



# 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** sanction the following provision in the Pacific Coast Longshore Contract Document (PCLCD) being interpreted in a manner that requires you to exhaust the grievance procedure before filing a charge with the NLRB:

17.15 The grievance procedure of this Agreement shall be the exclusive remedy with respect to any disputes arising between the Union or any person working under this Agreement or both, on the one hand, and the Association or any employer acting under this Agreement or both, on the other hand, and no other remedies shall be utilized by any person with respect to any dispute involving this Agreement until the grievance procedure has been exhausted.

**WE WILL** respect your right to file NLRB charges.

**WE WILL** issue a letter to users of the longshore dispatch hall in Seattle, Washington, including currently contemplated new additions to the casual list, making it clear that provision 17.15 of the PCLCD does not prohibit them from pursuing charges at the NLRB and that it will not be interpreted in this manner, and

**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.

### INTERNATIONAL LONGSHORE AND WAREHOUSE (Labor Organization)

Dated: \_\_\_\_\_ By: \_\_\_\_\_  
(Representative) (Title)

Case 19-CB-190139

### PACIFIC MARITIME ASSOCIATION (Employer Association)

Dated: \_\_\_\_\_ By: \_\_\_\_\_  
(Representative) (Title)

Case 19-CA-195788

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](http://www.nlrb.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 ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER.

915 2nd Ave Ste 2948  
Seattle, WA 98174-1006

Telephone: (206)220-6300  
Hours of Operation: 8:15 a.m. to 4:45 p.m.