



July 29, 2017

TPSS Co-op values its dedicated and skilled workforce and works to make sure our employees are respected and fairly compensated for their work.

On July 21, 2017, a group of TPSS Co-op employees filed a petition with the National Labor Relations Board (NLRB) seeking an election to choose whether or not they wish to be represented by a union. They provided a copy to the Board of Representatives and Management requesting recognition and collective bargaining.

The Board and Management are strongly committed to the principle that our employees are free to make their own choice about union representation, and are committed to ensuring that right to the fullest extent permitted and protected by law. We are remaining completely neutral throughout the NLRB pre-election process so that we will not interfere with our employees' rights to a fair secret ballot election.

If a majority of eligible employees vote for representation by a union in a secret ballot election held by the NLRB, TPSS Co-op will recognize the union and collectively bargain in good faith over the terms and conditions of employment, including wages.

As a matter of federal labor law, TPSS Co-op cannot address the employees' request for a wage increase until after the NLRB election is concluded. To do otherwise would unfairly affect the election process.

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