

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

**CABLEVISION SYSTEMS CORPORATION**

**and**

**COMMUNICATIONS WORKERS OF AMERICA  
AFL-CIO**

**Case 29-CA-097013, *et al.*  
Case 29-CA-134419, *et al.*  
Case 29-CA-154544**

**MOTION FOR APPROVAL OF NON-BOARD SETTLEMENT AGREEMENT AND  
REMAND TO THE REGIONAL DIRECTOR FOR APPROPRIATE ACTION**

The parties, pursuant to Section 102.47 of the Board's Rules and Regulations, as amended, hereby file this motion requesting that the Board approve the parties' non-Board settlement agreement and remand the above-captioned cases to the Regional Director of Region 29 for further appropriate action resolving these matters based upon the settlement.

Background

On June 15, 2016, Neptune Holding US Corp. d/b/a Altice USA ("Altice") effectively acquired Cablevision Systems Corporation and its related subsidiaries (the named Respondents in the above-captioned cases).

Prior to the closing of the acquisition, Altice and Communications Workers of America AFL-CIO ("CWA" or "Union") reached an agreement resolving the issues raised in the above-captioned cases that is to be effective upon the granting of this motion.

The essential parts of the parties' settlement are as follows:

NLRB Case Nos. 29-CA-097013, *et al.*

This matter was heard before Administrative Law Judge ("ALJ") Steven Fish who issued his decision and recommended order on December 4, 2014. The case then was transferred to the Board. Cablevision, Counsel for the NLRB General Counsel, and CWA each filed exceptions to ALJ's decision on March 6, 2015. Those exceptions are pending before the Board.

To fully resolve this matter, Altice agrees to make whole the 22 employees (100% back pay) removed from Cablevision's payroll for lost wages for the period of time they were removed from the payroll, to the extent this has not yet occurred.

NLRB Case No. 29-CA-134419, et al.

This matter was heard before ALJ Raymond Green who issued his decision and recommended order on April 19, 2015. The case has been transferred to the Board, and exceptions are now due on July 22, 2016.

To fully resolve this matter Altice agrees to pay the alleged discriminate, Jerome Thompson, back pay in the amount of \$70,000 minus interim earnings. This amount is greater than 100% of back pay owed. Mr. Thompson has declined reinstatement.

NLRB Case No. 29-CA-154544

This matter was heard before ALJ Mindy E. Landow, who issued her decision and recommended order on May 20, 2016. The case has been transferred to the Board and exceptions are due on July 8, 2016.

To fully resolve this matter Altice has agreed to pay the alleged discriminatee, Dorothea Perry, back pay in the amount of \$56,000 minus interim earnings. This amount is greater than 100% of back pay owed. Ms. Perry has declined reinstatement.

The parties have agreed that the Collective Bargaining Agreement ("CBA") is to be replaced by a new Collective Bargaining Agreement (the "New CBA Agreement") for a term of three (3) years effective as of June 15, 2016.

This settlement effectuates the purposes and policies of the National Labor Relations Act (the "Act") in that it remedies the Complaint allegations consistent with the standard remedial relief ordered by the Board in cases involving similar alleged violations. Moreover, it meets the requirements of *Independent Stave Co.*, 287 NLRB 740 (1987).

All parties have agreed to the settlement. The Regional Director believes that the settlement reached between the parties meets the *Independent Stave* standard and should be approved by the Board.

The settlement is reasonable in light of the alleged violation, the stage of the litigation, the remedial relief provided, and the parties' execution of a collective bargaining agreement.

The parties reached this settlement through good faith negotiations and without any fraud, coercion or duress.

Altice does not have a history of violations of the Act and has not breached past unfair labor practice settlement agreements.

The parties' request that the Board remand the above-captioned cases to the Regional Director of Region 29 for the purpose of taking the appropriate action to resolve the pending cases pursuant to the terms of the parties' settlement.

**NEPTUNE HOLDING US CORP. D/B/A  
ALTICE USA**

**COMMUNICATIONS WORKERS OF  
AMERICA, AFL-CIO**

**BY: John J Toner**

**BY: Gabrielle Semel, Esq.**

**TITLE: Attorney**

**TITLE: Attorney**

**DATE: July 1, 2016**

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