



# 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

**SECTION 7 OF THE NATIONAL LABOR RELATIONS ACT, A 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.

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

**WE WILL NOT** maintain overly broad language in our bylaws that interferes with your right to engage in Section 7 activity, contained in Article 8, Section 3, which provides, in relevant part: "Members shall not render musical services...with or for people who have been employed by... or are otherwise associated with organizations or establishments that are listed on the International Unfair List."

**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.

**WE WILL** rescind and remove the overly broad language, described above, from Article 8, Section 3 of our bylaws.

**American Federation of Musicians and Its  
Locals 66, 542, 7, 148-462 and 285-403**

(Union)

Dated: 5/3/19 By: *Rushna J. Parvint* (Title)  
(Representative)

**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.nlrb.gov](http://www.nlrb.gov).**

477 Michigan Avenue, Room 300, Patrick V. McNamara Federal Building, Detroit, Michigan 48226  
Telephone (313) 226-3200, 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, 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,**

Ethan Ray at (616) 930-9165

Cases 07-CC-223371, 07-CC-224427, 07-CC-224505, 07-CC-244555, 07-CC-224557, 07-CC-226638, 07-CB-220194,  
07-CB-220540, 07-CB-223047, 07-CB-223970, 07-CB-224129, 07-CB-224548, 07-CB-224600 and 07-CB-226589