

(To be printed and posted on official Board notice form)

FEDERAL LAW 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 do anything to prevent you from exercising the above rights.

Communication Workers of America, Local 7901, AFL-CIO (the “Union”) is your representative in dealing with us regarding wages, hours and other working conditions of the employees in the following unit:

All full-time and regular part-time estheticians, licensed massage therapists, nail technicians, stylists, spa hosts, retail advisors, and laundry employees employed by the Employer in the counties of Multnomah, Washington, and Clackamas in the State of Oregon.

WE WILL NOT refuse to bargain in good faith with the Union as your exclusive collective bargaining representative.

WE WILL NOT bypass the Union and negotiate directly with you about your wages, hours and working conditions.

WE WILL NOT make changes to your wages, hours and working conditions without first meeting with the Union, upon request, and discussing the changes in good faith with the Union, before putting such changes into effect.

WE WILL NOT stop you from engaging in protected concerted activity or Union activity.

WE WILL NOT give you a raise in pay in order to discourage you from voting for or supporting the Union or any other labor organization.

WE WILL NOT tell you that you will have stricter working conditions if you vote for the Union or any other labor organization as your representative

WE WILL NOT promise you better benefits or give you new or better benefits to discourage you from supporting the Union or any other labor organization.

WE WILL NOT announce and enforce a rule preventing you from wearing temporary tattoos on any part of your body, except your face, in support of the Union or any other labor organization.

WE WILL NOT suspend or otherwise discipline you because you wear a temporary tattoo on any part of your body, except your face, in support of the Union or any other labor organization.

WE WILL NOT try to discourage you from supporting the Union or any other labor organization by asking you about your complaints and grievances and implying that we will fix them.

WE WILL NOT enforce a rule prohibiting you from being at work on non-work time just because you support the Union, while permitting employees to be at work on their non-work time for other reasons.

WE WILL NOT conduct surveillance of your Union activities.

WE WILL NOT give you the impression that we are conducting surveillance of your Union or protected concerted activities.

WE WILL NOT tell you that we will run our business as if you did not vote for the Union to represent you.

WE WILL NOT tell you that your wages and other terms and conditions of employment are frozen because you selected the Union as your representative.

WE WILL NOT stop you from talking about the Union with customers during working time, unless your communications slander our products or services.

WE WILL NOT tell you that you are not permitted to criticize or make negative comments about us to customers, unless your comments slander our products or services.

WE WILL NOT tell you that you cannot discuss your wages with other employees.

WE WILL NOT tell you that we cannot grant time off or requests for schedule changes because you selected the Union as your representative.

WE WILL NOT discipline, suspend or fire you because of your Union membership or support.

WE WILL meet and bargain in good faith with the Union, as your exclusive collective bargaining representative.

WE WILL, if requested by the Union, rescind any or all of the changes we made to your wages, hours and working conditions without first bargaining with the Union, including the following:

- Our policy of allowing you to work in more than one of our locations on the same day,
- Our policy of allowing you to get salon and/or spa services during your shift, and
- Installing cameras at our Hawthorne facility, including in the employee break room.
- Our policy of prohibiting you from wearing temporary pro-Union tattoos

- Our policy of prohibiting you from being at work on non-work time because you support the Union

WE WILL repeal and/or modify the following rules in our employee handbook:

- Compensation
- Company Business Ethics, Rule 7
- Conflict of Interest
- Business Conduct – Employee Relations
- Solicitations
- Confidentiality of Information

WE WILL repeal and/or modify the following rules in our “Confidentiality and Non-Solicitation Agreement”:

- Confidential Information
- Non-Disclosure
- Duty of Loyalty
- Covenant Not to Promote
- Termination of Relationships

WE WILL provide the employees at our Hawthorne facility the opportunity to use their employee discount for two salon and/or spa services per week during their lunch breaks or before or after their shifts, in addition to the one salon and/or spa service per day to which they are already entitled under our employee handbook. These additional employee discounts will continue until September 1, 2012.

WE WILL remove from our files any references to Kelanie York being sent home early in March 2011 and **WE WILL** notify her in writing that this has been done and that her being sent home early in March 2011 will not be used against her in any way.

WE WILL pay Kelanie York for the wages and other benefits she lost because we sent her home early in March 2011.

WE WILL remove from our files all references to the September 2011 suspension and discharge of Mary Christ and **WE WILL** notify her in writing that this has been done.

WE WILL pay Mary Christ for the wages and other benefits she lost because we suspended and fired her. Ms. Christ has agreed to waive her right to get her job back along with her seniority and all other rights or privileges.

MOTOBIZ, D/B/A DOSHA

(Employer)

Dated: _____

By: _____

(Representative)

(Title)