

UNITED STATES COURT OF APPEALS  
FOR THE SIXTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	No.
v.	:	
	:	Board Case No.:
UNITED STATES POSTAL SERVICE	:	07-CA-248849
	:	
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, United States Postal Service, its officers, agents, successors, and assigns, on October 28, 2020, in Board Case No. 07-CA-248849; 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, United States Postal Service, 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.

UNITED STATES POSTAL SERVICE

**ORDER**

United States Postal Service, Shelby Township, Michigan, its officers, agents, successors and assigns, shall:

1. Cease and desist from:

- (a) Unreasonably delaying in furnishing the Charging Party with relevant requested information, or in any other manner interfering with, restraining, or coercing its employees in the exercise of rights guaranteed in Section 7 of the Act;
- (b) Unreasonably delaying in furnishing the Charging Party with relevant requested information, or in any other manner refusing to bargain collectively and in good faith with the Charging Party as the designated servicing agent of the exclusive collective-bargaining representative.

2. Take the following affirmative action:

- (a) Within 14 days of service by Region 7, post copies of the attached notice marked Appendix A at all facilities located at 7755 22 Mile Road, Shelby Township, Michigan; 7007 Metropolitan Parkway, Sterling Heights, Michigan; and 3785 Hall Road, Utica, Michigan. Copies of the notice, on forms provided by Region 7, after being signed by the Respondent's authorized representative, shall be posted by the Respondent immediately upon receipt and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. The Respondent will take reasonable steps to ensure that the notices are not altered, defaced, or covered by any other material.
- (b) Within 21 days after service by Region 7, file with the Regional Director a sworn certification by a responsible Respondent official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

**APPENDIX A**

**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
NATIONAL LABOR RELATIONS BOARD  
An Agency of the United States Government**

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

**SECTION 7 OF THE NATIONAL LABOR RELATIONS ACT, A  
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** do anything to prevent you from exercising the above rights.

**WE WILL NOT** refuse to bargain collectively and in good faith with Branch 4374, National Association of Letter Carriers, AFL-CIO (the Union) as the designated servicing representative of the exclusive collective-bargaining representative of our employees in the following appropriate Unit at our Shelby Township facility:

All full-time and regular part-time city letter carriers employed by Respondent at various facilities throughout the United States, but excluding professional employees, employees engaged in personnel work in other than a purely non-confidential clerical capacity, postal inspection service employees, employees in the supplemental work force, rural letter carriers, mail handlers, maintenance employees, special delivery messengers, motor vehicle employees, postal clerks, managerial employees, supervisory personnel, and security guards as defined in Public Law 9-375, 1201(2).

**WE WILL NOT** unreasonably delay in providing necessary and relevant information requested by the Union to perform its responsibilities as the servicing representative of the exclusive collective-bargaining representative of our

employees in the Unit or by any other labor organization that represents employees at that facility.

**WE WILL NOT** in any other manner interfere with, restrain or coerce you in the exercise of your rights under Section 7 of the Act.

**WE WILL NOT** in any other manner fail and refuse to bargain collectively and in good faith with the Union as the designated servicing representative of the exclusive collective-bargaining representative of our employees in the Unit at our Shelby Township facility or with any other labor organization that represents our employees at that facility.

**WE WILL**, upon request, bargain collectively and in good faith with the Union as the designated servicing representative of the exclusive collective-bargaining representative of our employees in the Unit at our Shelby Township facility, or with any other labor organization that represents our employees at that facility.

### **UNITED STATES POSTAL SERVICE**

The Board's decision can be found at [www.nlr.gov/case/07-CA-248849](http://www.nlr.gov/case/07-CA-248849) 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.

