

# 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 representatives 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,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, in any manner or by any means, including the use of picketing or protesting, threaten, coerce, or restrain EGT or any person engaged in commerce, where an object is to force or to require EGT to enter an agreement in violation of § 8(e) of the Act and/or to assign work to employees who are members of ILWU Local 21;

**WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, in any manner or by any means, including the use of picketing or protesting, threaten, coerce, or restrain EGT, PMA member-employers, or any other person engaged in commerce, or in an industry affecting commerce, to cease handling, using, selling, transporting, or otherwise dealing in the products of, or to cease doing business with General Construction, or any other person engaged in commerce, or in an industry affecting commerce, or with each other;

**WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, in any manner or by any means, induce or encourage individuals employed by PMA member-employers and other persons engaged in commerce, or in any industry affecting commerce at the Ports of Longview, Seattle, and/or Tacoma, Washington, and/or Portland, Oregon, to refuse to handle or work on goods and/or refuse to perform services, with an object of forcing them to cease doing business with each other or any other person;

**WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, in any manner or by any means, induce or encourage individuals employed by PMA member-employers and other persons engaged in commerce, or in any industry affecting commerce at the Ports of Longview, Seattle, and/or Tacoma, Washington, and/or Portland, Oregon, to refuse to handle or work on goods and/or refuse to perform services, with an object of forcing or requiring EGT to enter into an agreement in violation of § 8(e) of the Act and/or to assign work to employees who are members of ILWU Local 21;

**WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, in any manner or by any means, induce or encourage individuals employed by PMA member-employers and other persons engaged in commerce, or in any industry affecting commerce at the Ports of Longview, Seattle, and/or Tacoma, Washington, and/or Portland, Oregon, to refuse to handle or work on goods and/or refuse to perform services, with an object of forcing or coercing EGT to cease performing services for, handling goods of, or otherwise doing business with General Construction;

**WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, restrain or coerce employees of EGT, General Construction, or any other person doing business with those entities, in the exercise of the rights guaranteed them by Section 7 of the National Labor Relations Act, by engaging in picket line misconduct, as specifically set forth below, or in any other manner restraining or coercing employees in the exercise of their Section 7 rights;

**WE WILL NOT** trespass onto EGT's property at the Port of Longview;

**WE WILL NOT** knock down and/or remove signs designating roads at the Port of Longview;

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) and the toll-free number (866) 667-NLRB (6572).

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, 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.

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- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, physically or verbally assault any employee or any individual;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, damage, attempt to damage, or threaten to damage any property, including rail cars, rail car contents, buildings, conveyor systems, windows, or fencing on private property, including property leased by EGT from the Port of Longview;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, take pictures and/or video of any employees because those employees have crossed picket lines we establish;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, block, impede, interfere with, or otherwise attempt to interfere with anyone seeking to enter or exit the EGT facility at the Port of Longview;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, impliedly threaten any employees with violence because they have crossed a picket line by telling them that we know who they are and where they live, and by shouting out their addresses, or otherwise verbally or physically threaten or impliedly threaten any employee or individual with any sort of harm;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, engage in menacing conduct towards any employee;

- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, block railway car access on railroad tracks or otherwise interfere with the passage of any train operated by Burlington Northern Santa Fe Railway, or any rail company, into the EGT facility or destined for the EGT facility at the Port of Longview;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, strike, damage, attempt to damage, or threaten to damage any vehicle driven by any employees or any individual;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, otherwise engage in any malicious conduct;
- WE WILL NOT** interfere with any public and/or private security officers who are engaged in the execution of their duties in connection with our dispute with EGT, or with General Construction at the Port of Longview;
- WE WILL NOT** threaten security personnel at the EGT facility with bodily or other unspecified harm, or attempt to injure them by throwing rocks at them;
- WE WILL NOT,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, engage in any conduct prohibited by any Order issued by the United States District Court for the Western District of Washington;
- WE WILL,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, cease and desist from impeding the free flow of commerce to and from the Port of Longview, including the EGT facility, by blocking, obstructing, or otherwise interfering with trains, vehicles, or ships;

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](http://www.nlr.gov) and the toll-free number (866) 667-NLRB (6572).

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.**

THIS NOTICE MUST REMAIN POSTED FOR 30 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.

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**WE WILL,** in connection with our dispute with EGT, or with General Construction at the Port of Longview, cease and desist from engaging in any conduct in violation of §§ 8(b)(4)(i) and (ii)(A) and (B) with respect to any person at any location;

**WE WILL** post this Notice electronically on the websites and/or Facebook pages we control and customarily use to communicate with our members;

**WE WILL** post this Notice at our offices in San Francisco, California, and at all International Longshore and Warehouse Union local union offices and facilities in Oregon and Washington, where notices to employees and members are customarily posted; and **WE WILL** maintain such notices free from all obstructions or defacements and grant to agents of the Board reasonable access to our facilities to monitor compliance with this posting requirement;

**WE WILL** mail copies of this Notice to all members of Locals 4, 8, 19, 21, 23, 40, and 52;

**WE WILL** notify Burlington Northern Santa Fe Railway, in writing, that we will not, in connection with our dispute with EGT, or with General Construction at the Port of Longview, block, interfere with, damage, or impede the delivery of railcars into or destined for the EGT facility at the Port of Longview;

**WE WILL,** within 14 days of the below date, provide a sworn affidavit from our officials to the Acting Regional Director of Region 19 of the National Labor Relations Board describing, with specificity, how we have complied with the terms of this Notice, including the exact locations where we have posted this Notice.

International Longshore and Warehouse Union

By Rabon McElrath Date 4/16/12  
(signature & title)

International Longshore and Warehouse Union, Coast Longshore Division

By [Signature] Date 4/16/2012  
(signature & title)

International Longshore and Warehouse Union, Local 4

By [Signature] Date 4-2-12  
(signature & title)

International Longshore and Warehouse Union, Local 8

By [Signature] Date 4/2/12  
(signature & title)

International Longshore and Warehouse Union, Local 19

By [Signature] Date 3-27-2012  
(signature & title)

International Longshore and Warehouse Union, Local 21

By [Signature] Date 4-2-12  
(signature & title)

International Longshore and Warehouse Union, Local 23

By [Signature] Date 3/27/12  
(signature & title)

International Longshore and Warehouse Union, Local 40

By [Signature] Date 4.2.2012  
(signature & title)

International Longshore and Warehouse Union, Local 52

By [Signature] Date 3-27-12  
(signature & title)

Cases 36-CC-1047; 36-CB-2827; 36-CC-1049; 36-CB-2831; 36-CC-1050; 36-CB-2835; 19-CC-64946; 19-CB-64931; 19-CC-64896; 19-CC-65301; 19-CC-65508

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915 Second Avenue, 29<sup>th</sup> Floor  
Seattle, Washington 98174

Telephone : (206) 220-6300  
Hours of Operation 8:15 a.m. to 4:45 p.m.

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, 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.