



## MEMORANDUM

**TO:** Security Guards of NWS Earle (Hana Industries, Inc.)

**FROM:** Local 730 Leadership

**SUBJECT:** OFFICIAL NLRB CERTIFICATION & NEXT STEPS: Protecting Your Rights

Officers,

It is official. The National Labor Relations Board (NLRB) Region 22 has formally issued our **Certification of Representative** dated May 28, 2026. Public Safety Professionals United, Local 730, is now legally recognized as your exclusive collective-bargaining representative at Naval Weapons Station Earle.

With the election processed and no timely objections filed, we are moving swiftly into the next phase of our mission.

### **Your Absolute Right to the "Status Quo"**

Accompanying our certification is an official *Notice of Bargaining Obligation* from the federal government. This document serves as a strict warning to Hana Industries management: **the company is legally barred from making any unilateral changes to your wages, hours, or working conditions.**

Except under very rare circumstances, the employer acts "at its peril" if it attempts to alter your schedules, duties, or benefits without first notifying and bargaining in good faith with Local 730. If they violate this statutory protection, the NLRB can force them to restore the previous terms and compensate officers for any monetary losses with interest. Your workplace rights are now fully insulated under federal law.

### **Immediate Next Steps: Data and Dates**

To prepare an airtight, data-driven contract proposal that reflects the true magnitude of your specialized duties, we have initiated our first formal legal move:

1. **Information Request Submitted:** We have officially transmitted a comprehensive Request for Information to Hana Industries. This legally obligates the company to hand over current seniority lists, shift logs, payroll registries, total health and welfare spending, training qualification schedules, and operational data, etc.
2. **Awaiting Company Response:** Under labor law guidelines, we must allow management a reasonable window of time to gather and deliver this extensive data.
3. **Formulating Our Counter Proposals:** As soon as the raw metrics are received and verified by our committee, we will finalize our counter-proposals on wage scales, daily overtime triggers, and tactical equipment allowances.



4. **Bargaining Table:** We will be officially requesting dates from Hana Industries management to sit down and begin live negotiations by **June 15th**.

Our historic 26-0 victory has set the stage. We are moving forward with complete professionalism, legal backing, and focus. Stay sharp on post, keep monitoring your shifts, and report any sudden management deviations to your local leadership immediately.

In Solidarity,

**Local 730 Leadership**