



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.

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

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of your right under Section 7 of the Act.

WE WILL NOT require employees, who are covered by a collective-bargaining agreement containing a union-security clause and who object to the payment of dues and fees for nonrepresentational activities, to submit their social security number along with their objection without having a legitimate justification for requiring objectors to include their social security number and **WE WILL** conform our policy to state this.

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
(Labor Organization)

Dated: 6/22/12 By: Harry M. Ruffin Sec-Treas
(Representative) (Title)

UTILITY WORKERS UNION OF AMERICA, LOCAL 132, AFL-CIO
(Labor Organization)

Dated: 6-25-12 By: [Signature] President
(Representative) (Title)

Si quiere, se puede hablar en español con un agente de La Junta Nacional de Relaciones del Trabajo en confianza. [A Board agent who speaks Spanish can be made available to speak with you in confidence.] La pagina electronica de red de La Junta Nacional de Relaciones del Trabajo tambien tiene informacion en espanol: www.nlr.gov [Information in Spanish is also available on the Board's website: www.nlr.gov.]

National Labor Relations Board
888 S. Figueroa St. 9th Floor
Los Angeles, CA, 90017-5449

Telephone: (213) 894-5204
Hours of Operation: 8:30 a.m. to 5:00 p.m.

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,