



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 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 do anything to prevent you from exercising the above rights.

WE WILL NOT maintain any rules or policies in our Human Resources Policies and Procedures Library, or anywhere else, that improperly restrict your protected right to discuss your wages, hours and working conditions with your fellow employees and others, or which improperly restricts your right to engage in union activities or protected activities with your fellow employees and others concerning your wages, hours and working conditions.

WE WILL NOT prohibit you from distributing or posting union literature in non-working areas during non-working time.

WE WILL NOT selectively apply our work rules, including any non-solicitation policy, in order to discourage you from supporting a union.

WE WILL NOT ask you about your union activity.

WE WILL NOT ask you about your complaints and grievances and imply that we will fix them in order to discourage you from supporting a union.

WE WILL NOT increase your wages, or promise to do so, in order to discourage you from voting for or supporting a union.

WE WILL NOT threaten to take action against you because of your union activities.

WE WILL NOT deny you access to our facilities in order to discourage you from engaging in union activities.

WE WILL NOT discipline you, or take any other action against you, because you engage in union activities.

WE WILL NOT in any similar way interfere with your rights under Federal law described above.

WE WILL revise our Non-Solicitation Policy so that it does not restrict your protected right to engage in union activities, or activities with your fellow employees and others concerning your wages, hours and working conditions, during your non-working time in non-working areas.

WE WILL advise you in writing of the manner in which we have revised our Non-Solicitation Policy.



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WE WILL notify Renee Stefanko that there are no references in our personnel files and records to her July 17, 2014 counseling for distributing Union cards, and that the counseling will not be used against her in any way in the future.

**THE DANBURY HOSPITAL AND ITS AFFILIATES, A SUBSIDIARY OF
WESTERN CONNECTICUT HEALTH NETWORK, INC.
(Employer)**

Dated: _____

By: _____
(Representative) (Title)



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NLRB
Mobile App

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 1-866-667-NLRB (1-866-667-6572). Hearing impaired persons may contact the Agency's TTY service at 1-866-315-NLRB. You may also obtain information from the Board's website: www.nlr.gov.

450 Main St., Ste. 410
Hartford, CT 06103
Telephone: (860) 240-3006
Hours of Operation: 8:30 a.m. to 5 p.m.

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.