



NLRB

National Labor Relations Board

NOTICE TO EMPLOYEES

**Posted by Order of the National Labor Relations Board
An Agency of the United States Government**

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this Notice.

FEDERAL LAW GIVES YOU THE RIGHT TO:

- **Form, join, or assist a union**
- **Choose representatives 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 discharge any employees because of their union activities.

WE WILL NOT create the impression that union activities are under surveillance.

WE WILL NOT make coercive statements that management was angry about the employees' organizing efforts or that management would take the names of union supporters and take adverse action.

WE WILL NOT coerce employees and instruct them not to talk to union adherents.

WE WILL NOT coercively interrogate employees as to why they need a union.

WE WILL NOT disclose to employees that management knew about their union activity and create the impression of unlawful surveillance.

WE WILL NOT make coercive statements to union supporters that they should look for jobs elsewhere.

WE WILL NOT threaten employees with more onerous working conditions or threaten them with loss of jobs if the employees select the Union.

WE WILL NOT coercively interrogate employees about their union sentiments.

WE WILL NOT threaten employees with increased discipline if they select the Union.

WE WILL NOT threaten employees to be careful with Comcast or face unspecified reprisals.

WE WILL NOT coercively tell employees that they would not be promoted because of their union support.

WE WILL NOT in any like or related manner interfere with restrain, or coerce employees in the exercise of their rights guaranteed them by Section 7 of the Act.

WE WILL within 14 days from the date of this Order, offer Sharon Brown And Jonnie Harrison full reinstatement to their former jobs or if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

WE WILL make Sharon Brown and Jonnie Harrison whole for any loss of earnings and other benefits suffered as a result of the discrimination against them with interest.

WE WILL within 14 days from the date of the Board's Order, remove from its files any reference to the unlawful discharges and within 3 days thereafter notify the employees in writing that this has been done and that the discharge will not be used against them in any way.



(Employer)

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.

103 South Gay Street, The Appraisers Store Building, 8th Floor Baltimore, MD 21202-4061

Hours: 8:15 a.m. to 4:45 p.m.

410-962-2822.

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, 410-962-3113.