

UNITED STATES COURT OF APPEALS  
FOR THE SIXTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No.
v.	:	
	:	Board Case No.:
BRIDGESTONE AMERICAS TIRE OPERATIONS, LLC	:	10-CA-230142
	:	
Respondent	:	

JUDGMENT

THIS CAUSE was submitted upon the application of the National Labor Relations Board for the enforcement of a certain order on consent issued by it against Respondent, Bridgestone Americas Tire Operations, LLC, its officers, agents, successors, and assigns, on October 7, 2020, in Board Case No. 10-CA-230142; and upon the record in that proceeding, certified and filed in this Court enforcing the order.

ON CONSIDERATION WHEREOF, it is ordered and adjudged by the United States Court of Appeals for the Sixth Circuit that the order of the National Labor Relations Board be, and the same is hereby enforced; and that the Respondent, Bridgestone Americas Tire Operations, LLC, its officers, agents, successors, and assigns, abide by and perform the directions of the Board set forth in its order. (See Attached Order and Appendix)

ENTERED BY ORDER OF THE COURT

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Clerk

NATIONAL LABOR RELATIONS BOARD

v.

BRIDGESTONE AMERICAS TIRE OPERATIONS, LLC

**ORDER**

Bridgestone Americas Tire Operations, LLC, La Vergne, Tennessee, its officers, agents, successors, and assigns, shall:

1. Cease and desist from:
  - (a) Refusing to bargain collectively and in good faith with the Union by refusing to furnish to the Union information that is relevant and necessary to the performance of the Union's duties as the exclusive collective-bargaining representative of the Unit.
  - (b) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed by Section 7 of the Act.
2. Take the following affirmative action necessary to effectuate the policies of the Act:
  - (a) Within 14 days of the Board's Order, provide the 2017 canvass sheets to the Union and either provide the Union with the 2017 and 2018 scan times or, if unduly burdensome to provide, explain to the Union why the Respondent believes that producing the information is burdensome and meet with the Union to reach an accommodation that will provide the Union with the information it needs in a manner that is not unduly burdensome for the Respondent.
  - (b) Within 14 days of service by the Region, post at its La Vergne, Tennessee facility copies of the Notice to Employees attached as Appendix 1. Copies of the notice, on forms provided by the Regional Director for Region 10, after being signed by the Respondent's authorized representative shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted.

- (c) In the event that, during the pendency of these proceedings, the Respondent has closed its La Vergne, Tennessee facility the Respondent shall duplicate and mail, at its own expense, a copy of the Notice to all current employees and former employees employed by the Respondent at the closed facility at any time since April 30, 2018.
- (d) Within 21 days after service by the Region, file with the Regional Director for Region 10 a sworn certification of a responsible official on a form provided by the Region attesting to the steps the Respondent has taken to comply. The certification shall include a copy of the documents signed by a responsible official attesting to the dates that the notices were posted, where the notices were posted, and a digital photograph of each posted notice with metadata, including date taken and GPS coordinates.

**APPENDIX 1**

**NOTICE TO EMPLOYEES**

**POSTED PURSUANT TO A JUDGMENT OF  
THE UNITED STATES COURT OF APPEALS ENFORCING  
AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD**

**PURSUANT TO A STIPULATION PROVIDING FOR A BOARD ORDER  
AND A CONSENT JUDGMENT OF ANY APPROPRIATE  
UNITED STATES COURT OF APPEALS**

**FEDERAL LAW GIVES YOU THE RIGHT TO:**

Form, join, or assist a union;  
Choose a representative to bargain with us on your behalf;  
Act together with other employees for your benefit and protection;  
Choose not to engage in any of these protected activities.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights.

**WE WILL NOT**, upon request, refuse to provide information the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, AFL-CIO, CLC and its Local 1055L needs to represent those of you in the following bargaining unit:

All maintenance employees and boiler operators, but excluding office clerical employees, professional employees, guards and supervisors as defined in the National Labor Relations Act.

**WE WILL NOT** in any like or related manner interfere with your rights under the National Labor Relations Act.

**WE WILL** provide the 2017 canvass sheets requested by the Union.

**WE WILL** provide the Union with the 2017 and 2018 scan times it requested or, if unduly burdensome to provide, explain to the Union why we believe that producing the information is burdensome and bargain with the Union to reach an

accommodation that will provide the Union with the information it needs in a manner that is not unduly burdensome for us.

**BRIDGESTONE AMERICAS TIRE OPERATIONS, LLC**

The Board's decision can be found at [www.nlr.gov/case/10-CA-230142](http://www.nlr.gov/case/10-CA-230142) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

