



# NOTICE TO EMPLOYEES, MEMBERS AND NONMEMBERS



**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 us 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 interfere with or prevent you from exercising the above rights.

WE WILL NOT require nonmember “permit” or “applicant” employees (“nonmembers”) to obtain work through the Union. **Nonmembers do not need to obtain the Union’s approval before applying for union-represented positions or accepting offers of employment.**

WE WILL NOT threaten union members with internal union discipline if they hire nonmembers without first obtaining approval from the Union.

WE WILL allow Union member department heads to staff their crews with nonmembers without first obtaining approval from the Union hall.

WE WILL NOT interfere with employers and their agents hiring nonmembers without first obtaining approval from the Union. **WE WILL NOT** require employers to allow members to bump nonmembers off of productions because of the nonmembers’ lack of membership with the Union. **Employers and their agents do not need to obtain the Union’s approval before hiring a nonmember.**

If you have any questions related to this Notice or your rights under the National Labor Relations Act, you may contact National Labor Relations Board Region 29 at 718-330-7713. More information about the NLRB is available at [www.nlr.gov](http://www.nlr.gov).

If you believe that the Union has discriminated against you based on your race, color, national origin, sex, religion, age, marital status, source of income, or disability, you may contact the New York Attorney General’s Office, Civil Rights Bureau at 212-416-8250. More information about the New York Attorney General’s Office is available at [www.ag.ny.gov](http://www.ag.ny.gov).

**IASTE Local 52 Motion Picture Studio Mechanics**  
(Union)

Dated: 11/7/2022 By: John Ford President  
(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/ty> (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.*

Two Metro Tech Center  
Suite 5100  
Brooklyn, NY 11201-3838

Telephone: (718)330-7713  
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 DEFACE OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO, THE COMPLIANCE OFFICER FOR REGION 29 – 718-330-7713.