

Form NLRB-4722
(1-021)

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 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 do anything that interferes with, restrains, or coerces employees with respect to these rights, and, more specifically:

WE WILL NOT assist, aid, support, recognize, or negotiate with Service Employees International Union Local 49, or any other labor organization, as the representative of our employees, for a period of one year, unless and until Local 49 or any other labor organization has been certified following a secret ballot election conducted by the National Labor Relations Board.

WE WILL immediately terminate, in writing, the voluntary recognition granted to Service Employees International Union, Local 49 on behalf of our non-supervisory employees at the Siltronic facility in Portland, Oregon dated October 12, 2006; and **WE WILL** inform employees at the Siltronic facility, in writing, that we have done so.

Somers Building Maintenance
(Employer)

Dated: _____ By: _____
(Representative) (Title)

36-CA-10064

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

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.

333 G.W. Everett Avenue, Suite 1910

Form NLRB-4781
(1-02)

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
FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join or assist a union
- Choose representatives to bargain on your behalf with your Employer
- 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 that interferes with, restrains, or coerces employees with respect to these rights, and, more specifically:

WE WILL NOT act as or accept recognition as the collective bargaining representative of any employers' employees, for a period of six months, unless and until we have been certified as the representative of those employees following a secret ballot election conducted by the National Labor Relations Board.

WE HAVE terminated, in writing, the voluntary recognition granted to us by Somers Building Maintenance (SBM) on behalf of its employees working at the Siltronic facility in Portland, Oregon dated October 12, 2006, and **WE WILL** inform SBM's employees at the Siltronic facility, in writing, that we have done so.

SERVICE EMPLOYEES INTERNATIONAL
UNION LOCAL 49

By _____
(Name and Title)

36-CB-2656

Date _____

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.

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601 S.W. Second Avenue, Suite 1910
Portland, OR 97204 Telephone 503 326 3085