



# 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 a representative 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 to prevent you from exercising the above rights.

**WE WILL NOT** ask you about your union or other protected, concerted activities.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

Murray Drywall & Insulation of Texas, Inc.  
(Employer)

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

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 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 the Board's Office,**



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- 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 to prevent you from exercising the above rights.

**WE WILL NOT** make it appear to you that we are watching out for your union or other protected, concerted activities.

**WE WILL NOT** threaten you with discharge if you choose to engage in union or other protected, concerted activities. **WE WILL NOT** threaten you with unspecified reprisal if you choose to engaged in union activities or other protected, concerted activities.

**WE WILL NOT** place restrictions on your right to engage in union activities including restricting you from attending union meetings, restricting you from talking with union representatives, or restricting you from meeting with union representatives where you live.

**WE WILL NOT** tell you that you may not engage in union or other protected, concerted activities.

**WE WILL NOT** tell you that you should quit your employment if you want to engage in union or other protected, concerted activities.

**WE WILL NOT** tell you that you are being laid off because you engaged in union or other protected, concerted activities.

**WE WILL NOT** tell you that reinstatement is based on abandoning your union or other protected, concerted activities.

**WE WILL NOT** select employees for layoff because they engaged in union or other protected, concerted activities.

**WE WILL NOT** fail to recall employees from layoff because they participated in a Board proceeding.

**WE HAVE** offered Marvin Mejia, Daniel Picazo, Jose Picazo, and Anthony Velazquez reinstatement with their seniority and all other rights or privileges, and they have declined reinstatement.

**WE WILL** pay Marvin Mejia, Daniel Picazo, Jose Picazo, and Anthony Velazquez for the wages and other benefits they were not paid because we laid them off or because they were not recalled earlier, minus their interim earnings.

**WE WILL** notify Marvin Mejia, Daniel Picazo, Jose Picazo, and Anthony Velazquez that our files reflect that they were laid off for lack of work and that their layoff will not be used against them in any way.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

C Martinez Drywall LLC

(Employer)

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

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- 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 to prevent you from exercising the above rights.

**WE WILL NOT** attempt to influence your union or other protected, concerted activities by telling you that we know you met with union representatives.

**WE WILL NOT** threaten you with layoff, discharge, or unspecified reprisals if you choose to engage in union or other protected, concerted activities.

**WE WILL NOT** select employees for layoff because they engaged in union or other protected, concerted activities.

**WE HAVE** offered Cornelio Fierro reinstatement to the same position along with all the same rights or privileges that existed before his layoff, and he declined reinstatement.

**WE WILL** pay Cornelio Fierro for the wages and other benefits he was not paid because he was laid off, minus his interim earnings.

**WE WILL** notify Cornelio Fierro that our files reflect that he was laid off for lack of work and that his layoff will not be used against him in any way.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

Milenium Drywall Services, Corp.  
(Employer)

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

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