



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 36
Green-Wyatt Federal Building
1220 SW 3rd Avenue, Suite 605
Portland, OR 97204-2170

Agency Website: www.nlr.gov
Telephone: (503)326-3085
Fax: (503)326-5387

December 5, 2013

Megan Sirna, Senior Counsel
Georgia-Pacific LLC
133 Peachtree St. NE, 42nd Fl.
Atlanta, GA 30303-1804

RECEIVED
DEC 06 2013
AWPPW PORTLAND

Re: Georgia-Pacific Toledo LLC
Case 19-CA-079014

Georgia-Pacific LLC
Case 19-CA-086356

Georgia-Pacific LLC
Case 19-CA-090732

Dear Ms. Sirna:

Please read all the terms of the Settlement Agreement and Notice carefully, as you will be expected to comply with all such provisions. Please contact our office if you have any questions.

Enclosed are 10 Notices for posting in conspicuous places in and about the facility located at 1400 SE Butler Bridge Road, Toledo, Oregon (Appendix A to the Settlement). Also enclosed are 275 Notices for posting in conspicuous places in and about all facilities at which either the Charged Parties employs employees and at which the "GP Social Medical Policy" was issued or in effect at any time from October 2011, to the present, or at which the "Code of Conduct" was issued or was in effect at any time from July 2012, to the present (Appendix B to the Settlement).

In compliance with the Agreement, a responsible official of the Employer, not the Employer's attorney, must sign and date the Notices before posting them. The Notices should be posted in for 60 consecutive days. The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material. If additional Notices are required, please let me know. During the posting period, a member of the NLRB staff may visit the Employer to inspect the Notices.

Certification of Posting forms are also enclosed. A separate form should be completed for each facility at which Notices are posted. These forms should be completed and returned by no later than December 26, 2013, **with a signed and dated original of both Notices.** If the

Certification of Postings and signed Notices are returned via e-file or e-mail, no hard copies of the Certification of Postings or Notices are required.

When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative terms, you will be notified that the case has been closed on compliance. Timely receipt of the signed and dated Notices to Employees and the Certifications of Posting will assist us in closing the case in a timely manner.

Very truly yours,



LINDA L. DAVIDSON
Officer in Charge

Enclosures: Notices to Employees
Certification of Posting

cc: Kristin L. Bremer, Attorney
Robert Carey, Attorney
Tonkon Torp, LLP
888 SW 5th Ave., Ste. 1600
Portland, OR 97204-2030

Gregory A. Pallesen, Vice President
AWPPW
924 NW 51st St
Vancouver, WA 98663-1674

Ken Li, Plant Manager
Georgia-Pacific Toledo LLC
1400 SE Butler Bridge Rd
Toledo, OR 97391-1900

AWPPW
PO Box 4566
Portland, OR 97208-4566

David A. Rosenfeld, Esq.
Weinberg Roger & Rosenfeld
1001 Marina Village Pkwy., Ste. 200
Alameda, CA 94501-6430



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

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 repeal our Social Media Policy and **WE WILL NOT** issue policies that interfere with your right to share information relating to wages, hours and other terms and conditions of employment with others, including on social media.

WE WILL revise that portion of the Acceptable Electronic Usage rule in our Code of Conduct so that the rule does not prohibit you from using our electronic communications system for limited personal use, including sharing information related to wages, hours and other terms and conditions of employment.

WE WILL revise that portion of the Protecting the Company's Intellectual Property and Confidential Information rule in our Code of Conduct so that the rule does not prohibit you from sharing "personal employee" or compensation information with others.

WE WILL revise that portion of the Outside Requests for Information rule in our Code of Conduct so that the rule does not prohibit you from sharing information relating to wages, hours and other terms and conditions of employment of current or former employees with regulatory agencies or news media.

GEORGIA-PACIFIC LLC

(Employer)

Dated: _____ By: _____
(Representative) (Title)

19-CA-086356
19-CA-090732

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (866)667-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Board's Office,

Telephone: 503-326-3085
Hours of Operation: 8 a.m. to 4:30 p.m.



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- 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.

Association of Western Pulp and Paper Workers and Toledo Local No. 13 (the "Union") is your representative in dealing with us regarding wages, hours and other working conditions of the employees in the following unit:

All employees of Georgia-Pacific Toledo, LLC excepting those engaged in the following: the administration, actual supervision, mill security, sales, engineering and drafting, research and technical occupations requiring professional training, accounting, clerical, stenographic and other office work, and other professional employees as defined in the National Labor Relations Act.

WE WILL NOT refuse to meet and discuss in good faith with your Union any proposed changes in wages, hours, and other terms and conditions of employment, before putting such changes into effect, including changes in policies such as our Social Media Policy.

WE WILL repeal our Social Media Policy and **WE WILL NOT** issue policies that interfere with your right to share information relating to wages, hours and other terms and conditions of employment with others, including on social media sites.

WE WILL notify the Union of any proposed changes to your terms and conditions of employment and, upon request, **WE WILL** bargain with the Union any such proposed changes before putting them in effect, to the extent that bargaining has not been waived.

GEORGIA-PACIFIC TOLEDO LLC

(Employer)

Dated: _____ By: _____

(Representative) (Title)

19-CA-079014

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (866)667-NLRB (6572).

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