

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BRISTOL FARMS,

Respondent

and

Case 21-CA-103030

KONNY RENTERIA,

Charging Party

ORDER

Bristol Farms and Region 21 of the National Labor Relations Board have filed a joint motion requesting that the Board issue an Order approving the parties' Settlement Agreement and incorporating the terms of the Settlement Agreement. The parties' motion is GRANTED. Accordingly, Bristol Farms, its officers, agents, successors, and assigns, shall

1. Within thirty days of the date of this Order, mail copies of Bristol Farms' revised Mutual Agreement to Arbitrate (Attachment A to Settlement Agreement), accompanying letter (Attachment B), and signed Board Notice (Attachment C), to all current employees and all former employees employed within six months of the date of the signing of the Settlement Agreement. Within fourteen days of the mailing, Bristol Farms will provide to Region 21 the names and mailing addresses of the employees to whom those documents were mailed.
2. Within thirty days of the date of this Order, post at each of its stores copies of the revised Mutual Agreement to Arbitrate, accompanying letter, and signed Board Notice. The document posting will be maintained for sixty consecutive days in all places where notices to employees are customarily posted. Reasonable steps shall be taken by Bristol Farms to ensure that the posted documents are not altered, defaced, or covered by any other material.
3. Ensure that any future wording of its arbitration policy would not cause employees reasonably to believe that the policy restricts employees' right to file unfair labor practice charges with the Board, participate in an investigation by the Board, or to participate in other Board processes.

JOHN F. RING,	CHAIRMAN
LAUREN McFERRAN,	MEMBER
MARVIN E. KAPLAN,	MEMBER

Dated, Washington D.C., September 30, 2019.