



APPENDIX A



# NOTICE TO EMPLOYEES AND MEMBERS

## POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER 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** remove you from the Philadelphia Convention Center house crew for arbitrary, discriminatory, and/or bad faith reasons, including for objecting to the way we operate our hiring hall.

**WE WILL NOT** file internal union charges against you for filing an unfair labor practice charge with the National Labor Relations Board.

**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of the rights listed above.

**WE WILL**, within 14 days from the date of the Board's Order, offer to restore Martin McIntyre to his former position on the house crew at the Philadelphia Convention Center, without prejudice to his seniority or any other rights or privileges previously enjoyed.

**WE WILL** make Martin McIntyre whole for any loss of earnings and other benefits resulting from his unlawful removal from the house crew, less any net interim earnings, plus interest, and **WE WILL** also make him whole for reasonable search-for-work and interim employment expenses, plus interest.

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*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 (844) 762-NLRB (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.*

### 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 Board's Office, National Labor Relations Board, Region 04, 100 E. Penn Square, Suite 403, Philadelphia, PA 19107-9912, Telephone Number (215) 597-7601, Facsimile (215) 597-7658, Hours of Operation 8:30 AM to 5:00 PM, Compliance Officer Shane Thurman at (215) 597-5354



## APPENDIX B



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**WE WILL** compensate Martin McIntyre for the adverse tax consequences, if any, of receiving a lump-sum backpay award.

**WE WILL**, within 14 days from the date of the Board's Order, remove from our files any reference to Martin McIntyre's unlawful removal from the house crew and the filing of unlawful union charges against him, and **WE WILL**, within 3 days thereafter, notify him in writing that we have done so and that we will not use his removal from the house crew or the union charges we filed against him in any way.

IATSE, Local No. and United Government Security  
Officers of America International and its Local 217,  
Martin C. McIntyre,  
(Elliott Lewis Convention Services, LLC and Freeman)

Dated: 1/31/22

By: Martin McIntyre - President  
(Representative) (Title)

The Board's decision can be found at [www.nlrb.gov/case/04-CB-216541](http://www.nlrb.gov/case/04-CB-216541) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



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