



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.

5/10/10
11:00 AM

WE WILL NOT do anything to prevent you from exercising the above rights.

WE WILL NOT accept assistance from Birkel Electric in obtaining union authorization cards from its electrical employees.

WE WILL NOT accept assistance and recognition from Birkel Electric as the exclusive collective-bargaining representative of its electrical employees unless and until we have been certified by the NLRB as the exclusive representative of said employees.

WE WILL NOT maintain and enforce the collective-bargaining agreement between our union, the Carpenters District Council of Greater St. Louis & Vicinity and your employer, Birkel Electric, including the union-security clause, and any extensions, renewal, or modification of that agreement, unless and until we have been certified by the Board as your collective-bargaining representative.

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

WE WILL ensure that the participation of any Birkel Electric employee in the Carpenters' apprenticeship program (Associated Electrical Contractors of St. Louis/ Local Union 57 Joint Apprenticeship Program) is terminated, and **WE WILL** ensure that the apprenticeship program scholarship loan agreements signed by employees of Birkel Electric are voided.

WE WILL, jointly and severally with Birkel Electric, reimburse all present and former employees of Birkel Electric, who joined the Carpenters District Council on or after November 12, 2008, for dues, supplemental dues, Market Recovery Fund contributions, initiation fees, vacation stamp deductions and any other monies which employees may have paid or which may have been withheld from the your pay pursuant to the terms of the dues-check off and union-security provisions of our contract with Birkel Electric.

**Carpenters District Council of Greater
St. Louis & Vicinity**

(Labor Organization)

Dated: July 7, 2010 By: Jerry Nelson Executive Secretary-Prepared
(Representative) (Title)

1222 Spruce Street, Room 8.302
St. Louis, MO 63103-2839

Telephone: (314) 539-7780
Hours of Operation: 8 a.m. to 4:30 p.m.
1-866-667-NLRB (1-866-667-6572)

**HEARING IMPAIRED PERSONS MAY CALL
1-866-315-NLRB (1-866-315-6572)**

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.

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,