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**SAAS Hotels NJ LLC d/b/a La Quinta Inn & Suites  
Fairfield and Rollo Hospitality LLC d/b/a  
Ramada By Wyndham, alter egos and Hotel And  
Gaming Trades Council, AFL-CIO. Cases 22–  
CA–315658 and 22–CA–323960**

April 22, 2026

**DECISION AND ORDER**

BY CHAIRMAN MURPHY AND MEMBERS PROUTY  
AND MAYER

The General Counsel<sup>1</sup> seeks a default judgment in this case on the ground that SAAS Hotels NJ LLC d/b/a La Quinta Inn & Suites Fairfield (SAAS) and Rollo Hospitality LLC d/b/a Ramada by Wyndham (Rollo), alleged to be alter egos, failed to file an answer to the consolidated complaint. Upon charges filed by Hotel and Gaming Trades Council, AFL-CIO (Union) on April 6, 2023, and August 16, 2023, and most recently amended on January 21, 2025, respectively, the General Counsel issued a consolidated complaint and notice of hearing on March 11, 2025, against the Respondents, alleging that they violated Section 8(a)(1), (3), and (5) of the Act. The Respondents failed to file an answer.

On August 5, 2025, the General Counsel filed with the National Labor Relations Board a Motion for Default Judgment. On August 6, 2025, Chief Administrative Law Judge Robert A. Giannasi, acting pursuant to 29 C.F.R. §102.179, issued an order transferring the proceeding to the Board and a Notice to Show Cause why the motion should not be granted. Neither Respondent filed a response.

**Ruling on Motion for Default Judgment**

Section 102.20 of the Board’s Rules and Regulations provides that the allegations in a complaint shall be deemed admitted if an answer is not filed within 14 days

<sup>1</sup> Although this case spans the transition from then-Acting General Counsel William B. Cowen to now General Counsel Crystal S. Carey, for simplicity, we use the term General Counsel throughout.

<sup>2</sup> In addition, the consolidated complaint affirmatively states that unless an answer is received on or before March 25, 2025, the Board may find, pursuant to a motion for default judgment, that the allegations in the complaint are true. Further, the undisputed allegations in the General Counsel’s motion disclose that the Region, by letter dated March 27, 2025, advised the Respondent that it had not received an answer and that, unless an appropriate answer was received by April 3, 2025, a motion for default judgment would be filed. Nevertheless, neither Respondent filed an answer.

<sup>3</sup> The Board has long held that where two companies are alter egos, service on one is sufficient to constitute service on the other. See,

from service of the complaint, unless good cause is shown.<sup>2</sup> The complaint named both SAAS and Rollo as Respondents and alleged that Rollo is an alter ego of SAAS. The complaint also alleges that Jessica Sider is a co-owner of Rollo, along with Anurag Gupta, and that Anurag Gupta and Anita Gupta are owners of SAAS. Neither SAAS nor Rollo filed an answer.

Under the Board’s Rules and Regulations, complaints must be served “on all parties.” Section 102.4(a); see also 102.4(c) (pertaining to service of other documents). However, according to the General Counsel’s motion for default judgment and attached exhibits, the complaint and notice of hearing, as well as the motion for default judgment, were served by electronic mail to what appears to be the personal email address of Jessica Sider. Sider, a co-owner of Rollo, is not alleged to be an owner or agent of SAAS. Further, there is no indication that the General Counsel attempted to serve Anurag Gupta, Anita Gupta, or any other agent of SAAS. Because the General Counsel has failed to prove effective service to Respondent SAAS under the Board’s Rules and Regulations, we deny the General Counsel’s motion for default judgment against Respondent SAAS without prejudice to the General Counsel renewing the motion when proper service can be demonstrated.<sup>3</sup>

By contrast, in the absence of good cause being shown for the failure of Respondent Rollo to file an answer, we deem the allegations of the complaint to be admitted as true. Accordingly, for purposes of determining the violations and appropriate remedies to be ordered against Respondent Rollo, we consider Rollo to be an alter ego of SAAS. However, even assuming that the allegations of the complaint true, we find that the record cannot support finding that Respondent Rollo’s failure to provide documents detailing any interest any principal, shareholder, or other individual or entity has in a hotel distinct from either Respondent is unlawful because such information is not presumptively relevant to the Union’s performance of its duties as collective-bargaining representative.<sup>4</sup>

e.g., *Somerville Construction Co.*, 338 NLRB 1178, 1178 fn. 2 (2003) (rejecting respondent’s argument that it was not served where the respondent had conceded it was an alter ego of a party that was served). However, we find that principle inapplicable here, where SAAS has not previously admitted or been found to be an alter ego, there has been no attempt to serve SAAS with the complaint or motion for default judgment alleging alter ego status, and the alter ego finding against Rollo is based solely on default judgment. Compare, *GTS*, 367 NLRB No. 82 fn.1 (2019) (entering default against alleged alter ego where service was attempted on both alter egos but unclaimed by one), and *In re Wheels Transportation Service*, 340 NLRB 1085 fn.4 (2003) (entering default against alleged alter ego where service was perfected on an agent).

<sup>4</sup> See *Disneyland Park*, 350 NLRB 1256, 1258 (2007) (finding that when requested information is not presumptively relevant, the General

Accordingly, we grant the General Counsel's Motion for Default Judgment in all other respects as pertains to Respondent Rollo but do not order Respondent Rollo to furnish information responsive to that specific request.<sup>5</sup>

On the entire record, the Board makes the following

#### FINDINGS OF FACT<sup>6</sup>

##### I. JURISDICTION

At all material times, the Respondent SAAS, a Limited Liability Company with an office and place of business at 38 Two Bridges Road, Fairfield, New Jersey, has been operating a hotel and providing food and lodgings.

At all material times, the Respondent Rollo, a Limited Liability Company with an office and place of business at 38 Two Bridges Road, Fairfield, New Jersey, has been operating a hotel and providing food and lodgings.

At all material times, the Respondent SAAS and the Respondent Rollo have had substantially identical management, business purposes, operations, equipment, customers, and supervision, and ownership.

About March 3, 2023, the Respondent Rollo was established by the Respondent SAAS, as a disguised continuance of the Respondent SAAS.

The Respondent SAAS established the Respondent Rollo, as described above, for the purpose of evading its responsibilities under the Act.

Based on the operations and conduct described above, the Respondent SAAS and the Respondent Rollo are, and have been at all material times, alter egos within the meaning of the Act.

Annually, in the course and conduct of its business operations described above, the Respondent SAAS and the Respondent Rollo, collectively, derived gross revenues in excess of \$500,000.

During the period of time described above, the Respondent SAAS and the Respondent Rollo, collectively, purchased and received at its 38 Two Bridges Road, Fairfield, New Jersey location products, goods, and materials valued in excess of \$5000 from outside the State of New Jersey.

We find that the Respondent is an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

We find that the Union is a labor organization within the meaning of Section 2(5) of the Act.

Counsel must present evidence that either the union demonstrated relevance or that the relevance should have been apparent to the employer under the circumstances).

<sup>5</sup> This denial is without prejudice to the General Counsel's right to demonstrate the relevance of this information in a subsequent proceeding.

##### II. ALLEGED UNFAIR LABOR PRACTICES

At all material times, the following individuals have held the positions set forth opposite their respective names and have been supervisors of the Respondents within the meaning of Section 2(11) of the Act and/or agents of the Respondents within the meaning of Section 2(13) of the Act:

Anurag Gupta - Owner of the Respondent SAAS  
Owner of the Respondent Rollo

Anita Gupta - Owner/Manager of the Respondent SAAS

Jessica Slider - Owner of Respondent Rollo  
Gaurav Aggarwal - General Manager of the Respondent Rollo

Shebani Thakore - Manager of the Respondent SAAS  
Manager of the Respondent Rollo

Austin Ardrey - Assistant Manager of the Respondent SAAS

Manager of the Respondent Rollo

1. (a) The following employees of the Respondent (the Unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All housekeeping, front office, front service, food and beverage employees, and engineering employees, as described in Schedule A of the Greater Regional Industry-Wide Agreement (GRIWA) that was effective between April 1, 2018, and March 31, 2023.

(b) Since June 20, 2022, and at all material times, the Respondent has recognized the Union as the exclusive collective-bargaining representative of the Unit. This recognition has been embodied in an Assumption Agreement dated June 20, 2022, which incorporates by reference the GRIWA (collective-bargaining agreement) that was effective from April 1, 2018, to March 31, 2023.

(c) At all material times since June 20, 2022, based on Section 9(a) of the Act, the Union has been the exclusive collective-bargaining representative of the Unit.

2. About January 30, 2023, the Union by electronic and regular mail, requested that the Respondent SAAS meet and bargain for a successor collective-bargaining agreement and provide dates to commence negotiations.

<sup>6</sup> These Findings of Fact apply to Respondent Rollo and shall not be considered established facts in any future proceedings against Respondent SAAS.

3. About April 1, 2023, the Respondent Rollo unlawfully implemented new terms, including the requirement that the employees not unionize, and failed and refused to recognize the Union as the exclusive collective-bargaining representative of the Unit and made changes to its employees' terms and conditions including, but not limited to the following changes:

(a) Since about April 2023, following the expiration of the collective-bargaining agreement on March 31, 2023, the Respondent has failed to remit to the Union dues deducted pursuant to valid, unexpired, and unrevoked employee checkoff authorizations, contrary to collective-bargaining agreement Article 32, Section B "Union Dues."

(b) Since about April 2023, the Respondent has denied the Union access to the Respondent's 38 Two Bridges Road, Fairfield, New Jersey location contrary to collective-bargaining agreement Article 27 "Union Visitation."

(c) About April 2023, the Respondent changed its paid sick leave policy from that specified in collective-bargaining agreement Article 17, Section A "Sick/Personal Days."

(d) About April 2023, the Respondent implemented a new probationary period for employees from that specified in collective-bargaining agreement Article 13, Section A "Probationary and Substitute Employees."

(e) About April 2023, the Respondent imposed additional work on its employees by increasing room quotas from those required by the collective-bargaining agreement Article 37, Section A "Housekeeping—Quota/Travel/Checkout."

(f) Between April and August 2023, the Respondent subcontracted bargaining-unit work contrary to collective-bargaining agreement Article 26, Section A "Bargaining Unit Work and No Subcontracting."

(g) The subjects set forth above in subparagraphs (a) through (f) relate to wages, hours, and other terms and conditions of employment of the Unit and are mandatory subjects for the purpose of collective bargaining.

(h) The Respondent engaged in the conduct described above in subparagraphs (a) through (f) without prior notice to the Union and without first bargaining with the Union to an overall good-faith impasse for a collective-bargaining agreement.

4. About April 2023, the Respondent, by Shebani Thakore and Austin Ardrey, at the Respondent's 38 Two Bridges Road, Fairfield, New Jersey location:

(a) Prohibited its employees from discussing wages and other terms and conditions of employment;

(b) Informed its employees that they were no longer represented by the Union, thereby implying that the employees' continued support for the Union was futile;

(c) Threatened its employees with job loss and closing the business if they continued to support the Union.

5. (a) About the dates set forth opposite their names, the Respondent discharged the employees named below:

<i>Names</i>	<i>Dates</i>
Larissa Tosi	March 7, 2023
Kim Cochran	April 1, 2023
Milagros Payano	June 9, 2023
Jose Bernal	July 20, 2023
Marleny Guerra	July 25, 2023

(b) The Respondent engaged in the conduct above in subparagraph (a) because the employees of the Respondent joined the Union and engaged in concerted activities, and to discourage employees from engaging in these activities.

6.(a) About August 10, 2023, the Union requested in writing that the Respondent furnish the Union with the following information:

(i) The names and contact information for all principals, shareholders, or other individual or entity with any interest in or ownership of the LaQuinta Inn & Suites Fairfield or the Hotel; Rollo Hospitality LLC; and SAAS Hotels NJ LLC, as well as a description of the interest each has;

(ii) Any and all documents transferring ownership interest in the Hotel;

(iii) Any correspondence or agreements between the Hotel and purchaser;

(iv) Any and all documents or leases, including amendments thereto, relating to the operations or management of the Hotel; the land upon which the Hotel is located and/or the Hotel in which the Employer is located;

(v) Any interest that any of the abovementioned individuals or entities has in any other hotel and a description of such interest;

(vi) Any and all documents regarding the obligation of the purchase vis-à-vis the Union or Hotel employees; and

(vii) The date on which the transfer occurred.

(b) The information requested by the Union, as described above in subparagraph (a)(i)-(iv) and (a)(vi-vii), is necessary and relevant to the Union's performance of its duties as the exclusive collective-bargaining representative of the Unit.

(c) Since about August 10, 2023, the Respondent has failed and refused to furnish the Union with the information requested by it as described above in subparagraph (a).

## CONCLUSION OF LAW

By the conduct described above in paragraph 4, Respondent Rollo has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act. By the conduct described above in paragraph 5, Respondent Rollo has been discriminating in regard to the hire or tenure or terms and conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Section 8(a)(3) and (1) of the Act. By the conduct described above in paragraphs 3, 5, and 6, Respondent Rollo has been failing and refusing to bargain collectively with the exclusive collective-bargaining representative of its employees in violation of Section 8(a)(5) and (1) of the Act. The unfair labor practices of Respondent Rollo described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

## REMEDY

Having found that Respondent Rollo has engaged in certain unfair labor practices, we shall order it to cease and desist and to take certain affirmative action designed to effectuate the policies of the Act. Specifically, we shall order Respondent Rollo to cease and desist from prohibiting employees from discussing wages and other terms and conditions of employment; informing employees that they are no longer represented by the Union, thereby implying that employees' continued support for the Union is futile; and threatening its employees with job loss and closing the business if they continued to support the Union.

Further, we shall order Respondent Rollo to rescind the discharges of Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra and to offer Tosi, Cochran, Payano, Bernal, and Guerra full reinstatement to their former jobs, or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed. Respondent Rollo shall also be required to remove from its files any reference to the unlawful discharge of Tosi, Cochran, Payano, Bernal, and Guerra and to notify each of them in writing that this has been done and that the discharge will not be used against any of them in any way.

We shall also order that Respondent Rollo make Tosi, Cochran, Payano, Bernal, and Guerra whole, with interest, for any loss of earnings and other benefits suffered as a

result of the unlawful discharges. Backpay shall be computed in accordance with *F. W. Woolworth Co.*, 90 NLRB 289 (1950), with interest at the rate prescribed in *New Horizons*, 283 NLRB 1173 (1987), compounded daily as prescribed in *Kentucky River Medical Center*, 356 NLRB 6 (2010). In addition, in accordance with the Board's decision in *Thryv, Inc.*, 372 NLRB No. 22 (2022), Respondent Rollo shall also compensate Tosi, Cochran, Payano, Bernal, and Guerra for any other direct or foreseeable pecuniary harms incurred as a result of their unlawful discharges, including reasonable search-for-work and interim employment expenses, if any, regardless of whether these expenses exceed interim earnings.<sup>7</sup> Compensation for these harms shall be calculated separately from taxable net backpay, with interest at the rate prescribed in *New Horizons*, supra, compounded daily as prescribed in *Kentucky River Medical Center*, supra.

We shall further order Respondent Rollo to recognize and bargain in good faith with the Union and, if an understanding is reached, to embody the understanding in a signed agreement. We shall also order Respondent Rollo to rescind all unilateral changes made to terms and conditions of employment set forth in the parties' collective-bargaining agreement that expired on March 31, 2023, including Article 32, Section B "Union Dues," Article 27 "Union Visitation," Article 17, Section A "Sick/Personal Days," Article 13, Section A "Probationary and Substitute Employees," Article 37, Section A "Housekeeping—Quota/Travel/Checkout," and Article 26, Section A "Bargaining Unit Work and No Subcontracting," and to restore the terms and condition of employment dictated by the parties' collective-bargaining agreement, and make affected employees whole, with interest, for any loss of earnings and other benefits, and for any other direct or foreseeable pecuniary harms, suffered as a result of the unlawful changes as prescribed in *Ogle Protection Service*, 183 NLRB 682 (1970), enfd. 444 F.2d 502 (6th Cir. 1971), plus interest at the rate prescribed in *New Horizons*, 283 NLRB 1173 (1987), compounded daily as prescribed in *Kentucky River Medical Center*, 356 NLRB 6 (2010). Likewise, we shall order Respondent Rollo to make the Union whole for any dues it would have received but for the Respondents' failure to comply with its obligation to remit dues deducted pursuant to valid, unexpired, and unrevoked employee checkoff authorizations under collective-bargaining agreement Article 32, Section B "Union Dues." See, e.g., *Valley Health System, LLC d/b/a Desert*

<sup>7</sup> As stated in *Performance Plumbing, LLC*, 374 NLRB No. 48, slip op. at 2 fn. 2 (2026), and *Lodi Volunteer Ambulance Rescue Squad, Inc.*, 374 NLRB No. 26, slip op. at 3 fn. 3 (2026), Chairman Murphy and Member Mayer find no need at this time to express an opinion whether the novel remedies announced by the Board majority in *Thryv* are

permissible under the Act. They would be open to reconsideration of that precedent in a future proceeding, but in the absence of a three-member majority to overrule it at this time, they agree to apply *Thryv*.

*Springs Hospital Medical Center*, 372 NLRB No. 33, slip op. at 6 (2022), enfd. 93 F.4th 1115 (9th Cir. 2024). We further order Respondent Rollo to make the Union and the employees whole for any expenses ensuing from the Respondents' failure to make the remittances as set forth in *Kraft Plumbing & Heating*, 252 NLRB 891, 891 fn. 2 (1980), enfd. mem. 661 F.2d 940 (9th Cir. 1981), the amounts to be computed in the manner set forth in *Ogle Protection Service*, above, with interest as prescribed in *New Horizons*, above, and *Kentucky River Medical Center*, above.<sup>8</sup>

Further, we shall order Respondent Rollo to compensate employees affected by the unlawful discharges and/or unlawful changes to terms and conditions of employment for the adverse tax consequences, if any, of receiving a lump-sum award and to file a report with the Regional Director for Region 22 allocating the award(s) to the appropriate calendar year(s). *AdvoServ of New Jersey, Inc.*, 363 NLRB 1324 (2016). In addition to the backpay allocation report, we shall order Respondent Rollo to file with the Regional Director for Region 22 a copy of each affected employee's corresponding W-2 form(s) reflecting the backpay award. *Cascades Containerboard Packaging—Niagara*, 370 NLRB No. 76 (2021), as modified in 371 NLRB No. 25 (2021). The interest on backpay runs to the date of payment and should be computed at the rate prescribed in *New Horizons*, supra, compounded daily as prescribed in *Kentucky River Medical Center*, supra.

Further, having found that Respondent Rollo violated Section 8(a)(5) and (1) of the Act by refusing to furnish the Union with requested information that is necessary for and relevant to its role as the exclusive collective-bargaining representative of the Unit, we shall order Respondent Rollo to timely furnish the requested information, except that set forth in subsection 6(a)(v) above.

#### ORDER

The National Labor Relations Board orders that the Respondent Rollo Hospitality LLC d/b/a Ramada by Wyndham Fairfield, New Jersey, its officers, agents, successors, and assigns shall

1. Cease and desist from
  - (a) Prohibiting its employees from discussing wages and other terms and conditions of employment.
  - (b) Informing its employees that they are no longer represented by Hotel and Gaming Trades Council, AFL-CIO

<sup>8</sup> To prevent double recovery by the Union, payment by Respondent Rollo to the Union shall be offset by any dues the Union collected during the relevant period on behalf of employees covered by the dues-payment order. See *A. W. Farrell & Son, Inc.*, 361 NLRB 1487, 1487 fn. 3 (2014).

In addition, in ordering this remedy, we make clear that Respondent Rollo is prohibited from seeking to recoup from the employees any dues amounts the Respondent is required to reimburse to the Union. See

(the Union), thereby implying that the employees' continued support for the Union is futile.

(c) Threatening its employees with job loss and closing the business if they continue to support the Union.

(d) Discharging employees because they joined the Union and engaged in concerted activities and to discourage employees from engaging in these activities.

(e) Failing and refusing to bargain collectively and in good faith with the Union as the exclusive collective-bargaining representative of the employees in the bargaining unit.

(f) Unlawfully implementing new terms, including the requirement that the employees not unionize, and unilaterally changing terms and conditions of employment in a manner inconsistent with the parties' collective-bargaining agreement that expired on March 31, 2023, including Article 32, Section B "Union Dues," Article 27 "Union Visitation," Article 17, Section A "Sick/Personal Days," Article 13, Section A "Probationary and Substitute Employees," Article 37, Section A "Housekeeping—Quota/Travel/Checkout," and Article 26, Section A "Bargaining Unit Work and No Subcontracting."

(g) Failing and refusing to furnish the Union with requested information that is necessary for and relevant to its role as the exclusive collective-bargaining representative of the Unit.

(h) 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) Within 14 days from the date of this Order, offer Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra full reinstatement to their former jobs or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

(b) Make Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra whole for any loss of earnings and other benefits, and for any other direct or foreseeable pecuniary harms, suffered as a result of their unlawful discharges, in the manner set forth in the remedy section of this decision.

(c) Compensate Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra for the adverse

*Alamo Rent-A-Car*, 362 NLRB 1091, 1091 fn. 1 (2015) ("[T]he 'financial liability for making the Union whole for dues it would have received but for [r]espondent's unlawful conduct rests entirely on the [r]espondent and not the employees.") (quoting *West Coast Cintas Corp.*, 291 NLRB 152, 156 fn. 6 (1988)), enfd. sub nom. *Enterprise Leasing Company of Florida v. NLRB*, 831 F.3d 534 (D.C. Cir. 2016).

tax consequences, if any, of receiving a lump-sum backpay award, and file with the Regional Director for Region 22, within 21 days of the date the amount of backpay is fixed, either by agreement or Board order, a report allocating the backpay awards to the appropriate calendar year(s).

(d) File with the Regional Director for Region 22, within 21 days of the date the amount of backpay is fixed by agreement or Board order or such additional time as the Regional Director may allow for good cause shown, a copy of Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra's corresponding W-2 forms reflecting the backpay awards.

(e) Within 14 days from the date of this Order, remove from its files any reference to the unlawful discharge of Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra, and within 3 days thereafter, notify them in writing that this has been done and that the discharges will not be used against them in any way.

(f) Bargain with the Union as the exclusive collective-bargaining representative of the employees in the following appropriate unit concerning terms and conditions of employment and, if an understanding is reached, embody the understanding in a signed agreement:

All housekeeping, front office, front service, food and beverage employees, and engineering employees, as described in Schedule A of the Greater Regional Industry-Wide Agreement (GRIWA) that was effective between April 1, 2018, and March 31, 2023.

(g) Rescind the unlawful changes to employees' terms and conditions of employment, including the requirement that the employees not unionize and all unilateral changes made contrary to the parties' collective-bargaining agreement that expired on March 31, 2023, including Article 32, Section B "Union Dues," Article 27 "Union Visitation," Article 17, Section A "Sick/Personal Days," Article 13, Section A "Probationary and Substitute Employees," Article 37, Section A "Housekeeping—Quota/Travel/Checkout," and Article 26, Section A "Bargaining Unit Work and No Subcontracting."

(h) Make employees affected by the unlawful changes whole for any loss of earnings and other benefits, and for any other direct or foreseeable pecuniary harms, suffered as a result of the unlawful changes, in the manner set forth in the remedy section of this decision.

(i) Compensate the employees affected by the unlawful changes for the adverse tax consequences, if any, of receiving a lump-sum award, and file with the Regional

Director for Region 22, within 21 days of the date the award amount is fixed, either by agreement or Board order, a report allocating the backpay award to the appropriate calendar year(s).

(j) Preserve and, within 14 days of a request, or such additional time as the Regional Director may allow for good cause shown, provide at a reasonable place designated by the Board or its agents, all payroll records, social security payment records, timecards, personnel records and reports, and all other records, including an electronic copy of such records if stored in electronic form, necessary to analyze the amount of backpay due under the terms of this Order.

(k) Furnish to the Union in a timely manner the information requested by the Union, as described above, since about August 10, 2023, consistent with the remedy section of this decision.

(l) Remit to the Union, at no cost to employees, dues payments required by the parties' collective-bargaining agreement for employees who executed checkoff authorizations prior to and during the period of the Respondents' unlawful conduct, as described in the remedy section of this decision.

(m) Reimburse the Union for losses due to the Respondents' failure to honor the dues-deduction authorizations of its employees.

(n) Within 14 days after service by the Region, post at its facility in Fairfield, New Jersey copies of the attached notice marked "Appendix."<sup>9</sup> Copies of the notice, on forms provided by the Regional Director for Region 22, after being signed by Respondent Rollo's authorized representative, shall be posted by Respondent Rollo 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 Respondent Rollo customarily communicates with its employees by such means. Reasonable steps shall be taken by Respondent Rollo to ensure that the notices are not altered, defaced, or covered by any other material. If Respondent Rollo has gone out of business or closed the facility involved in these proceedings, Respondent Rollo shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by the Respondents at any time since March 7, 2023.

(o) Within 21 days after service by the Region, file with the Regional Director for Region 22 a sworn certification

<sup>9</sup> If this Order is enforced by a judgment of a United States court of appeals, the words in the notice reading "Posted by Order of the National Labor Relations Board" shall read "Posted Pursuant to a Judgment of the

of a responsible official on a form provided by the Region attesting to the steps that Respondent Rollo has taken to comply.

Dated, Washington, D.C. April 22, 2026

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James R. Murphy, Chairman

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David M. Prouty, Member

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Scott A. Mayer, Member

(SEAL) NATIONAL LABOR RELATIONS BOARD  
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 prohibit you from discussing wages and other terms and conditions of employment.

WE WILL NOT inform you that you are no longer represented by Hotel and Gaming Trades Council, AFL-CIO (the Union), thereby implying that your continued support for the Union is futile.

WE WILL NOT threaten you with job loss or closing the business if you continue to support the Union.

WE WILL NOT discharge you because you join the Union or engage in concerted activities or to discourage you from engaging in those activities.

WE WILL NOT fail and refuse to bargain collectively and in good faith with your Union as the exclusive collective-

bargaining representatives of the employees in the bargaining unit.

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, within 14 days from the date of the Board's Order, offer Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra's full reinstatement to their former jobs or, if those jobs no longer exist, to substantially equivalent positions, without prejudice to their seniority or any other rights or privileges previously enjoyed.

WE WILL make Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra whole for any loss of earnings and other benefits resulting from their unlawful discharges, less any net interim earnings, plus interest and WE WILL also make them whole for any other direct or foreseeable pecuniary harms suffered as a result of their unlawful discharges, including reasonable search-for-work and interim employment expenses, plus interest.

WE WILL, within 14 days from the date of the Board's Order, remove from our files any reference to our unlawful discharge of Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra, and WE WILL, within 3 days thereafter, notify them in writing that this has been done and that the discharge will not be used against them in any way.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees represented by the Union.

WE WILL rescind the unlawful changes to your terms and conditions of employment implemented on or after April 1, 2023.

WE WILL make employees affected by the unlawful changes whole for any loss of earnings and other benefits, and for any other direct or foreseeable pecuniary harms, suffered as a result of the unlawful changes, plus interest.

WE WILL remit to the Union, at no cost to employees, dues payments required by the parties' collective-bargaining agreement for employees who executed checkoff authorizations prior to and during the period of our unlawful conduct, plus interest.

WE WILL make you and the Union whole for any expenses ensuing from our failure to remit dues to the Union, plus interest.

WE WILL compensate Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra and all employees affected by the unlawful changes to terms and conditions of employment for the adverse tax consequences, if any, of receiving a lump-sum award, and WE WILL file with the Regional Director for Region 22, within

21 days of the date the award amount is fixed, either by agreement or Board order, a report allocating the backpay award to the appropriate calendar year(s).

WE WILL file with the Regional Director for Region 22, within 21 days of the date the award amount is fixed by agreement or Board order or such additional time as the Regional Director may allow for good cause shown, a copy of Larissa Tosi, Kim Cochran, Milagros Payano, Jose Bernal, and Marleny Guerra and all other affected employees' corresponding W-2 forms reflecting the award.

WE WILL, within 14 days from the date of the Board's Order, furnish to the Union the information requested by the Union since about August 10, 2023, in a manner consistent with the remedy section of the Board's order.

ROLLO HOSPITALITY LLC D/B/A  
RAMADA BY WYNDHAM

The Board's decision can be found at [www.nlr.gov/case/22-CA-315658](http://www.nlr.gov/case/22-CA-315658) 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.

