

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 5

**ORDER REVOKING INFORMAL SETTLEMENT  
AGREEMENT, ORDER CONSOLIDATING CASES,  
CONSOLIDATED COMPLAINT AND NOTICE OF HEARING**

Cases: 5-CA-33158  
5-CA-33300  
5-CA-34261

On the 31<sup>st</sup> day of July 2008, the National Labor Relations Board issued a formal complaint (indictment) on approximately forty-eight (48) charges. It should first be stated that not one single unfair labor practice charge against Weston's Interbake Managers, Supervisors and/or Agents were dismissed by the Labor Board. The BCTGM did withdraw a few charges where at this time there wasn't enough evidence to prove certain violations. However, after more than three full months of intense investigating by Professional Federal Agents the Government handed down a severe and detrimental complaint against the company including revoking the 2006 settlement.

Management has the opportunity now to make things right by offering a settlement that meets the United States Government's required remedy. This would include the opening of four of the five challenged ballots. A settlement would reduce the cost of government expenditures and promote amity in labor relations.

If management continues to stay on the wrong track and is willing to waste literally hundreds of thousands of dollars they will have to appear before a Judge in a Federal Trial set for October 27, 2008. The trial could last as long as two (2) weeks or longer. If this is the course of action they choose to take once again it'll show mismanagement in a futile attempt to prolong the inevitable. The Majority has spoken and now it is time to collectively bargain a fair contract that insures Dignity, Justice and Respect for all Interbake Front Royal workers.

In the coming weeks BCTGM Local 68 will be communicating with all in reference to contract proposals and nominations for shop-stewards.