



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.

Amalgamated Transit Union (ATU), Local 689 a/w Amalgamated Transit Union, AFL-CIO/CLC (the Union), is the employees' representative in dealing with us regarding wages, hours, and other working conditions of our employees in the unit described below:

All full-time and regular part-time drivers/operators, cleaners/washers, dispatchers, road supervisors, maintenance foreman, mechanics, lead mechanics, utility workers, and parts clerks employed by the Employer at its Leesburg, Virginia facility; excluding all other employees, office clericals, managers, guards and supervisors as defined by the Act.

WE WILL NOT maintain or enforce the following portion of our Conflict-of-Interest provision in our March 9 and March 17, 2021, Offers of Employment which states: "During your employment, you further agree not to...(ii) directly or indirectly engage or participate in any other activities which are in conflict with the best interests of KTA."

WE WILL NOT maintain or enforce the Arbitration Agreement provision in our March 9 and March 17, 2021, Offers of Employment that our employees reasonably would believe bars or restricts them from exercising their right to file charges with the National Labor Relations Board.

WE WILL NOT maintain or enforce the Non-Solicitation of Employees provision in our March 9 and March 17, 2021, Offers of Employment that our employees reasonably would believe bars or restricts them from exercising their right to file charges with the National Labor Relations Board.

WE WILL NOT threaten you with unspecified reprisals by telling you that you may not be here because you attempted to discuss wages, hours and terms and conditions of employment with management.

WE WILL NOT threaten you with termination by, when faced with rumors of a strike, telling you that if you have accepted an employment offer but fail to report for work, it will be assumed you have rescinded your acceptance of your employment offer.

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 (link is external) 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.

National Labor Relations Board, Region 5
100 South Charles Street, Suite 600, Baltimore, MD 21201
Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office
1015 Half Street SE, Washington, DC 20570-0001
Washington Resident Office Telephone: (202) 208-3000
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

his 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, Heather Keough at (410) 962-2880.



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

WE WILL NOT interrogate you about your activities on behalf of **Amalgamated Transit Union (ATU), Local 689 A/W Amalgamated Transit Union, AFL-CIO**, or any other labor organization.

WE WILL NOT unilaterally impose discipline on unit employees that is inconsistent with established disciplinary policy or practice without first notifying the Union and giving it an opportunity to bargain prior to our imposing such discipline.

WE WILL NOT refuse to bargain collectively with the Union by failing and refusing to furnish it with requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our unit employees.

WE WILL rescind the portion of our Conflict-of-Interest provision cited above in all its forms, and **WE WILL** notify all applicants and current and former employees who were required to sign or otherwise became bound to the portion of our Conflict-of-Interest provision cited above in any of its forms that this portion of the provision has been rescinded.

WE WILL, in the event we attempt to reinstate the portion of our Conflict-of-Interest provision cited above in any of its forms, notify all applicants and current and former employees who were required to sign or otherwise became bound to the portion of our Conflict-of-Interest provision cited above in any of its forms that the reinstated provision does not restrict their ability to exercise their rights under Section 7 of the Act.

WE WILL rescind the Arbitration Agreement provision cited above in all its forms, and **WE WILL** notify all applicants and current and former employees who were required to sign or otherwise became bound to the Arbitration Agreement cited above in any of its forms that this provision has been rescinded.

WE WILL, in the event we attempt to reinstate the Arbitration Agreement provision cited above in any of its forms, notify all applicants and current and former employees who were required to sign or otherwise became bound to the Arbitration Agreement cited above in any of its forms that the reinstated provision does not restrict them from exercising their right to file charges with the National Labor Relations Board.

WE WILL rescind the Non-Solicitation of Employees provision cited above in all its forms, and **WE WILL** notify all applicants and current and former employees who were required to sign or otherwise became bound to the Non-Solicitation of Employees cited above in any of its forms that this provision has been rescinded.

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 (link is external) 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.

National Labor Relations Board, Region 5
100 South Charles Street, Suite 600, Baltimore, MD 21201
Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office
1015 Half Street SE, Washington, DC 20570-0001
Washington Resident Office Telephone: (202) 208-3000
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

his 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, Heather Keough at (410) 962-2880.



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

WE WILL, in the event we attempt to reinstate the Non-Solicitation of Employees provision cited above in any of its forms, notify all applicants and current and former employees who were required to sign or otherwise became bound to the Non-Solicitation of Employees cited above in any of its forms that the reinstated provision does not restrict them from exercising their right to file charges with the National Labor Relations Board.

WE WILL pay Mamdouh Kamel for the wages and other benefits he lost because we suspended him, plus interest.

WE WILL rescind the suspension of Mamdouh Kamel and the corrective action form issued to him on or about March 31, 2022, and April 6, 2022.

WE WILL, upon request, bargain in good faith to agreement or impasse with the Union regarding the discipline of unit employee Mamdouh Kamel that occurred on or about March 31, 2022, and April 6, 2022.

WE WILL, upon request, bargain in good faith with the Union as the exclusive collective-bargaining representative of our unit employees.

WE WILL, before issuing discipline that is inconsistent with established disciplinary policy or practice, notify and, on request, bargain with the Union as the exclusive collective-bargaining representative of our unit employees.

WE WILL furnish the Union in a timely manner with the information it requested on April 1, 2022.

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

Keolis Transit Services, LLC

(Employer)

Dated: 3-13-2023

By:

Alvin Hampton
(Representative)

General Manager
(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 (link is external) 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.

National Labor Relations Board, Region 5
100 South Charles Street, Suite 600, Baltimore, MD 21201
Telephone: (410) 962-2822
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office
1015 Half Street SE, Washington, DC 20570-0001
Washington Resident Office Telephone: (202) 208-3000
Hours of Operation: 8:15 a.m. to 4:45 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

his 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, Heather Keough at (410) 962-2880.