



# 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** do anything to prevent you from exercising the above rights.

**WE WILL NOT** refuse to bargain collectively with the Communication Workers of America, AFL-CIO (the Union) by failing and refusing to furnish it with information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our bargaining unit employees.

**WE WILL NOT** refuse to bargain collectively with the Union by unreasonably delaying in providing the Union with information that is relevant and necessary to its role as your bargaining representative.

**WE WILL** provide the Union with the information it requested on July 29, and August 2, 2019, namely the deficiencies in employees' previous I-9s that necessitated them to provide new I-9s and supporting information.

**Southern New England Telephone Company d/b/a  
Frontier Communications**

(Employer)

Dated: 1/9/2023 By: [Signature] - Field Labor Relations SR. MNGR.  
(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 1002, 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.

**PLEASE PRINT ON LEGAL SIZE PAPER**