

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

HOWARD INDUSTRIES, INC.

and

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL 1317

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* Case 15-CA-164449
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**GENERAL COUNSEL’S ANSWER IN SUPPORT OF UNION’S EXCEPTIONS
TO THE DECISION OF THE ADMINISTRATIVE LAW JUDGE**

NOW COMES Matthew Dougherty, Counsel for the General Counsel (Counsel) and files this ANSWER in Support of the Exceptions, filed by the International Brotherhood of Electrical Workers, Local 1317 (Union) on October 19, 2016, to the Administrative Law Judge’s (ALJ) Decision and Order in the above-captioned case with the National Labor Relations Board (Board),

Counsel concurs with the all of the Union’s Exceptions and Supporting Brief asserting that the ALJ erred when he failed to find that Howard Industries, Inc. violated the Act when it changed which employees were given certificates for hams during the Christmas season without properly notifying and bargaining with the Union in violation of Section 8(a)(1) and (5) of the Act.

Respectfully submitted this 2nd day of November 2016.

/s/ November 2, 2016
Matthew Dougherty Date
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CERTIFICATE OF SERVICE

I hereby certify that on November 2nd 2016, I electronically filed a copy of the foregoing General Counsel's Answer in Support of the Union's Exceptions to the Decision of the Administrative Law Judge with the National Labor Relations Board and forwarded a copy by electronic mail to the following:

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