

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

UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS UNION INTERNATIONAL,
LOCAL 1192, AFL-CIO, CLC
(BUCKEYE FLORIDA CORPORATION,
a Subsidiary of BUCKEYE TECHNOLOGIES,
INC., and GEORGIA PACIFIC, LLC)

and

JIMMIE RAY WILLIAMS

Case 12-CB-109654

and

BUCKEYE FLORIDA CORPORATION,
a Subsidiary of BUCKEYE TECHNOLOGIES,
INC., and GEORGIA PACIFIC, LLC

**JOINT MOTION OF GENERAL COUNSEL AND RESPONDENT TO WITHDRAW
EXCEPTIONS AND CROSS-EXCEPTIONS**

On May 19, 2014, United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, Local 1192, AFL-CIO, CLC (Respondent), filed Exceptions to the Decision of Associate Chief Administrative Law Judge William N. Cates [JD(ATL) 13-14] (ALJD), issued on March 24, 2014. On June 12, 2014, the General Counsel filed Cross-Exceptions to the ALJD. Pursuant to an agreement between Respondent and General Counsel, Respondent and General Counsel hereby file this joint motion to withdraw their Exceptions and Cross-Exceptions, respectively.

Respondent agrees that it will make Charging Party Jimmie Ray Williams whole for any loss of earnings or benefits he suffered as a result of Buckeye Florida Corporation, a Subsidiary of Buckeye Technologies, Inc., and Georgia Pacific, LLC's (the Employer) refusal to permit him to work overtime. Accordingly, the parties request that the Board, pursuant to Section 10(c) of the National Labor Relations Act, as amended, and Section 102.48(a) of the Board's Rules and Regulations, issue an order adopting the findings, conclusions, and Order set forth in the ALJD, as modified by Respondent's agreement to make Jimmie Ray Williams whole for any loss of earnings or benefits he suffered as a result of the Employer's

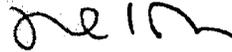
refusal to permit him to work overtime. A proposed modified Order and Notice To Employees and Members are attached hereto as Attachments A and B.

DATED at Tampa, Florida, this 6th day of July, 2015.

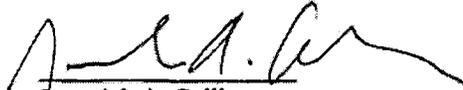
Respectfully submitted,

/s/Christopher C. Zerby

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CERTIFICATE OF SERVICE

I hereby certify that the Joint Motion of General Counsel and Respondent to Withdraw Exceptions and Cross-Exceptions in the matter of United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 1192, AFL-CIO, CLC (Buckeye Florida Corporation, a subsidiary of Buckeye Technologies, Inc. and Georgia Pacific, LLC), Case 12-CB-109654, was electronically filed and served by electronic mail on ~~1st~~^{2nd} day of July, 2015, as set forth below:

By Electronic Filing:

National Labor Relations Board
Gary W. Shinnars
Executive Secretary
1099 14th Street, N.W.
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By Electronic Mail:

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ATTACHMENT A

ORDER

The Union, United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, Local 1192, AFL-CIO, CLC, and United Steel, Paper and Forestry, Rubber, Energy, Manufacturing, Allied Industrial and Service Workers International Union, AFL-CIO, CLC its officers, agents, and representatives, shall

1. Cease and desist from

(a) Maintaining and/or implementing its Fair Share Policy or any like policy pursuant to which nonmember unit employees are charged a fee for grievance processing.

(b) Refusing to process any grievance because a unit employee is not a member of the Union and has not paid a fee for processing the grievance.

(c) In any like or related manner restraining or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

(a) Rescind its current Fair Share Policy and so notify all unit employees at the Company's Perry, Florida facility.

(b) Process grievances filed by nonmember unit employees without charging a fee.

(c) Make Jimmie Ray Williams whole, with interest, for any loss of earnings and benefits he suffered as a result of Buckeye Florida Corporation, a Subsidiary of Buckeye Technologies, Ins., and Georgia Pacific, LLC's refusal to allow him to work overtime.

(d) Within 14 days after service by the Region, post at the Buckeye Florida Corporation's facility in Perry, Florida, copies of the attached notice marked "Appendix." Copies of the notice, on forms provided by the Regional Director for Region 12, after being signed by the Union's authorized representative, shall be posted by the Union and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, the notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Union customarily communicates with employees whom it represents by such means. Reasonable steps shall be taken by the Union to ensure that the notices are not altered, defaced, or covered by any other material. In the event that, during the pendency of these proceedings, the Company has gone out of business or closed the facility involved in these proceedings, the Union shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Company at any time since May 20, 2013.

(e) Within 21 days after service by the Region, file with the Regional Director a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Union has taken to comply.

ATTACHMENT B

**NOTICE TO MEMBERS AND
NONMEMBER UNIT EMPLOYEES**

**Posted by Order of the
National Labor Relations Board
An Agency of the United States Government**

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

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

WE WILL NOT enforce our current Fair Share Policy.

WE WILL NOT refuse to process any grievance because a grievant is not a union member.

WE WILL NOT charge any nonmember a fee for processing a grievance.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL rescind our current Fair Share Policy.

WE WILL make Jimmie Ray Williams whole, with interest, for any loss of earnings or benefits suffered as a result of Buckeye Steel's refusal to allow him to work overtime.

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION,
LOCAL 1192, AFL-CIO, CLC
(Labor Organization)**

Dated: _____ **By:** _____
(Representative) (Title)