



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

FEDERAL LAW 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 do anything to prevent you from exercising the above rights.

WE WILL NOT fail or refuse to bargain collectively and in good faith with the Longy Faculty Union, American Federation of Teachers, Massachusetts Local 6484 (the Union) as the exclusive collective-bargaining representative of the following employees (the Unit):

All faculty currently teaching, and who have a weekly average of at least three benefit units in one of the last two fiscal years, excluding all other employees; visiting faculty, administrators, confidential employees, office clerical employees, managers, guards, and supervisors as defined in the Act.

WE WILL NOT change your wages, hours and working conditions without first notifying and bargaining with the Union concerning such changes.

WE WILL NOT make any changes associated with attendance record keeping, master classes, requesting permission to teach on a given day and program instruction times, without first notifying and bargaining with the Union.

WE WILL NOT fail or refuse to continue in effect all the terms and conditions of our collective-bargaining agreement with the Union including Appendix D of our agreement concerning the negotiation of reappointment criteria.

WE WILL NOT prohibit Unit employees from discussing your wages, hours and working conditions with each other and with others, including proposed changes to our programs and curriculum.

WE WILL NOT in any similar way interfere with your rights under Federal law described above.

WE WILL bargain collectively and in good faith with the Union as the exclusive collective-bargaining representative of our Unit employees, and continue in effect all terms of our collective bargaining agreement with the Union.

WE WILL meet and bargain with the Union over reappointment criteria at Labor Management Committee Meetings.

WE WILL, at the Union's request, rescind the policy that requires faculty to request permission to teach on a given day and the July 14, 2012 master class policy, and bargain with the Union concerning any future changes to such policies.

LONGY SCHOOL OF MUSIC OF BARD COLLEGE

(Employer)

DATED: 11/20/2013

BY:

Kate Ryghoff
(Representative)

Chief of Staff
(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.nlrb.gov and the toll-free number (866)667-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 Board's Office,

O'Neill Federal Building, 10 Causeway St., 6th Floor, Boston, MA 02222, Telephone: (617)565-6700, Hours of Operation: 8:30 a.m. to 5:00 p.m.
The toll-free number is: 1-866-667-6572. Hearing impaired persons may contact the Agency's TTY service at 1-866-315-6572.