



August 24, 2023

In December 2022, Shannon Side Welding (Employer), in San Francisco, Ca. hired the firms of H. Sanford Rudnick & Associates, a labor Consulting firm, when an Election Petition was filed by the Iron Workers in California (Union). Also, Diane Aqui, an attorney/partner from the Law Firm of Smith Dollar, was retained as well.

After several months of campaigning with the Employer's Hispanic workforce, the Union lost the mail ballot election to approximately 36 No votes to 6 Yes votes. The mail ballots were impounded by the NLRB. The Union filed unfair labor practice charges, challenges and objections to the election and tried to seek a bargaining order which were denied by the NLRB.

A second election was held and there were no meetings with the employees but the Employer used only handouts by the Employer. The union lost a second election to 30 No Votes to 6 Yes votes. I would recommend Sanford Rudnick JD, labor consultant and Diane Aqui, attorney at law, to any employer concerning an election.

Sincerely,

Patrick Sheedy, CEO

patrickmsheedy@gmail.com; 415-680610 (Cell)

H. SANFORD
RUDNICK
& ASSOCIATES

Labor Consultants to Management

H. SANFORD RUDNICK, J.D.

5-23-23

RECOMMENDATION FROM THE NEWTRON GROUP

In December 2, 2022 the IBEW 332 filed NLRB charge against the Newtron Group. Withing 60 days H. Sanford Rudnick & Associates, a Labor Consulting Firm, helped the Newtron Group to get the IBEW charges dismissed. I would recommend his firm to an Employer with an NLRB Election, NLRB unfair labor practice charges, negotiations or any human resource matter.

Sandy,

Thank you for all your help.

Tony Lozoya

General Manager | Newtron – California

815 Arnold Dr. / Ste #122 / Martinez, CA 94553

Newtron, LLC

D: 925-229-2030 | C: 925-595-7007

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NEWTRON

a NEWTRON GROUP company

Electrical & Instrumentation

Amt Metal Fabricators

3-15-2023

AMT Metal Fabricators
211 Parr Blvd.
Richmond, Ca. 94801

To whom it may concern:

AMT in Richmond, CA. hired the firm of H. Sanford Rudnick and Associates in March 2023, a labor consulting firm, to help our facility to close down since the Iron Workers Local 790 Shop Union put AMT out of business due to their burdensome contract. Within 60 days all of AMT's employees were laid off. Also, Sanford Rudnick obtained a 20% reduction in AMT's unfunded pension liability.

I would recommend any Employer to retain his firm if they have a union problem with respect to an Election, collective bargaining, any NLRB or other State or Federal Agency issue dealing with labor relations, or pension liability.

Sincerely,

Mike Turpen
Cell 510-812-1124
mike@amtmetals.com

Industrial Machine Shop

6-17-2023

Kyle Wilson
President
805 Vertin Ave, Salinas,
CA, 93915

To whom it may concern:

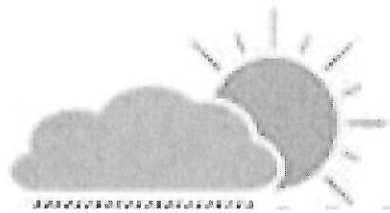
Industrial Machine Shop in Salinas, hired the firm of H. Sanford Rudnick and Associates in April 2023, a labor consulting firm, to help our facility to move in a nonunion direction. Within 60 days the Machinists Union 1101 in San Jose, Ca. disclaimed interest from our facility. His firm is trying to reduce our unfunded pension liability (UPL) and to resolve an audit by the Machinists Union. (The UPL was reduced by 20%).

I would recommend any Employer to retain his firm if they have a union problem with respect to an Election, collective bargaining, any NLRB or other State or Federal Agency issue dealing with labor relations, or any other human resource problem.

Sincerely,

Kyle Wilson, President
831-424-3471, imssalinas@yahoo.com

Welcome to All Seasons Roofing & Waterproofing Your Commercial Roofing Contractor in San Jose, CA



5-15-2023

To whom it may concern:

All Seasons Roofing and Waterproofing in Fremont, CA. hired the firm of H. Sanford Rudnick and Associates in May 2023, a labor consulting firm, to help our facility to respond to a NLRB charge filed by the Roofers Union Local 40 in San Francisco for trespassing. Also, my general contractor, Roem Inc. in Los Gatos, retained H. Sanford Rudnick & Associates as well. The NLRB could not make a decision about the charges Roofers were trespassing on Roem's property. The NLRB in San Francisco, sent the union's charge to advice in Washington. The case has taken about a year. Hopefully, the Roofers charges will be dismissed. The remedy is just posting a notice for 60 days with no monetary fines. We are still nonunion since the union cannot organize my company due to the efforts of Sanford Rudnick. My employees will not sign union cards.

I would recommend any Employer to retain his firm if they have a union problem with respect to an Election, collective bargaining, any NLRB or other State or Federal Agency issue dealing with labor relations, or pension liability.

Sincerely,

Vlad Gorshteyn, CEO

Vlad@allseasonsroof.com
Office 408-971-4455
mike@amtmetals.com