



# 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** do anything to prevent you from exercising the above rights.

**WE WILL NOT** restrain or coerce the employees of PROCON, LLC or any other employer's employees performing work at the Monarch Communities jobsite in Weymouth, Massachusetts, by: threats of physical harm; destruction and/or vandalism of private property; spitting on employees or their vehicles; damaging or removing items from employees' vehicles; and/or blocking ingress to or egress from the jobsite.

**WE WILL NOT** in any manner or by any means, picket, threaten, coerce or restrain Bay State Engineering, Bouchard Erectors, Design Mechanical, Diaz Construction, Forge Industries, Metro Walls, and Wayne J. Griffin Electric. or any other person engaged in commerce or in an industry affecting commerce, where an object thereof is to force or require them to cease using, selling, handling, transporting or otherwise dealing with or to cease doing business with Monarch Communities.

**WE WILL NOT** threaten, coerce, or restrain PROCON, LLC or any other person engaged in commerce, in order to force them to stop doing business with Monarch Communities.

**WE WILL NOT**, in any like or related manner, restrain or coerce employees of PROCON, LLC or any other employees of employers engaged in commerce, in the exercise of the rights guaranteed them in Section 7 of the Act.

#### Sheet Metal Workers, Local 17

(Labor Organization)

Dated: 12/27/22

By: Robert Butler 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/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.*

Thomas P. O'Neill, Jr. Federal Building, 10 Causeway St., Room 601, Boston, MA 02222-1001

Telephone: (617)565-6700 Hours of Operation: 8:30 a.m. to 5 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 office listed above.

PLEASE PRINT ON LEGAL SIZE PAPER

(To be printed and posted on official Board notice form)

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**Sheet Metal Workers Local 17**

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Initials: \_\_\_\_\_

RLB