



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 us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

SECTION 7 OF THE NLRA, 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 formulate and implement irrational, arbitrary, and discriminatory criteria to guide the designation of the recipients of the Grievance AG21305 (May 22, 2015); Grievance AA216066 (July 18, 2016); Grievance AA217069 (March 14, 2017); and Grievance AA218105 (February 9, 2018) settlement monies.

WE WILL NOT refuse to provide bargaining unit members who are represented by Detroit District, Area Local 295, American Postal Workers Union (APWU), AFL-CIO (Union), with an explanation of how grievance settlement disbursement amounts were arrived at.

WE WILL NOT in any manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

WE WILL conduct mandatory training sessions for all Union officers, other officials, and stewards regarding the requirement to formulate and implement rational, non-arbitrary, and non-discriminatory criteria for designating the recipients of grievance settlement monies and notify Region 7 in writing after conducting each session as well as providing a list of attendees and the instructor at each session.

WE WILL formulate and implement rational, non-arbitrary, and non-discriminatory criteria for designating the recipients of the Grievance AG21305 (May 22, 2015); Grievance AA216066 (July 18, 2016); Grievance AA217069 (March 14, 2017); and Grievance AA218105 (February 9, 2018) settlement agreement monies.

WE WILL make employees whole, with interest, for any losses they suffered due to our failure to designate the recipients of the Grievance AG21305 (May 22, 2015); Grievance AA216066 (July 18, 2016); Grievance AA217069 (March 14, 2017); and Grievance AA218105 (February 9, 2018) settlement monies in accord with rational, non-arbitrary and non-discriminatory criteria.

Detroit District Area Local 295, American Postal Workers
Union (APWU), AFL-CIO

(Labor Organization)

Dated: March 1, 2019

By: [Signature] President
(Representative) (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.

477 Michigan Avenue, Room 300, Patrick V. McNamara Federal Building, Detroit, Michigan 48226
Telephone (313) 226-3200, 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, Ethan Ray at (616) 930-9165