



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

Tractor Company d/b/a CCS Trucking
Cases: 13-CA-46678 and 13-CA-46724

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 ask you about your union activities, support, or sympathies on behalf of any union.

WE WILL NOT tell you that the facility will close if you do not choose Production Workers of Chicago & Vicinity, Local 707, NPWU (hereafter "Local 707") as your bargaining representative.

WE WILL NOT threaten you or imply that you will lose your job if you do not choose Local 707 as your bargaining representative.

WE WILL NOT tell you that it is futile to engage in union activities on behalf of Teamsters Local 727, or any other union.

WE WILL NOT provide unlawful support or assistance to any union in its organizing efforts, including Local 707.

WE WILL NOT distribute authorization cards, dues check off cards, and/or insurance enrollment cards to you on behalf of any union, including Local 707, and then threaten you with retaliation if you do not sign the cards.

WE WILL NOT recognize or bargain with Local 707 as your exclusive bargaining representative unless or until it is certified by the National Labor Relations Board as the exclusive representative of our employees.

WE WILL NOT enter into, execute, maintain and/or give effect to any collective bargaining agreement with Local 707 containing union-security and dues check off provisions unless or until Local 707 is certified by the National Labor Relations Board as the exclusive representative of our employees.

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

WE WILL immediately withdraw and withhold recognition from Local 707 unless and until Local 707 has been certified by the National Labor Relations Board as the exclusive representative of our employees.

WE WILL rescind our prior agreement to enter into a collective bargaining agreement with Local 707, and will cease giving effect to its terms, however we will not vary or abandon any existing wages or benefits established in that agreement.

Tractor Company d/b/a CCS Trucking
(Respondent)