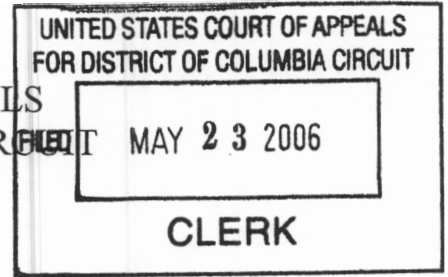


UNITED STATES COURT OF APPEALS
FOR THE DISTRICT OF COLUMBIA CIRCUIT



GUARD PUBLISHING CO., d/b/a :
THE REGISTER GUARD :

Nos. 05-1306

Petitioner/Cross-Respondent :

05-1361

V.

Board Case Nos.:
36-CA-8721

NATIONAL LABOR RELATIONS BOARD :

36-CA-8759

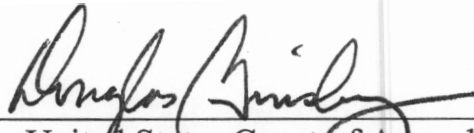
Respondent/Cross-Petitioner :

CONSENT JUDGMENT

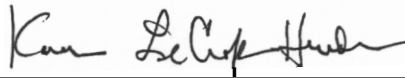
THIS CAUSE was submitted upon a petition for review by Guard Publishing Company, d/b/a The Register Guard, and a cross-application of the National Labor Relations Board for enforcement of its order issued on July 28, 2005, against Guard Publishing Company, d/b/a The Register Guard, Eugene, Oregon its officers, agents, successors, and assigns, and on November 8, 2005, having filed with this Court a certified list constituting the full transcript and records of the proceeding it had before the Board in this matter known upon its records as Case Nos. 36-CA-8721 and 36-CA-8759 and captioned The Guard Publishing Company; and the Petitioner and the Board having advised this Court of their desire to dispose of this matter by entry of a judgment enforcing the Board's Order;

IT IS HEREBY ORDERED AND ADJUDGED by the Court that the said

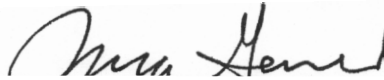
order of the National Labor Relations Board be, and the same is hereby enforced;
and that the Petitioner, Guard Publishing Company, d/b/a The Register Guard, its
officers, agents, successors, and assigns, abide by and perform the directions of the
Board set forth in its order. (See Attachments A and B)



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

GUARD PUBLISHING CO., d/b/a
THE REGISTER GUARD

V.

NATIONAL LABOR RELATIONS BOARD

ORDER

The National Labor Relations Board adopts the recommended Order of the administrative law judge as modified and set forth in full below and orders that the Respondent, The Guard Publishing Company, d/b/a The Register Guard, Eugene, Oregon, its officers, agents, successors, and assigns, shall:

1. Cease and desist from:

- (a) Providing increased benefits to employees to encourage them to refrain from supporting and/or assisting Teamsters Local Union No. 206, affiliated with the International Brotherhood of Teamsters, AFL-CIO, or any other labor organization.
- (b) Soliciting complaints and grievances and thereby implying that the Respondent will provide improved benefits to employees if they refrain from supporting and/or assisting the Union.
- (c) Soliciting employees to withdraw their signatures from the Union's petition, and, therefore, withdraw their support from the Union.
- (d) 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) Within 14 days after service by the Region, post at its facility in Eugene, Oregon, copies of the attached notice marked "Appendix." Copies of the notice, on forms provided by the Regional Director for Region 19, 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. 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 facility involved in these proceedings, the Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondent at any time since June 1, 2000.

(b) 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**

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 provide increased benefits to employees to encourage them to refrain from supporting and/or assisting Teamsters Local No. 206, affiliated with the International Brotherhood of Teamsters, AFL-CIO, or any other labor organization.

WE WILL NOT solicit complaints and grievances from our employees and thereby imply that we will provide improved benefits to employees if they refrain from supporting and/or assisting the Union.

WE WILL NOT solicit employees to withdraw their signatures from the Union's petition, and, therefore, withdraw their support from the Union.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights set forth above.