

# 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**



We are posting this Notice to inform you of your rights guaranteed by the National Labor Relations Act.

**FEDERAL LAW GIVES YOU THE RIGHT TO**

Form, join or assist a union

Choose representatives 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 assure you that:

**WE WILL NOT** do anything that restrains or coerces you in the exercise of these rights.

**WE WILL NOT** deny the requests of the employer-members of the Association for specific individuals to be referred for employment.

**WE WILL NOT** deny the Association prior notice and a meaningful opportunity to bargain with respect to our members soliciting work from any employer-member of the Association and its employer-members requests for specific individuals to be referred for employment.

**WE WILL NOT** restrain and coerce employees in the exercise of their rights guaranteed in Section 7 of the Act.

**WE WILL NOT** fail and refuse to bargain collectively and in good faith with the Association.

**WE WILL** make whole all members of the Unit described below for employment opportunities denied when the requests of the employer-members of the Association for their referral were refused.

**WE WILL** make whole all employees of the Unit who were assessed fines for violating the prohibition against soliciting work from the employer-members of the Association's contractors without our consent by rescinding the fines and, if paid, refunding the money.

**WE WILL** advise members in writing that we will no longer give effect to any rule prohibiting our members from soliciting work from Association contractors without our consent, and prohibiting Association members from requesting specific individuals to be referred for employment.

**WE WILL**, upon request, as the limited exclusive collective bargaining representative of the following Unit, bargain collectively and in good faith with the Association with respect to the rates of pay, wages, referral practices and other terms and conditions of employment and afford the Association a timely opportunity to bargain within the meaning of Section 8(d) of the Act:

All journeyman pipefitters, apprentices, pre-apprentices, mechanical equipment servicemen (MES), mechanical equipment tradesmen (MET), and metal tradesmen (MT) employed by employer-members at their sites located under our jurisdiction, as described in our 2008-2012 Agreement with the Association; but excluding office clerical employees, guards, and supervisors as defined in the Act.

PIPEFITTERS, STEAMFITTERS, REFRIGERATION AND AIR  
CONDITIONING SERVICE, LOCAL UNION NO. 636, OF THE  
UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES  
OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE  
UNITED STATES AND CANADA, AFL-CIO  
(Union)

Dated: March 3, 2010 By: Mark D. Baines (Name) B. M. (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.nlrb.gov](http://www.nlrb.gov) and the toll-free number (866) 866-NLRB (657624; Region 7 - Room 300, Patrick V. Mark D. Baines, Compliance Officer M. (313) 226-3244

McNamara Federal Building, 477 Michigan Avenue, Detroit, Michigan 48226 (313) 226-3244

Hours of Operation: 8:15 a.m. to 4:45 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.