



# 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**

**THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative 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** interfere with, restrain, or coerce you in the exercise of the above rights.

**WE WILL NOT** tell non-members that they do not have any rights with the Union.

**WE WILL NOT** threaten to not represent you because of your membership status with the Union.

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

**WE WILL** advise members and non-members in our next Rifle Newsletter publication of their rights under Section 7 of the Act and **WE WILL** make that publication available to non-members.

**American Postal Workers Union, Local 497**

(Employer)

Dated:

11/10/21

By:

[Signature]  
(Representative)

[Signature]  
(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).

10 Causeway St Fl 6  
Boston, MA 02222-1001

Telephone: (202) 273-2900  
Hours of Operation: 8:30 a.m. to 5 p.m.

**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 Compliance Assistant Terry Bennett at [complianceunit@nlrb.gov](mailto:complianceunit@nlrb.gov) or (504) 321-9475.