

# NOTICE TO EMPLOYEES



## 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** do anything that interferes with these rights. More particularly:

You have the right to join with your fellow employees in concerted activities. These activities include concertedly filing charges with the Equal Employment Opportunity Commission and other State and Federal administrative agencies, discussing employees' terms and conditions of employment with other employees, and concertedly complaining about the terms and conditions of employees' employment to your employers. **WE WILL NOT** try to stop you from engaging in these or other discussions relating to your working conditions.

**WE WILL NOT** suspend, discharge, discipline, demote, threaten to demote you, or discriminate against you for engaging in union or other concerted activities, or because we believe that you engaged in these activities, or discriminate against you because you gave testimony to the NLRB, or you filed with, or were named in charges filed with, the NLRB.

**WE WILL NOT** disparage Local 586, American Federation of Musicians, AFL-CIO (Union), or the Orchestra Committee, or their agents, by blaming the Union and/or the Orchestra Committee for adverse action taken against you.

**WE WILL NOT** disparage you because you engage in union or concerted activities, or make it appear that we are watching out for such activities, or ask you about your union or other concerted activities or the union or concerted activities of others.

**WE WILL NOT** tell you that engaging in union or other concerted activities is an act of betrayal or that filing charges with the EEOC, or any other governmental agency, is a breach of confidentiality, may constitute a violation of State law, or is a breach of a contract between us and the Union.

**WE WILL NOT** tell you that you must keep your terms and conditions of employment confidential or that you will be singled out because of your union or other concerted activities.

**WE WILL NOT** tell you that we will take action against you, or that you will be discharged, for filing charges with the EEOC, the NLRB, or other Federal, State, or local administrative agencies.

**WE WILL NOT** promulgate or maintain a rule prohibiting you from engaging in union or concerted activities, or maintain or enforce a rule prohibiting you from filing charges with the EEOC or any other administrative agency by refusing your request to take time off.

**WE WILL NOT** in any other manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

**WE WILL** remove from our files any reference to our alleged discrimination against **Gabe Kovach** and **WE WILL** notify him in writing that this has been done and that our conduct will not be used against him in any way.

**PHOENIX SYMPHONY ASSOCIATION**  
**d/b/a THE PHOENIX SYMPHONY**  
(Employer)

Date: \_\_\_\_\_ By: \_\_\_\_\_  
(Representative) (Title)