



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**

THE NATIONAL LABOR RELATIONS ACT 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 restrain or coerce you in the exercise of the above rights.

WE WILL NOT continue to accept union dues that the Employer withholds from your pay after you notify us that you have resigned from the Union.

WE WILL NOT fail to provide you with a copy of your dues deduction authorization form after you request to see this document.

WE WILL NOT require you, as conditions for resigning from the Union, to come to the Union Hall, appear in person, sign paperwork, or explain your reasons for resigning from the Union.

WE WILL NOT impliedly threaten you that you should or could incur disciplinary problems and job loss with Ford Motor Company Louisville Assembly Plant (Employer) because you inform us that you are resigning from the Union.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL notify the Employer to cease payroll deduction of union dues or fees when an employee resigns from the Union and/or revokes their dues authorization.

WE WILL provide you with a copy of your dues checkoff authorization form.

WE WILL, jointly and severally with the Employer, make Shiphrah Green whole, with interest, for union dues that the Employer withheld on her behalf and remitted to us after she notified us and the Employer that she had resigned from the Union and requested that the withholding of union dues cease.

**INTERNATIONAL UNION, UNITED AUTOMOBILE,
AEROSPACE AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA (UAW) LOCAL 862**

(Labor Organization)

Dated: 4-26-2013

By: [Signature]

(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://federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communication Assistant to call our toll free number at 1-844-762-NLRB.

COMPLIANCE ASSISTANT RHONDA KRAMIG
NATIONAL LABOR RELATIONS BOARD
550 MAIN ST. ROOM 3-111
JOHN WELD PECK FEDERAL BLDG, CINCINNATI, OH 45202-3271

TELEPHONE: (513) 684-3692
HOURS OF OPERATION: 8:00 a.m. to 4:30 pm

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 Assistant Rhonda Kramig.