

# NOTICE TO EMPLOYEES

## FEDERAL LABOR 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.

In recognition of our employees' rights:

**WE WILL NOT** fail and refuse to bargain collectively and in good faith with Washington Mailers' Union No. 29, Printing, Publishing, and Media Workers Sector, Communications Workers Of America, AFL-CIO, as the exclusive bargaining representative for the bargaining unit of Journeyman Mailers, Mailroom Helpers, and Utility Mailers.

**WE WILL**, on request, bargain collectively with Washington Mailers' Union No. 29 as the exclusive collective bargaining representative of unit employees regarding any changes in wages, hours, and terms and conditions of employment, including the assignment of bargaining unit work, to the full extent required by the National Labor Relations Act.

**WE WILL** pay the amount of \$262.43 to each of the following Journeyman Mailers, payments to be made within 10 days after the signing of this settlement:

- Luther A. Champ
- Joseph A. Fiedler
- Nancy Dickerson
- Stephen R. Uhas
- Fred C. Hurd
- Deborah L. Barnett
- James Forsythe

**WE WILL NOT** in any like or related manner, interfere with, restrain, or coerce our employees in the exercise of their rights as guaranteed in Section 7 of the National Labor Relations Act.

Dated: 11/10/2010 By: [Signature] UPL-60-  
(Representative) (Title)

*[Handwritten notes]*  
11/5/10  
11/8/10