

Noah T. Barish, OSB #105847
nbarish@mbjlaw.com
MCKANNA BISHOP JOFFE, LLP
1635 NW Johnson Street
Portland, OR 97209
Telephone: 503-821-0960
Facsimile: 503-226-6121
Attorneys for (Proposed) *Amicus Curiae*
Teamster Food Processors, Chauffeurs,
Warehousemen, and Helpers, Local Union No. 670

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF OREGON
[PORTLAND DIVISION]

Case No. 3:21-cv-00268-SI

RONALD K. HOOKS, Regional Director
of the Nineteenth Region of the National
Labor Relations Board, for and on behalf
of the NATIONAL LABOR RELATIONS
BOARD,

DECLARATION OF ARON BUTLER IN
SUPPORT OF *AMICUS CURIAE* TEAMSTER
LOCAL 670'S MEMORANDUM OF POINTS
AND AUTHORITIES

Petitioner,

v.

HOOD RIVER DISTILLERS, INC.,

Respondent.

The undersigned, being first duly sworn, depose and say:

1. My name is Aron Butler and I reside in Hood River, Oregon.
2. I am a member of Teamsters Local 670 and an employee of Hood River Distillers

in Hood River, Oregon.

3. I have worked at Hood River Distillers for about 13 years.

4. Prior to the beginning of this labor dispute, I worked as a production assistant.

My schedule was 7 AM- 3:30 PM, Monday through Friday. I would typically work 40 hours per week, plus about two to four hours of mandatory overtime per week.

5. On May 6, 2020, I stopped working and went out on an unfair labor practice strike along with the other members of Teamsters Local 670 at the plant. The unfair labor practice strike was in protest of Hood River Distillers' unlawful conduct, including unilaterally implementing their own terms and conditions of employment without the Union's agreement.

6. Effective September 1, 2020, I and the other strikers offered to return back to work without any conditions and ended our strike. We understood that as unfair labor practice strikers who were ending our strike, Hood River Distillers was required by law to reinstate us back to work, even if that meant getting rid of replacement workers they hired.

7. On September 1, 2020, Hood River Distillers refused to reinstate me and all the other returning strikers, claiming that we had been permanently replaced.

8. I have already suffered extreme hardship as a result of Hood River Distillers' refusal to reinstate me as required by law on September 1, 2020. I will suffer further irreparable harm if I am not reinstated to work soon and instead have to wait a year or more while the National Labor Relations Board General Counsel prosecutes Hood River Distillers for their illegal conduct and that case goes through any potential appeals to the National Labor Relations Board.

9. Since Hood River Distillers refused to return me back to work, I have had a lot of financial problems. In November 2020, my bills started to pile up. I have gone into credit card

debt of about \$2,500. I have also had to borrow about \$6,000 from my parents to help me cover living expenses such as electricity, rent, food, and gas. I then had to cash out my 401(k), which after taxes yielded me about \$61,000. Right now I have approximately \$39,000 left from the 401(k), which will probably support me through the end of 2020, but not after that.

10. It is very expensive to live in Hood River and it is hard to find good paying work. If I am not reinstated soon, I will have to move out of state to look for better job opportunities and cheaper housing.

11. I just recently was accepted into Oregon's Medicaid health insurance coverage, after having to wait for many months. The delay in getting health insurance has meant that I've had to postpone important medical treatment for my back. I have a ruptured disc that is causing pain as well as numbness and tingling in my limbs and needs to be repaired through a spinal fusion surgery. Because I have been without health insurance for so many months, that surgery has had to be delayed. This has kept me from being active and from seeking many types of more physically demanding work. I am also worried about when or whether I might be able to get this surgery under the Medicaid program.

12. I have applied for and been denied unemployment compensation.

13. I have received approximately \$210 a week in financial support from the Union since the beginning of the strike.

14. I am very concerned that I will not have enough money to support myself and will go further into debt if I cannot go back to my old job at Hood River Distillers very soon. If I cannot get back to work soon, I will have to leave the area entirely to find work and more affordable living costs. I am also very concerned about my physical health and whether I will

get the best care that I need for my back, now that I no longer have access to my former Union-sponsored insurance plan.

15. I hereby declare that the above statement is true to the best of my knowledge and belief and that I understand it is made for use in a court proceeding and subject to penalty for perjury.

DATED this 11th day of March, 2021.


Aron Butler