



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, directly or through our agents, condone or threaten acts of violence against apprentices in the Pacific NW Ironworker & Employer JATC apprenticeship program (“apprenticeship program”) in an effort to restrain or coerce you from exercising your right to refrain from supporting Ironworkers Local 29 (“Union”).

WE WILL NOT cause or condone apprentices to be insulted because they exercise their right to refrain from supporting the Union.

WE WILL NOT foster or condone an unsafe training environment in apprenticeship class because apprentices exercise their right to refrain from supporting the Union.

WE WILL NOT remove apprentices from any apprenticeship class after they complain about a training environment they perceive as being made unsafe because they exercise their right to refrain from supporting the Union.

WE WILL NOT remove apprentices from any apprenticeship class because they exercise their right to refrain from supporting the Union.

WE WILL NOT provide apprentices with used and/or outdated books for any apprenticeship class because they exercise their right to refrain from supporting the Union.

WE WILL NOT refuse to provide apprentices with new books containing the proper materials necessary for their training in any apprenticeship class because they exercise their right to refrain from supporting the Union.

WE WILL make Andrew Goetze whole, with interest, for any loss of earnings, pension contributions, annuity contributions, benefits, medical expenses, and consequential damages resulting from our alleged constructive removal of him from the apprenticeship program.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

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

Telephone: (206)220-6300
Hours of Operation: 8 a.m. to 4:30 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 the above Regional Office's Compliance Officer.



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WE WILL NOT constructively remove you from the apprenticeship program by condoning or threatening acts of violence against you in an effort to restrain or coerce you from exercising your right to not support the Union.

WE HAVE OFFERED to credit and restore Andrew Goetze to the status he would have held in the apprenticeship program but for our alleged constructive removal of him, and he has declined reinstatement to the apprenticeship program.

WE WILL dispatch Andrew Goetze from the Union's Hiring Hall as a journeyman once he reaches the qualifications necessary to become a journeyman.


WE WILL, within 14 days from the date of the approval of this Board settlement agreement, remove from our files any reference to the removal of Andrew Goetze from the apprenticeship program, and **WE WILL**, within 3 days after that, notify him in writing that this has been done and that our alleged actions will not be used against him in any way.

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 Association of Bridge, Structural,
Ornamental & Reinforcing Iron Workers, AFL-CIO,
Ironworkers Local 29**

(Labor Organization)

Dated: 2-8-19

By:  FS-T/BSM
(Representative) (Title)

19-CB-200399

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