

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
DIVISION OF JUDGES  
NEW YORK BRANCH OFFICE**

**SCM, USA, a/k/a BEVERAGE PLUS, INC.**

**and**

**Case No. 29-CA-28626**

**INDUSTRIAL WORKERS OF THE WORLD,  
INDUSTRIAL UNION 460/640**

**ERRATUM**

In this Decision which issued on March 21, 2008, I inadvertently omitted a sentence in the notice that referred to a finding made in the Decision that was set forth in the Order and Remedy therein. The attached is the correct Notice and should be substituted for the Notice attached to the Decision that issued on March 21, 2008.

**Dated, Washington, D.C., April 1, 2008**

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**Joel P. Biblowitz  
Administrative Law Judge**

**APPENDIX**

**NOTICE TO EMPLOYEES**

**Posted by 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** threaten employees with discharge if they continue to support Industrial Workers of the World, Industrial Union 460/640 ("the Union") or any other labor organization.

**WE WILL NOT** discharge or otherwise discriminate against any employee because that employee engaged in activities in support of the Union or other protected concerted activities.

**WE WILL NOT** in any like or related manner interfere with, restrain or coerce our employees in the exercise of their rights under Section 7 of the Act.

**WE WILL** make Bernardo Basquez whole for any loss of earnings and other benefits resulting from his discharge, less any interim earnings, plus interest, and **WE WILL** offer him immediate reinstatement to his former position of employment, or to a substantially equivalent position, if his former position of employment no longer exists.

**WE WILL**, within 14 days, remove from our files any reference to the unlawful discharge of Basquez, and **WE WILL**, within 3 days thereafter, notify him in writing that this has been done and that the discharge will not be used against him in any way.

**SCM, USA, d/b/a BEVERAGE PLUS, INC.**  
**(Employer)**

**Dated** \_\_\_\_\_ **By** \_\_\_\_\_  
**(Representative)** **(Title)**

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: [www.nlrb.gov](http://www.nlrb.gov).

Two MetroTech Center, 5th Floor  
Brooklyn, New York 11201-4201 Hours: 9 a.m. to 5:30 p.m. 718-330-7713.

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE**

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER, 718-330-2862.