



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

As you may know, a charge was filed with the National Labor Relations Board (“the Board”) alleging that we violated the National Labor Relations Act (“the Act”). That charge has been investigated and settled. As part of the Settlement Agreement, we have agreed to post this Notice to Employees.*

FEDERAL LAW GIVES EMPLOYEES THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with their employer on their behalf;
- Act together with other employees for their benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT do anything to prevent employees from exercising the above rights.

WE WILL NOT maintain or enforce an agreement that prohibits or discourages employees’ rights to discuss their employment status.

WE WILL NOT maintain or enforce an arbitration agreement that prohibits or restricts employees’ right to file charges with the Board or to access the Board’s processes.

WE WILL NOT in any like or related manner restrain or coerce employees in the exercise of their rights under Section 7 of the Act.

WE WILL rescind the portion of the Relationship provision in the Entertainer License Agreement insofar as it requires reimbursement for any wages earned above minimum wage in the event an entertainer is found to be an employee; and we will modify the Arbitration provision of the Entertainer License Agreement so that it does not limit or restrict the ability of entertainers to file charges with the Board; and we will provide new Entertainer License Agreements to all current entertainers which comply with these provisions.

*This term refers to employees as defined by Section 2(3) of the National Labor Relations Act.

RCI DINING SERVICES (GLENWOOD), INC.
D/B/A THE SEVILLE CLUB

(Employer)

Date _____ By _____
(Representative) (Title)

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 and the toll-free number (866) 667-NLRB (6572).

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,

310 W Wisconsin Ave., Suite 450
Milwaukee, WI 53203

Telephone 414-297-3861
Hours 8:00am-4:30pm