



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 ask you about your activities or the activities of other employees on behalf of **UNITE HERE, Local 11** (“the Union”) or any other labor organization.

WE WILL NOT watch you in order to find out about your union activities by joining a Union Zoom meeting that is being held for employees.

WE WILL NOT make it appear that we are watching out for your union activities by joining a Union Zoom meeting that is being held for employees.

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

**Holliday's Helping Hands, Inc. and
Advance Nursing Services, Inc.**

(Employer)

Dated 08/30/2021 By: Katina Holliday, CEO
(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 (844) 762-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 Centralized Compliance Unit at (202) 273-2900 or by email at complianceunit@nlrb.gov.