

Press Release

Local 120 Announces Another Victory in Harco Campaign

Judge Rules Harco Asphalt Paving Repeatedly Violated Federal Law

Indianapolis, March 13, 2008: A Judge for the NLRB has ruled that Harco Asphalt Paving repeatedly violated key provisions of the National Labor Relations Act (NLRA) during May and June of 2007. The ruling, issued on March 6, 2008, states that Indianapolis-based Harco Asphalt Paving violated the NLRA by engaging in surveillance of its employees' protected activities, making threats, calling the police, and threatening to obtain a restraining order.

This victory is another step toward Harco employees being able to freely join a labor union without fear or intimidation. David Frye, Business Manager of Local 120, said of the victory, "Hopefully, Harco now understands that it must respect the rights of its employees and that in the United States of America the freedom to join a union is still a cherished liberty."

The Judge's order states, in part, that Harco must send notifications to the Indianapolis Metropolitan and Avon police departments and the Metropolitan School District of Perry Township. Additionally, an NLRB notice to the employees must remain posted at Harco's office for sixty (60) days and Harco must cease and desist from:

- Instructing Union Representatives to leave the area.
- Threatening to call the police to have union representatives removed from the area.
- Calling the police to have union representatives removed from the area.
- Engaging in surveillance of employees and union representatives.
- Ordering employees to leave a jobsite to avoid contact with union representatives.

The trial at Region 25 of the NLRB was the result of a complaint being issued by that federal agency against Harco in September, 2007 concerning seven (7) ULP charges. The ULP charges were filed by Laborers Local 120 during an organizing campaign in 2007. All of the charges concerned violations of federally protected employee rights. Two of the ULP charges were settled in the Union's favor in December. Harco has until April 3, 2008 to appeal this Decision to the National Labor Relations Board.

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