

(To be printed and posted on official Board notice form)

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 coerce unit employees by stating that relations would be damaged due to the Union's refusal to instruct bargaining-unit members to remove Union material from their work stations.

Service Employees International Union Local 105 is the employees' representative in dealing with us regarding wages, hours and other working conditions of the employees in the following unit:

Non-supervisory employees; excluding supervisors, physicians, guards, vocational/noncompetitive employment, and confidential employees.

WE WILL NOT bypass your Union and deal directly with you concerning changes in your wages, hours and working conditions by sending you surveys seeking your views on benefits or by forming individual employment agreements with you.

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

WE HAVE rescinded the individual employment agreements through collective bargaining.

Mental Health Center of Denver d/b/a WellPower

(Employer)

Dated: _____ **By:** _____
(Representative) (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

Initials: _____

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). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

Byron Rogers Federal Office Building
1961 Stout Street, Suite 13-103
Denver, CO 80294

Telephone: (303)844-3551
Hours of Operation: 8:30 a.m. to 5 p.m.

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.

Initials: _____

