



Transportation Employees from all over the Country are VOTING UNITED WORKERS OF AMERICA LOCAL 322!
Join the Movement and Your Fellow Co-Workers who have already made Significant Gains in Wages and Benefits!

UWA 322 MEGA UNION

BALLOTS GO OUT ON JANUARY 6th 2015

VOTE 322

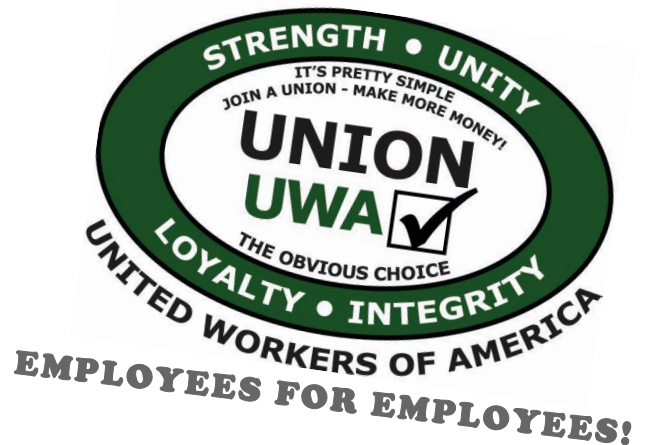
Lakefront Lines Employees for 322

Many Lakefront Lines
Employees are committing to
join UWA Local 322

Mega Bus Employees on the East coast already receive wages in their contract that will reach over 22.00 per hour. They are the highest paid Drivers in Mega Bus. It is because Employees took control of their destiny in Local 322 “ Employees for Employees”.

Lakefront Lines now has the opportunity to do the same by Voting for Local 322 UWA. Together we will

get you the wages you have earned and the respect that you must have on the job. It is time for a Change, and that Change will come through the Union UWA 322.



UNION YES

It is important that you sign the Outside envelope that the government send you so that your Vote counts. If you need help you can call 888-666-1974 or email vote@unitedworkers.us for help.

A GUARANTEED CONTRACT IS BETTER THAN A PROMISE!



Over the last few weeks the Management of Lakefront Lines has been trying to persuade employees not to Join a Union. They would rather confuse employees then pay employees a proper wage, give employees complaint affordable benefits for them and their families, and give employees the proper respect on the job they rightly need and deserve.. They have been promising many changes, but promises are worthless unless they are in writing and signed by the boss in a **UNION CONTRACT!**

As a **UNION**, with Local 322 UWA EMPLOYEES FOR EMPLOYEES expert negotiators you wont have to rely on promises. Local 322 will make Lakefront Lines put their money where their mouth is! We did it in Elizabeth, in Camden, in Landover, will do it shortly for Luggage Loaders in those location as well as the Pittsburgh Mega Bus Yard which we recently received Recognition at. That means guaranteeing all these benefits and much more in a **UNION NEGOTIATED CONTRACT!**

Since **LOCAL 322** has been on the scene, you have seen employees stepping up the the plate to have their voices heard. Management never cared about your problems until the **LOCAL 322** came around. With Local 322 they will always have to address your problems. Without the **LOCAL 322** they will go back to business as usual and your problems wont be addressed.

VOTE “LOCAL 322 UWA ” when ballots get mailed out on January 6, 2015, to guarantee more benefits, Money and Job Security.

EMPLOYEES FOR EMPLOYEES!
VOTE “322”
TIME FOR A CHANGE
Guarantee

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 22

MEGABUS NORTHEAST L.L.C.

Employer

and

UNITED WORKERS OF AMERICA LOCAL 322

Petitioner

Case 22-RC-131888

TYPE OF ELECTION: STIPULATED

CERTIFICATION OF REPRESENTATIVE

An election has been conducted under the Board's Rules and Regulations. The Tally of Ballots shows that a collective-bargaining representative has been selected. No timely objections have been filed.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots have been cast for

UNITED WORKERS OF AMERICA LOCAL 322

and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit.

Unit: All full-time and regular part-time bus operators employed by the Employer at its Elizabeth New Jersey; Camden, New Jersey (the "Philadelphia" facility); and Landover, Maryland locations, but excluding all school bus operators, dispatchers, ticket agents, maintenance workers, guards and supervisors as defined in the Act and all other employees.



September 8, 2014

/s/ David E. Leach III
DAVID E. LEACH III
Regional Director, Region 22
National Labor Relations Board

NOTICE OF BARGAINING OBLIGATION

In the recent representation election, a labor organization received a majority of the valid votes cast. Except in unusual circumstances, unless the results of the election are subsequently set aside in a post-election proceeding, the employer's legal obligation to refrain from unilaterally changing bargaining unit employees' terms and conditions of employment begins on the date of the election.

The employer is not precluded from changing bargaining unit employees' terms and conditions during the pendency of post-election proceedings, **as long as** the employer (a) gives sufficient notice to the labor organization concerning the proposed change(s); (b) negotiates in good faith with the labor organization, upon request; and (c) good faith bargaining between the employer and the labor organization leads to agreement or overall lawful impasse.

This is so even if the employer, or some other party, files objections to the election pursuant to Section 102.69 of the Rules and Regulations of the National Labor Relations Board (the Board). If the objections are later overruled and the labor organization is certified as the employees' collective-bargaining representative, the employer's obligation to refrain from making unilateral changes to bargaining unit employees' terms and conditions of employment begins on the date of the election, not on the date of the subsequent decision by the Board or court. Specifically, the Board has held that, absent exceptional circumstances,¹ an employer acts at its peril in making changes in wages, hours, or other terms and conditions of employment during the period while objections are pending and the final determination about certification of the labor organization has not yet been made.

It is important that all parties be aware of the potential liabilities if the employer unilaterally alters bargaining unit employees' terms and conditions of employment during the pendency of post-election proceedings. Thus, typically, if an employer makes post-election changes in employees' wages, hours, or other terms and conditions of employment without notice to or consultation with the labor organization that is ultimately certified as the employees' collective-bargaining representative, it violates Section 8(a)(1) and (5) of the National Labor Relations Act since such changes have the effect of undermining the labor organization's status as the statutory representative of the employees. This is so even if the changes were motivated by sound business considerations and not for the purpose of undermining the labor organization. As a remedy, the employer could be required to: 1) restore the status quo ante; 2) bargain, upon request, with the labor organization with respect to these changes; and 3) compensate employees, with interest, for monetary losses resulting from the unilateral implementation of these changes, until the employer bargains in good faith with the labor organization, upon request, or bargains to overall lawful impasse.

¹ Exceptions may include the presence of a longstanding past practice, discrete event, or exigent economic circumstance requiring an immediate response.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Date Filed

Case No. 22-RC-131888 07/01/2014

Date Issued August 28, 2014

City Newark State NJ

Type of Election:
(Check one:)

(If applicable check
either or both:)

- Stipulation
- Board Direction
- Consent Agreement
- RD Direction
Incumbent Union (Code)

- 8(b) (7)
- Mail Ballot

MEGABUS NORTHEAST L.L.C.
(EMPLOYER)

AND

UNITED WORKERS OF AMERICA LOCAL 322
(PETITIONER)

AND

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 102
(INTERVENOR)

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 214
2. Number of Void ballots 8
3. Number of Votes cast for UNITED WORKERS OF AMERICA 73
LOCAL 322
4. Number of Votes cast for INTERNATIONAL BROTHERHOOD OF TEAMSTERS, 49
LOCAL 102
5. ~~Number of Votes cast for~~ /
6. Number of Votes cast against participating labor organization(s) 0
7. Number of Valid votes counted (sum 3, 4, 5, and 6) 122
8. Number of challenged ballots 2
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) 124
10. Challenges are (not) sufficient in number to affect the results of the election.
11. A majority of the valid votes counted plus challenged ballots (Item 9) has (not) been cast for United Workers of America Local 322

REGION 22

For the Regional Director

[Signature]

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

- For Stanley Goodman *[Signature]*
(EMPLOYER)
- For MARK FEINBERG *[Signature]*
(PETITIONER)
- For [Signature] *[Signature]*
(INTERVENOR)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

Date Filed

MEGABUS NORTHEAST L.L.C.
(EMPLOYER)
AND
UNITED WORKERS OF AMERICA LOCAL 322
(PETITIONER)
AND
INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, LOCAL 102
(INTERVENOR)

Case No. 22-RC-134628 | 08/13/2014

Date Issued October 9, 2014

City Newark State NJ

Type of Election:
(Check one)

(If applicable check
either or both:)

- Stipulation
- Board Direction
- Consent Agreement
- RD Direction
Incumbent Union (Code)

- 8(b) (7)
- Mail Ballot

TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 64
2. Number of Void ballots 0
3. Number of Votes cast for UNITED WORKERS OF AMERICA LOCAL 322 22
4. Number of Votes cast for INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 102 0
5. Number of Votes cast for _____
6. Number of Votes cast against participating labor organization(s) 3
7. Number of Valid votes counted (sum 3, 4, 5, and 6) 25
8. Number of challenged ballots 1
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) 26
10. Challenges are (not) sufficient in number to affect the results of the election.
11. A majority of the valid votes counted plus challenged ballots (Item 9) has (not) been cast for United Workers of America Local 322

REGION 22

For the Regional Director

Krista Fisher

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For Stanley Aachen Stanley Aachen
(EMPLOYER)

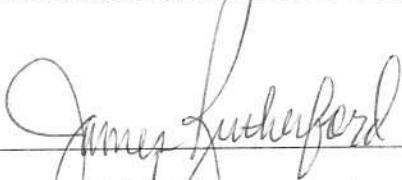
For Stephen G. Sombrotto
(PETITIONER)

For Katrina McGowan
(INTERVENOR)

RECOGNITION AGREEMENT

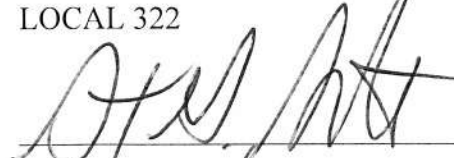
Based upon the Certification of the neutral arbitrator, certifying that a majority of the employees in a unit appropriate for collective bargaining employed by Megabus Northeast, LLC ("the Company") at its Pittsburgh, PA facility have designated United Workers of America, Local 322 ("the Union") as their collective bargaining representative, the Company hereby recognizes the Union as the collective bargaining representative for the employees of Megabus Northeast, LLC employed in the following bargaining unit: All full-time and regular part-time motor coach drivers and baggage handlers employed by Megabus Northeast LLC at its facility located in Sewickley, PA, excluding all other employees of Megabus Northeast LLC or any other entity operating out of the Sewickley, PA terminal (specifically including, but not limited to, Transportation Management Services, Inc. d/b/a Lenzner Coach Lines), including charter and shuttle bus drivers, dispatchers, mechanics, technicians, bus washers, bus loaders, office clerical employees, guards, professional employees and supervisors as defined in the National Labor Relations Act.

MEGABUS NORTHEAST, LLC



Dated: 12/22, 2014

UNITED WORKERS OF AMERICA,
LOCAL 322



Dated: 12-22, 2014

EXHIBIT B