



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**

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 operate our exclusive hiring hall without using objective, nondiscriminatory criteria in referring applicants for employment.

WE WILL NOT fail to notify job applicants about our hiring hall referral rules and practices.

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

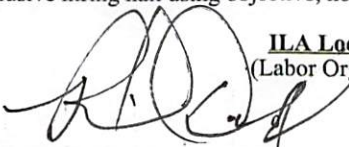
WE WILL make reasonable and good faith efforts to inform all actual or potential job applicants, of all hiring hall and referral rules and practices of any kind, the knowledge of which is necessary to an informed and effective utilization of the hiring hall dispatch system.

WE WILL initiate and maintain a comprehensive system which will fully disclose the basis upon which placement and referral on the Local's dispatch list is made, and make such information available to job applicants to enable them to determine for themselves that their referral rights are protected and that referrals are made in a fair and impartial manner.

WE WILL operate our exclusive hiring hall in accordance with the practices and procedures set forth in our agreements with the Georgia Stevedore Association, and our hiring hall rules.

WE WILL inform all job applicants of any and all changes to our exclusive hiring hall processes that are critical to their employment status.

WE WILL operate our exclusive hiring hall using objective, nondiscriminatory referral criteria.

Dated: 2-7-24 By:  PRESIDENT
 (Representative) (Title)
 ILA Local 1475
 (Labor Organization)

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 and the toll-free number (844) 762-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 ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, Region 10, 401 W. Peachtree St., NW, Ste. 472, Atlanta, GA 30308
(404) 331-2896 Compliance Officer Jenny Dunn, 336-582-7134