



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

**United Brotherhood of Carpenters and
Joiners of America (The Riff Group)
Case 04-CB-263012**

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 and do not give effect to Section 45-Q of our Constitution in a manner that would require a member to pay a fine or assessment before paying dues pursuant to a valid union security clause requiring payment of dues to keep one's job.

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.

WE WILL, in a Secretary's Update and by email to all Councils notify all Councils nationwide how to interpret Section 45-Q of the UBC Constitution; specifically, **WE WILL** tell all Councils that nothing in Section 45-Q requires that a member pay a fine before payment of dues may be accepted pursuant to a valid union security clause requiring payment of dues to keep one's job, and that Section 45-Q may not be interpreted in that manner.

**United Brotherhood of Carpenters and
Joiners of America**
(Labor Organization)

Dated: 1/6/21

By:

William F. Watek E. DIST V.P.
(Representative) (Title)

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.

100 Penn Square East, Suite 403
Philadelphia, PA 19107

Telephone: (215) 597-7601
Hours of Operation: 8:30 a.m. to 5:00 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 Centralized Compliance Unit's Compliance Assistant, Ladean Williams at (215)597-0673.