

APPENDIX

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 do anything to prevent you from exercising the above rights.

WE WILL NOT refuse to bargain in good faith with Pacific Media Workers Guild, Local 39521, TNG-CWA (Union) as the exclusive collective-bargaining representative of our employees in the following appropriate unit (Unit):

All employees covered by the terms of the collective-bargaining agreement between Respondent and the Charging Party in effect from July 1, 2012 through June 30, 2017

WE WILL NOT make any changes to your wages, hours, and working conditions, including any changes to our policy and practice of allowing you to meet with your union representatives at our facility, without first giving the union notice and an opportunity to bargain before putting such changes into effect.

WE WILL NOT institute more restrictive access policies that prevent your union representatives from meeting with you at your workspace without an escort in retaliation for the Union's increased visits to the facility.

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

WE WILL, if requested by the Union, rescind any changes to your terms and conditions of employment that we made without bargaining with the Union.

WE WILL rescind our retaliatory restrictions on union access that prevent your Union representatives from meeting with you at your workstation without an escort.

