



UNITED STATES GOVERNMENT

**NATIONAL LABOR RELATIONS BOARD**

**OFFICE OF THE GENERAL COUNSEL**

Washington, D.C. 20570

August 18, 2017

Mark J. Langer, Esquire  
Clerk, United States Court of  
Appeals for the District of Columbia Circuit  
E. Barrett Prettyman U.S. Courthouse  
333 Constitution Avenue, NW, Room 5423  
Washington, D.C. 20001-2866

Re: *NLRB. v. CNN America, Inc.*, D.C. Cir.  
Nos. 15-1112, 15-1209

Dear Mr. Langer:

On August 4, 2017, the Court handed down its opinion granting in part the application for enforcement of the National Labor Relations Board and granting in part the cross-petition of CNN America, Inc. Pursuant to Rule 19 of the Federal Rules of Appellate Procedure, I hereby submit the Board's Proposed Judgment in the above entitled manner. A certificate of service is enclosed.

Very truly yours,

/s/ Linda Dreeben

Linda Dreeben  
Deputy Associate General Counsel  
National Labor Relations Board  
1015 Half Street, SE  
Washington, DC 20570  
(202) 273-2960

**UNITED STATES COURT OF APPEALS  
FOR THE DISTRICT OF COLUMBIA CIRCUIT**

NATIONAL LABOR RELATIONS BOARD	)	
	)	
Petitioner/Cross-Respondent	)	
	)	
NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES	)	
AND TECHNICIANS, COMMUNICATIONS WORKERS OF	)	
AMERICA, AFL–CIO, LOCAL 31	)	Nos. 15-1112,
	)	15-1209
Intervenors	)	
	)	
v.	)	
	)	
CNN AMERICA, INC.	)	
	)	
Respondent/Cross-Petitioner	)	

**JUDGMENT**

Before: GARLAND, *Chief Judge*, and KAVANAUGH and PILLARD, *Circuit Judges*

THIS CAUSE came to be heard upon the application for enforcement of the National Labor Relations Board and cross-petition for review by CNN America, Inc. the Board’s order dated September 15, 2014, in Case Nos. 05-CA-031828 and 05-CA-033125. The Court heard argument of all parties and has considered the briefs and agency record filed in this cause. On August 4, 2017, the Court, being fully advised in the premises, handed down its opinion granting in part the application for enforcement of the National Labor Relations Board and granting in part the cross-petition of CNN America, Inc. In conformity therewith, it is hereby

ORDERED AND ADJUDGED by the Court that CNN America, Inc., its officers, agents, including Turner Broadcasting Systems, its officers, agents, and

their successors and assigns, shall abide by said order (See Attached Order and Appendix).

---

Judge, United States Court of Appeals  
for the District of Columbia Circuit

---

Judge, United States Court of Appeals  
for the District of Columbia Circuit

---

Judge, United States Court of Appeals  
for the District of Columbia Circuit

ENTERED:

## NATIONAL LABOR RELATIONS BOARD

v.

CNN AMERICA, INC.

CNN America, Inc., its officers, agents, including Turner Broadcasting Systems, its officers, agents, and their successors and assigns, shall

## 1. Cease and desist from

- (a) Failing to hire bargaining unit employees of Team Video Services (TVS) its predecessor employer at the Washington, DC (DC) and New York, New York (NYC) bureaus because of their union-represented status in TVS' operation; or because of their union activities and membership; or otherwise discriminating against these employees to avoid having to recognize and bargain with NABET Local 11 and NABET Local 31 (the Union).
- (b) Refusing to comply with the collective-bargaining agreements between TVS and the Union at both the DC and the NYC bureaus.
- (c) Refusing to recognize and bargain in good faith with the Union as the exclusive collective-bargaining representatives of its employees in the bargaining units recognized by TVS at both the DC and the NYC bureaus.
- (d) Unilaterally limiting the number of TVS bargaining unit employees it hired, and changing the wages, hours, and other terms and conditions of employment of those it hired and the work that they previously performed or functionally equivalent work, without giving the Union notice and an opportunity to bargain.
- (e) Informing bargaining unit employees at both the DC and NYC bureaus that the Respondent intended to operate a nonunion workplace, and that the employees' employment in the TVS bargaining units or their union activity, affiliation, or membership disqualified them from employment with the Respondent.
- (f) In any like or related manner interfering with, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

## 2. Take the following affirmative action necessary to effectuate the policies of the Act.

- (a) Notify the Union in writing that it recognizes the Union as the exclusive representative of the employees in the bargaining units recognized by TVS and that it will bargain with the Union concerning the terms and conditions of employment for the bargaining unit employees and other employees performing work that was previously performed by the unit employees, or functionally equivalent work.
- (b) At the request of the Union, rescind any change(s) in the terms and conditions of employment of its bargaining unit employees that were unilaterally implemented after December 6, 2003, at the DC bureau, and January 17, 2004, at the NYC bureau, and retroactively restore the preexisting terms and conditions of employment, including hours, wage rates, and benefit plans, until the Respondent negotiates in good faith with the Union to agreement or to impasse.
- (c) Nothing in this order shall authorize or require the withdrawal or elimination of any wage increase or other improved benefits or terms and conditions of employment that the Respondent may have established at its DC or NYC bureau since the termination of its contracts with TVS.
- (d) Within 14 days from the date of the Board's Order, offer employment to the former TVS employees listed below to their former positions or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

**DC Bureau** (TVS unit employees not hired by CNN)

Jeffrey Adkinson	Michael Kauffman
Emmanuel Agomuoh	Nicholas Kiraly
Charles Anderson	Adilson Kiyasu
Rodney Atkinson	Donna Lacey
Tim Bintrim	Larry Langley
James Cook	Myron Leake
Keith Crennan	Mark Marchione
Timothy Durham	Ralph Marcus
Bill Evans	Joseph Mosley
Danny Farkas	Luis Munoz
Dennis Faulkner	Jeffrey Noble
Christopher Hamilton	Dennis Norman
Vernon Herald	James Norris
David Jenkins	Sarah Pacheco
Martin Jimenez	John Quinnette

Tyrone Riggs  
Oscar Romay  
Fred Schall  
Paul Skaife  
James Stubbs  
James Suddeth

James Suissa  
John Urman  
Joseph Wade  
Aaron Webster  
Darrin White

**NYC Bureau** (TVS-unit employees not hired by CNN)

Marc Abramson  
Melanie Baker  
Marcus Bassett  
Paul Bernius  
Doriann Bertino  
Richard Birch  
Steve Burnett  
Joseph Cantali  
Jeffrey Carlough  
Timothy Cassese  
Christopher Collins  
Duff Conner  
Robert Cummings  
Christopher Cunningham  
Viktor David  
Jennifer DeStefano  
John Diaconu  
Michael Diana  
Jeffrey Edelman  
Jay Eric  
Vince Everett  
Donald Fenster  
Felix Fermaintt  
Todd Ferrand  
Jon C. Ford  
John Gallagher  
Mitchell Gomila  
Fernando Gracia  
Daniel Hacker  
Phil Hadrovic  
Kristi Harper

Peter Hedeman  
Juan Hortua  
Patrick Howley  
Jeffrey Jaramillo  
Asprey Jones  
Kenneth S. Kaplan  
Brian Kiederling  
Robert Knolle  
Glen Kreigsman  
Beth Lasch  
Steven Lima  
Connie Long  
Perry MacLean  
Tommy Maney  
Sarael Martinez  
Robert Matteo  
Roy McClain  
Kathleen McLaughlin  
Edward McShea  
Barbara Morrissey  
Rod Nino  
Ramon Olivo  
Tracy Organ  
James Peithman  
Mark Peters  
Todd Pivawer  
Charles Rainone Jr.  
John Rappa  
Daniel Rodriguez  
Christian Roebing  
Hamid "David" Rokshar

Daniel Scalley  
Shari Schlager  
William Seiden  
Charles Serra  
Michael Sollenberger  
Mickael Squier

Danielle St. John  
Robert Sullivan  
Mary Theodore  
Richard Uhoda  
Pedro Valentin  
Brian Wood

- (e) Compensate the affected employees for the adverse tax consequences, if any, of receiving a lump-sum backpay awards, and file a report with the Social Security Administration allocating the backpay awards to the appropriate calendar quarters for each employee.
- (f) Provide to the employees named in the preceding paragraph 2(e) whatever training the Respondent has provided since its termination of the contracts with TVS, if such training is necessary to allow these employees to perform their former jobs or substantially equivalent positions.
- (g) Within 14 days from the date of this Order, remove from its files any reference to the unlawful refusal to hire the employees named in the preceding paragraph 2(e), and within 3 days thereafter, notify them in writing that this has been done and that the refusal to hire them will not be used against them in any way.
- (h) Make whole, in the manner set forth in the remedy section of the judge's decision, as modified in this decision, and consistent with the United States Court of Appeal's opinion, the employees named below, in addition to those named in paragraph 2(e) above, for any loss of earnings and other benefits suffered as a result of the Respondent's unlawful failure to hire them, or unilateral changes in the terms and conditions of their employment that existed prior to the Respondent's failure to hire them.
- (i) Make whole, in the manner set forth in the remedy section of the judge's decision, as modified in this decision, and consistent with the United States Court of Appeal's opinion, the employees named below, in addition to those named in paragraph 2(e) above, for any loss of earnings and other benefits suffered as a result of the Respondent's unlawful failure to hire them or its unilateral changes in the terms and conditions of their employment that existed prior to the Respondent's termination of its contracts with TVS.

**DC Bureau**

Bill Alberter	Christopher Leonard
David Bacheler	Tau Liu
Reza Baktar	Howard Lutt
Mike Bannigan	Michael Maciejewski
Cameron Bartlett	Kevin McCall
Stephen Bartlett	Kevin McClam
Jay Berk	Barbara Stieritz McCloskey
Dave Berman	Douglas McKinley
John Bodnar	Samuel Jay McMichael
Burke Buckhorn	Paul Miller
David Catrett	Peter Mohen
Bobby Clemons	William Moore
Everett Cottom	James Moran
Michael David	Peter Morris
John Davis	Rick Morse
Ronald Davis	John (Nick) Mueller
Ken Distance	Thomas Murphy
Martin Dougherty	Ernest Nocciolo
Brenda Elkins	John Otth
Thomas Everly	Robert Parker
Cesar Flores	Ines Perez-Thompson
Michael Galindo	William Pettus
Tim Garraty	James Riggs
Maurice George	Greg Robertson
Augusto Gomez	David Scherer
Thomas Michael Greene	Barry Schlegel
Eddie Gross	Reggie Selma
Conrad Hirzel	Raeshawn Smith
Paul Hollenback	Tawana Smith-Brown
David Hugel	Carolyn Stone
Lesa Jansen	Daniel Taylor
Lori Jennings	Arthur Thomas
Warren Kinlaw	Jerry Thompson
Dave Kopecky	Lisa Timchalk
Martin Kos	William Tipper
Douglas Koztoski	John Tripp
Ronald Kuczynski	Ken Touhey
Marianna Lafollette	Kim Uhl



Anthony Umrani  
Joe Walker  
Mark Walz  
Kenneth White

Alvester Williams  
John Williams  
Brian Yaklyvich  
Elizabeth Zosso

**NYC Bureau**

John Allen  
Andrew Gideon Arnold  
Shimon Baum  
Gordon D. Benedict  
Shep Berkon  
Frank Bivona  
Robert Borland  
Karl Braunwarth  
Robert Brennan  
Chris Brown  
Gregory Bryne  
Jeffrey Burns  
Joe Capolarello  
Douglas Carroll  
Mark Casey  
Carmine Cassella  
Timothy Cassese  
Sergio Centa  
James Clarke  
Christopher Collins  
Dwight Collins  
John R. Conroy  
Stephen Coombs  
Paul Cutting  
Louis Delli-Paoli  
Gary D'Orio  
Michael Dottin  
Stefan P. Dreyfuss  
Ori M. Dubow  
Bruce Dunkins  
Larry Edgeworth  
John Fanning  
Nicholas J. Fayo

Bradley Fehl  
John Ferry  
Dennis Finnegan  
Stewart Forman  
John M. French  
Arielle Gamza  
Nicolae Ganea  
Desmond Garrison  
Christopher Geiger  
Michael Gittelman  
Michael J. Glazier  
Ricardo Gomez  
Glen R. Gorham  
Larry Greenberg  
William Greene  
Jason Greenspan  
Jeffrey D. Greenstein  
Eric Grima  
John J. Heneghan  
Mark A. Herman  
Thomas P. Hollyday  
Larry Holmes  
Mark Hubbard  
Walter Imperato  
Anthony K. Ioannou  
Thomas Jurek  
William Kane  
Nicholas P. Karas  
Gerard Kaufold  
Sergei Khramtsov  
Paul T. Kim  
Keith H. Koslov  
Edward Langan

P. Jeffrey Latonero	Lauren Price
Brenda Laux	Andrew Rabel
Jason Lazar	John Reilly
Brahms Lee	Jonathan D. Reiss
Laurent LeGal	Scott Riley
Stacy Leitner	Frank Romano
Allan Leibman	Pietro A. Rotundo
Todd Lindenfeld	Joseph Santos
Kevin M. Lishawa	Samuel Sawyer III
Felice Loccisano	Frederick Schang
Steven Machalek	Edward Scholl
Christopher Madden	David B. Schumacher
Douglas Maines	Richard Shine
Michael Manzo	Charlene Singleton
Alexander Marshall	Jonathan Smith
Gilbert Martinez	Michael Sollenberger
David McCarrie	William M. Sparks
Sean P. McGinn	Michael Stein
Dan Meara	Robert Strano
Jennifer T. Messina	Roger Thomas
Thomas Miuccio	Ronald L. Thompson
John Montalbano	Shane Touhey
Donald Mulvaney	Mike Trier
Jonathan C. O'Beirne	Ioannis Tsesmelis
Juan Ortiz	Lawrence Van Patten
Dina V. Pace	Donald Walden
Diane Parker	Christopher Ward
Philip Pernice	David Weber
Glenn W. Perreira	Robert Wenk
Timothy A. Persinko	Jamie Wiener
James Pertz	Glenn W. Zachar
Saylor Phair	

- (j) Compensate bargaining unit employees listed in 2(e) and (h) above for the adverse tax consequences, if any, of receiving a lump-sum backpay award, and file a report with the Social Security Administration allocating the backpay award to the appropriate calendar quarters.
- (k) Restore any bargaining unit work, which has been contracted out without notice to and bargaining with the Union.

- (l) Preserve and, within 14 days of a request, or such additional time as the Regional Director may allow for good cause shown, provide at a reasonable place designated by the Board or its agents for examination and copying, all payroll records, social security payment records, timecards, personnel records and reports, and all other records, including an electronic copy of such records if stored in electronic form, necessary to analyze the amount of backpay due under the terms of this Order.
- (m) Remit to the Union with interest, any dues that the Respondent was required to withhold and transmit under the DC bureau's collective-bargaining agreement since December 6, 2003, and the NYC bureau's collective-bargaining agreement since January 17, 2004.
- (n) Preserve and, within 14 days of a request, or such additional time as the Regional Director may allow for good cause show, provide at a reasonable place designated by the Board or its agents, all payroll records.
- (o) Within 14 days after service by the Region, post at its DC and NYC bureaus copies of the attached notice marked "Appendix." Copies of the notice, on forms provided by the Regional Directors for Regions 2 and 5, after being signed by the Respondent's authorized representative, shall be posted by the Respondent and maintained for 60 consecutive days in conspicuous places including all places where notices to employees are customarily posted. In addition to physically posting of paper notices, notices shall be distributed electronically, such as by email, posting on an internet or intranet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. In the event that, during the pendency of these proceedings, the Respondent has gone out of business or closed the bureaus involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice that has been signed by the Respondent's authorized representative to all current employees and former employees employed by the Respondent at any time after December 6, 2003 at its DC, and any time after January 17, 2004 at its NYC, bureaus.
- (p) Within 21 days after service by the Region, file with the Regional Director a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

## APPENDIX

## NOTICE TO EMPLOYEES

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES  
COURT OF APPEALS ENFORCING AN ORDER OF  
THE NATIONAL LABOR RELATIONS BOARD

An Agency of the United States Government

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

## FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union

Choose representatives 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 refuse to hire you because of your prior employment with Team Video Services (TVS) or your union activities and membership, or otherwise discriminate against you to avoid having to recognize and bargain with NABET Local 11 and NABET Local 31 (the Union).

WE WILL NOT refuse to comply with the collective-bargaining agreements between TVS and the Union at both the DC and the NYC bureaus, or change your terms and conditions of employment without first notifying the Union and giving it an opportunity to bargain.

WE WILL NOT refuse to recognize and bargain in good faith with the Union as your exclusive collective-bargaining representative by refusing its requests for bargaining over our decision to terminate the contracts with TVS and implement the Bureau Staffing Project and the effects of that decision on you.

WE WILL NOT unilaterally limit the number of former TVS bargaining unit employees that we hire, or change your wages, hours and other terms and conditions of employment, or the work that you previously performed, or any functionally equivalent work, without first bargaining with the Union.

WE WILL NOT withdraw or eliminate any wage increase or other improved benefits or terms and conditions of employment established at the DC and NYC bureaus since the termination of the TVS contracts.

WE WILL NOT contract out your work without giving the Union notice and an opportunity to bargain over these changes.

WE WILL NOT inform you that we intend to operate a nonunion workplace, or that your employment in the TVS bargaining units or your union activity, affiliation, or membership disqualifies you from employment with CNN.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Federal labor law.

WE WILL notify the Union in writing that we recognize it as your exclusive representative and that we will bargain with it concerning the terms and conditions of your employment.

WE WILL recognize and, on request, bargain with the Union as your exclusive representative concerning the terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed agreement.

WE WILL rescind any change(s) in your terms and conditions of employment that we unilaterally implemented after December 6, 2003, at the DC bureau, and January 17, 2004, at the NYC bureau, and retroactively restore the preexisting terms and conditions of employment, including hours, wage rates and benefit plans, until the Respondent negotiates in good faith with the Union to agreement or to impasse.

WE WILL, before implementing any changes in wages, hours, or other terms and conditions of your employment, notify, and on request, bargain with the Union as your exclusive collective-bargaining representative.

WE WILL make whole, consistent with the United States Court of Appeal's opinion, those TVS unit employees that we unlawfully failed to hire for losses caused by our failure to apply the terms and conditions of employment that existed immediately prior to our takeover of the TVS operations at the DC and NYC bureaus.

WE WILL, within 14 days from the date of the Board's Order, offer employment to the following named former employees of TVS in their former positions or, if those jobs no longer exist, in substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed, discharging if necessary any employees hired in their places:

**DC Bureau**

Jeffrey Adkinson  
Emmanuel Agomuoh  
Charles Anderson  
Rodney Atkinson  
Tim Bintrim

James Cook  
Keith Crennan  
Timothy Durham  
Bill Evans  
Danny Farkas

Dennis Faulkner  
Christopher Hamilton  
Vernon Herald  
David Jenkins  
Martin Jimenez  
Michael Kauffman  
Nicholas Kiraly  
Adilson Kiyasu  
Donna Lacey  
Larry Langley  
Myron Leake  
Mark Marchione  
Ralph Marcus  
Joseph Mosley  
Luis Munoz  
Jeffrey Noble

**NYC Bureau**

Marc Abramson  
Melanie Baker  
Marcus Bassett  
Paul Bernius  
Doriann Bertino  
Richard Birch  
Steve Burnett  
Joseph Cantali  
Jeffrey Carlough  
Timothy Cassese  
Christopher Collins  
Duff Conner  
Robert Cummings  
Christopher Cunningham  
Viktor David  
Jennifer DeStefano  
John Diaconu  
Michael Diana  
Jeffrey Edelman  
Jay Eric  
Vince Everett  
Donald Fenster  
Felix Fermaintt

Dennis Norman  
James Norris  
Sarah Pacheco  
John Quinnette  
Tyrone Riggs  
Oscar Romay  
Fred Schall  
Paul Skaife  
James Stubbs  
James Suddeth  
James Suissa  
John Urman  
Joseph Wade  
Aaron Webster  
Darrin White

Todd Ferrand  
Jon C. Ford  
John Gallagher  
Mitchell Gomila  
Fernando Gracia  
Daniel Hacker  
Phil Hadrovic  
Kristi Harper  
Peter Hedeman  
Juan Hortua  
Patrick Howley  
Jeffrey Jaramillo  
Asprey Jones  
Kenneth S. Kaplan  
Brian Kiederling  
Robert Knolle  
Glen Kreigsman  
Beth Lasch  
Steven Lima  
Connie Long  
Perry MacLean  
Tommy Maney  
Sarael Martinez

Robert Matteo  
Roy McClain  
Kathleen McLaughlin  
Edward McShea  
Barbara Morrisey  
Rod Nino  
Ramon Olivo  
Tracy Organ  
James Peithman  
Mark Peters  
Todd Pivawer  
Charles Rainone Jr.  
John Rappa  
Daniel Rodriguez

Christian Roebing  
Hamid "David" Rokshar  
Daniel Scalley  
Shari Schlager  
William Seiden  
Charles Serra  
Michael Sollenberger  
Mickael Squier  
Danielle St. John  
Robert Sullivan  
Mary Theodore  
Richard Uhoda  
Pedro Valentin  
Brian Wood

WE WILL provide to the above-named employees whatever training we have provided since the failure to hire them, if such training is necessary to allow them to perform their former jobs or substantially equivalent positions.

WE WILL, within 14 days from the date of the Board's Order, remove from our files any reference to our unlawful discharge of or refusal to hire the above-named employees, and WE WILL, within 3 days thereafter, notify them in writing that this has been done and that our unlawful discharge of or refusal to hire them will not be used against them in any way.

WE WILL make whole, consistent with the United States Court of Appeal's opinion, the following individuals, in addition to those listed above, for any loss of earnings and other benefits suffered as a result of our failure to hire them or our unilateral changes in their pre-existing terms and conditions of their employment:

**DC Bureau**

Bill Alberter  
David Bachelier  
Reza Baktar  
Mike Bannigan  
Cameron Bartlett  
Stephen Bartlett  
Jay Berk  
Dave Berman  
John Bodnar  
Burke Buckhorn  
David Catrett

Bobby Clemons  
Everett Cottom  
Michael David  
John Davis  
Ronald Davis  
Ken Distance  
Martin Dougherty  
Brenda Elkins  
Thomas Everly  
Cesar Flores  
Michael Galindo

Tim Garraty  
Maurice George  
Augusto Gomez  
Thomas Michael Greene  
Eddie Gross  
Conrad Hirzel  
Paul Hollenback  
David Hugel  
Lesa Jansen  
Lori Jennings  
Warren Kinlaw  
Dave Kopecky  
Martin Kos  
Douglas Koztoski  
Ronald Kuczynski  
Marianna Lafollette  
Christopher Leonard  
Tau Liu  
Howard Lutt  
Michael Maciejewski  
Kevin McCall  
Kevin McClam  
Barbara Stieritz McCloskey  
Douglas McKinley  
Samuel Jay McMichael  
Paul Miller  
Peter Mohen  
William Moore  
James Moran  
Peter Morris  
Rick Morse

**NYC Bureau**

John Allen  
Andrew Gideon Arnold  
Shimon Baum  
Gordon D. Benedict  
Shep Berkon  
Frank Bivona  
Robert Borland

John (Nick) Mueller  
Thomas Murphy  
Ernest Nocciolo  
John Otth  
Robert Parker  
Ines Perez-Thompson  
William Pettus  
James Riggs  
Greg Robertson  
David Scherer  
Barry Schlegel  
Reggie Selma  
Raeshawn Smith  
Tawana Smith-Brown  
Carolyn Stone  
Daniel Taylor  
Arthur Thomas  
Jerry Thompson  
Lisa Timchalk  
William Tipper  
John Tripp  
Ken Touhey  
Kim Uhl  
Anthony Umrani  
Joe Walker  
Mark Walz  
Kenneth White  
Alvester Williams  
John Williams  
Brian Yaklyvich  
Elizabeth Zoss

Karl Braunwarth  
Robert Brennan  
Chris Brown  
Gregory Bryne  
Jeffrey Burns  
Joe Capolarello  
Douglas Carroll



Mark Casey  
Carmine Cassella  
Timothy Cassese  
Sergio Centa  
James Clarke  
Christopher Collins  
Dwight Collins  
John R. Conroy  
Stephen Coombs  
Paul Cutting  
Louis Delli-Paoli  
Gary D'Orio  
Michael Dottin  
Stefan P. Dreyfuss  
Ori M. Dubow  
Bruce Dunkins  
Larry Edgeworth  
John Fanning  
Nicholas J. Fayó  
Bradley Fehl  
John Ferry  
Dennis Finnegan  
Stewart Forman  
John M. French  
Arielle Gamza  
Nicolae Ganea  
Desmond Garrison  
Christopher Geiger  
Michael Gittelman  
Michael J. Glazier  
Ricardo Gomez  
Glen R. Gorham  
Larry Greenberg  
William Greene  
Jason Greenspan  
Jeffrey D. Greenstein  
Eric Grima  
John J. Heneghan  
Mark A. Herman  
Thomas P. Hollyday

Larry Holmes  
Mark Hubbard  
Walter Imperato  
Anthony K. Ioannou  
Thomas Jurek  
William Kane  
Nicholas P. Karas  
Gerard Kaufold  
Sergei Khramtsov  
Paul T. Kim  
Keith H. Koslov  
Edward Langan  
P. Jeffrey Latonero  
Brenda Laux  
Jason Lazar  
Brahms Lee  
Laurent LeGal  
Stacy Leitner  
Allan Leibman  
Todd Lindenfeld  
Kevin M. Lishawa  
Felice Loccisano  
Steven Machalek  
Christopher Madden  
Douglas Maines  
Michael Manzo  
Alexander Marshall  
Gilbert Martinez  
David McCarrie  
Sean P. McGinn  
Dan Meara  
Jennifer T. Messina  
Thomas Miuccio  
John Montalbano  
Donald Mulvaney  
Jonathan C. O'Beirne  
Juan Ortiz  
Dina V. Pace  
Diane Parker  
Philip Pernice

Glenn W. Perreira  
Timothy A. Persinko  
James Pertz  
Saylor Phair  
Lauren Price  
Andrew Rabel  
John Reilly  
Jonathan D. Reiss  
Scott Riley  
Frank Romano  
Pietro A. Rotundo  
Joseph Santos  
Samuel Sawyer III  
Frederick Schang  
Edward Scholl  
David B. Schumacher  
Richard Shine  
Charlene Singleton

Jonathan Smith  
Michael Sollenberger  
William M. Sparks  
Michael Stein  
Robert Strano  
Roger Thomas  
Ronald L. Thompson  
Shane Touhey  
Mike Trier  
Ioannis Tsesmelis  
Lawrence Van Patten  
Donald Walden  
Christopher Ward  
David Weber  
Robert Wenk  
Jamie Wiener  
Glenn W. Zachar

WE WILL compensate bargaining unit employees for the adverse tax consequences, if any, of receiving a lump-sum backpay award, and WE WILL file a report with the Social Security Administration allocating the backpay award to the appropriate calendar quarters.

WE WILL restore any bargaining unit work that has been contracted out since our termination of the contracts with TVS.

WE WILL remit to the Union, with interest, any dues that we were required to withhold and transmit under the DC bureau's collective-bargaining agreement since December 6, 2003, and the NYC bureau's collective-bargaining agreement since January 17, 2004.

### CNN AMERICA, INC.

The Board's decision can be found at [www.nlr.gov/case/05-CA-031828](http://www.nlr.gov/case/05-CA-031828) or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.



**UNITED STATES COURT OF APPEALS  
FOR THE DISTRICT OF COLUMBIA CIRCUIT**

NATIONAL LABOR RELATIONS BOARD	)	
	)	
Petitioner/Cross-Respondent	)	
	)	
NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES	)	
AND TECHNICIANS, COMMUNICATIONS WORKERS OF	)	
AMERICA, AFL-CIO, LOCAL 31	)	Nos. 15-1112,
	)	15-1209
Intervenors	)	
	)	
v.	)	
	)	
CNN AMERICA, INC.	)	
	)	
Respondent/Cross-Petitioner	)	

**CERTIFICATE OF SERVICE**

I hereby certify that on August 18, 2017, I electronically filed the foregoing document with the Court for the United States Court of Appeals for the District of Columbia Circuit using the appellate CM/ECF system. I further certify that the foregoing document was served on all parties or their counsel of record through the appellate CM/ECF system.

s/Linda Dreeben  
Linda Dreeben  
Deputy Associate General Counsel  
National Labor Relations Board  
1015 Half Street, SE  
Washington, DC 20570

Dated at Washington, D.C.  
this 18th day of August, 2017