



# NOTICE TO MEMBERS



POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
AN AGENCY OF THE UNITED STATES GOVERNMENT

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

## FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union  
Choose representatives 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** cause or attempt to cause Mueller Custom Cabinetry of Nevada, Inc. ("Employer") to remove or otherwise discriminate against any of you for engaging in protected activity.

**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of the rights listed above.

**WE WILL**, within 14 days from the date of the Board's Order, notify the Employer in writing that we have no objection to the reinstatement of Kyle Hail with the Employer and request in writing that the Employer offer Hail full reinstatement to his former job or, if that job no longer exists, to a substantially equivalent position, without prejudice to his seniority or any other rights or privileges previously enjoyed. If the Employer refuses to reinstate Hail, **WE WILL** show that we submitted written notification to the Employer and to Hail that we did not object to Hail's reinstatement.

**WE WILL** make Hail whole for any loss of earnings and other benefits resulting from his May 11, 2021 removal from the Resorts World Las Vegas construction jobsite, less any net interim earnings, plus interest.

**WE WILL** compensate Hail for any other direct or foreseeable pecuniary harms incurred as a result of his removal from the jobsite.

**WE WILL** reimburse Hail for the adverse tax consequences, if any, of receiving a lump-sum backpay award.

---

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.

**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 Compliance Officer Belinda Johnson, phone 505-313-7218.



# NOTICE TO MEMBERS



POSTED BY ORDER OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

**WE WILL** file with the Regional Director for Region 28 a copy of Hail's corresponding IRS W-2 forms reflecting the backpay award.

**WE WILL**, within 14 days from the date of the Board's order, remove from our files any references to our involvement in the removal of Hail from the jobsite, and **WE WILL**, within 3 days thereafter, notify him in writing that this has been done and that his removal by the Employer will not be used against him in any way.

**WE WILL**, within 14 days from the date of the Board's Order, request in writing that the Employer expunge from its files any reference to the removal of Hail from the jobsite, and **WE WILL**, within 3 days thereafter, notify him in writing that this has been done.

**SOUTHWEST REGIONAL COUNCIL OF  
CARPENTERS AND  
ITS AFFILIATED LOCAL 1977, AS JOINT  
REPRESENTATIVES  
(MUELLER CUSTOM CABINETRY OF NEVADA, INC.)  
(Union Organization)**

Dated 2/12/2024

By [Signature] President  
(Representative) (Title)

The Board's decision can be found at [www.nlr.gov/case/28-CB-278741](http://www.nlr.gov/case/28-CB-278741) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



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.

**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 Compliance Officer Belinda Johnson, phone 505-313-7218.