



NOTICE TO ALL EMPLOYEES

POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE FEDERAL LABOR RELATIONS AUTHORITY

In June 2022, an employee received a Verbal Warning as a result of an incident that occurred when the employee was engaged in activity protected by the Federal Service Labor-Management Relations Statute (Statute).

In recognition of our obligations under the Statute, we agree that:

WE WILL NOT discipline or counsel bargaining unit employees for engaging in activity protected by the Statute, unless the employee's behavior constitutes "flagrant misconduct" or otherwise exceeds the protection of the Statute.

WE WILL NOT in any like or related manner, interfere with, restrain, or coerce our employees in the exercise of their rights assured by the Statute.

WE WILL rescind the Verbal Warning; remove the Verbal Warning from the all IRS systems of records; and **WE WILL NOT** rely upon the Verbal Warning so as to adversely affect the employee in the future.

**Internal Revenue Service
Brookhaven Service Center
Holtsville, New York**

Dated _____

By _____
Director
(Signature)

**THIS IS AN OFFICIAL NOTICE
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.**

If employees have any question concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

Federal Labor Relations Authority
San Francisco Region
Ronald V. Dellums Federal Building
1301 Clay Street, Suite 1180N
Oakland, CA 94612
Telephone: 510-982-5440
Case No. WA-CA-23-0038