



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

Cases: 20-CA-370957 & 20-CA-370958

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, upon request, refuse to bargain in good faith with Service Employees International Union, Local 1021, CTW (the Union) as the exclusive collective-bargaining representative of our employees in the following appropriate unit (the Unit):

Those employees covered by the collective-bargaining agreement between Service Employees International Union, Local 1021, CTW and Catholic Charities SF, effective 7/1/2022 - 6/30/2025.

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

WE WILL NOT fail or refuse and/or timely fail or refuse to provide the Union with information it requests that is relevant and necessary to its role as the exclusive collective-bargaining representative of our Unit employees.

WE WILL NOT fail and refuse to promptly bargain a mutually acceptable accommodation in a manner that does not unfairly or unreasonably burden the Union in its performance of its representational duties when the Union makes a request for information, and we have privacy and/or confidentiality concerns.

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

**450 Golden Gate Ave, 3rd Floor, Suite 3112, San Francisco, CA 94102. Telephone: (415) 356-5130.
Hours of Operation: 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.



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WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

WE WILL, upon request, bargain in good faith with the Union as the bargaining representative of our Unit employees.

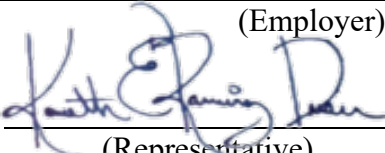
WE WILL provide and/or timely provide the Union with information it requests that is relevant and necessary to its role as the bargaining representative of our Unit employees, including the outstanding information pertaining to the suspensions of two employees that it requested in its two June 4, 2025, information requests.

WE WILL raise with the Union any valid privacy or confidentiality concerns we have and promptly bargain a mutually acceptable accommodation in good faith and in a manner that does not unfairly or unreasonably burden the Union in its performance of its representational duties.

Catholic Charities SF

(Employer)

Dated: 9/25/2025

By:  **Director of People and Culture**
(Representative) (Title)

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