



NOTICE TO EMPLOYERS 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 enforce or attempt to enforce the No Strikes, No Lockouts clause in our contract with Newton County Landfill in such a way as to permit employees to refuse to work because of a primary picket line involving a different employer when a proper reserve gate has been established.

WE WILL NOT force or attempt to force Newton County Landfill to agree that employees will not be issued attendance points or otherwise be disciplined for refusing to work because of a primary picket line involving a different employer when a proper reserve gate has been established.

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 withdraw the grievance we filed on June 18, 2018, concerning employees being disciplined with an attendance point for conduct that occurred on June 7, 2018, because our position in support of this grievance violates the National Labor Relations Act.

International Union of Operating Engineers, Local
150, AFL-CIO
(Labor Organization)

Dated: 1-3-19

By:

H. Lester
(Representative)

DIRECTOR
(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 (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, 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, Lisabeth Luther.