

NOTICE TO EMPLOYEES AND MEMBERS



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 unions;
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 or all of these things.

WE WILL NOT threaten or seek to enforce a valid union-security clause against Randy Boettjer by requiring him to pay dues or agency fees as provided in the collective-bargaining agreement between us and Southern California Edison, due to our previous expulsion of him from membership.

WE WILL NOT file lawsuits against you in retaliation for your exercise of the rights that are guaranteed to you by Section 7 of the National Labor Relations Act ("the Act").

WE WILL NOT in any similar way restrain or coerce you in the exercise of the rights guaranteed to you by Section 7 of the Act.

WE WILL rescind the fine that we assessed against Randy Boettjer for engaging in activity that was protected by Section 7 of the Act.

WE WILL refund to Randy Boettjer all dues or fees that we received from Southern California Edison for him during the period March 20, 2006, to the present.

WE WILL reimburse to Randy Boettjer the legal fees that he expended in defending a state court lawsuit that we filed against him.

WE WILL put in writing to Randy Boettjer, within 14 days from the date of posting this Notice, that we have performed the above-described actions.

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS (IBEW) LOCAL 47**

Dated: 1-10-07 By: [Signature]
(Signature)

Print Name Glen Rothner

Print Title Attorney

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 at the Board's office set forth below. You may also obtain information from the Board's website: www.nlrb.gov.

338 South Figueroa Street, 9th Floor
Los Angeles, California 90017
Hours: 8:30 a.m. to 5 p.m.
Telephone: (213) 894-5229

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.