



# NOTICE TO EMPLOYEES AND MEMBERS



## 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”) by Mayo Clinic Health System - Mankato alleging that Minnesota Nurses Association 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.

**THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with your employer 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** restrain or coerce you in the exercise of the above rights.

**WE WILL NOT** declare and make representations that the entire bargaining unit of nurses comprises the Union’s bargaining committee.

**WE WILL NOT** seek to require the Employer to engage in contract negotiations in the presence of employee observers because it is a permissive subject of bargaining.

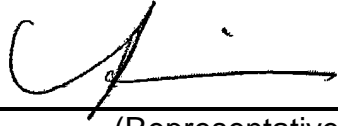
**WE WILL NOT** in any like or related manner restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**WE WILL NOT** fail or refuse to bargain in good faith with the Employer.

**WE WILL** comply with our obligation to bargain in good faith with the Employer.

**WE HAVE** established a bargaining committee and engaged in bargaining with the Employer for a collective bargaining agreement and **WE HAVE** reached agreement with the Employer on a collective bargaining agreement.

**MINNESOTA NURSES ASSOCIATION**  
(Labor Organization)

DATED: 2/1/21 BY:  Executive Director  
(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](http://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 [complianceunit@nlrb.gov](mailto:complianceunit@nlrb.gov).”