FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER (I.O. 811/218)

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28515	01/06/03

IO273/fs
INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Progressive Care Center, a division of Deaconess Hospital, Inc.		Approx. 34 in the PCC unit
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
600 Mary Street, Evansville IN 47747	Fred England, Dir.	812-450-5604
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Progressive Care Center	Physical Rehabilitation services; progressive care	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices).

On (b) (6), (b) (7)(C), 2002, the above-named Employer, through its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of [redacted] protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code).,
(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION
[redacted] statements are true to the best of my knowledge and belief.

By X (b) (6), (b) (7)(C)
Signa [redacted] (b) (6), (b) (7)(C)
Addr [redacted]
(b) (6), (b) (7)(C)

Telephone No.
(b) (6), (b) (7)(C)

An Individual
Title (b) (6), (b) (7)(C)

Date
X 12-30-02

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28534	1/16/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of Workers Employed
U.S. Postal Service----Kokomo Indiana		app. 250
c. Address *(street, city, State, ZIP, Code)* 2719 S. Webster Kokomo Indiana 46902	d. Employer Representative Terry McGaffney	e. Telephone No. 765-455-8300 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Postal Service	g. Identify Principal Product or Service Accept and eliver mail products	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

(b) (6), (b) (7)(C) has chosen to retaliate against custodial employees because of an incident involving leave usage. While (b) (6), (b) (7)(C) was the (b) (6), (b) (7)(C) and directly before (b) (6), (b) (7)(C) retired, (b) (6), (b) (7)(C) offered and granted the custodial employees the usage of Leave Without Pay for a day. Several employees took advantage of the offer and (b) (6), (b) (7)(C) frowned upon its usage. The ending days of (b) (6), (b) lower level position and continuing on to the present, (b) (6), (b) (7)(C) has scheduled and managed the custodial employees in a fashion that is retaliatory and harassing. (b) (6), (b) began these actions toward three employees who used the leave offered, and has since begun the same reprehensive actions toward another custodian that (b) (6) felt befriended them. The custodial employees are working under the conditions of fear and anxiety, wondering what changes and retaliatory actions will be taken on them on a day to day basis. Employees should not have to live in fear of their supervisor when they report to work, nor should they have to live under the threat of being singled out because of a personal conflict. Retaliatory actions by a management official should be stopped and employees allowed to work in an environment they can function in.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address *(street and number, city, State, and ZIP Code)*	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) Employee
(Signature of representative or person making charge) *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) 1-14-03
(Telephone No.) *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28535	1/16/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of Workers Employed
U.S. Postal Service----Kokomo Indiana		app. 250
c. Address *(street, city, State, ZIP, Code)*	d. Employer Representative	e. Telephone No.
2719 S. Webster Kokomo Indiana 46902	Terry McGaffney	765-455-8300
		Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify Principal Product or Service	
Postal Service	Accept and eliver mail products	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

(b) (6), (b) (7)(C) has chosen to retaliate against custodial employees because of an incident involving leave usage. While (b) (6), (b) (7)(C) was the (b) (6), (b) (7)(C) and directly before (b) (6), (b) (7)(C) retired, (b) (6), (b) (7)(C) offered and granted the custodial employees the usage of Leave Without Pay for a day. Several employees took advantage of the offer and (b) (6), (b) (7)(C) frowned upon its usage. The ending days of (b) (6) lower level position and continuing on to the present, (b) (6), (b) (7)(C) has scheduled and managed the custodial employees in a fashion that is retaliatory and harassing. (b) (6) began these actions toward three employees who used the leave offered, and has since begun the same reprehensive actions toward another custodian that (b) (6) felt befriended them. The custodial employees are working under the conditions of fear and anxiety, wondering what changes and retaliatory actions will be taken on them on a day to day basis. Employees should not have to live in fear of their supervisor when they report to work, nor should they have to live under the threat of being singled out because of a personal conflict. Retaliatory actions by a management official should be stopped and employees allowed to work in an environment they can function in.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(street, city, State, and ZIP Code)*	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	Fax No. (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filed in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) *(Signature of person making charge)* (b) (6), (b) (7)(C) *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) *(Telephone No.)* 01-14-03 *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28536	Date Filed 1/16/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of Workers Employed
U.S. Postal Service----Kokomo Indiana		app. 250
c. Address *(street, city, State, ZIP, Code)* 2719 S. Webster Kokomo Indiana 46902	d. Employer Representative Terry McGaffney	e. Telephone No. 765-455-8300 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Postal Service	g. Identify Principal Product or Service Accept and eliver mail products	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

(b) (6), (b) (7)(C) has chosen to retaliate against custodial employees because of an incident involving leave usage. While (b) (6), (b) (7)(C) was the (b) (6), (b) (7)(C) and directly before (b) (6), (b) (7)(C) retired, (b) (6), (b) (7)(C) offered and granted the custodial employees the usage of Leave Without Pay for a day. Several employees took advantage of the offer and (b) (6), (b) (7)(C) frowned upon its usage. The ending days of (b) (6), (b) ower level position and continuing on to the present, (b) (6), (b) (7)(C) has scheduled and managed the custodial employees in a fashion that is retaliatory and harassing (b) (6), (b) began these actions toward three employees who used the leave offered, and has since begun the same reprehensive actions toward another custodian that (b) (6), felt befriended them. The custodial employees are working under the conditions of fear and anxiety, wondering what changes and retaliatory actions will be taken on them on a day to day basis. Employees should not have to live in fear of their supervisor when they report to work, nor should they have to live under the threat of being singled out because of a personal conflict. Retaliatory actions by a management official should be stopped and employees allowed to work in an environment they can function in.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address *(street and number, city, State, and ZIP Code)*	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) Employee
(Signature of representative or person making charge) *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) 1-14-03
(Telephone No.) *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28537	Date Filed 1/16/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer U.S. Postal Service----Kokomo Indiana		b. Number of Workers Employed app. 250
c. Address *(street, city, State, ZIP, Code)* 2719 S. Webster Kokomo Indiana 46902	d. Employer Representative Terry McGaffney	e. Telephone No. 765-455-8300 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Postal Service	g. Identify Principal Product or Service Accept and eliver mail products	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

(b) (6), (b) (7)(C) has chosen to retaliate against custodial employees because of an incident involving leave usage. While (b) (6), (b) (7)(C) was the (b) (6), (b) (7)(C) and directly before (b) (6), (b) (7)(C) retired, (b) (6), (b) (7)(C) offered and granted the custodial employees the usage of Leave Without Pay for a day. Several employees took advantage of the offer and (b) (6), (b) (7)(C) frowned upon its usage. The ending days of (b) (6)'s lower level position and continuing on to the present, (b) (6), (b) (7)(C) has scheduled and managed the custodial employees in a fashion that is retaliatory and harassing. (b) (6) began these actions toward three employees who used the leave offered, and has since begun the same reprehensive actions toward another custodian that (b) (6) felt befriended them. The custodial employees are working under the conditions of fear and anxiety, wondering what changes and retaliatory actions will be taken on them on a day to day basis. Employees should not have to live in fear of their supervisor when they report to work, nor should they have to live under the threat of being singled out because of a personal conflict. Retaliatory actions by a management official should be stopped and employees allowed to work in an environment they can function in.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(street and number, city, State, and ZIP Code)*
(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)
Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

(b) (6), (b) (7)(C) **I have read the above charge and that the statements are true to the best of my knowledge and belief.**

By (b) (6), (b) (7)(C) _____ Employee
(Signature of rep.) *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) 1-14-03
(Telephone No.) *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
25-CA-28547	1/23/03

INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Meridian Automotive Systems-Angola Operations, Inc., d/b/a Meridian Automotive		200
c. Address (street, city, state, ZIP code) 14123 Roth Road Grabill, IN 46741	d. Employer Representative Pam Rittenhour, HR Director	e. Telephone No. 260-627-7832
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Automotive Fiberglass Fenders, Hoods, and Doors	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, through its agents, officers, and representatives, discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare (b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

By X (b) (6), (b) Title An Individual

Signat n making charge

Addre (b) (6), (b) (7)(C)

Telephone No. (b) (6), (b) (7)(C)

Date X 12-13-02

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28562	Date Filed 2/4/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Tyco Healthcare		b. Number of Workers Employed 250
c. Address *(street, city, State, ZIP, Code)* 2800 Air West Blvd., Plainfield, IN 46168	d. Employer Representative Norm Roberts	e. Telephone No. 317.837.6400 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Production of health care equipment	g. Identify Principal Product or Service Liquid oxygen	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer denied me my Weingarten rights and they discharged me in retaliation for my protected, concerted activity of protesting a supervisor's action of sending home workers who did not have their identification badges.

During the last six months, by the above and other acts, the above-named Employer has interfered with, restrained and coerced employees in teh rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(street and number, city, State, and ZIP Code)* (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. none

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(Signature of representative or person making charge) *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. none
(Telephone No.) 2-4-03 *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28571	2/11/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Interstate Brands Corp.		450
c. Address *(street, city, state, ZIP code)*	d. Employer Representative	e. Telephone No.
3060 National Road Columbus, Indiana 47201	Gary Spiker	812 372 4443
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Factory	Donuts	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

I, (b) (6), (b) (7)(C), have been continuously harrassed and written up by the company. I have been fired more than once, suspended on several different occasions, and denied advancement by the company more than once.

I am a (b) (6), (b) (7)(C) and since taking this job the harrassement has gradually gotten worse.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*

(b) (6), (b) (7)(C)

4a. Address *(street and number, city, state, and ZIP code)*	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Bakery Confectionery and Tobacco Workers Local 132

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(person making charge) *(title if any)*

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 2/7/03
(Telephone No.) *(date)*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

IO 259 CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28587	2/19/03

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Productivity Frabricators		APPROX. 20
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
2332 Flatley Road Richmond IN 47374	John Odom Owner	(765)966-2896 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
factory	highway signs	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.9

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

On or about (b) (6), (b) (7)(C), 2003 the above named Employer through its officers, agents and representatives terminated employee (b) (6), (b) (7)(C) becasue of (b) (6), concert, protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*

(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*	4b. Telephone No.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

(b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an individual
(Print/type name and title or office, if any)
(Signature of person making charge)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (fax) (b) (6), (b) (7)(C) 2-16-03
(Telephone No.) *(date)*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28595	2/24/03

INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
APL Logistics		~~1000~~ 300
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
710 S. Girl School Road, Indianapolis, IN 46231	Dave Poffenburger	317-390-2300
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Federal Trading Zone for Thompson Consumer Electronics	Shipping and Receiving	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months on about (b) (6), (b) (7)(C) 2003 the Employer suspended (b) (6), (b) (7)(C) because (b) (6), (b) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Title An Individual

Signature of representative or person making charge

Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Date 2/21/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28600	2/25/03

220/ac

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer COMMUNITY HOSPITAL EAST		1000
1500 Ritter Avenue Indianapolis, IN	d. Employer Representative BENJAMIN FRANKLIN SUPERVISOR	e. Telephone No. (317) 355-5401
f. Type of Establishment (factory, mine, wholesaler, etc.) HOSPITAL	g. Identify principal product or service MEDICAL CARE	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C), 2003, the above named Employer by its officers, agents and representatives discriminatorily discharged its employee (b) (6), (b) (7)(C) because [redacted] filed a grievance pursuant to the Employer's handbook.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. Cell- (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X (b) (6), (b) (7)(C) Title

Signature of representative or person making charge (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Telephone No. Cell (b) (6), (b) (7)(C)

Date February 25, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28601	2/26/03

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Austin Tri-Hawk Automotive

b. Number of workers employed
Approx. 300

c. Address *(Street, city, state, and ZIP code)*
2001 W. Just Industrial Parkway
Austin IN 47102

d. Employer Representative
Mike Murray
Human Resources Director

e. Telephone No.
(812)794-0062
Fax No.
(812)794-0064

f. Type of Establishment *(factory, mine, wholesaler, etc.)*
factory

g. Identify principal product or service
automotive parts

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

On about (b) (6), (b) (7)(C) 2002, the above-named Employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) protected concerted activity of communicating employees' concerns about working conditions on the factory floor to management.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)
Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) individual
(signature of representative or person making charge) *(Print/type name and title or office, if any)*

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) *(fax)* (b) (6), (b) (7)(C) *(Telephone No.)* 02/27/2003 *(date)*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28605	2/28/03

IO 259

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
The Finish Line, Inc.

b. Number of workers employed

c. Address (street, city, state, ZIP code)
3308 N. Mitthoeffer Road
Indianapolis, IN 46235

d. Employer Representative
Cindy Cook
HRD

e. Telephone No.
899-1022

f. Type of Establishment (factory, mine, wholesaler, etc.)
Retail

g. Identify principal product or service
Athletic apparel

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about October 13, 2002 the above named Employer by its officers, agents and representatives threatened employees with discharge if they concertedly complained about (b) (6), (b) (7)(C) treatment of employees.

On unknown date in late September or early October 2002, the above named Employer through its agent and representative (b) (6), (b) (7)(C) threatened to more stringently surveil employees' work activities as a result of employees' protected concerted complaints regarding (b) (6), (b) (7)(C).

On (b) (6), (b) (7)(C) 2003 the above named Employer through its agent and representative (b) (6), (b) (7)(C) issued two written warnings to (b) (6), (b) (7)(C) as a result of (b) (6), (b) (7)(C) protected concerted complaints pertaining to (b) (6), (b) (7)(C).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)
(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X (b) (6), (b) (7)(C) Title An Individual
Signature of representative or person making charge

Address
(b) (6), (b) (7)(C)

Telephone No.
(b) (6), (b) (7)(C)

Date
X 01/15/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28609	2/28/03

INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
University Park Nursing Care		150-200
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
1400 Medical Park Drive, Ft. Wayne, IN 46825-5832	Sue Ann	260-484-1558
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Nursing Home	Health Care	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six months the above named Employer terminated (b) (6), (b) (7)(C) because [redacted] engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

B (b) (6), (b) (7)(C) Title An Individual

Signature of representative or person making charge

Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Date 2-26-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28620	3/7/03

249/MJM

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Complete Personnel Logistics f/k/a Transportation Unlimited		6
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
5011 Roosevelt Rd., Cicero, IL 60804-1312	George Lapiana	800.762.5523
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
leasing	drivers	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about [redacted] 03, I was discharged in retaliation for my grievance filing activities.

During the last six months, by the above and other acts, the above-named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
[redacted]

4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.
[redacted]	[redacted]

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By [redacted] Title

Signature of representative or person making charge [redacted]

Address [redacted] Telephone No. [redacted] Date 3-4-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28625	3/14/03

249/MJM

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bayer Corp.		b. Number of workers employed 200
c. Address (street, city, state, ZIP code) 7750 West Morris St., Indianapolis, IN 46231	d. Employer Representative Linda Wood	e. Telephone No 317.227.3105
f. Type of Establishment (factory, mine, wholesaler, etc.) Distribution Warehouse	g. Identify principal product or service diabetic supplies	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3)(4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged me in retaliation for my union and protected, concerted activities, as well as for my support of the Charging Party in Case 25-CA-27704.

During the last six months, by the above and other acts, the above-named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) Title (b) (6), (b) (7)(C)

Signature of Representative or person making charge

Address (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Telephone No. (b) (6), (b) (7)(C)

Date 3/ 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501 (11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28626	Date Filed
Formerly 21-CA-35635(P)	3/14/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer U.S. Postal Service		b. Number of Workers Employed 300
c. Address *(street, city, State, ZIP, Code)* 91 Columbia, Aliso Viejo, CA 92656	d. Employer Representative Jeff Cauller, Supervisor Customer Service	e. Telephone No. 949/362-9839 Fax No. 949/362-9045
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Post Office	g. Identify Principal Product or Service Mail	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* 2, 3 & 5 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

The employer suspended [redacted] for engaging "protected activity". (See Attached)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Charlie Miller, President Branch 1100, NALC

4a. Address *(street and number, city, State, and ZIP Code)* 13252 Garden Grove Blvd. #100, Garden Grove CA 92843	4b. Telephone No. 714/748-1100 Fax No. 714/750-2365

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
National Association of Letter Carriers

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By [signature] President
(Signature of representative or person making charge) *(Title, if any)*

Address 13252 Garden Grove Blvd. Garden Grove, CA 92843 Fax No. 714/750-2365
714/748-1100 *(Telephone No.)* 3/12/03 *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28627	Date Filed 3/17/03

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Freiteg Weinhardt		approx. 120
c. Address *(Street, city, state, and ZIP code)* 5900 N. 13th St. Terre Haute IN 47805	d. Employer Representative Jim Gallienne Project Superintendent	e. Telephone No. (317)281-3749 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Mechanical Contractor	g. Identify principal product or service Industrial	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

About (b) (6), (b) (7)(C) 2003, the above named Employer, by its officers, agents and representatives discharged (b) (6), (b) (7)(C) because of (b) (6) union and protected concerted activities.

In the last six months, by the above and other acts, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*		4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

By (b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) An Individual
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) *(fax)* (b) (6), (b) (7)(C) *(Telephone No.)* March 17 2003 *(date)*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28635	3/24/03

220/ac

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Outsourcing Services		Aprox. 60
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
5230 Park Emerson Way	Danny Vancel Owner	(317) 780-9533
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Warehouse	re-packaging goods	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. On (b) (6), (b) (7)(C) 2003 the above named Employer, through its officers and agents, threatened its employee (b) (6), (b) (7)(C) with loss of employment because they engaged in protected concerted activity by filing for partial unemployment benefits.

2. Since (b) (6), (b) (7)(C), 2003 the above-named Employer, through its officers and agents, has engaged in surveillance and intimidation of its employees, (b) (6), (b) (7)(C) because of their protected concerted activity of filing for partial unemployment.

3. On or about (b) (6), (b) (7)(C) 2003 the above-named Employer through its officers and agents demoted (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) to the warehouse because of (b) (6), (b) protected, concerted activity in filing for partial unemployment.

4. On (b) (6), (b) (7)(C), 2003, the above named Employer, through its officers and agents, harassed, intimidated, shoved and coerced its employee (b) (6), (b) (7)(C) because of (b) (6), (b) protected, concerted activity in filing for partial unemployment.

5. On (b) (6), (b) (7)(C), 2003, the above-named Employer, through its officers and agents, terminated (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because of (b) (6), (b) protected, concerted activity in (b) (6), (b) filing for partial unemployment.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X (b) (6), (b) (7)(C) Title Individual

Signature of representative or person making charge (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C)

Telephone No. (b) (6), (b) (7)(C)

Date 3-24-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C. 3512

FORM NLRB-501 (11-00)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28639	Date Filed 3/27/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DIGITAL AUDIO DISC CORPORATION		b. Number of workers employed Est. 1,000
c. Address (street, city, state, ZIP code) 1800 North Fruitridge Ave. Terre Haute, IN 47804	d. Employer Representative Michael F. Morgan Exec. Vice Pres/Genl. Mgr.	e. Telephone No. 812-462-8100
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturer	g. Identify principal product or service Compact Discs/DVD's	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (2), (3) and/or (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See Attached.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) c/o John A. Piper, Esq. P.O. Box 246 Paris, IL 61944-0246	4b. Telephone No. 217-463-7473

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(Print or type name of person making charge) (title if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Telephone No.) 3-26-03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

CHARGE AGAINST EMPLOYER - Attachment:

Item 2: Basis of the Charge:

I worked for DADC since about (b) (6), (b) (7)(C) through the time of my firing on (b) (6), (b) (7)(C), 2002. First, as a Manpower employee in packaging. Since about 1999 I was a full-time DADC employee as a General Operator.

Over a long time period, and getting worse during 2002, there has been an overall pattern of sexual harassment towards many (b) (6), (b) (7)(C) DADC employees. During March and April of 2002 I, as well as others, were complaining about this harassment to supervisors without meaningful success.

Two other employees, (b) (6), (b) (7)(C) and I were going to take such overall complaints to the Human Resources Office.

During about May 2002, my then supervisor, (b) (6), (b) (7)(C) took me to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) office. (b) (6), (b) (7 asked me what is this about you getting these (b) (6), (b) (7 together to go to HR. I answered that (b) (6), (b) (7)(C) again had mentioned that something had to be done about these (b) (6), (b) (7 and their sexual harassment. I said how about the three of us together going to HR about the harassment of the (b) (6), (b) (7)(C) in the work area and doing something about it. A short time later, during that meeting, (b) (6), (b) (7 said to me "Oh yeah, another thing, anytime you get a group together, that is called a union and you will get fired. I feel you are the ring leader and I will use you as an example. Do you follow."

Beginning around the time of that meeting, I was watched extra closely by supervision, and was written up either for things I did not do or for things others have done without being written up. Up until that time I had a good work record at DADC.

On (b) (6), (b) (7)(C) 2002 (b) (6), (b) (7)(C) had (b) (6), (b) (7)(C) tell me that I was terminated from further DADC employment.

I believe I was fired: because of trying to be part of a small group of DADC employees trying to represent DADC employees in regard to adverse effects on all our terms or conditions of employment as a result of the pervasive atmosphere of sexual harassment; and because of DADC's desire to interfere with the formation of any type of labor organization; and because of my trying to get DADC to work with me, (b) (6), (b) (7)(C) in efforts to solve the employee problems.

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28640	Date Filed 3/31/03

220/ac
INSTRUCTIONS
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
BUSCHE ENTERPRISES DIV		300
c. Address (street, city, state, ZIP code) P.O. Box 95 Albion, IN 46701	d. Employer Representative Nick Busche President	e. Telephone No. (260) 636-7030
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Automotive Parts	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 the above named Employer, through its officers, agents, terminated (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), because of (b) (6), protected union organizing activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X (b) (6), (b) (7)(C)
Sign[redacted]g charge

Title Individual

Address
(b) (6), (b) (7)(C)

Telephone No.
(b) (6), (b) (7)(C)

Date March 27, 2003

March 25, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Internet
FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28647	4/3/03

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer: Bethlehem Steel & ~~USWA Local Union 6787~~

b. Number of workers employed:

c. Address (Street, city, state, and ZIP code): PO Box 248, US Hwy 12 Burns Harbor IN 46304

d. Employer Representative:

e. Telephone No.: 219-787-2120
Fax No.:

f. Type of Establishment (factory, mine, wholesaler, etc.): Factory

g. Identify principal product or service: Steel

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Memorandum of Agreement of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I began my employment with Bethlehem Steel on [redacted] (b) (6), (b) (7) (b) (6), (b) (7) [redacted] (b) (6), (b) (7)(C) I was terminated in [redacted] (b) (6), (b) (7)(C) 1997 & then reinstated in [redacted] (b) (6), (b) (7)(C) 1998 without loss of my seniority. In [redacted] (b) (6), (b) (7)(C) 2002, [redacted] (b) (6), (b) (7)(C) filed a grievance that I should not have been allowed to keep my seniority. I filed a grievance & nothing was done to help me. I lost my seniority at a time when my employer is considering eliminating jobs. This is unfair & violates the agreement made when I returned to my employment at Bethlehem.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

[redacted] (b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

[redacted] (b) (6), (b) (7)(C)

4b. Telephone No.: [redacted] (b) (6), (b) (7)(C)
Fax No.:

[redacted] nit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By [redacted] (b) (6), (b) (7)(C) arge and that the statements are true to the best [redacted] (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print/type name and title or office, if any)

Address [redacted] (b) (6), (b) (7)(C) (fax) [redacted] (b) (6), (b) (7)(C) (Telephone No.) 1 April 03 (date)

WILL[redacted] FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28653	Date Filed 4/7/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Indiana University		b. Number of Workers Employed 500+
c. Address *(street, city, State, ZIP, Code)* 1110 West Michigan Street, LO506 Indianapolis, IN 46202	d. Employer Representative C. Duane Gaither	e. Telephone No. (317) 274-3270 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Public University	g. Identify Principal Product or Service Education	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

On or about (b) (6), (b) (7)(C) 2002, I, along with five (5) other employees, spoke out regarding work-related concerns during a meeting of the entire Indiana University School of Medicine Office of Gift Development. My conduct was concerted and engaged in for the mutual benefit of all Indiana University School of Medicine Office of Gift Development employees. On or about (b) (6), (b) (7)(C) 2003, I was suspended without pay from my (b) (6), (b) (7)(C) position. On (b) (6), (b) (7)(C) 2003, my employment with Indiana University was terminated. My suspension and subsequent termination were based on my having engaged in the aforementioned concerted activity and has a natural tendency to restrain and/or coerce employees into refraining from engaging in concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(street and number, city, State, and ZIP Code)* (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) *(Print name of person filing charge)* *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) *(Telephone No.)* 04/01/03 *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C. 3512

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 25-CA-28660 Formerly 21-CA-35673	Date Filed 4/9/03

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
SBC Communications Corp.

b. Number of workers employed
750

c. Address *(Street, city, state, and ZIP code)*
200 Center Street Promenade Suite 800
Anaheim CA 92850

d. Employer Representative
Helen Tornquist
Area Manager

e. Telephone No.
(800)458-4477 32
Fax No.

f. Type of Establishment *(factory, mine, wholesaler, etc.)*
Order Processing Office

g. Identify principal product or service
Telephone Services

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past 6 months, the above-named Employer discriminated against employee (b) (6), (b) (7)(C) by issuing a "code of conduct" warning against [redacted] and providing [redacted] with poor appraisal ratings, in retaliation for [redacted] protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) [redacted]

4b. Telephone No.
(b) (6), (b) (7)(C)
Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

(b) (6), (b) (7)(C) [redacted] he above charge and that the statements are true to the best of my knowledge and belief.

By [redacted] (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) [redacted] Individual
making charge) *(Print/type name and title or office, if any)*

(b) (6), (b) (7)(C) [redacted] *(fax)*

Address (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) *(Telephone No.)* 4/9/03 *(date)*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

IO/MCG

(b) (6), (b) (7)(C) [redacted]

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-28665	4/14/03

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
Mt. Carmel Sand & Gravel		approx. 150
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
PO Box 458	Ed McPherson	(618)262-5118
Mt. Carmel IL 62863	Owner	Fax No. (618)263-4084
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Contractor	Soil Stabilization	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

About (b) (6), (b) (7)(C) 2002, the above named Employer, by its officers, agents and representatives, laid off (b) (6), (b) (7)(C) because (b) (6) filed a grievance with Teamsters Local 716 and filed a complaint with OSHA.

In the last six months, by the above and other acts, the above-named Employer has interfered with restrained, and coerced employees in the exercise of their Section 7 rights

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*	4b. Telephone No.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

(b) (6), (b) (7)(C) rge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) And Individual
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (fax) (b) (6), (b) (7)(C) *(Telephone No.)* 4,11,03 *(date)*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED [redacted]ES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

[redacted]O NOT WRITE IN THIS SPACE

Case	Date Filed
25-CA-28667	4/15/03

INSTRUCTIONS:
File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of Workers Employed
Valeo engine Cooling, Inc.		700 approximately
c. Address *(street, city, State, ZIP, Code)* 1100 East Barachel Lane Greensburg, Indian 47240	d. Employer Representative Marybeth Miller	e. Telephone No. 812-527-3014 Fax No. 812-527-3114
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Factory	g. Identify Principal Product or Service Automotive Radiators and Condensers	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)*

On or about (b) (6), (b) (7)(C), 2003 the employer issued 3 Corrective Actions Points to (b) (6), (b) (7)(C) as a result of (b) (6), (b) (7)(C) concerted complaints pertaing to T.A.A. benefits.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(street and number, city, State, and ZIP Code)*	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filed in when charge is filed by a labor organization)*

6. DECLARATION
(b) (6), (b) (7)(C) [redacted]d that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) [redacted]
(Title, if any)

Address (b) (6), (b) (7)(C) [redacted] Fax No. (b) (6), (b) (7)(C) [redacted]
(b) (6), (b) (7)(C) [redacted] *(Telephone No.)* April 15, 2003 *Date*

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)