

For Immediate Release

TSI Paving Enters into Another Settlement Agreement Over Charge in Federal Investigation

Allegations of Federal Labor Law Violations Result in Third Settlement Agreement within Twelve (12) Months

New Albany, October 8, 2013: One of several legal battles that has recently plagued Triplett Striping, Inc. (d/b/a as TSI Paving), a local construction contractor, has resulted in yet another settlement agreement with the National Labor Relations Board (NLRB), a federal agency that protects and enforces worker rights. This is the third settlement agreement between TSI and that federal agency within the last 12 months. While the two previous TSI settlement agreements were with Region 25 in Indianapolis, this most recent settlement agreement is with Region 9 in Cincinnati. All three settlement agreements have concerned allegations that TSI violated federal labor law.

The settled charge alleges, in part, TSI management violated the federally protected rights of its employees by maintaining an employee pay policy which prohibited employees from discussing their wages with anyone.

As with the July settlement agreement, this settlement agreement, approved by the Regional Director on September 20, requires a TSI company official to hold a meeting for all affected TSI employees and read a NLRB notice, in the presence of a federal NLRB agent, informing TSI employees that TSI management will no longer maintain or enforce the "confidential" employee pay policy, or otherwise interfere with their lawfully protected federal rights. The settlement agreement also requires TSI to post the notice for sixty (60) days and mail it to all affected TSI employees.

Under federal law, employees are free to talk with union organizers on non-work time in non-work areas without interference or intimidation from employers or their management representatives. This ensures that employees are free to hear both sides of the unionization

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debate. As part of this federally protected right, employers cannot maintain or enforce a policy which prohibits employees from discussing their wages, benefits, or working conditions.

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