



# 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** fail or refuse to refer users of our hiring hall work referral system for employment arbitrarily, discriminatorily, in bad faith, or in an arbitrary manner that is inconsistent with our established work referral rules.

**WE WILL NOT** fail or refuse to provide hiring hall users with due process based on our established work referral rules when considering their requests for reinstatement to our referral list.

**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of your rights guaranteed under Section 7 of the National Labor Relations Act.

**WE WILL** refer hiring hall users for work in accordance with our established work referral rules.

**WE WILL** make whole hiring hall user PHILIP TYLER for any loss of earnings and benefits he suffered as a result of our failure to refer him to work from August 10, 2024 to September 18, 2024, plus interest, and compensation for the adverse tax consequences, if any, of receiving a lumpsum backpay award.

**INTERNATIONAL ALLIANCE OF THEATRICAL  
STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES  
AND CANADA, LOCAL 115, AFL-CIO**

**(Labor Organization)**

**DATED: 2-19-2026 BY: Susan Phillips President L115**  
**(Representative) (Title)**