



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

THE NATIONAL LABOR RELATIONS ACT 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 interfere with, restrain, or coerce you in the exercise of the above rights.

WE WILL NOT maintain or enforce a craft interchange policy or any other policy that prohibits members of outside locals from seeking referrals from PMTA-ILA Hiring Centers (the Hiring Centers) unless they have sought work in their home jurisdiction first.

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

WE WILL supplement, in writing, the craft interchange policy in our collective-bargaining agreements and any other memoranda or letters setting forth the rule described above, with the International Longshoremen's Association (ILA), Local 1291, and/or any other ILA local, to clarify that the policy is not to be interpreted to prohibit members of outside locals from seeking referrals from the Hiring Centers unless they have sought work in their home jurisdiction first, and WE WILL either furnish you with inserts for the current collective-bargaining agreements that will advise you of this change or publish and distribute to you a revised collective-bargaining agreement and/or side letter that contains the supplemental language discussed above.

Ports of the Delaware River Marine Trade Association.

(Employer)

Dated: 2-25-2025 By:

(Representative)

(Title)

PROSIO RMT

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation, and we investigate and remedy 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 or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

100 E. Penn Square
Suite 403
Philadelphia, PA 19107

Telephone: (215) 597-7601
Fax number: (215) 597-7658
Hours of Operation: 8:30 am to 5:00 pm

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 Compliance Assistant, Ladean Williams at (215) 597-0673

Case name is Port of the Delaware River Marine Trade Association
Case Number is 04-CA-340870