



February 14, 2024

To Lake Michigan Credit Union employees:

Lake Michigan Credit Union (LMCU) wants to clearly state that we respect the right of all LMCU employees to engage in union and other collective activities and will follow all relevant laws and regulations. We respect the right of employees to participate in the Lake Michigan Credit Union Workers Alliance, affiliated with the Communications Workers of America.

Specifically, Section 7 of the National Labor Relations Act, a federal law, gives you the right to:

- Form, join, or assist a union;
- Choose a representative to bargain with LMCU on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

LMCU will not interfere with, restrain, or coerce you in the exercise of the above rights.

LMCU will not discipline, discharge, or otherwise discriminate against you because you formed, joined or assisted a union.

LMCU will not discriminate against you in regard to your hire, tenure, or terms and conditions of employment so as to discourage your support for, membership in, or assistance to a union.

All LMCU employees have the right to engage, or refrain from engaging, in union and other collective activities without fear of retaliation.

We have reached an out-of-court resolution with Ivan Diaz regarding his NLRB charge in which he received fair monetary compensation.

Thank you for your attention to this letter.

Sincerely,

Sandra Jelinski
Chief Executive Officer