

UNITED STATES OF AM



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GENERAL

PURPOSE OF THIS ELECTION - This election is to determine the representative, if any, desired by the eligible Employees for purposes of collective bargaining with their Employer. (See *VOTING UNIT* in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election.

SECRET BALLOT - The election will be by SECRET ballot under the supervision of the Regional Director of the National Labor Relations Board. Voters will be allowed to vote without interference, restraint, or coercion. Electioneering will not be permitted at or near the polling place. Violations of these rules should be reported immediately to the Regional Director or the agent in charge of the election. Your attention is called to Section 12 of the National Labor Relations Act:

ANY PERSON WHO SHALL WILLFULLY RESIST, PREVENT, IMPEDE, OR INTERFERE WITH ANY MEMBER OF THE BOARD OR ANY OF ITS AGENTS OR AGENCIES IN THE PERFORMANCE OF DUTIES PURSUANT TO THIS ACT SHALL BE PUNISHED BY A FINE OF NOT MORE THAN \$5,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH.

Upon arrival at the voting place, voters should proceed to the Board agent and identify themselves by stating their name. The Board agent will hand a ballot to each eligible voter. Voters will enter the voting booth and mark their ballot in secret. **DO NOT SIGN YOUR BALLOT.** Fold the ballot before leaving the voting booth, then personally deposit it in a ballot box under the supervision of the Board agent and leave the polling area.

A sample of the official ballot is shown at the center of this Notice.

ELIGIBILITY RULES - Employees eligible to vote are those described under *VOTING UNIT* in this Notice of Election, including employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off, and also including employees in the military service of the United States who appear in person at the polls. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

SPECIAL ASSISTANCE - Any employee or other participant in this election who has a handicap, and who in order to participate in this election needs special assistance, such as a sign language interpreter, should notify the Regional Director as soon as possible and request the necessary assistance.

CHALLENGE OF VOTERS - If your eligibility to vote is challenged, you will be allowed to vote a challenged ballot. Although you may believe you are eligible to vote, the polling area is not the place to resolve the issue. Give the Board agent your name and any other information you are asked to provide. After you receive a ballot, proceed to the voting booth, mark your ballot and fold it so as to keep the mark secret. **DO NOT SIGN YOUR BALLOT.** Return to the Board agent who will ask you to place your ballot in a challenged envelope, seal the envelope, place it in the ballot box, and leave the polling area. Your eligibility will be resolved later.

AUTHORIZED OBSERVERS - Each of the interested parties may designate an equal number of observers, this number to be determined by the Regional Director or agent in charge of the election. These observers (a) act as checkers at the voting place and at the counting of ballots; (b) assist in the identification of voters; (c) challenge voters and ballots; and (d) otherwise assist the Regional Director or agent.

INFORMATION CONCERNING ELECTION - The Act provides that only one valid representation election may be held in a 12-month period. Any employee who desires to obtain any further information concerning the terms and conditions under which this election is to be held, or who desires to raise any question concerning the holding of an election, the voting unit, or eligibility rules, may do so by communicating with the Regional Director or agent in charge of the election.

WARNING: THIS IS THE ONLY OFFICIAL NOTICE OF THIS ELECTION HAVE BEEN MADE BY SOMEONE OTHER THAN THE NATIONAL LAB BOARD IS AN AGENCY OF THE UNITED STATES GOVERNMENT, AN

ICE OF ELEC

**RERUN OF THE ELECTION HELD ON MARCH 15, 2012
VOTING UNIT**

EMPLOYEES ELIGIBLE TO VOTE:

All full-time and regular part-time maintenance and production employees employed by the Employer at its facility located at 2808 New Tampa Highway, Lakeland, Florida; who were employed during the payroll period ending Saturday, July 13, 2019.

EMPLOYEES NOT ELIGIBLE TO VOTE:

All other employees, office clerical employees, professional employees, guards and supervisors as defined in the Act.

ATTN: The election conducted on March 15, 2012, was set aside because the National Labor Relations Board found that certain conduct of the Employer interfered with the employees' exercise of a free and reasoned choice. Therefore, a new election will be held in accordance with the terms of this notice of election. All eligible voters should understand that the National Labor Relations Act, as amended, gives them the right to cast their ballots as they see fit and protects them in the exercise of this right, free from interference by any of the parties.

DATE, TIME AND PLACE OF ELECTION

Tuesday, August 6, 2019	Poll 1: 6:30 a.m. to 8:45 a.m. and Poll 2: 3:00 p.m. to 4:30 p.m.	Employer's Training Room, 2808 New Tampa Highway, Lakeland, FL
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VOTERS MAY LEAVE WORK TO VOTE AT THE TIMES INDICATED ON THE VOTER RELEASE SCHEDULE. IF A VOTER IS UNABLE TO VOTE AT THE TIME DESIGNATED ON THE VOTER RELEASE SCHEDULE, HE OR SHE MAY VOTE AT ANY TIME THE POLLS ARE OPEN.



**UNITED STATES OF AMERICA
ESTADOS UNIDOS DE AMERICA**

National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo
12-RC-073852

**OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL**

For certain employees of
Para Ciertos Empleados De
SCHWARZ PARTNERS PACKAGING, LLC D/B/A MAXPAK



Do you wish to be represented for purposes of collective bargaining by
¿Desea usted estar representado para los fines de negociar colectivamente por
UNITED STEELWORKERS INTERNATIONAL UNION?

**MARK AN "X" IN THE SQUARE OF YOUR CHOICE
MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN**

**YES
SI**

**NO
NO**

**DO NOT SIGN THIS BALLOT. Fold and drop in the ballot box.
NO FIRME ESTA PAPELETA. Dóblela y deposítela en la urna electoral.**

If you spoil this ballot, return it to the Board Agent for a new one.
Si usted daña esta papeleta devuélvala al Agente de la Junta y pídale una nueva.

The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.
La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.

AND MUST NOT BE DEFACED BY ANYONE. ANY MARKINGS THAT YOU OR RELATIONS BOARD, AND HAVE NOT BEEN PUT THERE BY THE NATION LABOR RELATIONS BOARD DOES NOT ENDORSE ANY CHOICE IN THE ELECTION.



OR RELATIONS BOARD

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RIGHTS OF EMPLOYEES

FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employer interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in the setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time within the 24-hour period before the election
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law. The National Labor Relations Board as an agency of the United States Government does not endorse any choice in the election.



NATIONAL LABOR RELATIONS BOARD

an agency of the

UNITED STATES GOVERNMENT

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 an agent with the Board's Regional Office. You may also obtain information from the Board's website: www.nlrb.gov

**MAY SEE ON ANY SAMPLE BALLOT OR ANYWHERE ON THIS NOTICE
NATIONAL LABOR RELATIONS BOARD. THE NATIONAL LABOR RELATIONS**

First Shift Voter Release Schedule / Primer Turno Horario con los turnos para votar

Corrugator Dept		7:00
Corrugator Lead	EJ pate	
Wet end oper	Greg Bryant	
Wet end oper	Howard Murphy	
Double Backer	Kelly Wheaton	
Clamp truck driver	Eddie Wilcox	
Clamp truck driver	Bruce Vaughn	7:10
Control Room	Charles Northern	
Take off conveyour	Joe Bosque	
Top Stacker	Mayra Montero	
Baler Operator	Yohance Rogers	
Lift Trucks	Carrie Cline	
Converting Dept		7:20
Converting Lead	Waldmir Ortiz	
143- Ward		7:20
Operator	Casimiro(Frankie) Mercado	
Helper	Frank Oxford	
Helper	Casey Luecke	
144- Bobst		7:25
Operator	Jared Wadley	
Helper	Maurico	
Helper	Ricardo Henriquez	
66 FFG -Mkinley		7:30
Operator	Jim Oxford	
Helper	Enrique Nazario	
Helper	Michael Creamer	
66 RDC-131		7:35
Operator	Israel Molina	
Helper	Andres Medina	
Helper	Anselmo Pena	
66 RDC-132		7:40
Operator	Rodrick Kincade	
Helper	Rodney Kincade	
125- Baysek		7:45
Operator	Eustasia Vergara-Villegas	
156-J&L		7:50
Operator	Ada Pabon	
Helper	Solalice Pagan	
Helper	Larfay Copeland	
Helper		
Matrial Handlers		7:55
Cutting Die	Gabriel Morales	
Print Plates	Shirley Moore	
Print Plates	Joseph Aricy	
Lift Trucks/Conv	James Sheilds	
General Help/utility	Wayne Cummings	
		8:05
Maint	Thao Phan	
Maint	John Higgins	
Maint	Clay Cables	
Maint	Franklin Barnes	
DMP	Daniel Heideman	
Maint clerk	Arlie Grimmerette	
Shipping Dept		8:15
Lift Trucks	Juan Santiago	
Lift Trucks	Widen Pierre-Louis	
Lift Trucks	Hipolito Oquendo	
Warehous Lead	Chris Filton	8:20
Warehouse lift truck	Randy Sawyer	
Bander Oper	Alejandro Aguilar	
Quality Tech	Carlos Northern	
Warehouse lead	Aundrometer Gunter	

Second Shift Voter Release Schedule / Segundo Turno Horario con los turnos para votar

Corrugator Dept		
Wet end oper	Darnell Labrada	3:00
Wet end oper	Brian Grisham	
Double Backer	Antonio Broome	
Corrugator Lead	Leland Powell	
Clamp truck driver	John Rogers	
Control Room	Jim Hill	
Take off conveyour		
Take off conveyour	Joshua Hills	3:10
Top Stacker	Raphael Brown	
Baler Operator	Glenn Smith	
Lift Trucks	Roshan Alimohamed	
Converting Department		
Converting Lead	Dustin Mckenzie	3:20
143- Ward		
		3:20
Operator	Axel Montanez	
Helper	Hansel Noa-Gonzalez	
Helper		
144- Bobst		
		3:25
Operator	Timothy Dybdahl	
Helper	Ricky Melton	
Helper	Joel Louis Pierre	
66 FFG Mkinley		
		3:30
Operator	Roberto Cobo	
Helper	Daniel Vega Jourdan	
Helper	Kenneth Laforgia	
66 RDC-131		
		3:35
Operator	Randy Calero-Morera	
Helper	Cody Prinkey	
Helper	Arron Bartholomew	
66 RDC-132		
		3:40
Operator	Steven Deck	
Helper	Demerick Darden	
Helper	Carl McHargh	
125-T- Series		
Operator		
Helper		
Helper		
156-J&L		
		3:50
Operator	Wansel Metayer	
Helper	Windsor Regis	
Helper	Juan Oquendo	
Matrial Handlers		
		3:55
Lift Trucks/Conv	Maximino Rodriguez	
Maint Dept		
		4:00
Maint	George Moore	
Maint	James Struthers	
Maint	Franklin Rowland	
Shipping Dept		
		4:10
Shipping Lead	Robert Taylor	
Lift Trucks	Kelly West	
Bander Oper	Sue Taylor	
Warehouse Lead	Jorge Fernandez	
Fork Lift Warehouse	Lovonzo Colley	

Third Shift Voter Release Schedule / Tercer Turno Horario con los turnos para votar

Converting Department		
143-Ward		6:30
Operator	John Johnson	
Helper	Colter Muse	
Helper		
Matrial Handlers		
Lift Trucks/Conv		
Maint Dept		6:40
Maint	David Fortune	
Maint	Jason Atkins	
Maint		
Shipping Dept		
Shipping Lead	Kenneth Springer	6:50
Bander Oper	Phillp Rush	