

For Immediate Release

Commercial Trade Source, Inc. Enters into Settlement Agreement on Three Charges in Federal Labor Law Investigation

Charges Allege Violation of Federal Labor Law

Indianapolis, September 19, 2014: Commercial Trade Source (CTS), an Indianapolis, Indiana Temporary Staffing Agency, has entered into a settlement agreement with the National Labor Relations Board (NLRB) and the Indiana State Pipe Trades Association on three charges that were filed with the agency in March and May of this year.

The charges involved in the settlement agreement allege CTS violated the federally protected rights of CTS's employees by unlawfully requiring employees to sign a contract that prohibited them from discussing wages, benefits, and other terms and conditions of employment with other employees. Additionally, the charges allege that CTS maintained a written policy that violates employee rights to organize.

The settlement agreement, approved by the NLRB in September 2014, requires a responsible official of CTS to immediately mail a copy of the NLRB Notice to all current employees and post the Notice at their Indianapolis facility. The Notice informs CTS's employees of their federally protected rights and that CTS will repeal the rules in their employment contracts which prohibits employees from organizing, discussing wages, benefits, and other terms and conditions of employment with other employees.

Under federal law, employees are free to organize, discuss wages, benefits, and other terms and conditions of employment with other employees without fear of interference, intimidation, or retaliation from their employer.

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