



NOTICE TO EMPLOYEES AND MEMBERS

POSTED PURSUANT TO A SETTLEMENT STIPULATION 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 restrain or coerce you in the exercise of the above rights

WE WILL NOT fail to notify you of your General Motors and Beck right, when we first seek to require you to pay fees and dues pursuant to a union-security provision in our collective bargaining agreement with the Employer.

WE WILL NOT fail to provide you with information setting forth the percentage of the reduction in dues and fees charge to Beck objectors, the basis for that calculation, and the right to challenge, and a procedure for challenging, the amounts charged.

WE WILL NOT inform employees that they are required to provide their social security number in order to have dues deducted from their paychecks.

WE WILL NOT inform employees that signing a dues checkoff authorization is a requirement of employment.

WE WILL NOT threaten employees by stating that filing charges with the NLRB could result in imprisonment.

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 notify you in writing, of your General Motors and Beck rights, including that you have the right to be or remain a nonmember of the Union, that as a nonmember you have the right to object to paying for Union activities that are not related to the Union's duties as bargaining agent, and that you may obtain a reduction in fees for such activities. Such written notification will include sufficient information to enable you to intelligently decide whether to object, as well as a description of any internal Union procedures for filing objections.