



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.

When we provide you with the initial notice of your right to be or remain a non-member, also known as *General Motors* rights, and to object to paying dues and fees for activities that are not germane to our duties as a bargaining agent, also known as *Beck* rights, **WE WILL NOT** fail to notify you of how much the dues and fees of unit employees who decide to object to paying dues and fees for activities that are not germane to our duties as a bargaining agent, also known as *Beck* objectors, will be reduced.

When we provide you with your initial *Beck/General Motors* notice, **WE WILL** inform you of how much your dues and fees would be reduced if you decide to be a *Beck* objector.


WE WILL provide all unit employees with a revised *Beck/General Motors* notice informing you of how much your dues and fees would be reduced if you decide to be a *Beck* objector. If any unit employee chooses to become a *Beck* objector after receiving the revised *Beck/General Motors* notice, **WE WILL** process the *Beck* objections.

WE WILL reimburse, with interest, any unit employee who chooses to become a *Beck* objector during the posting of this Notice for the difference between the full membership rate and the *Beck* objector rate for any dues paid between March 4, 2018, and the end of the posting period of this Notice.

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.

UNITE HERE! LOCAL 8
(Labor Organization)

Dated: 10/23/2020

By:  Secretary Treasurer
(Representative) (Title)

Cases 19-CB-226737 & 19-CB-226738

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 and the toll-free number (844)762-NLRB (6572).

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,

Patricia Ramirez, Compliance Assistant
Telephone: (206)220-6288