



# 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.

**Washington-Baltimore News Guild, Local 32035, a/w The News Guild – Communications Workers of America, 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 following appropriate unit:

All full-time and regular part-time editorial, art, and digital products employees; but excluding managerial employees, confidential employees, guards, and supervisors as defined in the Act.

**WE WILL NOT** unilaterally change the terms and conditions of employment for employees in the above appropriate unit without prior notice to and bargaining with the Union.

**WE WILL**, on request by the Union, meet and bargain in good faith with it as the exclusive collective-bargaining representative of employees in the appropriate unit, with respect to wages, hours, and other terms and conditions of employment.

**WE WILL** rescind our residency requirement that all employees reside in Washington DC, Virginia, or Maryland.

**WE WILL** rescind our policy that all employees hired after October 2021, must show proof of a Covid vaccine as a condition of their employment.

**WE WILL** reinstate our policy that requires employees to wait five days before returning to Washingtonian Media, Inc.’s office following travel outside of the immediate Washington DC area or by commercial airline.

**WE WILL** notify you in writing of the rescission of the residency and COVID vaccine requirement policies, and that the policies will no longer be maintained.

**WE WILL** notify you in writing of the reinstatement of the policy that requires employees to wait five days before returning to the Washingtonian office following travel outside of the immediate Washington DC area or by commercial airline.

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

**Washingtonian Media, Inc.**

(Employer)

Dated:

5/26/23

By:

*[Signature]*

*[Signature]*

(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 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**

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 at (410) 962-2880.