



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 fail or refuse to bargain collectively and in good faith with Technical, Office & Professional Union, Local 2110, UAW (the Union) as the exclusive collective-bargaining representative of the following unit:

All full-time and regular part-time professional and nonprofessional employees employed by the Employer at its 1040 Mass MoCA Way, North Adams, MA facility, including Graphic Designers, Helpdesk & Assistant to the Director of Information Technology, Art and Museum Educators, Associate Directors of Education, Senior Preparator/Fabricators, Preparator/Fabricators + Workshop Managers, Preparator/Fabricators, Senior Curators, Curators, Finance Coordinators, Special Projects Managers, Finance Assistants, Executive Assistant to the Director, Program Assistants-Assets for Artists, Fundraising and Marketing Manager, Maintenance employees, Buildings and Grounds Foreman, Landscapers, Mason Tenders, Custodians, Tenant Operations and Event Coordinators, Development Operations Managers, Managers of Institutional Giving, Development Administrative Associates, Artist Services and Intern Program Directors, Gallery Teachers, Human Resources Assistants, Senior Marketers, Digital Services Coordinators, Marketing Associates, Communications Managers, House Sound Engineers, House Electricians, Project Coordinators, Audio Technicians, Associate Retail Managers, Sales Associates, Assistant Registrar and VA Coordinators, VA Senior Registrar and Exhibition Managers, Museum Attendants, Box Office Associates, Visitor Services Coordinators and Performing Arts Fellows; but excluding the Interim Director, Director of Finance, Building and Grounds Manager, Custodial Supervisor, Director of Communications, Director of Development, Director of Exhibitions/Senior Curator Director of Education and Curator of Kidspace, Director of Human Resources, Human Resources Manager, Director of Information Technology, Director of Fabrication and Art Installation, Managing Director of Performing Arts, Production Manager, General Manager-Performing Arts, Director of Retail Operations, managerial employees, confidential employees, guards and supervisors as defined in the Act.

WE WILL NOT make any changes to your wages, hours and working conditions, including not giving annual cost of living and minimum wage increases to bargaining unit employees, without first bargaining with the Union concerning such changes.

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

WE WILL bargain collectively and in good faith with the Union as your exclusive collective bargaining representative.

WE HAVE implemented the cost of living and minimum wage increases to bargaining unit employees dating back to the date the increases were given to non-unit members.

WE HAVE given bargaining unit employees a lump sum payment for the time period when they did not receive the wage increases.

Massachusetts Museum of Contemporary Art

Dated: 7.25.22 By: [Signature] (Employer) [Signature] Deputy Director
(Representative) (Title)

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). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

Thomas P. O'Neill, Jr. Federal Building, 10 Causeway St., Room 601, Boston, MA 02222-1001
Telephone: (617)565-6700 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 Regional Office listed above.