

APPENDIX

NOTICE TO EMPLOYEES

Posted by Order of the
National Labor Relations Board
An Agency of the United States Government

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

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 solicit grievances and impliedly promise to remedy them in order to discourage employees' support for the International Brotherhood of Teamsters, Local 25 (the Union), or any other union.

WE WILL NOT interrogate employees regarding their union activity.

WE WILL NOT threaten employees with a loss of direct access to us if they select the Union as their bargaining representative.

WE WILL NOT inform employees of the futility of selecting the Union as their bargaining representative.

WE WILL NOT create the impression that our employees' union activities are under surveillance.

WE WILL NOT offer employees transfers, raises, and promotions in order to discourage them from supporting the Union.

WE WILL NOT attribute the loss of a wage increase to the Union.

WE WILL NOT interrogate employees about a NLRB subpoena.

WE WILL NOT grant benefits to employees by improving the efficiency of our warehouse, delivery routes, and truck loading, and assist employees in the performance of their duties, in order to discourage them from supporting the Union.

WE WILL NOT layoff, suspend, or discharge employees because of their union activity.

WE WILL NOT withhold an annual wage increase from employees in order to discourage them from supporting the Union.

WE WILL NOT grant an annual wage increase to employees in order to discourage them from supporting the Union.

WE WILL NOT fail to recognize and bargain with the Union, since September 28, 2015, as the exclusive collective-bargaining representative of the employees in the following appropriate unit:

All full-time and regular part-time time supply drivers, supply driver helpers, and supply shuttle drivers employed by the Employer at its Summer St., South Boston, Massachusetts, facility, but excluding all other employees, managers, guards, and supervisors as defined in the Act.

WE WILL NOT unilaterally fail to grant an annual wage increase.

WE WILL NOT unilaterally grant an annual wage increase.

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

WE WILL within 14 days from the date of the Board's Order, offer Kerby Chery, Jason Cobbler, Elton Ribeiro, Marco Becerra, and Sean Brennan full reinstatement to their former jobs or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

WE WILL make whole Kerby Chery, Jason Cobbler, Elton Ribeiro, Marco Becerra, and Sean Brennan for any loss of earnings and other benefits suffered as a result of the discrimination against them, with interest.

WE WILL reimburse Kerby Chery, Jason Cobbler, Elton Ribeiro, Marco Becerra and Sean Brennan, for all search-for-work and interim-work-related expenses regardless of whether they received interim earnings in excess of those expenses during any particular quarter or during the overall backpay, with interest.

WE WILL compensate Kerby Chery, Jason Cobbler, Elton Ribeiro, Marco Becerra, and Sean Brennan for the adverse tax consequences, if any of receiving a lump-sum backpay award, and file with the Regional Director for Region 1, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay award to the appropriate calendar year.

WE WILL within 14 days from the date of the Board's Order, remove from our files any reference to the unlawful layoffs of Kerby Chery, Jason Cobbler, and Elton Ribeiro and the unlawful suspensions and discharges of Marco Becerra and Sean Brennan, and within 3 days thereafter notify them in writing that this has been done and that the unlawful layoffs, suspensions and discharges will not be used against them in any way.

WE WILL, on request, bargain with the Union as the exclusive representative of the employees in the unit described above, from September 28, 2015, concerning terms and conditions of employment and, if an agreement is reached, embody the understanding in a signed agreement.

WE WILL make whole employees in the bargaining unit who suffered any loss in wages caused by our unlawful failure to implement the annual wage increase in December 2015, with interest.

WE WILL, on the specific request of the Union, rescind the wage increase granted in May 2016, and bargain regarding the granting of the annual wage increase to unit employees.

W.B. MASON CO., 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.nlrb.gov.

10 Causeway Street, 6th Floor, Boston, MA 02222-1072
(617) 565-6700, Hours: 8:30 a.m. to 5 p.m.

The Administrative Law Judge's decision can be found at www.nlrb.gov/case/01-CA-161120 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1099 14th Street, N.W., Washington, D.C. 20570, or by calling (202) 273-1940.



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 ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, (617) 565-6701.