

**UNITED STATES COURT OF APPEALS FOR THE SEVENTH CIRCUIT**

Everett McKinley Dirksen United States Courthouse  
Room 2722 - 219 S. Dearborn Street  
Chicago, Illinois 60604



Office of the Clerk  
Phone: (312) 435-5850  
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**ORDER**

June 28, 2016

*Before*

RICHARD A. POSNER, *Circuit Judge*

No. 16-1869	NATIONAL LABOR RELATIONS BOARD, Petitioner v. COMMERICAL TRADE SOURCE, INC., Respondent
<b>Originating Case Information:</b>	
Agency Case Nos: 25-CA-124973, 25-CA-124996, 25-CA-129941, 25-CA-156165, 25-CA-156202 & 25-CA-156208 National Labor Relations Board	

The following are before the court:

1. **APPLICATION FOR ENFORCEMENT OF AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD UPON STIPULATION OF THE PARTIES FOR CONSENT JUDGMENT**, filed on April 21, 2016, by counsel for the petitioner.
2. **RESPONDENT'S OPPOSITION TO PETITIONER'S PROPOSED JUDGMENT**, filed on May 12, 2016, by counsel for the respondent.
3. **REPLY OF THE NATIONAL LABOR RELATIONS BOARD TO RESPONDENT'S OPPOSITION TO THE BOARD'S SUBMITTED PROPOSED JUDGMENT**, filed on June 14, 2016, by counsel for the petitioner.

**IT IS ORDERED** that the application for enforcement is **GRANTED** and the attached judgment is **ENFORCED**.

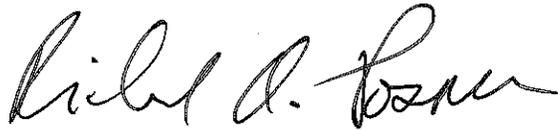
UNITED STATES COURT OF APPEALS  
FOR THE SEVENTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	No.
	:	
Petitioner	:	Board Case Nos.:
	:	25-CA-124973
v.	:	25-CA-124996
	:	25-CA-129941
COMMERCIAL TRADE SOURCE, INC.	:	25-CA-156165
	:	25-CA-156202
Respondent	:	25-CA-156208

JUDGMENT

THIS CAUSE was submitted upon the application of the National Labor Relations Board for the enforcement of a certain order on consent issued by it against Respondent, Commercial Trade Source, Inc., its officers, agents, successors, and assigns, on April 13, 2016, in Board Case Nos. 25-CA-124973, 25-CA-124996, 25-CA-129941, 25-CA-156165, 25-CA-156202 and 25-CA-156208 ; and upon the record in that proceeding, certified and filed in this Court enforcing the order.

ON CONSIDERATION WHEREOF, it is ordered and adjudged by the United States Court of Appeals for the Seventh Circuit that the order of the National Labor Relations Board be, and the same is hereby enforced; and the Respondent, Commercial Trade Source, Inc., its officers, agents, successors, and assigns shall abide by and perform the directions of the Board set forth in its order. (See Attached Order and Notice)



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Judge, United States Court of  
Appeals for the Seventh Circuit

NATIONAL LABOR RELATIONS BOARD

v.

COMMERCIAL TRADE SOURCE, INC.

**ORDER**

Commercial Trade Source, Inc., Indianapolis, Indiana, its officers, agents, successors, and assigns shall

1. Cease and desist from
  - (a) Maintaining an overly broad and discriminatory “Non Disclosure” rule prohibiting discussions about compensation data and labor relations strategies.
  - (b) Maintaining an overly broad and discriminatory distribution rule prohibiting employees from distributing and posting literature of any kind on any part of company property or jobsite.
  - (c) Maintaining an overly broad and discriminatory rule interfering with employee rights to wear union tee-shirts and other union insignia while working.
  - (d) In any like or related manner interfering with, restraining, or coercing its employees in the exercise of their right to self-organization, to form labor organizations, to join or assist any labor organization, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any and all such activities.
2. Take the following affirmative action necessary to effectuate the policies of the Act.
  - (a) Within fourteen (14) days from the date of the Board’s Order, rescind the rules set forth above from the Policies and Procedures Handbook and furnish all employees with a notice that (1) advises that these rules have been rescinded, or (2) provides the language of lawful rules; or publish

and distribute to all employees a revised handbook that (1) does not contain the unlawful rules, or (2) provides the language of lawful rules.

- (b) Within fourteen (14) days after service by the Region, post at its facilities in Indianapolis, Indiana, and mail to all current employees employed by the Respondent, copies of the attached notice marked "Appendix A." Copies of the notice, on forms provided by Region 25, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days on the wall across from the restrooms in the Respondent's Indianapolis, Indiana headquarters. The Respondent will take reasonable steps to ensure that the notices are not altered, defaced or covered by any other material.
- (c) Within 21 days after service by the Region, file with the Regional Director a sworn certificate of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

## APPENDIX A

### NOTICE TO EMPLOYEES

POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
An Agency of the United States Government

PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER  
AND A CONSENT JUDGMENT OF ANY APPROPRIATE  
UNITED STATES COURT OF APPEALS

**FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative 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** do anything to prevent you from exercising the above rights.

**WE WILL NOT** stop you from discussing compensation data and labor relations strategies and **WE WILL** repeal the rule in our Policy and Procedures Handbook on that subject.

**WE WILL NOT** stop you from distributing and posting literature of any kind on any part of company property or jobsite and **WE WILL** repeal the rule in our Policy and Procedures Handbook on that subject.

You have the right to wear union tee-shirts and other union insignia while working, and **WE WILL NOT** stop you from doing so and **WE WILL** repeal the rule in our Policy and Procedures Handbook on that subject.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

**COMMERCIAL TRADE SOURCE, INC.**

The Board's decision can be found at [www.nlr.gov/case/25-CA-124973](http://www.nlr.gov/case/25-CA-124973) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

