



# 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

### 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** establish, maintain or enforce a hiring and referral rule that conditions your referral to work upon your payment of fines owed to the Union, unless we can demonstrate that the rule is essential to our effective representation of employees.

**WE WILL NOT** establish maintain or enforce hiring and referral rules that provide us with unlimited discretion in determining what constitutes a finable offense.

**WE WILL NOT** otherwise operate our hiring hall in an arbitrary or discriminatory manner, or in bad faith.

**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of your above rights under Section 7 of the National Labor Relations Act.

**WE WILL** reimburse our member CRAIG L. TOTH for the loss he incurred because we fined him based on his conduct on June 5, 2017 and June 7, 2017, with interest.

**WE WILL** remove from our records all references to the Hiring Hall/Referral Committee Disciplinary Action Forms issued to our member CRAIG L. TOTH on June 5, 2017 and June 7, 2017, and **WE WILL** notify him in writing that this has been done and that those Disciplinary Action Forms will not be used against him in any way.

**WE WILL** remove from our Hiring and Referral Rules and Regulations the provisions stating: that the list of major offenses is not to be construed as exclusive list of major offenses; and that an offense that is not identified as a major offense may be considered a major offense by the Union's Hiring Hall and Referral Committee.

**WE WILL** rescind the provision in our Hiring and Referral Rules and Regulations that a referent who is issued a fine in accordance with the rules herein shall be suspended from further referrals until the fine is paid, or lawfully revise said provision to specify that any such suspension requires a showing that it is necessary to the effective performance of our representational function.

**WE WILL** post on our website, [www.iatselocal500.org](http://www.iatselocal500.org), revised Hiring and Referral Rules and Regulations that are consistent with the above provisions of this Notice.

**WE WILL** make referrals to work from our hiring hall in accordance with objective hiring and referral rules.

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING  
PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED  
STATES, ITS TERRITORIES AND CANADA, LOCAL 500, AFL-CIO**  
(Labor Organization)

DATED: 6/19/19 BY: [Signature] Business Rep  
(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.nlr.gov](http://www.nlr.gov), and the toll-free number 844-762-NLRB (6572).

**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 offices below:

National Labor Relations Board, Region 12  
201 East Kennedy Blvd., Suite 530  
Tampa, FL 33602-5824

Telephone: (813) 228-2641  
Hours: 8:00 a.m. to 4:30 p.m.