



# NOTICE TO EMPLOYEES



## 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** fail and refuse to bargain collectively with International Brotherhood of Electrical Workers, AFL-CIO, Local 97 (the Union), by unreasonably delaying in furnishing it with requested information that is relevant and necessary to the performance of its function as the exclusive collective-bargaining representative of our employees in the following appropriate bargaining unit:

All non-supervisory technical, office and clerical employees as set forth in Schedules A-D of the October 1, 2016 through March 27, 2021 collective-bargaining agreement between Respondent and the Union.

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

NIAGARA MOHAWK POWER CORP.  
D/B/A NATIONAL GRID

Dated

9/29/21

By

M. Rubin Director of OPER  
(Representative) (Title)

The Administrative Law Judge's decision can be found at [www.nlrb.gov/case/03-CA-255757](http://www.nlrb.gov/case/03-CA-255757) 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. 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.nlrb.gov](http://www.nlrb.gov) and the toll-free number (844) 752-NLRB (6572).

130 S. Elmwood Avenue, Suite 630, Buffalo, NY 14202-2466. (716) 551-4931. Hours: 8:30 a.m. to 5:00 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, Jeremy Dunn, at 336-582-7134.