the Bargaining Unit), as set forth in the collective bargaining agreement between United Parcel Service and the International Brotherhood of Teamsters

WE WILL NOT fail or refuse to fairly represent John Virgil, or any bargaining unit employee, in the processing and filing of grievances by handling grievances in an arbitrary or discriminatory way.

WE WILL continue to pursue John Virgil's grievance regarding the bid job # SU01 through the remaining stages of the grievance procedure, in good faith and with due diligence.

LOCAL 804, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

(Labor Organization)

Dated: 5/27/2021 By: [Signature] Secretary Treasurer
 (Representative) (Title)

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.nlrb.gov, and the toll-free number 844-762-NLRB (6672).

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 Centralized Compliance Unit at complianceunit@nlrb.gov."