



## **Press Release**

### **National Labor Relations Board**

#### **Office of the General Counsel**

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### **\$263,000 in back pay disbursed to Connecticut drivers and warehouse workers who lost jobs after voting to join a union**

In response to an NLRB investigation and court rulings, a building materials wholesaler has offered to rehire 10 employees and distributed checks to them totaling \$263,899 in back pay and interest. The employer, The Parksite Group, has also entered into negotiations with Teamsters Local 671 for a new contract.

In 2007, Parksite's warehouse in South Windsor, Conn., was being operated by a contractor, Ryder Integrated Logistics, when the employees voted to join the Teamsters union. Almost immediately after Ryder and the Teamsters entered into their first collective bargaining agreement, Parksite ended its contract with Ryder, took over the warehouse operations and invited all the employees to reapply for their jobs. Fourteen of the former employees were hired, while another ten – all union supporters – were not. The new operation was to be non-union.

The union filed charges and, after an investigation, the NLRB Regional Office in Hartford issued a complaint alleging that the employer had violated several sections of labor law by refusing to recognize and bargain with the union and refusing to hire the 10 former employees. That finding was later upheld by an NLRB Administrative Law Judge, the U. S. District Court for the District of Connecticut pursuant to an injunctive order, the National Labor Relations Board in Washington, and, in January 2010, by the U.S. Court of Appeals for the Second Circuit.

After a compliance investigation and discussions between the parties, the total amount of back pay owed was set at \$263,898. Final checks were distributed earlier this month. "The prompt resolution of this case demonstrates that our labor laws and procedures can and do work – the workers have been returned to their jobs with full backpay and with union representation" said Regional Director Jonathan Kreisberg.

The National Labor Relations Board is an independent federal agency vested with the

power to safeguard employees' rights to organize and to determine whether to have unions as their bargaining representative. The agency also acts to prevent and remedy unfair labor practices committed by private sector employers and unions. The NLRB's Office of the General Counsel has independent prosecutorial discretion under the National Labor Relations Act to issue complaints alleging such unfair labor practices.

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