

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 18 – SUBREGION 30**

BADGER PACKAGING CORPORATION

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION,
AFL-CIO-CLC**

**Cases 18-CA-248224
18-CA-256426
and
18-CA-257051**

**MOTION TO TRANSFER AND CONTINUE MATTER BEFORE THE BOARD AND
FOR DEFAULT JUDGMENT**

The General Counsel, by the undersigned Counsel for the General Counsel, hereby files with the National Labor Relations Board (the Board), pursuant to provisions of Section 102.24(b) and 102.50 of the Board's Rules and Regulations, Series 8, as amended (the Board's Rules), this motion to transfer and continue matter before the Board and for default judgment, and, in support of said motion, alleges as follows:

1. United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO-CLC ((International Union) on behalf of its Local 2-00598 (Local Union) (collectively referred to as "Union") filed the charges in Cases 18-CA-248224, 18-CA-256426 and 18-CA-257051 alleging that Respondent Badger Packaging Corporation (Respondent) violated the National Labor Relations Act, as amended, 29 U.S.C. Sec. 151 et seq.

(a) The charge in Case 18-CA-248224 was filed by the Union on September 13, 2019, and a copy was served on Respondent by U.S. mail on September 16, 2020. Copies of the charge and affidavit of service of the charge are attached as GC Ex. 1(a) and (b).

(b) The first amended charge in Case 18-CA-248224 was filed by the Union on September 20, 2019, and a copy was served on Respondent by U.S. mail on September 23, 2020. Copies of the charge and affidavit of service of the charge are attached as GC Ex. 1(c) and (d).

(c) The charge in Case 18-CA-256426 was filed by the Union on February 14, 2020, and a copy was served on Respondent by U.S. mail on February 18, 2020. Copies of the charge and affidavit of service of the charge are attached as GC Ex. 1(e) and (f).

(d) The first amended charge in Case 18-CA-256426 was filed by the Union on April 8, 2020, and a copy was served on Respondent by U.S. mail on that same date. Copies of the charge and affidavit of service of the charge are attached as GC Ex. 1(g) and (h).

(e) The charge in Case 18-CA-257051 was filed by the Union on February 27, 2020, and a copy was served on Respondent by U.S. mail on that same date. Copies of the charge and affidavit of service of the charge are attached as GC Ex. 1(i) and (j).

(f) The first amended charge in Case 18-CA-257051 was filed by the Union on April 8, 2020, and a copy was served on Respondent by U.S. mail on that

same date. Copies of the charge and affidavit of service of the charge are attached as GC Ex. (k) and (l).

2. Based upon the charges referenced above in paragraph 1, the General Counsel, by the Regional Director for Region 18, pursuant to Section 10(b) of the Act and Section 102.15 of the Board's Rules, issued a Consolidated Complaint and Notice of Hearing (Complaint) on April 17, 2020, alleging that Respondent violated Sections 8(a)(5) and (d) of the Act by, inter alia, failing to: (1) provide relevant requested information to the Union; (2) remit to the Union dues that were deducted from employees paychecks pursuant to valid dues check-off authorizations; (3) make contractually required 401(k) contributions and matches; and (4) bargain in good faith with regard to a successor collective-bargaining agreement.

3. On April 17, 2020, a true copy of the Complaint referenced above in paragraph 2 was duly served upon Respondent by e-issuance and certified mail at Respondent's facility. Copies of the Complaint, the affidavit of service of the Complaint, the e-issuance confirmation and the certified mail receipt are attached as GCX 2 through 5, respectively.

4. In the paragraph of the Complaint, "Answer Requirement," Respondent was notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules, it was required to file an Answer to the Complaint within 14 days from the date of service, which was May 1, 2020, and that failure to do so would result in all the allegations of the Complaint being deemed admitted to be true and so found by the Board. Respondent failed to file an Answer by May 1, 2020.

5. On May 5, 2020, Subregion 30 Officer in Charge Benjamin Mandelman issued a letter to Respondent's President, James Anderson, informing him that Respondent had until May 5, 2020, to file and serve its Answer. The letter also notified Respondent that the Region would file a Motion for Default Judgment with the Board should Respondent fail to file and serve its Answer by the deadline date.

The letter was duly served upon Respondent by UPS, certified mail and U.S. Mail at Respondent's facility. Additionally, the May 5, 2020, letter was e-mailed that same day to President James Anderson at james.anderson@badgerpackaging.com. Copies of the letter, the certified mail receipt, the UPS Delivery confirmation and the Region's email are attached as GCX 6 through 9, respectively. Respondent failed to file and serve an Answer by May 6, 2020.

6. Section 102.20 of the Board's Rules states the time for a respondent to file an answer and the effect on failing to file an answer:

Answer to complaint; time for filing; contents; allegations not denied deemed admitted.—The respondent shall, within 14 days from the service of the complaint, file an answer thereto. The respondent shall specifically admit, deny, or explain each of the facts alleged in the complaint, unless the respondent is without knowledge, in which case the respondent shall so state, such statement operating as a denial. All allegations in the complaint, if no answer is filed, or any allegation in the complaint not specifically denied or explained in an answer filed, unless the respondent shall state in the answer that he is without knowledge, shall be deemed to be admitted to be true and shall be so found by the Board, unless good cause to the contrary is shown.

7. Despite having been advised of the filing requirements, Respondent has failed to file an Answer to the Complaint. Furthermore, Respondent has not shown any good cause to justify its failure to file an Answer. This failure, coupled with the specific

allegations of the Complaint, provide the basis for filing this Motion for Default Judgment.

8. Based on the failure of Respondent to file an Answer under Section 102.20 of the Board's Rules, it is respectfully submitted that the Board deem all the allegations of the Complaint to be true and issue an appropriate default judgment order. *El Rio Bakery, Inc.*, 367 NLRB No. 99 (2019); *On Target Security, Inc.*, 362 NLRB No. 31 (2015); *Pro Works Contracting, Inc.*, 362 NLRB 1 (2015); *Fine Fare Supermarkets*, 359 NLRB No. 65 (2013).

NOW THEREFORE, in accordance with Section 102.24(b) and Section 102.50 of the Board's Rules, Counsel for the General Counsel respectfully requests that the Board transfer and continue this matter before it, find that all of the allegations in the Complaint are deemed to be admitted to be true and so found, and that without a hearing, the Board issue a Decision and Order containing such findings of facts and conclusions of law, and a remedial order in accordance with the allegations in the Complaint.

Dated at Milwaukee, Wisconsin, this 15th day of May, 2020.

/s/ Tabitha E. Boerschinger
Tabitha E. Boerschinger
Counsel for the General Counsel
National Labor Relations Board
310 W. Wisconsin Avenue, Suite 450W
Milwaukee, Wisconsin 53203
Telephone: 414-930-7193
Facsimile: 414-297-3881
Email: tabitha.boerschinger@nlrb.gov

Attachments

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 18 – SUBREGION 30

BADGER PACKAGING CORPORATION

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION,
AFL-CIO-CLC**

**Cases 18-CA-248224
18-CA-256426
and
18-CA-257051**

**AFFIDAVIT OF SERVICE OF: Motion to Transfer and Continue Matter Before the
Board and Default Judgment, dated May 15, 2020**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on May 15, 2020, I served the above-entitled document(s) by **certified and email**, as noted below, upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

**CERTIFIED MAIL, RETURN RECEIPT
REQUESTED**

james.anderson@badgerpackaging.com

Amanda M. Fisher, Asst. General Counsel
United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied-Industrial and
Service Workers International Union, AFL-
CIO/CLC, on behalf of its Local 2-00598
60 Boulevard of the Allies,
Pittsburgh, PA 15222

**CERTIFIED MAIL – RETURN RECEIPT
REQUESTED**

afisher@usw.org

May 15, 2020

Carrie J. Klusman, Designated Agent of
NLRB

Date

Name

/s/ Carrie J. Klusman

Signature

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-248224	9/13/19

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Badger Packaging, Inc.		b. Tel. No. 262-338-4080 c. Cell No.
d. Address (street, city, state, and ZIP code) Badger Packaging, Inc. 2035 Stonebridge Road West Bend, WI 53095	e. Employer Representative James Anderson President	f. Fax No. g. E-Mail N/A h. Number of workers employed 21
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Custom manufacturer of corrugated fiber board packaging	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) and Section 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the 10(b) period, the employer has violated the Act by failing and refusing to bargain with the Union. The Union has made multiple attempts to engage in collective bargaining with the employer for a successor contract, but the employer has not responded to any of the Union's requests to bargain. Further, the employer has failed and refused to provide requested information to the Union. Specifically, the Union requested information concerning 401(k) contributions and the remittance of union dues, but the employer has not responded to the Union's requests.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC, on behalf of its Local 2-00598		
4a. Address (street and number, city, state and ZIP code) United Steelworkers 60 Blvd. of the Allies Pittsburgh, PA 15222		4b. Tel. No. 412-562-2567 4c. Cell No. 4d. Fax No. 412-562-2429 4e. E-Mail: afisher@usw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By  (signature of representative or person making charge)	Amanda M. Fisher Assistant General Counsel (Print/type name and title or office, if any)	Tel. No. 412-562-2567 Office, if any, Cell No. Fax No. 412-562-2429 e-Mail afisher@usw.org
Address: 60 Blvd. of the Allies, Pittsburgh, PA 15222	Date: 9/13/19	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BADGER PACKAGING, INC.

Charged Party

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

Charging Party

Case 18-CA-248224

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on September 16, 2019, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

September 16, 2019

Date

Carrie J. Klusman, Designated Agent of
NLRB

Name

/s/ Carrie J. Klusman

Signature

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

18-CA-248224

9/20/19

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Badger Packaging, Inc.		b. Tel. No. 262-338-4080 c. Cell No.
d. Address (street, city, state, and ZIP code) Badger Packaging, Inc. 2035 Stonebridge Road West Bend, WI 53095	e. Employer Representative James Anderson President	f. Fax No. g. E-Mail N/A h. Number of workers employed 21
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Custom manufacturer of corrugated fiber board packaging	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) and Section 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the 10(b) period, the employer has violated the Act by failing and refusing to bargain with the Union. The Union has made multiple attempts to engage in collective bargaining with the employer for a successor contract, but the employer has not responded to any of the Union's requests to bargain. Further, the employer has failed and refused to provide requested information to the Union. Specifically, the Union requested information concerning 401(k) contributions and the remittance of union dues, but the employer has not responded to the Union's requests. Also, the Union requested relevant and necessary information with its reopening letter sent in May 2019 and the employer has not responded to that information request.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC, on behalf of its Local 2-00598

4a. Address (street and number, city, state and ZIP code)

United Steelworkers
60 Blvd. of the Allies
Pittsburgh, PA 15222

4b. Tel. No.
412-562-2567
4c. Cell No.

4d. Fax No.
412-562-2429
4e. E-Mail:
afisher@usw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By s/Amanda M. Fisher
(signature of representative or person making charge)

Amanda M. Fisher
Assistant General Counsel
(Print/type name and title or office, if any)

Address: 60 Blvd. of the Allies, Pittsburgh, PA 15222

Date: 9/20/19

Tel. No.
412-562-2567
Office, if any, Cell No.

Fax No.
412-562-2429
e-Mail
afisher@usw.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BADGER PACKAGING, INC.

Charged Party

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

Charging Party

Case 18-CA-248224

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on September 23, 2019, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

September 23, 2019

Date

Carrie J. Klusman, Designated Agent of
NLRB

Name

/s/ Carrie J. Klusman

Signature

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 18-CA-256426	Date Filed February 14, 2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Badger Packaging, Inc.	b. Tel. No. 262-338-4080 c. Cell No.
d. Address (street, city, state, and ZIP code) Badger Packaging, Inc. 2035 Stonebridge Road West Bend, WI 53095	e. Employer Representative James Anderson President
	f. Fax No. g. E-Mail N/A h. Number of workers employed 21
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Custom manufacturer of corrugated fiber board packaging
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the 10(b) period, the employer has violated the Act by failing to remit dues payments to the Union despite deducting dues from employee paychecks.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC, on behalf of its Local 2-00598	
4a. Address (street and number, city, state and ZIP code) United Steelworkers 60 Blvd. of the Allies Pittsburgh, PA 15222	4b. Tel. No. 412-562-2567 4c. Cell No. 4d. Fax No. 412-562-2429 4e. E-Mail: afisher@usw.org
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By <u>Amanda M. Fisher</u> (signature of representative or person making charge) Address: 60 Blvd. of the Allies, Pittsburgh, PA 15222	Amanda M. Fisher Assistant General Counsel (Print/type name and title or office, if any) Date: 2/14/20
	Tel. No. 412-562-2567 Office, if any, Cell No. Fax No. 412-562-2429 e-Mail afisher@usw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BADGER PACKAGING, INC.

Charged Party

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

Charging Party

Case 18-CA-256426

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 18, 2020, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

February 18, 2020

Date

Shane Hose, Designated Agent of NLRB

Name

/s/ Shane Hose

Signature

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-256426	4/8/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Badger Packaging, Inc.	b. Tel. No. 262-338-4080 c. Cell No.	
d. Address (<i>street, city, state, and ZIP code</i>) Badger Packaging, Inc. 2035 Stonebridge Road West Bend, WI 53095	e. Employer Representative James Anderson President	f. Fax No. g. E-Mail N/A h. Number of workers employed 21
i. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) Factory	j. Identify principal product or service Custom manufacturer of corrugated fiber board packaging	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) and Section 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) Within the 10(b) period, the employer has violated the Act by failing to remit dues payments to the Union despite deducting dues from employee paychecks.		
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC, on behalf of its Local 2-00598		
4a. Address (<i>street and number, city, state and ZIP code</i>) United Steelworkers 60 Blvd. of the Allies Pittsburgh, PA 15222	4b. Tel. No. 412-562-2567 4c. Cell No. 4d. Fax No. 412-562-2429 4e. E-Mail: afisher@usw.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>). United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>s/ Amanda M. Fisher</u> (<i>signature of representative or person making charge</i>)	Amanda M. Fisher Assistant General Counsel (<i>Print/type name and title or office, if any</i>)	Tel. No. 412-562-2567 Office, if any, Cell No. Fax No. 412-562-2429 e-Mail afisher@usw.org
Address: 60 Blvd. of the Allies, Pittsburgh, PA 15222	Date: 4/8/20	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BADGER PACKAGING, INC.

Charged Party

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

Charging Party

Case 18-CA-256426

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on April 8, 2020, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

April 8, 2020

Date

Carrie J. Klusman, Designated Agent of
NLRB

Name

/s/ Carrie J. Klusman

Signature

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

18-CA-257051

Date Filed

2/27/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Badger Packaging, Inc.

b. Tel. No.

262-338-4080

c. Cell No.

d. Address (street, city, state, and ZIP code)

Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

e. Employer Representative

James Anderson
President

f. Fax No.

g. E-Mail
N/Ah. Number of workers employed
21i. Type of Establishment (factory, mine, wholesaler, etc.)
Factoryj. Identify principal product or service
Custom manufacturer of corrugated fiber board packaging

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the 10(b) period, the employer has violated the Act by unilaterally ceasing to make employee 401(k) contributions.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC, on behalf of its Local 2-00598

4a. Address (street and number, city, state and ZIP code)

United Steelworkers
60 Blvd. of the Allies
Pittsburgh, PA 15222

4b. Tel. No.

412-562-2567

4c. Cell No.

4d. Fax No.

412-562-2429

4e. E-Mail:

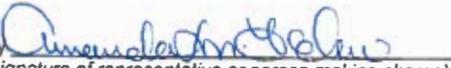
afisher@usw.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)

Amanda M. Fisher
Assistant General Counsel
(Print/type name and title or office, if any)

Date: 2/27/20

Address: 60 Blvd. of the Allies, Pittsburgh, PA 15222

Tel. No.

412-562-2567

Office, if any, Cell No.

Fax No.

412-562-2429

e-Mail

afisher@usw.org

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BADGER PACKAGING, INC.

Charged Party

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

Charging Party

Case 18-CA-257051

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 27, 2020, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

February 27, 2020

Date

Carrie J.Klusman, Designated Agent of
NLRB

Name

/s/ Carrie J. Klusman

Signature

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-257051	4/8/2020

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Badger Packaging, Inc.	b. Tel. No. 262-338-4080 c. Cell No.	
d. Address (<i>street, city, state, and ZIP code</i>) Badger Packaging, Inc. 2035 Stonebridge Road West Bend, WI 53095	e. Employer Representative James Anderson President	f. Fax No. g. E-Mail N/A h. Number of workers employed 21
i. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) Factory	j. Identify principal product or service Custom manufacturer of corrugated fiber board packaging	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (5) and Section 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) Within the 10(b) period, the employer has violated the Act by unilaterally ceasing to make employee 401(k) contributions.		
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC, on behalf of its Local 2-00598		
4a. Address (<i>street and number, city, state and ZIP code</i>) United Steelworkers 60 Blvd. of the Allies Pittsburgh, PA 15222	4b. Tel. No. 412-562-2567 4c. Cell No. 4d. Fax No. 412-562-2429 4e. E-Mail: afisher@usw.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>). United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u> s/ Amanda M. Fisher </u> (<i>signature of representative or person making charge</i>) Address: 60 Blvd. of the Allies, Pittsburgh, PA 15222	Amanda M. Fisher Assistant General Counsel (<i>Print/type name and title or office, if any</i>) Date: 4/8/20	Tel. No. 412-562-2567 Office, if any, Cell No. Fax No. 412-562-2429 e-Mail afisher@usw.org

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
 PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

BADGER PACKAGING, INC.

Charged Party

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

Charging Party

Case 18-CA-257051

AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on April 8, 2020, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

April 8, 2020

Date

Carrie J. Klusman, Designated Agent of
NLRB

Name

/s/ Carrie J. Klusman

Signature

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 18 – SUBREGION 30**

BADGER PACKAGING CORPORATION

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION,
AFL-CIO-CLC**

**Cases 18-CA-248224
18-CA-256426
18-CA-257051**

**ORDER CONSOLIDATING CASES, CONSOLIDATED COMPLAINT AND
NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, IT IS ORDERED THAT Case 18-CA-248224, Case 18-CA-256426, and Case 18-CA-257051, which are based on charges filed by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO-CLC (International Union) on behalf of its Local 2-00598 (Local Union) (collectively referred to as “Union”), against Badger Packaging Corporation (Respondent), are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Board’s Rules and Regulations, and alleges Respondent has violated the Act as described below.

1. (a) The charge in Case 18-CA-248224 was filed by the Union on September 13, 2019, and a copy was served on Respondent by U.S. mail on September 16, 2020.

(b) The first amended charge in Case 18-CA-248224 was filed by the Union on September 20, 2019, and a copy was served on Respondent by U.S. mail on September 23, 2020.

(c) The charge in Case 18-CA-256426 was filed by the Union on February 14, 2020, and a copy was served on Respondent by U.S. mail on February 18, 2020.

(d) The first amended charge in Case 18-CA-256426 was filed by the Union on April 8, 2020, and a copy was served on Respondent by U.S. mail on that same date.

(e) The charge in Case 18-CA-257051 was filed by the Union on February 27, 2020, and a copy was served on Respondent by U.S. mail on that same date.

(f) The first amended charge in Case 18-CA-257051 was filed by the Union on April 8, 2020, and a copy was served on Respondent by U.S. mail on that same date.

2. (a) At all material times, Respondent has been a corporation with an office and place of business in West Bend, Wisconsin (Respondent's facility) and has been engaged in the manufacture of corrugated fiber board packaging.

(b) In conducting its operations during the calendar year ending December 31, 2019, Respondent sold and shipped from its West Bend, Wisconsin, facility goods valued in excess of \$50,000 directly to points outside the State of Wisconsin.

(c) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

3. At all material times, the International Union and the Local Union have been labor organizations within the meaning of Section 2(5) of the Act.

4. At all material times, James Anderson held the position of Respondent's president and has been a supervisor of Respondent within the meaning of Section 2(11) of the Act and an agent of Respondent within the meaning of Section 2(13) of the Act.

5. (a) The following employees of Respondent (the Unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All regular full-time and regular part-time employees employed by the Employer in the following classifications: Flexo Folder Glue Operator, Flexo Folder Glue Helper, Printer/Slotter Operator, Printer/Slotter Helper, Rotary Die Cutter Operator, Rotary Die Cutter Helper, Autoplaten Operator, Autoplaten Helper, Die Mounter, Finishing Operator, Bander Operator, Shipping/Dispatch, Material Handler, Truck Driver, Maintenance, Maintenance Helper, and Lead Man Adder.

(b) At all material times, Respondent has recognized the Union as the exclusive collective-bargaining representative of the Unit. This recognition has been embodied in successive collective-bargaining agreements, the most recent of which was effective from September 1, 2017, to August 31, 2019.

(c) At all material times, based on Section 9(a) of the Act, the Union has been the designated exclusive collective-bargaining representative of the Unit.

6. (a) The Union, on the dates and by the methods listed below, requested that Respondent bargain collectively with the Union as the exclusive collective-bargaining representative of the Unit for a successor collective-bargaining agreement:

May 15, 2019	by certified letter
July 2019 (on three unknown dates)	by voicemail
August 2, 2019	in person
August 8, 2019	by certified letter
August 26, 2019	by certified letter

(b) Between May 15, 2019, and September 30, 2019, Respondent failed and refused to respond to the Union's requests to bargain.

(c) Between May 15, 2019, and October 10, 2019, Respondent failed and refused to bargain with the Union as the exclusive collective-bargaining representative of the Unit.

(d) On October 10, 2019, Respondent met and bargained with the Union, resulting in a signed side agreement. This agreement provided, among other things, that the parties would extend the collective-bargaining agreement and postpone negotiations for a successor collective-bargaining agreement until March 2020, with an agreement renewal set for June 2020. The agreement also provided that Respondent would make whole 401(k) participants by the end of November 2019.

(e) The Union, on the dates and by the methods listed below, requested that Respondent bargain collectively with the Union as the exclusive collective-bargaining representative of the Unit for a successor collective-bargaining agreement, pursuant to the side agreement described above in subparagraph (d):

February 26, 2020 by electronic mail

March 9, 2020 by electronic mail

(f) Since February 26, 2020, Respondent has failed and refused to respond to and bargain with the Union as the exclusive collective-bargaining representative of the Unit.

7. (a) Since about April 2019, Respondent unilaterally, and without agreement of the Union, has failed to remit dues to the International Union despite having deducted dues from employee paychecks pursuant to valid dues checkoff authorizations.

(b) Since at least June 2019, Respondent unilaterally, and without agreement of the Union, has failed to:

- (i) deposit 401(k) contributions that were deducted from employee paychecks;
- (ii) match 50% of the first 5% of pay contributed by employees to their 401(k) accounts; and
- (iii) make a discretionary contribution of \$300 per quarter for employees who have worked a minimum of 250 hours during the quarter and have been employed by or retained seniority with the Employer on the last day of the quarter.

(c) The subjects set forth above in subparagraphs (a) and (b) relate to wages, hours, and other terms and conditions of employment of the Unit and are mandatory subjects for the purposes of collective bargaining.

(d) Respondent engaged in the conduct described above in subparagraphs (a) and (b) without prior notice to the Union and without providing the Union an opportunity to bargain with Respondent with respect to this conduct.

8. (a) About April 2019, Respondent failed to continue in effect all the terms and conditions of the agreement described above in paragraph 5 by failing to remit dues to the International Union despite having deducted dues from employee paychecks pursuant to valid dues checkoff authorizations.

(b) About June 2019, Respondent failed to continue in effect all the terms and conditions of the agreement described above in paragraph 5 by failing to:

- (i) deposit 401(k) contributions that were deducted from employee paychecks;
- (ii) match 50% of the first 5% of pay contributed by employees to their 401(k) accounts; and
- (iii) make a discretionary contribution of \$300 per quarter for employees who have worked a minimum of 250 hours during the quarter and have been employed by or retained seniority with the Employer on the last day of the quarter.

(c) The terms and conditions of employment described above in subparagraphs (a) and (b) are mandatory subjects for the purposes of collective bargaining.

(d) Respondent engaged in the conduct described above in subparagraphs (a) and (b) without the Union's consent.

9. (a) Since about May 15, 2019, the Union has requested in writing that Respondent furnish the Union with the information set forth in Exhibit A to prepare for contract negotiations.

(b) Since about August 26, 2019, the Union has requested in writing that Respondent furnish the Union with the following information: an explanation of the frequency with which dues are submitted; the last transaction in which dues were submitted with some type of receipt or verification; a list of all employees who participate in the Company 401(k) plan; how much each employee contributes to the 401(k) plan; how much the company contributes to each employee 401(k) plan; and when the last contribution was made to each 401(k) plan participant.

(c) The information requested by the Union, as described above in subparagraphs (a) and (b) is necessary for, and relevant to, the Union's performance of its duties as the exclusive collective-bargaining representative of the Unit.

(d) Since about May 15, 2019, Respondent, by President James Anderson, has failed and refused to furnish the Union with the information requested by it as described above in subparagraphs (a) and (b).

10. By the conduct described above in paragraphs 6, 7, and 9, Respondent has been failing and refusing to bargain collectively and in good faith with the exclusive collective-bargaining representative of its employees in violation of Section 8(a)(1) and (5) of the Act.

11. By the conduct described above in paragraph 8, Respondent has been failing and refusing to bargain collectively and in good faith with the exclusive collective-bargaining representative of its employees within the meaning of Section 8(d) of the Act in violation of Section 8(a)(1) and (5) of the Act.

12. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE, as part of the remedy for the unfair labor practices alleged above in paragraphs 6 through 9, the General Counsel seeks an Order requiring Respondent to within 15 days of a Board Order: (1) bargain on request; (2) bargain on request for a minimum of 24 hours per 30 days for at least six hours per session until an agreement or lawful impasse is reached or until the parties agree to a respite in bargaining; (3) prepare written bargaining progress reports every 30 days and submit them to the Regional Director and also serve the reports on the Union to provide the Union with an opportunity to reply; (4) restore the status quo; (5) reimburse the

International Union for all dues that Respondent deducted from employee paychecks and failed to remit to the International Union, with interest, for the period of April 2019 to the present; (6) make whole employees by depositing in employee 401(k) accounts all contributions deducted from their paychecks for at least the period beginning May 1, 2019 (as well as any earlier period in which Respondent failed to deposit 401(k) contributions), with interest, and making all contractually required matching and discretionary 401(k) contributions to employee 401(k) accounts for the same period, with interest; and (7) provide the requested information to the Union.

The General Counsel seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before May 1, 2020, or postmarked on or before April 30, 2020.** Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that

the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a consolidated complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on **June 30, 2020, at 9 a.m. in the Hearing Room, 310 West Wisconsin Avenue, Suite 450W, Milwaukee, Wisconsin**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated

complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated: April 17, 2020.

/s/ Jennifer A. Hadsall

JENNIFER A. HADSALL
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
REGION 18
Federal Office Building
212 Third Avenue South, Suite 200
Minneapolis, MN 55401-2657

Attachments

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Cases 18-CA-248224; 18-CA-256426; 18-CA-257051

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements **will not be granted** unless good and sufficient grounds are shown **and** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in **detail**;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

James Anderson, President
Badger Packing Corporation
2035 Stonebridge Road
West Bend, WI 53095

Amanda M. Fisher, Assistant General Counsel
United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied-Industrial
and Service Workers International Union,
AFL-CIO/CLC, on behalf of its Local 2-00598
60 Boulevard of the Allies,
Pittsburgh, PA 15222

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility

of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.



Michael Bolton, District 2 Director
 USW International Union
 1244A Midway Road
 Menasha, WI 54952-1128
 920.722.7630
 920.722.7634 Fax

CONTRACT NEGOTIATION INFORMATION REQUEST

COMPANY NAME: Badger Packaging

LOCATION: 2035 Stonebridge Rd, West Bend, WI LOCAL UNION NO.: 2-598

COMPANY CONTACT: _____ CONTACT PHONE NO.: _____

This location's North American Industry Classification System (NAICS) listing _____

Total Number of Hourly Employees _____ The average hourly straight time rate: \$ _____

Total overtime hours worked by hourly employees in the preceding year _____

Incentive - Plant Average _____% Incentive Earnings added to Hourly Rate? Y _____ N _____

Health Insurance - Name of carrier/Third Party Administrator _____

Cost in cents per hour for the current health plan: Single \$ _____ / 2-Person \$ _____ / Family \$ _____

Monthly premium for health insurance coverage: Single, 2-Person, & Family:

Is Prescription coverage included in monthly premium? Y _____ N _____ N/A _____

(If NO, what are the monthly Prescription costs for: Single \$ _____ / 2-Person \$ _____ / Family \$ _____)

Is Vision coverage included in monthly premium? Y _____ N _____ N/A _____

(If NO, what are the monthly Vision Ins. costs for: Single \$ _____ / 2-Person \$ _____ / Family \$ _____)

<u>Company Pays</u>	Single	2-Person	Family
Plan 1	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____
Plan 2	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____

<u>Employee Pays</u>	Single	2-Person	Family
Plan 1	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____
Plan 2	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____

Dental Insurance - Name of carrier/Third Party Administrator _____

Cost in cents per hour for the current dental plan: Single \$ _____ / 2-Person \$ _____ / Family \$ _____

Monthly premium for dental insurance coverage: Single, 2-Person, & Family:

<u>Company Pays</u>	Single	2-Person	Family
Plan 1	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____
Plan 2	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____

<u>Employee Pays</u>	Single	2-Person	Family
Plan 1	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____
Plan 2	\$ _____ / \$ _____	\$ _____ / \$ _____	\$ _____ / \$ _____

Life / AD&D Insurance - Name of carrier/Third Party Administrator _____

Monthly cost per employee in cents per month for the current Life & AD&D coverage \$ _____

Life Coverage \$ _____ Company Pays \$ _____ Employee Pays \$ _____

AD&D Coverage \$ _____ Company Pays \$ _____ Employee Pays \$ _____

Monthly cost per employee for each \$1,000.00 increase to Life & AD&D coverage \$ _____

Short-Term Disability Insurance - Name of carrier/Third Party Administrator _____

Monthly cost per employee for current A & S coverage \$ _____ Number of Weeks _____

A & S Coverage \$ _____ Company Pays \$ _____ Employee Pays \$ _____

Monthly cost per employee for each \$10.00 per week increase to A & S coverage \$ _____

TOTAL COST in cents per hour for all insurance premiums listed above \$ _____

Number of hours per month used to calculate cents per hour benefit costs _____

Pension Plan - Current cost in cents per hour for the pension plan \$ _____

Current Funding Level of Defined Benefit Pension Plan (DBP) _____%

Amount of Contribution to DBP last year \$ _____ Do employees contribute? Y ____ N ____

Average Actual Contribution last 20 years \$ _____

Cost in cents per hour to increase pension benefit level \$1.00 past and future service \$ _____

Cost in cents per hour to change current pension plan to full at age (62) with no reductions \$ _____

Average age of all hourly employees _____

Cost of (\$.01) per hour \$ _____ Cost of (1%) per year \$ _____

Paper Industry Union-Management Pension Fund Cost of \$1.00 \$ _____

Current monthly benefit rate \$ _____

401(k) -- Automatic contribution by company to fund \$ _____

Company match \$ _____

Shift differential for afternoon and night shift: Afternoon _____ / Night _____

Total number of hourly employees working swing shift _____

Total number of hourly employees working day shift _____

Total hours worked last contract per year _____

Total number of male & female hourly employees: Males _____ / Females _____

Number of people of color _____

Does your Company have a Political Action Committee (PAC)? _____

Please attach a copy of your most current EEO-1 report.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
SUBREGION 30**

BADGER PACKAGING, INC.

and

**UNITED STEEL, PAPER AND FORESTRY,
RUBBER, MANUFACTURING, ENERGY,
ALLIED-INDUSTRIAL AND SERVICE
WORKERS INTERNATIONAL UNION, AFL-
CIO/CLC, ON BEHALF OF ITS LOCAL 2-00598**

**Case 18-CA-248224
18-CA-256426
18-CA-257051**

**AFFIDAVIT OF SERVICE OF: Order Consolidating Cases, Consolidated Complaint
and Notice of Hearing (with forms NLRB-4338 and
NLRB-4668 attached)**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on **April 17, 2020**, I served the above-entitled document(s) by **certified or regular mail**, as noted below, upon the following persons, addressed to them at the following addresses:

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

**CERTIFIED MAIL, RETURN RECEIPT
REQUESTED**

Amanda M. Fisher, Asst. General Counsel
United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied-Industrial and
Service Workers International Union, AFL-
CIO/CLC, on behalf of its Local 2-00598
60 Boulevard of the Allies,
Pittsburgh, PA 15222

CERTIFIED MAIL

April 17, 2020

Carrie J. Klusman, Designated Agent of
NLRB

Date

Name

/s/ Carrie J. Klusman

Signature

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Case 18-CA-248224; 18-CA-256426; 18-CA-257051

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements **will not be granted** unless good and sufficient grounds are shown **and** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in **detail**;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

James Anderson, President
Badger Packaging, Inc.
2035 Stonebridge Road
West Bend, WI 53095

Amanda M. Fisher, Assistant General Counsel
United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied-Industrial and
Service Workers International Union, AFL-
CIO/CLC, on behalf of its Local 2-00598
60 Boulevard of the Allies,
Pittsburgh, PA 15222

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

From: e-issuance@nlrb.gov
To: [ML-18MIN-eService](#); [ML-30MIL-eService](#); [DG-NxGen-Issuance-Notifications](#); [Caine-Coleman, Carlisa D.](#); [DG-NxGen Apps Notifications](#)
Subject: Issuance Process Completed 4/20/2020 1:31 PM EDT
Date: Monday, April 20, 2020 12:32:01 PM
Attachments: [ATT00001.bin](#)



Issuance Process Completed

The following documents were issued successfully:

**Issuance of 18-CA-248224 Badger Packaging, Inc.
CPT.18-CA-248224.complaint and notice of hearing .pdf 09031d45830a8be2**

Documents shall be electronically delivered to the following parties:
Amanda Fisher, afisher@usw.org - Charging Party
James Anderson, james.anderson@badgerpackaging.com - Charged Party / Respondent

The following errors were found during the issuance process:

No errors were found during the issuance check.

Issuance Process completed in: 00:01:42.4860526

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:
 James Anderson, President
 Badger Packing Corporation
 2035 Stonebridge Road
 West Bend, WI 53095

CPT 18-CA-248224



9590 9403 0945 5223 8889 79 TB

2. Article Number (Transfer from service label)

7015 1730 0001 5480 0947

COMPLETE THIS SECTION ON DELIVERY

A. Signature

X Westenberg

Agent
 Addressee

B. Received by (Printed Name)

LAS PR 17019

C. Date of Delivery

4-20-20

D. Is delivery address different from item 1? Yes

If YES, enter delivery address below:

Yes

No

Rec 4/22/2020
 BM

3. Service Type

- Adult Signature
- Adult Signature Restricted Delivery
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- Collect on Delivery
- Collect on Delivery Restricted Delivery
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National Labor Relations Board
Subregion 30
310 W. Wisconsin Ave. Ste. 450W
Milwaukee, WI 53203





UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 30
310 West Wisconsin Avenue, Suite 450W
Milwaukee, WI 53203-2246

Agency Website: www.nlr.gov
Telephone: (414)297-3861
Fax: (414)297-3880

Agent's Direct Dial: (414)930-7197

May 5, 2020

Via UPS, certified mail, regular mail and email james.anderson@badgerpackaging.com

James Anderson, President
Badger Packaging Corporation
2035 Stonebridge Road
West Bend, WI 53095

Re: Badger Packaging Corporation
Cases 18-CA-248224 et al.

Dear Mr. Anderson:

On April 17, 2020, the Region issued a Consolidated Complaint and Notice of Hearing in the above-captioned case. The Consolidated Complaint and Notice of Hearing required Respondent to file an answer to the Consolidated Complaint by May 1, 2020. To date, the Region has not received Respondent's answer. An answer to the Consolidated Complaint is required under §102.20 of the NLRB's Rules and Regulations. This letter is to advise you that if Respondent does not file an answer to the Consolidated Complaint by **May 12, 2020**, the Region will file a Motion for Default Judgment with the Board. The rules for e-filing the answer contained in the Consolidated Complaint and Notice of Hearing are still applicable.

Very truly yours,

/s/ Benjamin Mandelman

Benjamin Mandelman
Officer in Charge

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article #

JAMES ANDERSON, PRESIDENT
 BADGER PACKAGING
 CORPORATION
 221 STONEBRIDGE ROAD
 WEST BEND, WI 53095

18-CA-248224 et al. CA/SAH



9590 9403 0601 5183 9020 66

2. Article Number (Transfer from service label)

5 1520 0002 3758 3915

COMPLETE THIS SECTION ON DELIVERY**A. Signature**
 Agent Addressee**B. Received by (Printed Name)**
C. Date of Delivery

- D. Is delivery address different from item 1?** Yes
 If YES, enter delivery address below: No

3. Service Type

- Adult Signature
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- Certified Mail®
- Certified Mail Restricted Delivery
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- Collect on Delivery Restricted Delivery
- Insured Mail
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- Registered Mail™
- Registered Mail Restricted Delivery
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- Signature Confirmation™
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MINNEAPOLIS, MN 55401

MINNEAPOLIS, MINN.

2020 MAY 11 PM 2:42

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9590 9403 0601 5183 9020 66

From: [UPS Quantum View](#)
To: [Klusman, Carrie J.](#)
Subject: UPS Delivery Notification, Tracking Number 1ZA4130T0192390130
Date: Wednesday, May 6, 2020 10:02:56 AM



Hello, your package has been delivered.

Delivery Date: Wednesday, 05/06/2020

Delivery Time: 10:00 AM

Left At: OFFICE

Signed by: MAJEWSKI

NATIONAL LABOR RELATIONS BOARD

OFFICE

Tracking Number:	1ZA4130T0192390130
Ship To:	JAMES ANDERSON, PRESIDENT 2035 STONEBRIDGE ROAD BADGER PACKAGING CORPORATION WEST BEND, WI 530955236 US
Number of Packages:	1
UPS Service:	UPS Next Day Air®
Package Weight:	0.2 LBS
Reference Number:	NLRB



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From: [Klusman, Carrie J.](#)
To: james.anderson@badgerpackaging.com
Cc: [Boerschinger, Tabitha E.](#); [O'Neil, Anita C.](#); [Mandelman, Benjamin](#)
Subject: Badger Packaging, Inc.- Cases 18-CA-248224, et al.
Date: Tuesday, May 5, 2020 2:10:33 PM
Attachments: [LTR.18-CA-248224.late answer letter \(1\).docx](#)

Good Afternoon Mr. Anderson,

Please see the attached letter in the above matter.

Thank you.