



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

SECTION 7 OF 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.

YOU HAVE THE RIGHT to discuss and protest wages, hours and working conditions with other employees and **WE WILL NOT** do anything to interfere with your exercise of that right.

AMERICAN GUILD OF MUSICAL ARTISTS (Union) is the exclusive bargaining representative of the following bargaining unit (Unit):

Included: All professional Dancers employed by the Employer in the main company.

Excluded: All other employees, *Encores!* Dancers, Academy Dancers, Intern Dancers, office Clerical Employees, Confidential Employees, Managers, Temporary Employees, Guards and Supervisors as defined in the Act.

WE WILL NOT threaten you with discipline, discharge, or other unspecified reprisals for participating in union and protected concerted activities, by saying whatever choices you make, don't jeopardize your career or journey.

WE WILL NOT threaten you with a loss of benefits or by telling you that if you select union representation we may be restricted from assigning employees to certain tasks or we may be prevented from helping with certain tasks.

WE WILL NOT promise, announce, or grant benefits to you in order to discourage you from selecting union representation.

WE WILL NOT shorten the duration of your summer contracts because of your support and activities on behalf of the Union.

WE WILL NOT prohibit you from attending our Big Dance fundraiser complimentary because of your support and activities on behalf of the Union, and without first notifying the Union and giving it an opportunity to bargain.

WE WILL NOT discipline or discharge you because of your support for and activities on behalf of the Union.

Quetta Drew 12/17/24

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/tx> (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.

819 Taylor Street, Room 8424
Fort Worth, TX 76102-6107

Telephone: (817)978-2921
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 120 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 REGIONAL OFFICE'S COMPLIANCE ASSISTANT, TRACY Y. WILLIAMS AT WWW.NLRB.GOV.



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

WE WILL NOT refuse to hire you because of your support for and activities on behalf of the Union.

WE WILL NOT change the Unit employees' terms and conditions of employment, including refusing to permit them to teach classes and direct student ensembles in our Academy, refusing to permit them to teach company rehearsal classes, and decreasing the number of main dancers in our Company from fourteen (14) to eleven (11), because of their support and activities on behalf of the Union, and without first notifying the Union and giving it an opportunity to bargain.

WE WILL NOT impose discretionary discipline on the Unit employees, including Micah Sherard, Nile Ruff, Gillian Clifford, Derick McKoy, Jr., Dominiq Luckie, Elijah Lancaster, Terrell Rogers, Jr., Sierra Jones, Sean Smith, and Brianne Sellars, without first notifying the Union and giving it an opportunity to bargain.

WE WILL NOT refuse to compensate or reimburse employees for work employees performed for us.

WE WILL NOT maintain unlawful policies in our Dancer's Handbook (specifically, the: 1) "BRANDING" policy; 2) "CELL PHONE USAGE" policy; 3) "LINES OF COMMUNICATION" policy; 4) "ISSUES FOR COUNSELING" policy; and 5) "PERFORMANCE MEASUREMENT CRITERIA EXPECTED GOALS FOR DANCERS" and our Human Resources Policy Manual (specifically, its "Code of Business Conduct, Ethics and Professional Values").

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

WE WILL, before implementing any changes in wages, hours, or other terms and conditions of employment of Unit employees, notify and, on request, bargain with the Union as the exclusive collective-bargaining representative of our employees in the Unit.

WE WILL reimburse Sean Smith \$200 for the money he paid to Bianca Melidor for her teaching company yoga classes in June 2024, which was caused by our unlawful failure to engage Melidor to teach those classes.

WE WILL provide notice and an opportunity to bargain to the Union over discretionary disciplines for the Unit employees.

WE WILL rescind and/or revise the following rules in the Dancer's Handbook: 1) Branding policy; 2) Cell Phone Usage policy; 3) Lines of Communication policy; 4) Issues For Counseling policy; 5) Performance Measurement Criteria Expected Goals for Dancers; and the Code of Business Conduct, Ethics and Professional Values in the Human Resources Policy Manual, and **WE WILL** notify you, in writing, that these rules have been rescinded and/or revised, and **WE WILL** publish and distribute to you a copy of the revised policies or **WE WILL** publish and distribute a revised Dancer's Handbook and Human Resources Policy Manual that (1) does not include the above unlawful rules, or (2) provides lawfully worded rules.

Reetta Shew 12/17/24

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/ftv> (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.

819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Telephone: (817)978-2921
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 120 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 REGIONAL OFFICE'S COMPLIANCE ASSISTANT, TRACY Y. WILLIAMS AT WWW.NLRB.GOV.



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

WE WILL rescind any and all disciplines, discharges, or other adverse employment actions issued to employees or former employees since February 1, 2024, as a result of the following rules in the Dancer's Handbook: 1) Branding policy; 2) Cell Phone Usage policy; 3) Lines of Communication policy; 4) Issues For Counseling policy; 5) Performance Measurement Criteria Expected Goals for Dancers; and the Code of Business Conduct, Ethics and Professional Values in the Human Resources Policy Manual, and **WE WILL** notify such employees or former employees, in writing, that this has been done and that the disciplines, discharges, or other adverse employment actions will not be used against them in any way.

WE WILL retract any directives or legal enforcement actions issued to or taken against employees or former employees since February 1, 2024, as a result of following rules in the Dancer's Handbook: 1) Branding policy; 2) Cell Phone Usage policy; 3) Lines of Communication policy; 4) Issues For Counseling policy; 5) Performance Measurement Criteria Expected Goals for Dancers; and the Code of Business Conduct, Ethics and Professional Values in the Human Resources Policy Manual, and **WE WILL** notify such employees or former employees, in writing, that this has been done and that the directives or legal enforcement actions will not be used against them in any way.

WE WILL make whole any adversely affected employee or former employee employed by us at any time since February 1, 2024, for any loss of wages and other benefits, and for any other direct or foreseeable pecuniary harms suffered, plus interest computed in accordance with Board policy, because of directives, disciplines, cease and desist letters, or other actions resulting from the following rules in the Dancer's Handbook: 1) Branding policy; 2) Cell Phone Usage policy; 3) Lines of Communication policy; 4) Issues For Counseling policy; 5) Performance Measurement Criteria Expected Goals for Dancers; and the Code of Business Conduct, Ethics and Professional Values in the Human Resources Policy Manual.

WE WILL make Micah Sherard, Nile Ruff, Gillian Clifford, Derick McKoy, Jr., Dominiq Luckie, Elijah Lancaster, Terrell Rogers, Jr., Sierra Jones, Sean Smith, Brianne Sellars, Alexandra DesJardins, Destinee Bouldin, and Carlin Olson, who have waived reinstatement or instatement, whole for any loss of earnings, less any net interim earnings, and other benefits and for any direct or foreseeable pecuniary harms they incurred as a result of our discrimination against them, plus interest, and **WE WILL** make them whole for all search-for-work expenses in accordance with Board policy.

WE WILL compensate Micah Sherard, Nile Ruff, Gillian Clifford, Derick McKoy, Jr., Dominiq Luckie, Elijah Lancaster, Terrell Rogers, Jr., Sierra Jones, Sean Smith, Brianne Sellars, Alexandra DesJardins, Destinee Bouldin, and Carlin Olson for the adverse tax consequences, if any, of receiving a lump-sum backpay payment and **WE WILL** file a report with the Regional Director allocating settlement payments for them to the appropriate calendar year(s), and **WE WILL** file with the Regional Director a copy of their corresponding W-2 form(s) reflecting the backpay payment.

WE WILL remove from our files any reference to our unlawful discharges of Micah Sherard, Nile Ruff, Gillian Clifford, Derick McKoy, Jr., Dominiq Luckie, Elijah Lancaster, Terrell Rogers, Jr., Sierra Jones, Sean Smith, and Brianne Sellars, and **WE WILL** notify them in writing that this has been done and that their discharges will not be used against them in any way.

Keretha Spew 12/17/24

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/ftx> (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.

819 Taylor Street, Room 8A24
Fort Worth, TX 76102-6107

Telephone: (817)978-2921
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 120 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 REGIONAL OFFICE'S COMPLIANCE ASSISTANT, TRACY Y. WILLIAMS AT WWW.NLRB.GOV.



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

WE WILL send letters to Micah Sherard, Nile Ruff, Gillian Clifford, Derick McKoy, Jr., Dominiq Luckie, Elijah Lancaster, Terrell Rogers, Jr., Sierra Jones, Sean Smith, Brianne Sellars, Alexandra DesJardins, Destinee Boudin, and Carlin Olson apologizing for any hardship caused because we discharged or refused to hire them, and assure them that we will take the necessary steps to ensure that the rights of all employees to engage in union and protected concerted activities are respected.

WE WILL remove from our files any reference to the unlawful disciplinary incident reports we issued on June 19, 2024, to Micah Sherard, Nile Ruff, Gillian Clifford, Derick McKoy, Jr., Dominiq Luckie, Elijah Lancaster, Terrell Rogers, Jr., Sierra Jones, Sean Smith, Brianne Sellars, and Hana Delong, and **WE WILL** notify them in writing that this has been done and that their disciplinary incident reports will not be used against them in any way.

WE WILL publish a copy of the Notice and Explanation of Rights in the Dallas Morning News for seven (7) consecutive days. The Notice will be published in English and in additional languages if the Regional Director decides that it is appropriate to do so. The entirety of the publication must be approved in advance by the Regional Director.

WE WILL have an agent of the National Labor Relations Board train our managers and supervisors about our employees' rights under the National Labor Relations Act.

WE WILL have an agent of the National Labor Relations Board train our non-managerial and non-supervisory employees about our employees' rights under the National Labor Relations Act and we will pay these employees for this training in accordance with regular pay practices.

WE WILL meet and bargain collectively, and in good faith, with the Union as the exclusive collective bargaining representative of our employees in the Unit described above for a period of ten months under *Mar-Jac Poultry*, 136 NLRB 786 (1962). The ten-month period is to commence on the date the Regional Director has approved this Settlement Agreement.

YOU MAY BE ENTITLED to a remedy if you were disciplined, discharged, or otherwise adversely affected or subjected to legal enforcement of the following rules in the Dancer's Handbook: 1) Branding policy; 2) Cell Phone Usage policy; 3) Lines of Communication policy; 4) Issues For Counseling policy; 5) Performance Measurement Criteria Expected Goals for Dancers; and the Code of Business Conduct, Ethics and Professional Values in the Human Resources Policy Manual, at any time since February 1, 2024. If you believe you are impacted by this, please contact the Regional Office at the number below.

ALL OUR EMPLOYEES are free to become or remain, or to refrain from becoming or remaining, members of the Union, or any other labor organization.

DALLAS BLACK DANCE THEATRE

(Employer)

Case Nos. 16-CA-343777, 16-CA-347632,
16-CA-347638, and 16-CA-348257

Dated: 12/17/24 By:

Genetha L. Drew, Esq.
(Representative) *Director*
(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/ty> (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.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACTED BY ANYONE.

THIS NOTICE MUST REMAIN POSTED FOR 120 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACTED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE REGIONAL OFFICE'S COMPLIANCE ASSISTANT, TRACY Y. WILLIAMS AT WWW.NLRB.GOV.