

APPENDIX

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 reduce to writing and sign the collective-bargaining agreement reached with the Union and ratified by you on April 20, 2005.

WE WILL NOT fail and refuse to recognize the Union as the exclusive bargaining representative for the following bargaining unit of its employees:

All full-time and regular part-time employees employed by Respondent at its facilities located in Hampden and Hampshire counties including direct service advocates, service coordinators/case managers, hotline counselors, community educators, father's and youth outreach workers, program cook, housing advocates, construction managers, construction trainer, coordinator of operations, and youth development, education coordinator, teacher, counselor/case manager, rape crisis counselor, program coordinator, site coordinators, staff associates, safeplan advocates, mentor coordinators, counselor/volunteer coordinator, and youth development program coordinator, but excluding all office clerical employees, managerial employees, professional employees, confidential employees, casual employees, all relief staff, building maintenance, custodians, guards, site/program directors, and supervisors as defined in the Act.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL reduce to writing and sign the collective-bargaining agreement reached with the Union and ratified by you on April 20, 2005, giving effect to its terms retroactive to April 20, 2005.

WE WILL, upon the Union's request, bargain with the Union as the exclusive collective-bargaining representative of the bargaining unit employees described above.

WE WILL, make all affected employees whole, with interest for any loss of earnings or benefits resulting from our failure to sign and honor the collective-bargaining agreement reached with the Union and ratified by you on April 20, 2005.

WE WILL, reimburse the Union, with interest, for any dues we were required to withhold and transmit under the collective-bargaining agreement.

**YOUNG WOMEN'S CHRISTIAN ASSOCIATION
OF WESTERN MASSACHUSETTS**

(Employer)

Dated _____ By _____
(Representative) (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.nlr.gov.

10 Causeway Street, Boston Federal Building, 6th Floor, Room 601

Boston, Massachusetts 02222-1072

Hours of Operation: 8:30 a.m. to 5 p.m.

617-565-6700.

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, 617-565-6701.