

Important Information About Your Rights Under the National Labor Relations Act and Cadence's Latest Proposal

When you vote Tuesday on Cadence's offer, the Union wants you to understand if a majority of members vote to ratify the offer, the Union will withdraw the eight outstanding unfair labor practice (ULP) charges and will not file any other unfair labor practice charges based on the unlawful behavior of the Company prior to the ratification of the collective bargaining agreement (CBA).

The National Labor Relations Board (NLRB) Region 19, which is responsible for enforcing the National Labor Relations Act in Washington State, found the Union's unfair labor practices had merit and is currently pursuing a separate settlement with Cadence. If the NLRB does not settle with Cadence, it will issue a legal Complaint charging Cadence with violations of the Act.

Of the eight ULPs, only one has the potential for any back pay. This unfair labor practice charge claims that Cadence discriminatorily withheld your 401K match. However, the NLRB will only seek the 401K match retroactive to January 4, 2016, a promise your bargaining committee has already obtained in the new proposed CBA. Another charge also claims the Company discriminatorily did not continue to evaluate your performance, thereby preventing you from getting a merit raise. However, the actual amount of the raise would be subject to bargaining. The other charges would require the Company to post a notice to you about your rights, and promise to refrain from violating your rights in the future.

MEMORANDUM OF UNDERSTANDING (from Cadence's Latest Offer)

As part of our collective bargaining agreement, the parties wish to resolve all disputes between them.

Accordingly, the Union agrees to withdraw all pending unfair labor practice charges it has filed against the Company, and agrees not to file any additional unfair labor practice charges against the Company based on any act or omission occurring on or before the date of ratification of this Agreement. This commitment includes, but is not limited to, the following charges:

19-CA-161550	19-CA-161535
19-CA-161558	19-CA-163454
19-CA-161576	19-CA-168784
19-CA-161580	19-CA-166566

The Company agrees to increase each employee's base rate of pay at ratification by thirty cents (\$.30) per hour upon successful withdrawal of all charges.

Additionally, the Company agrees to pay each employee a lump sum of three hundred fifty dollars (\$350) following ratification and successful withdrawal of all charges.

The parties recognize and agree that this Agreement shall not be valid and effective:

- a. until the National Labor Relations Board has approved the withdrawal of all such charges; and
- b. unless this Agreement is ratified no later than February 19, 2016.