



# 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

As you may know, a charge was filed with the National Labor Relations Board against the International Union of Painters & Allied Trades District Council 82. The charge has been investigated and settled. As a part of the Settlement Agreement, we have agreed to post this Notice in order to inform you of your rights under the National Labor Relations Act.

### 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** maintain any provisions in the District Council 82 governing documents, including its bylaws, requiring the payment of members' fines before dues, unless such provision clearly states that it does not apply when a member is working under a collective-bargaining agreement that contains a union security clause and that their employment status will not be affected by a failure to pay fines **AND WE WILL NOT** enforce a fines before dues provision when an employee is working under a collective-bargaining agreement with a union security clause.

**WE WILL NOT** transfer the monthly dues payments tendered by Paul Harder, or any other member who is covered by a collective-bargaining agreement with a union security clause, to the payment of a fine we have imposed without the members permission.

**WE WILL NOT** threaten members that are covered by a collective-bargaining agreement with a union security clause with loss of employment for failure to pay a fine.

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*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). 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 DEFACE OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO,

Paul D. Wellstone Federal Building  
212 Third Avenue South, Suite 200  
Minneapolis, MN 55401-2657

**Telephone:** (612)348-1757  
**Hours of Operation:** 8 a.m. to 4:30 p.m.



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APPROVED BY A REGIONAL DIRECTOR OF THE  
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**AN AGENCY OF THE UNITED STATES GOVERNMENT**

**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.

**THE INTERNATIONAL UNION WILL** rescind any provisions in its constitution and bylaws, including those in the International Union’s governing documents, requiring the payment of members’ fines before dues, where such provisions do not clearly state the provision does not apply to members that are covered by a collective-bargaining agreement and that their employment status will not be affected by a failure to pay fines and **WILL** include in any revised provisions requiring fines before dues, that the provision does not apply to employees working under a collective-bargaining agreement with a union security clause and that their employment status will not be affected by a failure to pay fines.

**THE INTERNATIONAL UNION WILL** notify all members in the United States of the changes made to remove application of the fines before dues provisions for members working under a collective-bargaining agreement with a union security clause.

**IUPAT District Council 82**  
(Labor Organization)

Dated 11/08/2024

By   
(Representative)

BMST  
(Title)

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