

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
DIVISION OF JUDGES

OXFORD ELECTRONICS, INC., D/B/A
OXFORD AIRPORT TECHNICAL SERVICES
AND WORLDWIDE FLIGHT SERVICES, INC.,
JOINT EMPLOYERS,

OXFORD ELECTRONICS, INC., D/B/A
OXFORD AIRPORT TECHNICAL SERVICES
AND TOTAL FACILITY MAINTENANCE, INC.,
JOINT EMPLOYERS, AND

OXFORD ELECTRONICS, INC., D/B/A
OXFORD AIRPORT TECHNICAL SERVICES
AND TWIN STAFFING, INC.,
JOINT EMPLOYERS

and

Case 13-CA-115933

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 399, AFL-CIO

TRANSPORTATION WORKERS UNION
OF AMERICA - LOCAL 504, AFL-CIO
(OXFORD ELECTRONICS, INC. D/B/A
OXFORD AIRPORT TECHNICAL SERVICES,
WORLDWIDE FLIGHT SERVICES, INC.,
TOTAL FACILITY MAINTENANCE, INC.,
AND TWIN STAFFING, INC.)

and

Case 13-CB-115935

INTERNATIONAL UNION OF OPERATING
ENGINEERS LOCAL 399, AFL-CIO

ERRATA

I amend my decision in the above captioned case issued on May 31, 2017, to replace the term "Appendix A" with "Appendix B" on page 36, line 23, and to replace the term "Appendix A" with "Appendix C" on page 38, line 37. I further amend my decision to include the following inadvertently omitted portion of the recommended order to be inserted on page 39, at line 6 and its related "Appendix D" to be inserted at the end of the decision after "Appendix C":

D. Respondent TWU Local 504, its officers, agents and representatives, shall

1. Cease and desist from

(a) Accepting assistance and recognition from Respondents Oxford, Worldwide, Total, and Twin as the collective-bargaining representative of unit employees at a time when TWU-Local 504 did not represent an uncoerced majority of the employees in the unit.

(b) Maintaining and enforcing the TWU contract, or any extension, renewal, or modification thereof, including its union-security provisions, so as to cover the unit employees.

(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) Decline recognition as the exclusive collective-bargaining representative of employees in the following unit,

all employees engaged in the following operations: maintaining and monitoring all conveyors and associated components of the baggage handling system, operating or assisting in operating all heating, ventilating, and air-conditioning equipment (HVAC), engines, turbines, motors, combustion engines, pumps, air compressors, ice and refrigerating machines, fans, siphons, also automatic and power-oiling pumps and engines, operating or assisting in operating, maintaining all instrumentation and appurtenances utilizing energy from nuclear fission or fusion and its products; such as radioactive isotopes; also referred to as dispatchers, lead dispatchers, mechanics, senior mechanics, lead mechanics, helpers, working foremen, encoders, and lead encoders.

(b) Jointly and severally with Respondents Oxford, Worldwide, Total and Twin reimburse all present and former unit employees for all initiation fees, dues, and other moneys paid by them or withheld from their wages pursuant to the TWU contract, with interest.

(c) Preserve and, within 14 days of a request, or such additional time as the Regional Director may allow for good cause shown, provide at a reasonable place designated by the Board or its agents all records, including an electronic copy of such records if stored in electronic form, necessary to analyze the amount due under the terms of this Order.

(d) Within 14 days after service by the Region, post at its headquarters and at its offices and meeting halls in Chicago, Illinois, copies of the attached notice marked "Appendix D." Copies of the notice, on forms provided by the Regional Director for Region 13, after being signed by Respondent TWU Local 504's authorized representative, shall be posted by Respondent TWU Local 504 and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees and members are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, or other electronic means, if Respondent TWU Local 504 customarily communicates with its members by such means. Reasonable steps shall be taken by Respondent TWU Local 504 to ensure that the notices are not altered, defaced, or covered by any other material.

(e) Furnish the Regional Director with signed copies of Respondent TWU Local 504's notice to members and employees marked "Appendix D" for posting by Respondents Oxford and Worldwide at Terminal 5 of the Chicago O'Hare International Airport in Illinois where notices to employees are customarily posted. Copies of the notice, to be furnished by the Regional Director, shall be signed and returned to the Regional Director promptly.

(f) Within 21 days after service by the Region, file with the Regional Director for Region 13 a

sworn certification of a responsible official on a form provided by the Region attesting to the steps that Respondent TWU Local 504 has taken to comply.

APPENDIX D
NOTICE TO 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 accept assistance or recognition from Oxford Electronics, Inc., d/b/a Oxford Airport Technical Services, Worldwide Flight Services, Inc., Total Facility Maintenance, Inc., or Twin Staffing Inc. as your exclusive collective-bargaining representative at a time when we do not represent an uncoerced majority of the employees of Respondents Oxford, Worldwide, Total, or Twin in the following unit:

all employees engaged in the following operations: maintaining and monitoring all conveyors and associated components of the baggage handling system, operating or assisting in operating all heating, ventilating, and air-conditioning equipment (HVAC), engines, turbines, motors, combustion engines, pumps, air compressors, ice and refrigerating machines, fans, siphons, also automatic and power-oiling pumps and engines, operating or assisting in operating, maintaining all instrumentation and appurtenances utilizing energy from nuclear fission or fusion and its products; such as radioactive isotopes; also referred to as dispatchers, lead dispatchers, mechanics, senior mechanics, lead mechanics, helpers, working foremen, encoders, and lead encoders.

WE WILL NOT maintain or enforce our collective-bargaining agreement with Worldwide Flight Services, Inc. (TWU contract), or any extensions, renewals, or modifications of that contract, including its union-security provisions, so as to cover you.

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of the rights listed above.

WE WILL decline recognition as the exclusive collective-bargaining representative of the employees of Respondents Oxford, Worldwide, Total, and Twin in the unit.

WE WILL, jointly and severally with Respondents Oxford, Worldwide, Total and Twin, reimburse all present and former employees in the unit described above for all initiation fees, dues, and other moneys paid by them or withheld from their wages pursuant to the TWU contract, with interest.

TRANSPORTATION WORKERS UNION OF AMERICA—LOCAL 504,
AFL-CIO

(Union)

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

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov.

Dirksen Federal Building, 219 South Dearborn Street, Room 808, Chicago, IL 60604-1443
(312) 353-9158, Hours: 8:30 a.m. to 5 p.m.

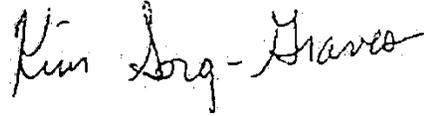
The Administrative Law Judge's decision can be found at www.nlr.gov/case/13-CA-115933 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, (312) 353-7170.

Dated, Washington, D.C. June 8, 2017

Handwritten signature of Kimberly R. Sorg-Graves in black ink.

Kimberly R. Sorg-Graves
Administrative Law Judge