



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

19-RC-261739

PURPOSE OF 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. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the **VOTING UNIT** on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. 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.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At 4:45 PM on Thursday, August 6, 2020, ballots will be mailed to voters from the National Labor Relations Board, Region 19 or Subregion 36. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Thursday, August 13, 2020, should communicate immediately with the National Labor Relations Board by either calling the Region 19 Office at (206)220-6300 or our national toll-free line at 1-844- 762-NLRB (1-844-762-6572).

All ballots will be commingled and counted by a designated Board Agent of the National Labor Relations Board at 1:00 PM Monday, August 31, 2020, likely via a videoconference to be arranged by Region 19. In order to be valid and counted, the returned ballots must be received in the Region 19, 2948 Jackson Federal Building, 915 Second Ave, Seattle, WA 98174-1009 by to 12:00 PM PST on Thursday, August 27, 2020.

WARNING: This is the only official notice of this election and must not be defaced by anyone. Any markings that you may see on any sample ballot or anywhere on this notice have been made by someone other than the National Labor Relations Board, and have not been put there by the National Labor Relations Board. The National Labor Relations Board is an agency of the United States Government, and does not endorse any choice in the election.



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VOTING UNIT

EMPLOYEES ELIGIBLE TO VOTE:

Those eligible to vote are: All full-time and regular part-time production, maintenance, shipping, receiving and plant clerical employees including but not limited to: Welders, Fitters, Fitter/Welders, Painters, Yardmen, Machine Operators, Crane Operators, Material Handlers, Quality Control, Dimensional Checkers, Shipping Assistants, Tool Crib Attendants, Maintenance, Janitors, and Leadmen employed at or from the employer's Sunnyside, Washington facility who were employed during the payroll period ending July 4, 2020.

EMPLOYEES NOT ELIGIBLE TO VOTE:

Those not eligible to vote are: All other employees, including office clerical, professionals, guards, managers, and supervisors as defined in the Act.

OTHERS PERMITTED TO VOTE:

At this time, no decision has been made regarding whether quality control are included in, or excluded from, the bargaining unit, and individuals in those classifications may vote in the election but their ballots shall be challenged since their eligibility has not been determined. The eligibility or inclusion of these individuals will be resolved, if necessary, following the election.



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

National Labor Relations Board
Junta Nacional De Relaciones Del Trabajo

19-RC-261739



**OFFICIAL SECRET BALLOT
PAPELETA SECRETA OFICIAL**

For certain employees of
Para Ciertos Empleados De

SunSteel, LLC

Do you wish to be represented for purposes of collective bargaining by
¿Desea usted estar representado para los fines de negociar colectivamente por
Iron Workers District Council of the Pacific Northwest, AFL-CIO?

**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 OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than
one square, you must request a new ballot by referring to the enclosed instructions. If you submit a ballot with
markings inside, or anywhere around, more than one square, your ballot will not be counted.**

**NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X"
EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un
cuadrado, puede solicitar una nueva papeleta consultando las instrucciones adjuntas. Si envía una papeleta con marcas
en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada.**

Vea las Instrucciones incluidas.

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.



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INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

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 Employers 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 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 where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched**
- **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.

Anyone with a question about the election may contact the NLRB Office at (206)220-6300 or visit the NLRB website www.nlr.gov for assistance.

ELIGIBLE EMPLOYEE VOTERS

	Last Name, First Name	Position
1.	Acevedo, Jose A	Fitter / Welder
2.	Aguilar Flores, Leonel	Machine Operator
3.	Aguilar, Edgar	Welder
4.	Alcocer, Luis	Welder
5.	Alvarez, Alejandro (Alex)	Welder
6.	Alvarez, Luis	Welder
7.	Amezcuca, Luis	Welder
8.	Argueta, Albino	Welder
9.	Arreola Vazquez, Brandon	Welder
10.	Arreola, Abraham	Welder
11.	Ayala, Jesus M. (Jesse)	Fitter
12.	Barajas, Jesus	Leadman
13.	Becerra Hernandez, Abelardo	Machine Operator
14.	Benitez, Adrian	Fitter / Welder
15.	Benitez, Felipe	Quality Control
16.	Benitez, Jesus	Leadman
17.	Benitez, Jesus L	QC
18.	Bernal, Albert	Machine Operator
19.	Bernal, Gerardo	Machine Operator
20.	Bracamontes, Alberto	Welder
21.	Brambila, Francisco	Fitter
22.	Bravo, Antonio	Welder/Fitter
23.	Brito, Elias	Yardman
24.	Bucio Ramirez, Jose L	Machine Operator
25.	Bulpett, Robert	Machine Operator
26.	Burns, Donald (Don)	Maintenance
27.	Campos, Gustavo	Yardman
28.	Campos, Victor M.	Yardman
29.	Carbajal, Pete	Welder
30.	Cardenas, Edwardo	Machine Operator
31.	Cardenas, Nora	Shipping Assistant
32.	Carranza, Arturo	Yardman
33.	Castro, Jose	Welder
34.	Cerda Jr., Francisco	Machine Operator
35.	Chavez, Michael (Mike)	Leadman
36.	Chavez, Pablo	Fitter
37.	Cisneros, Rogelio	Welder
38.	Cruz, Edgar	Leadman

ELIGIBLE EMPLOYEE VOTERS

	Last Name, First Name	Position
39.	Davis, Brian R. (challenged)	Quality Control
40.	DeRobles, Fortunato	Welder
41.	Dezoete, Tre	Material Handler
42.	Diego, Uriel	Welder
43.	Espinoza, Daniel	Maintenance
44.	Estrada, Gonzalo	Fitter / Welder
45.	Estrada, Julio	Machine Operator
46.	Estrada, Steven A	Machine Operator
47.	Fernandez, Ricardo	Welder
48.	Flores, Esgar	Welder
49.	Garcia, Jorge	Machine Operator
50.	Garcia, Michael	Welder
51.	Garibaldo, Luis	Painter
52.	Garza Jr., Victorino	Leadman
53.	Godinez, Baldomero	Material Handler
54.	Gonzalez Arriaga, Gerardo	Welder
55.	Gonzalez Molina, Fidel	Welder
56.	Gonzalez, Gonzalo	Welder
57.	Gonzalez, Jesus A. (Alex)	Machine Operator
58.	Gonzalez, Jose L	Painter
59.	Gonzalez, Miguel	Quality Inspector
60.	Guerrero, Armando	Leadman
61.	Haynes, Seth	Welder
62.	Hernandez, Patricio	Machine Operator
63.	Herrera, Jose	Material Handler
64.	Islas, Ramon	Crane Operator
65.	Jones, Theron N.	Welder
66.	Juarez, Joseph	Maintenance
67.	Ledesma, Joel	Leadman
68.	Lemus, Jose M	Welder
69.	Lopez, Daniel Jr	Welder
70.	Macias, Abel	Welder
71.	Macias, Raul	Leadman
72.	Magana, Aldo	Welder
73.	Maltos, Timoteo C.	Yardman
74.	Martinez, Jose L.	Welder
75.	Martinez, Luis F	Welder
76.	Medelez, Michael	Welder

ELIGIBLE EMPLOYEE VOTERS

	Last Name, First Name	Position
77.	Mendoza Morfin, Uriel	Welder
78.	Mendoza, Aurelio	Fitter / Welder
79.	Mendoza, Christian A	Machine Operator
80.	Mendoza, Sergio	Welder
81.	Moreno, Sacramento	Welder
82.	Morfin Gutierrez, JR	Fitter
83.	Muniz Gonzalez, Adrian	Welder
84.	Munoz Cruz, Jose	Welder
85.	Munoz, Jose	Welder
86.	Nunez, Arnulfo	Welder
87.	Nunez, Rolando	Welder
88.	Nunez, Rosendo	Painter
89.	Ornelas, Alfonso	Quality Control
90.	Ornelas, Juan	Dimensional Checker
91.	Orta, Mario	Machine Operator
92.	Osorio, Edvin	Fitter
93.	Penafiel Rojas, Rafael	Welder
94.	Perez, Jesus (JR)	Painter
95.	Perez, Jose	Machine Operator
96.	Pinon Hernandez, Ernesto	Welder
97.	Plancarte, Felix	Welder
98.	Ponce Oseguera, Jose	Welder
99.	Puebla, Edwin A	Maintenance
100.	Ramales, Jose	Welder
101.	Ramirez, Ancelmo	Maintenance
102.	Ramirez, Johnathan	Welder
103.	Ramirez, Luis	Welder
104.	Reyes, Melchor	Janitor
105.	Robles, Ruben	Welder
106.	Robles, Thomas	Material Handler
107.	Rodriguez, Abel	Welder
108.	Rodriguez, Emiliano	Welder
109.	Rodriguez, Ventura	Material Handler
110.	Rojas, Ruben	Leadman
111.	Romero, Raul	Machine Operator
112.	Rosal, Michael S.	Leadman
113.	Ruiz, Angel	Painter
114.	Ruiz, Jose	Fitter

ELIGIBLE EMPLOYEE VOTERS

	Last Name, First Name	Position
115.	Salinas, Arturo	Machine Operator
116.	Sanabia, Jesus A	Material Handler
117.	Schnaidt, James	Fitter/Welder
118.	Scull, Zackery	Welder
119.	Silva, Audrey R	Tool Crib Attendant
120.	Silva, Maria L.	Tool Crib Attendant
121.	Swanson, Darren	Maintenance
122.	Torres, Gustavo A	Welder
123.	Torres, Victor	Machine Operator
124.	Uvalle, Joe A (Sr.)	Yardman
125.	Valdez, Manuel	Machine Operator
126.	Valencia Castillo, Rafael	Welder
127.	Valencia, Francisco	Welder
128.	Vargas, Murillo (Eduardo)	Janitor
129.	Vasquez, Jorge	Quality Control
130.	Vazquez, Joel	Painter
131.	Vazquez, Jorge G.	Welder
132.	Vera Soto, Jesus	Fitter
133.	Welch, Alexander	Welder
134.	Wilson, Chris	Welder
135.	Wilson, Mark	Maintenance
136.	Zamora, Daniel Z	Material Handler

VOTING – SUBJECT TO CHALLENGE

Last Name, First Name	Position	Location	Shift
39. Davis, Brian R.	Quality Control	Sunnyside, WA	Day

United States of America
National Labor Relations Board

**Instructions to Eligible Employees Voting
By United States Mail**



INSTRUCTIONS

1. MARK YOUR BALLOT IN SECRET BY PLACING AN X IN THE APPROPRIATE BOX. DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY.
2. IF YOU SUBMIT A BALLOT WITH MARKINGS INSIDE, OR ANYWHERE AROUND, MORE THAN ONE SQUARE, YOUR BALLOT WILL NOT BE COUNTED. YOU MAY REQUEST A NEW BALLOT BY CALLING THE REGIONAL OFFICE AT THE NUMBER BELOW.
3. IT IS IMPORTANT TO MAINTAIN THE SECRECY OF YOUR BALLOT. DO NOT SHOW YOUR BALLOT TO ANYONE AFTER YOU HAVE MARKED IT.
4. PUT YOUR BALLOT IN THE BLUE ENVELOPE AND SEAL THE ENVELOPE.
5. PUT THE BLUE ENVELOPE CONTAINING THE BALLOT INTO THE YELLOW ADDRESSED RETURN ENVELOPE.
6. SIGN THE BACK OF THE YELLOW RETURN ENVELOPE IN THE SPACE PROVIDED. TO BE COUNTED, THE YELLOW RETURN ENVELOPE MUST BE SIGNED.
7. DO NOT PERMIT ANY PARTY – THE EMPLOYER, THE UNION(S), OR THEIR REPRESENTATIVES, OR AN EMPLOYEE-PETITIONER – TO HANDLE, COLLECT, OR MAIL YOUR BALLOT.
8. MAIL THE BALLOT IMMEDIATELY. NO POSTAGE IS NECESSARY. For further information, call the Regional Office at: **206-220-6300**

TO BE COUNTED, YOUR BALLOT MUST REACH THE REGIONAL OFFICE

BY **Thursday, August 27, 2020**

RIGHTS OF EMPLOYEES

Under the National Labor Relations Act, employees have the right:

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of their own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, 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 non representational 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 employers interfere with your right to a free, fair, and honest election, the election can be set aside by the Board. Where 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
- 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