UNITED STATES COURT OF APPEALS
FOR THE FIFTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
	:	
Petitioner	:	
	:	
v.	:	
	:	Board Case Nos.:
SHELL PIPELINE CO., LP	:	16-CA-342028 et al.
	:	
and	:	
	:	
SHELL CHEMICAL, LP	:	
	:	
and	:	
	:	
PENNZOIL-QUAKER STATE COMPANY D/B/A SOPUS PRODUCTS	:	
	:	
Respondents	:	

JUDGMENT ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD

Before:

This cause was submitted upon the application of the National Labor Relations Board for summary entry of a judgment against Respondents, Shell Pipeline Co., LP, Shell Chemical, LP, and Pennzoil-Quaker State Company d/b/a Sopus Products, their officers, agents, successors, and assigns, enforcing its order dated September 28, 2026, in Case Nos. 16-CA-342028, 16-CA-342034, 16-CA-342039, 16-CA-354212, 16-CA-354215, 16-CA-354239, 16-CA-354242, 16-CA-364511, 16-CA-364517, 16-CA-364527, and 16-CA-364531, and the Court having considered the same, it is hereby

ORDERED AND ADJUDGED by the Court that the Respondents, Shell Pipeline Co., LP, Shell Chemical, LP, and Pennzoil-Quaker State Company d/b/a

Sopus Products, their officers, agents, successors, and assigns, shall abide by said order (See Attachments).

Mandate shall issue forthwith.

ENTERED:

NATIONAL LABOR RELATIONS BOARD

v.

SHELL PIPELINE CO., LP, SHELL CHEMICAL, LP & PENNZOIL-QUAKER STATE COMPANY D/B/A SOPUS PRODUCTS

ORDER

A. Respondent Shell Pipeline, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Refusing to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL–CIO, CLC by refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of the Pipeline Unit employees.

(b) 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) Furnish the Union with the information it requested on March 4, September 6, and October 4, 2024, and March 3 and April 14, 2025.

(b) Within 14 days after service by the Region, post at its Houston, Texas facility copies of the attached notice marked "Appendix A" in English and any other language deemed appropriate by the Regional Director. Copies of the notice, on forms provided by the Regional Director for Region 16, 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. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be

taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If 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 March 4, 2024.

(c) Within 21 days after service by the Region, file with the Regional Director for Region 16 a sworn certification of a responsible official on a form provided by the Region attesting to the steps the Respondent has taken to comply.

B. Respondent Shell Chemical, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Refusing to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL–CIO, CLC by refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of the Chemical Plant Unit and Chemical Lab Unit employees.

(b) 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) Furnish the Union with the information it requested on March 4, September 6, and October 4, 2024, and March 3 and April 14, 2025.

(b) Within 14 days after service by the Region, post at its Houston, Texas facility copies of the attached notice marked "Appendix B" and "Appendix C" in English and any other language deemed appropriate by the Regional Director. Copies of the notice, on forms provided by the Regional Director for Region 16, 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. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If 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 March 4, 2024.

(c) Within 21 days after service by the Region, file with the Regional Director for Region 16 a sworn certification of a responsible official on a form provided by the Region attesting to the steps the Respondent has taken to comply.

C. Respondent SOPUS, its officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Refusing to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL–CIO, CLC by refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of Respondent's SOPUS Unit employees.

(b) 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) Furnish the Union with the information it requested on September 6 and October 4, 2024, and March 3 and April 14, 2025.

(b) Within 14 days after service by the Region, post at its Houston, Texas facility copies of the attached notice marked "Appendix D" in English and any other language deemed appropriate by the Regional Director. Copies of the notice, on forms provided by the Regional Director for Region 16, 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. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondent customarily communicates with its employees by such means. Reasonable steps shall be taken by the Respondent to ensure that the notices are not altered, defaced, or covered by any other material. If 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 March 4, 2024.

(c) Within 21 days after service by the Region, file with the Regional Director for Region 16 a sworn certification of a responsible official on a form provided by the Region attesting to the steps the Respondent has taken to comply.

APPENDIX A

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN 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 a representative 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 refuse to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL–CIO, CLC by failing and refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our employees in the following unit:

> All hourly paid employees as defined by the National Labor Relations Act at all Shell Pipeline, Gulf of Mexico facilities, with the exception of all facilities located north of the Mississippi/Tennessee border.

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

WE WILL furnish the Union with the individualized minority information it requested on March 4, September 6, and October 4, 2024, and March 3 and April 14, 2025.

SHELL PIPELINE CO., LP

Dated _____ By _____

(Employer)

(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 or you may call the Board's toll–free number 1–844–762–NLRB (1–844–762–6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

National Labor Relations Board, Region 16
819 Taylor St., Rm 8A24
Fort Worth, TX 76102–6107
Telephone: (817) 978–2921
Hours of Operation: 8:15 a.m. to 4:45 p.m.

The Administrative Law Judge's decision can be found at www.nlrb.gov/case/16-CA-342028 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, D.C. 20570, or by calling (202) 273-1940.

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 (682) 703-7489.

APPENDIX B

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government

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FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative 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 refuse to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC by failing and refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our employees in the following unit:

> All hourly paid employees of Shell Chemical LP at its Houston (Deer Park), Texas Chemical Plant except Plant Protection employees and Chemical Lab Unit employees.

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

WE WILL furnish the Union manner with the individualized minority information it requested on March 4, September 6, and October 4, 2024, and March 3 and April 14, 2025.

SHELL CHEMICAL, LP

Dated _____ By _____

(Employer)

(Representative) (Title)

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APPENDIX C

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government

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FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative 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 refuse to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC by failing and refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our employees in the following unit:

> All senior lab technicians and laboratory technicians, excluding all other employees, including operators, maintenance employees, applications specialists, office clerical employees, professional employees, confidential employees, guards and supervisors.

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

WE WILL furnish the Union manner with the individualized minority information it requested on March 4, September 6, and October 4, 2024, and March 3 and April 14, 2025.

SHELL CHEMICAL, LP

Dated _____ By _____

(Employer)

(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 or you may call the Board's toll–free number 1–844–762–NLRB (1–844–762–6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

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APPENDIX D

NOTICE TO EMPLOYEES

POSTED PURSUANT TO A JUDGMENT OF THE UNITED STATES COURT OF APPEALS ENFORCING AN ORDER OF THE NATIONAL LABOR RELATIONS BOARD
An Agency of the United States Government

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FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative 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 refuse to bargain collectively with United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC by failing and refusing to furnish requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our employees in the following unit:

> All production, maintenance and laboratory employees at the Pennzoil-Quaker State Company plant located in Galena Park, Texas, but excluding office clerical employees, guards, watchmen, professional employees, and supervisors.

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

WE WILL furnish the Union manner with the individualized minority information it requested on September 6 and October 4, 2024, and March 3 and April 14, 2025.

PENNZOIL-QUAKER STATE COMPANY
D/B/A SOPUS PRODUCTS

Dated _____ By _____
(Employer)

(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 or you may call the Board's toll–free number 1–844–762–NLRB (1–844–762–6572). Callers who are deaf or hard of hearing who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

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UNITED STATES COURT OF APPEALS
FOR THE FIFTH CIRCUIT

NATIONAL LABOR RELATIONS BOARD	:	
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Petitioner	:	
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	:	Board Case Nos.:
SHELL PIPELINE CO., LP	:	16-CA-342028 et al.
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and	:	
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SHELL CHEMICAL, LP	:	
	:	
and	:	
	:	
PENNZOIL-QUAKER STATE COMPANY D/B/A SOPUS PRODUCTS	:	
	:	
Respondents	:	

CERTIFICATE OF SERVICE

The undersigned certifies that one copy each of the Board's application for summary entry of judgment and proposed judgment, in the above-captioned case, has this day been served by first class mail upon the following parties at the addresses listed below:

April L Walter
1400 Woodloch Forest Drive
Suite 400
The Woodlands, TX 77380

Michael Fehl, Employee Relations &
Industrial Relations Director
Shell Pipeline Co., LP
5900 Highway 225
Deer Park, TX 77536

Ben Lilienfeld, Sub District Director
United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial and
Service Workers Union
1300 Rollingbrook Drive, Suite 504
Baytown, TX 77521

/s/Meredith Jason
Meredith Jason
Deputy Associate General Counsel
National Labor Relations Board
1015 Half St., S.E.
Washington, D.C. 20570

Dated in Washington, D.C.
this 9th day of November, 2026