

Front Royal, VA

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

INTERBAKE FOODS, LLC

and

BAKERY, CONFECTIONARY, TOBACCO  
WORKERS AND GRAIN MILLERS  
INTERNATIONAL UNION (BCTGM),  
LOCAL 68

Cases 05-CA-033158  
05-CA-033330  
05-CA-034261  
05-CA-034775  
05-RC-016210

**ORDER**

On August 30, 2013, Administrative Law Judge Paul Buxbaum of the National Labor Relations Board issued his Decision in the above-entitled proceeding and, on the same date, the proceeding was transferred to and continued before the Board in Washington, D.C. The Administrative Law Judge found that the Respondent has engaged in certain unfair labor practices, and recommended that it take specific action to remedy such unfair labor practices.

The Administrative Law Judge also found that the Employer did not engage in objectionable misconduct to the extent that it affected the outcome of the election held on April 16, 2008.

No statement of exceptions having been filed with the Board, and the time allowed for such filing having expired,

Pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48 of the National Labor Relations Board Rules and Regulations, the Board adopts the findings and conclusions of the Administrative Law Judge as contained in his Decision, and orders that the Respondent, Interbake Foods, Llc, its officers, agents, successors, and assigns, shall take the action set forth in the recommended Order of the Administrative Law Judge.

**CERTIFICATION OF RESULTS OF ELECTION**

**IT IS CERTIFIED** that a majority of the valid ballots have not been cast for Bakery Confectionary, Tobacco Workers and Grain Millers International Union (BCTGM), Local 68, and that is is not the exclusive representative of these bargaining unit employees.

Dated, Washington, D.C., **October 29, 2013.**

By direction of the Board:

/s/Farah Z. Qureshi

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Associate Executive Secretary