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
28-CA-18637	April 2, 2003

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
Dr. Joe Hayashi

b. Number of workers employed
3

c. Address *(Street, city, state, and ZIP code)*
14300 W Granite Valley Drive Bld D Suite 18
Sun City AZ 85375

d. Employer Representative
Dr. Joe Hayashi

e. Telephone No.
(623)546-6535
Fax No.
(623)546-6824

f. Type of Establishment *(factory, mine, wholesaler, etc.)*
Doctor's Office

g. Identify principal product or service
medical 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)*

Since on or about (b) (6), (b) (7)(C) 2003, the above named employer terminated (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for engaging in protected concerted activities with regards to an injury suffered by (b) (6), (b) (7)(C) during (b) (6), employment.

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

Address (b) (6), (b) (7)(C) *(fax)* (b) (6), (b) (7)(C) *(Telephone No.)* 3-13-03 *(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)

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
28-CA-18650	April 7, 2003

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
Total Logistic Control		70 +/-
c. Address *(street, city, state, ZIP code)*	d. Employer Representative	e. Telephone No.
501 South 107th Ave., Tolleson, AZ 85353	Christina Rodriguez, HR	623-907-2720, ext. 334
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
third party logistics control and warehousing	storage and distribution	

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) 2003, the above-named Employer terminated the employment of its employee, (b) (6), (b) (7)(C) [redacted], an individual, because (b) (6), (b) [redacted] 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) [redacted]	(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 (b) (6), (b) (7)(C) [redacted] an individual
(sign [redacted]) (6), (b) (7)(C) *(title if any)*

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

(b) (6), (b) (7)(C) *(Telephone No.)* 4-5-2003 *(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

NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18652	April 7, 2003

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
United Metro Materials, Inc.

b. Number of workers employed
900

c. Address *(Street, city, state, and ZIP code)*
701 North 44th Street
Phoenix, AZ 85008

d. Employer Representative
David Chavez

e. Telephone No.
(602)220-5000
Fax No.
(602)220-5309

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

g. Identify principal product or service
Ready Mix, Sand and Gravel

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)*

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer discharged its employee (b) (6), (b) (7)(C) because (b)(6) engaged in union and 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)

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

An Individual
(Print/type name and title or office, if any)

Address Same as 4a (b) (6), (b) (7)(C)

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

4-5-2003
(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 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
28-CA-18660	April 10, 2003

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
AT Systems West, Inc.

b. Number of workers employed
63

c. Address *(Street, city, state, and ZIP code)*
4010 North 27th Avenue
Phoenix AZ 85017

d. Employer Representative
William Demery
Branch Manager

e. Telephone No.
(602)264-0842
Fax No.

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

g. Identify principal product or service
Courier and Messenger Service

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)*

On or about (b) (6), (b) (7)(C) 2003, the above-named employer discharged its employee (b) (6), (b) (7)(C) because of (b) (6), (b) union and 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), [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

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

An Individual
(Print/type name and title or office, if any)

same as 4a
Address

(fax) (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)

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

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
28-CA-18661	April 10, 2003

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
Dole Fresh

b. Number of workers employed

c. Address *(Street, city, state, and ZIP code)*
3725 South Avenue 3E
Yuma AZ 93905

d. Employer Representative

e. Telephone No.
(928)341-8313
Fax No.

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

g. Identify principal product or service
Raw Farm 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)* (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)*

In or about [redacted] 2003, the above, named Employer by its officers, agents and representatives, discharged its employee [redacted] in retaliation for [redacted] Union and 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)*
[redacted]

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

4b. Telephone No.
[redacted]
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 [redacted]
(signature of representative or person making charge)

[redacted]

An Individual
(Print/type name and title or office, if any)

(fax)

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
28-CA-18666	April 15, 2003

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
Southwestern Bell Corporation		over 100
c. Address *(street, city, state, ZIP code)*	d. Employer Representative	e. Telephone No.
323 West Jackson Drive, Phoenix, AZ 85003	Kevin Mitchell, Field Operations Manager	602-441-0710
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
communications	communications systems	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of **Section 8(a), subsection (1), (3) and (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)*

Since on or about January 9, 2003, the above-named Employer has failed and refused to provide information requested by the below-named Labor Organization which is relevant and necessary to its duties as a collective-bargaining representative.

During the past six months, the Employer has discriminated against, retaliated against, and issued unwarranted discipline and performance evaluations to, its employee, (b) (6), (b) (7)(C), because of (b)(6), (b) Union 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)*

Communications Workers of America, Local 7019, AFL-CIO

4a. Address *(street and number, city, state, and ZIP code)*	4b. Telephone No.
11070 North 24th Ave., Phoenix, AZ 85029	602-331-7019, ext. 262 FAX: 602-861-4171

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)*

Communications Workers of America, AFL-CIO

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 Marge Myers
(signature of representative or person making charge) Marge Myers

Area Vice President, unit 12
(title if any)

Address 11070 North 24th Ave., Phoenix, AZ 85029

602-331-7019 ext. 262
(Telephone No.)

4/15/03
(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	Date Filed
28-CA-18667	April 15, 2003

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
Parker Smasbury, LLP

b. Number of workers employed
18

c. Address *(Street, city, state, and ZIP code)*
2929 N. Central Ave. Suite 1550
Phoenx AZ 85012

d. Employer Representative
Mike Fuller
Managing Attorney

e. Telephone No.
(602)285-5528
Fax No.
(602)374-1275

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

g. Identify principal product or service
PrePaid Legal 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)* (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)*

On or about [redacted] 2003, the above-named employer, by [redacted], terminated [redacted] because of [redacted] activities on behalf of Teamsters Local 104.

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)*
International Brotherhood of Teamsters, AFL-CIO

4a. Address *(Street and number, city, state, and ZIP code)*
3235 Eliot St.
Denver CO 80211

4b. Telephone No.
(202)439-7374
Fax No.
(303)433-4331

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 Edward Bagwell by JB Edward Bagwell IBT Representative
(Signature of representative or person making charge) *(Print/type name and title or office, if any)*

3235 Eliot St. (fax) (303)433-4331
Address Denver CO 80211 (202)439-7374 4/15/03
(Telephone No.) *(date)*

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

28-2003-2035

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
28-CA-18669	April 16, 2003

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 Flamingo Hotel & CASINO		b. Number of workers employed
c. Address (street, city, state, ZIP code) 191 Waterton LAKES AVE LAS VEGAS NV 89148	d. Employer Representative Debbie	e. Telephone No. 702-733-3111
f. Type of Establishment (factory, mine, wholesaler, etc.) CASINO	g. Identify principal product or service Gaming	

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 was terminated from the Flamingo in [redacted] (b) (6), (b) (7)(C) 2002. I have been working with my union (Culinary: [redacted] (b) (6), (b) (7)(C) They fought the board of adjustments in [redacted] (b) (6), (b) (7)(C) 2002 & won & we fought unemployment & won. In both cases the Flamingo could not prove any misconduct on my part. I have been waiting since July 2002 to arbitrate. I had a appt in [redacted] (b) (6), (b) (7)(C) 2003 for an arbitration with my union & the Flamingo. The day before our appt. the Flamingo cancelled the appt & said they would reschedule. I have been waiting patiently & they have put it off up until now. Now they are refusing an expedited arbitration and said they will only go through with a formal one which could take another 6-9 months. The Flamingo has been uncooperative with my union and has been late in sending them info ~~[illegible]~~ violating the union contract. ~~[illegible]~~ If they wanted a formal arbitration they should have set it into motion back in July & not make appt. & cancel them & then say they won't honor it.

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)

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

By [redacted] (b) (6), (b) (7)(C) ...harge) [redacted] (b) (6), (b) (7)(C) _____ (title if any)

Address [redacted] (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) (Telephone No.) 4-17-03 (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)

UNITED ST[redacted] OF AMERICA
NATIONAL LAB[redacted]ELATIONS BOARD
CHARGE AGAINST EMPLOYER

[redacted]) NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18670	April 16, 2003

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 Rio Hotel and Casino		b. Number of workers employed 3500+
c. Address *(Street, city, state, and ZIP code)* 3700 West Flamingo Road Las Vegas NV 89103	d. Employer Representative Joseph Grimaldi Director of Food and Beverage	e. Telephone No. (702)252-7777 Fax No. (702)777-7781
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Hotel and Casino	g. Identify principal product or service Hotel rooms, liquor and gambling	

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)*

On or about February 18, 2003, the above-named Employer, through its officers, agents and/or representatives, subcontracted the work of certain cocktail server position because employees engaged in Union and/or protected concerted activities.

Within the past six months, the Employer has interrogated employees about their Union and/or protected concerted activities and has threatened employees engaged in those activities that they would lose their jobs.

On or about [redacted] 2003, the Employer discharged its employees [redacted] because [redacted] engaged in Union and/or protected concerted activities.

By the above and other acts, the Employer has interefered with, restrained and coerced employees in the exercise of their rights guaranteed by 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)* [redacted]	4b. Telephone No. [redacted] 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)*

[redacted]

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

An Individual
(Print/type name and title or office, if any)

Address [redacted] *(fax)* [redacted] *(Telephone No.)* April 16 2003 *(date)*

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

[redacted]

FORM NLRB-501 (11-98)

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 28-CA-18675	Date Filed April 17, 2003

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 Sandia National Laboratories		b. Number of Workers Employed 500
c. Address (street, city, State, ZIP, Code) Employee and Labor Relations, P.O. Box 5800 Mail Stop 1025 Albuquerque, NM 87185	d. Employer Representative John J. McAuliffe	e. Telephone No. (505) 844-9260 Fax No. (505) 844-8816
f. Type of Establishment (factory, mine, wholesaler, etc.) Contractor; Defense Laboratory	g. Identify Principal Product or Service Research and Development	

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.)

(1) On or about (b) (6), (b) (7)(C) 2002, a meeting occurred between (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) Prior to the meeting the employer had assured the Union and (b) (6), (b) (7)(C) that no discipline would result from this meeting so that union representation was not needed, but discipline to (b) (6), (b) (7)(C) did result from this meeting.

(2) On or about (b) (6), (b) (7)(C) 2002, the employer suspended (b) (6), (b) (7)(C) for three days without pay. Such discipline was substantially motivated by, and in retaliation for, (b) (6), (b) (7)(C) assertion of (b) (6) rights under the National Labor Relations 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)
Security Police Association, Local 7002

4a. Address (street and number, city, State, and ZIP Code) P.O. Box 5445 Albuquerque, NM 87185-5445	4b. Telephone No. (505) 844-8419 Fax No. (505) 845-7488

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)
International Union of Police Association AFL-CIO

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 P.O. Box 5445 Albuquerque, NM 87185-5445 Fax No. (505) 845-7488 (505) 844-8419 (Telephone No.) 17 Apr 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
(11-89)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18678	Date Filed April 18, 2003

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
Friendly Autoworld

b. Number of workers employed
40

c. Address *(Street, city, state, and ZIP code)*
4510 West Glendale Avenue
Glendale AZ 85301

d. Employer Representative
Greg Swan
General Manager

e. Telephone No.
(623)931-9111
Fax No.
(623)939-1922

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

g. Identify principal product or service
Automobile sales

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 or about [redacted] 2003, the above-named employer terminated its employee (b) (6), (b) (7)(C) 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]

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)* NA

6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) ve charge and that the statements are true to the best of my knowledge and belief.
(signature of representative or person making charge)

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.)

04-9-2003
(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 EXEMPT UNDER 44 U.S.C. 3512

NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18689	April 25, 2003

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 Goldberg and Osborne		b. Number of workers employed over 100
c. Address (street, city, state, ZIP code) 660 West Valencia, Tucson, AZ 85706	d. Employer Representative Diana Robles	e. Telephone No. 520-620-3939
f. Type of Establishment (factory, mine, wholesaler, etc.) law firm	g. Identify principal product or service legal 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 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 terminated the employment of its employee, (b) (6), (b) (7)(C), an individual, 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) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) (Fax:)

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) 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
(title if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) April 25, 2003
(Telephone No.) (date)

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

LO.

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
28-CA-18690	April 25, 2003

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 EPI Breads		b. Number of workers employed 28
c. Address *(Street, city, state, and ZIP code)* 710 West Geneva Tempe, AZ 85282	d. Employer Representative Ms. Cleo	e. Telephone No. (480)317-9058 Fax No. (480)966-4437
f. Type of Establishment *(factory, mine, wholesaler, etc.)* bakery	g. Identify principal product or service breads	

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)*

On or about (b) (6), (b) (7)(C) 2003, the Employer, through its supervisors and agents, discharged (b) (6), (b) (7)(C), because (b) (6) engaged in Union and other 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)* (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) read the above charge and that the statements are true to the best of my knowledge and belief.

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

Address same as 4a (fax) (b) (6), (b) (7)(C) April 25 2003
(Telephone No.) *(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 EXEMPT UNDER 44 U S C 3512

FORM NLRB-501
(11-88)

UNITED STAT F AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18701	May 1, 2003

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 M E Global		b. Number of workers employed 250
c. Address *(Street, city, state, and ZIP code)* 5857 S Kyrene Road Tempe AZ 85283	d. Employer Representative Gregg Looney Maintenance Manager	e. Telephone No. (480)730-7550 Fax No. (480)730-0649
f. Type of Establishment *(factory, mine, wholesaler, etc.)* foundry	g. Identify principal product or service mill 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 or about (b) (6), (b) (7)(C) 2003, the Employer terminated (b) (6), (b) (7)(C) for concertedly complaining about (b) (6), supervisor and engaging in other 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)	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) e above charge and that the statements are true to the best of my knowledge and belief.

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

Address (b) (6), (b) (7)(C) *(fax)* _____ (b) (6), (b) (7)(C) *(Telephone No.)* 5/1/03 *(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)

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 28-CA-18702(P)	Date Filed May 1, 2003

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 United States Postal Service		b. Number of Workers Employed 1500
c. Address *(street, city, State, ZIP, Code)* 1501 S Cherrybell Strav. Tucson, AZ 85726	d. Employer Representative Jack Neuman	e. Telephone No. 520-388-5008 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Plant- Main Post Office	g. Identify Principal Product or Service Mail processing, distribution, and delivery	

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)* (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.)*

Recently local management on an ongoing and continuous basis is interfering with the unions rights to represent its employees. Local management has delayed and/or denied providing the union with information deemed relevant to the investigation of numerous grievances. Local management has illegally aggregated unrelated information requests together so as to charge the union for the information. The union has contested these charges and local management has now ceased releasing information to the union. Local management routinely delays or refuses to allow employees to contact stewards. Local management has decreased and/or disallowed time for stewards to investigate and process grievances. Management has denied the unions repeated request to interview supervisors. Management has denied the unions requests to review documents, files, and records as evidence for grievances. Local supervisors under the direction of (b) (6), (b) (7)(C) are attempting to interfere, coerce, or restrain the union into illegally adjusting the grievance procedures guaranteed us in articles 15, 17, and 31 of our National Collective Bargaining Agreement. Managements actions are a sign of their refusal to bargain in good faith with the exclusive bargaining representatives for all clerks employed at the plant. The same manager was also involved in similar illegal actions in 1994 (case #28-CA-12550(P)) that case was withdrawn as local management subsequently provided all of the requested information at no cost to the local union.

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)*
American Postal Workers Union, Tucson Area Local #255, Doug Gaines, Clerk Craft Director

4a. Address *(street and number, city, State, and ZIP Code)* PO Box 26663 Tucson, AZ 85726	4b. Telephone No. 520-325-5891 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)*
American Postal Workers Union, AFL-CIO

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 of representative or person making charge)* Local Clerk Craft Director *(Title, if any)*

Address (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) *(Telephone No.)* 4-29-03 *Date*

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

FORM NLRB-501

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
28-CA-18715	May 6, 2003

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 Granite Construction		b. Number of workers employed 15+
c. Address (street, city, state, ZIP code) 4055 East Past Road Las Vegas Nevada 89102	d. Employer Representative Granite Construction	e. Telephone No. 702-696-1090
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service Construction	

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 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 aboved named Employer wrongfully discharged (b) (6), (b) (7)(C) because of their union activities and their concerns about a safety violations.

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)
LABORERS' International UNION of North America, 872 , AFL-CIO

4a. Address (street and number, city, state and ZIP code) 4201 EAST BONANZA ROAD, LAS VEGAS, NV. Suite 101 89110	4b. Telephone No. 702-452-4440 Fax No. 702-452-4262

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) LABORERS; INTERNATIONAL UNION OF NORTH AMERICA AFL-CIO

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

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

Signature of representative or person making charge

(b) (6), (b) (7)(C)
print /type name and title or office, if any

Address: 4201 East bonanza Road Las Vegas NV, 891110

(702) 452-4440
Telephone No.

Date 5/6/03

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)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
28-CA-18723	May 12, 2003

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
CHILD SUPPORT NETWORK, INC., and FINANCIAL RECOVERY SERVICES, INC. and NATIONAL DATA SERVICES, INC., all doing business as the same employer

b. Number of workers employed
42

c. Address (Street, city, state, and ZIP code)
212 Osborn Road, Suite 210
Phoenix AZ 85004

d. Employer Representative
Gary Katz Esq.
Chief Operating Officer

e. Telephone No.
(602)277-7165
Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)
Legal Service Office

g. Identify principal product or service
Child Support Collection

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 or about (b) (6), (b) (7)(C) 2002, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees.

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]

4b. Telephone No.
(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 filled in when charge is filed by a labor organization)

6. DECLARATION

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

By (b) (6), (b) (7)(C) the above charge 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) May 12 2003
(Telephone No.) (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 28-CA-18726	Date Filed May 13, 2003

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 **Desert Toyota**		b. Number of workers employed **35**
c. Address *(street, city, state, ZIP code)* **6300 W Sahara Avenue** **Las Vegas, CA 89146**	d. Employer Representative **Bob Carmendy**	Phone No. **(702) 871-4111** Fax: **(702) 871-5727**
f. Type of Establishment *(factory, mine, wholesaler, etc.)* **Automobile Dealership**	g. Identify principal product or service **New Car Sales & Service**	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (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)*

During the last six months, the Employer, through its agent, (b) (6), (b) (7)(C), has set different work standards, and issued written discipline resulting in the termination of (b) (6), (b) (7)(C) in retaliation for [redacted] union activities. These actions were taken to harass, discourage, coerce and otherwise impair the employees' rights to work under Section 7.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)* **International Association of Machinists & Aerospace Workers, LL 845**	Phone: **(702) 507-9711** Fax: **(702) 315-0473**

4a. Address *(street and number, city, state and ZIP code)*
5868 S. Pecos Road, Suite F-400-C, Las Vegas, NV 89120

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)*
International Association of Machinists & Aerospace Workers

6. DECLARATION

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

By Charles Toby **Charles Toby** *(Signature of representative or person making charge)*		Title **Grand Lodge Representative**
Address **International Association of Machinists and Aerospace Workers, AFL-CIO** **620 Coolidge Drive, Suite 130** **Folsom, CA 95630**	Telephone No. **Phone: (916) 985-8101** **Fax: (916) 985-8121**	Date **May 13, 2003**

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
28-CA-18731	May 16, 2003

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
SCA Tissue of North America		Approximately 155
c. Address (street, city, state, ZIP code) 14005 West Old Highway 66 Bellemont Arizona 86015 **SCA Tissue of North America** 500 Baldwin Tower, 4th Floor Eddystone, PA 19022	d. Employer Representative **Jerry Woodward** Terry O'Neal	e. Telephone No. Phone (928) 773-9421 Fax: (928) 773-8925
f. Type of Establishment (factory, mine, wholesaler, etc.) Paper Mill	g. Identify principal product or service Paper & Paper Dispenser	

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 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 April 13, 2003 the above named employer thought its supervisors, agents and (b) (6), (b) (7)(C) [redacted] removed and threw away union literature from the lunch room.

On or about April 13, 2003 the above named employer thought its supervisors, agents and (b) (6), (b) (7)(C) [redacted] coerced, intimidated workers for reading union literature.

On or about April 13, 2003 the above named employer thought its supervisors, agents and (b) (6), (b) (7)(C) [redacted] coerced and retaliated against (b) (6), (b) (7)(C) for passing union literature.

On or about May 14, 2003 the above named employer throught its supervisors, agents and (b) (6), (b) (7)(C) [redacted] engage in surveillance to keep me from talking to co-workers on the way home.

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) [redacted]	(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.
Self

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

Signature of repre [redacted]
Address (b) (6), (b) (7)(C) [redacted] Telephone No. Date
(b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) May 15, 2003

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

FORM NLRB-501
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO [redacted] WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18732	May 16, 2003

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
Deja Vu Showgirls		200+
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
3247 Industrial Road	Bob Proden	(702)894-4167
Las Vegas NV 89119	General Manager	Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Entertainment	Dancers	

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)*

On or about [redacted], 2003, the above-named Employer, through its officers, agents and/or representatives, dischared it employee [redacted] because of [redacted] protected concerted and Union 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)*
[redacted]

4a. Address *(Street and number, city, state, and ZIP code)*	4b. Telephone No.
[redacted]	[redacted]
	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 [redacted] [redacted] An Individual
(signature of representative or person making charge) *(Print/type name and title or office, if any)*

Address [redacted] *(fax)* [redacted] May 16 2003
(Telephone No.) *(date)*

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

[redacted]

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
28-CA-18733	May 16, 2003

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
Play It Again Sam

b. Number of workers employed
40

c. Address *(Street, city, state, and ZIP code)*
4120 Spring Mountain Road
Las Vegas NV 89103

d. Employer Representative
Aaron Unknown
Owner

e. Telephone No.
(702)876-1550
Fax No.

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

g. Identify principal product or service
Dancers

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)*

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer, through its officers, agents and/or representatives, discharged its employee [redacted] (b) (6), (b) (7)(C) because of (b) (6), protected concerted and Union 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]

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)
(signature of representative or person making charge)

An Individual
(Print/type name and title or office, if any)

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

(fax)

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

May 16 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 EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501
(11-88)

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

[redacted]T WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18735	May 16, 2003

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 Insight/Direct Alliance and IBM, as Joint Employers		b. Number of workers employed 500
c. Address *(Street, city, state, and ZIP code)* 8123 S. Hardy Tempe AZ 85284	d. Employer Representative Tony Smith President	e. Telephone No. (480)902-5900 Fax No. (480)446-2137
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Sales	g. Identify principal product or service Computers and accessories	

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 or about [redacted] 2003, the above-named joint employers, terminated their employee, [redacted], for [redacted] protected and concerted activities.

para. c (Continued)
IBM
1133 Westchester AVenue
White Plains, NY 10604
John Brantley, Vice President
(914) 642-4554

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)* [redacted]	4b. Telephone No. [redacted] 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)* NA

6. DECLARATION

[redacted]ve charge and that the statements are true to the best of my knowledge and belief.

By [redacted] charge) [redacted] An Individual
(Print/type name and title or office, if any)

same as above *(fax)* _____

Address _____ [redacted] *(Telephone No.)* 5/16/03 *(date)*

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

[redacted]

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
28-CA-18736	May 16, 2003

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
Lab Corporation of America

b. Number of workers employed
200

c. Address *(Street, city, state, and ZIP code)*
3930 East Watkins Suite 300
Phoenix AZ 85034

d. Employer Representative
Vicki Worth
Human Resource Director

e. Telephone No.
(602)454-8000
Fax No.

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

g. Identify principal product or service
Human blood studies

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 or about (b) (6), (b) (7)(C) 2003, the above-named employer terminated its employee (b) (6), (b) (7)(C) for (b) (6), 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)

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)* NA

6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) arge and that the statements are true to the best of my knowledge and belief.
(signature of representative or person making charge)

An Individual
(Print/type name and title or office, if any)

same as above
Address _____

(fax) _____

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

5-16-03
(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)

FORM EXEMPT UNDER 44 U.S.C. 3512

FORM NLRB-501 (11-98)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18738	May 19, 2003

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
STRUCTURES, INC.

b. Number of workers employed
100.

c. Address (Street, city, state, and ZIP code)
P. O. Box 826
Gilbert AZ 85299

d. Employer Representative
Dave Captain
General Manager

e. Telephone No.
(480)988-3550
Fax No.
(480)988-9818

f. Type of Establishment (Factory, mine, wholesaler, etc.)
General Contractor

g. Identify principal product or service
Multi-Family Construction

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 or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), [redacted] concerted protected activities on behalf of himself and other employees in complaining about failure of the Employer to abide by Davis Bacon regulations on a Federally funded job in Prescott, AZ.

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]
[redacted] [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] the above charge and that the statements are true to the best of my knowledge and belief.

By [redacted] (b) (6), (b) [redacted] an individual
(Print/type name and title or office, if any)

5-19-03

Address (b) (6), (b) (7)(C) [redacted] (Tel) (b) (6), (b) (7)(C) (Telephone No.) (Date) 5-19-03

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 EXEMPT UNDER 44 U.S.C 3512

FORM NLRB-501
(11-88)

UNITED ST OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18739	May 20, 2003

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
Al-Tech Energy Management, Inc.

b. Number of workers employed
25+

c. Address *(Street, city, state, and ZIP code)*
2441 E. Indian School Road
Phoenix AZ 85016

d. Employer Representative
Lance Dobbins
President

e. Telephone No.
(602)258-7037
Fax No.

f. Type of Establishment *(factory, mine, wholesaler, etc.)*
Air conditioning and heating

g. Identify principal product or service
Provide installation, maintenance and repair of air conditioning and heating equip.

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 or about (b) (6), (b) (7)(C) 2003, the above named Employer, through its officers, agents and representatives, discharged (b) (6), (b) (7)(C) because of [redacted] concerted activities regarding the Employer's termination policies.

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]

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

[redacted] 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)
(signature of representative or person making charge)

Individual
(Print/type name and title or office, if any)

Address same as 4a

(fax) _____

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

5/19/03
(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)

FORM NLRB-501
(11-84)

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 28-CA-18741	Date Filed May 20, 2003

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 Ozark Mountain Interiors		b. Number of Workers Employed Approx. 14
c. Address *(street, city, State, ZIP, Code)* 1010 West Chestnut Street Springfield, Missouri 65802	d. Employer Representative	e. Telephone No. 417-865-6656 Fax No. 417-865-6661
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Custom Cabinetry Installation	g. Identify Principal Product or Service Custom Cabinetry Installation	

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.)*

Within the last six months, the above-named Employer has discharged (b) (6), (b) (7)(C) for engaging in protected, concerted, and/or Union 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)*
Carpenters District Council of Kansas City & Vincinity, AFL-CIO

4a. Address *(street and number, city, State, and ZIP Code)* 4639 West Pfeiffer Court Springfield, Missouri 65803	4b. Telephone No. 417-831-2356 Fax No. 417-831-2254

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)*
United Brotherhood of Carpenters & Joiners of America

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] *(Signature of representative or person making charge)* Michael J. Stapp/Attorney *(Title, if any)*

Address Blake & Uhlig, P.A., 753 State Ave., Ste. 475, Kansas City, KS. Fax No 913-321-2396 913-321-8884 *(Telephone No.)* 05/20/03 *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 (11-85)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case: 28-CA-18747	Date Filed: May 22, 2003

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
JP MORGAN CHASE d/b/a CHASE BANKCARD SERVICE, INC.

b. Number of workers employed
2400

c. Address (Street, city, state, and ZIP code)
100 West University Drive, F1-3
Tempe AZ 85281

d. Employer Representative
Chase A Bright
Vice-President, Employee Relations

e. Telephone No.
(480)902-6145
Fax No.
(480)902-6444

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

g. Identify principal product or service
Banking and Credit Card 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)

On or about [redacted] 2003, the above-named Employer, by its officers, agents, and representatives, issued a final written warning to [redacted] because of [redacted] concerted protected activities on behalf of [redacted] and other employees.

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)
[redacted]

4b. Telephone No.
[redacted]
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 [redacted] above charge and that the statements are true to the best of my knowledge and belief.

an individual
(Print/type name and title or office, if any)

Address [redacted]

(Telephone No.) [redacted]

5-21-03
(date)

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

[redacted]

FORM NLRB-501 (11-68)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED ST[redacted] OF AMERICA
NATIONAL LA[redacted]LATIONS BOARD
CHARGE AG[redacted]NST EMPLOYER

DO[redacted]T WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18761	June 2, 2003

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 GHA Technologies		b. Number of workers employed approx. 50
c. Address (street, city, state, ZIP code) 8998 E. Raintree Scottsdale AZ 85260	d. Employer Representative John Power	e. Telephone No. 480-951-0036
f. Type of Establishment (factory, mine, wholesaler, etc.) Reseller	g. Identify principal product or service Computer related technology	

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) n/a 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 believe I was fired for participating in concerted employee 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)

[redacted]

4. [redacted]

4b. Telephone No.
[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)

n/a

6. DECLARATION

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

By [redacted] (if any)

Addr[redacted] (Telephone No.) 5-30-03 (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 28-CA-18766	Date Filed June 3, 2003

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 Progressive Hospital		b. Number of workers employed 75
c. Address *(Street, city, state, and ZIP code)* 4015 South McCloud Las Vegas NV 89101	d. Employer Representative Arlene Harper Nursing Supervisor	e. Telephone No. (702)433-2200 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Hospital	g. Identify principal product or service Medical 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)* (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)*

On (b) (6), (b) (7)(C) 2003 the above-named Employer by and through its officers, agents and/or representatives suspended (b) (6), (b) (7)(C) (b) (6), (b) because of (b) (6), protected concerted activities, specifically because (b) (6), and other employees petitioned managment over wages/insufficient funds for payroll.

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) (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) (fax) (b) (6), (b) (7)(C) June 3 2003
(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
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18775	June 9, 2003

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 Binion's Horseshoe Hotel & Casino		b. Number of workers employed 4000
c. Address *(Street, city, state, and ZIP code)* 184 Fremont Street Las Vegas Nv 89101	d. Employer Representative Don Harke Supervisor	e. Telephone No. (702)382-1600 Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Hotel	g. Identify principal product or service Guest Service	

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 or about (b) (6), (b) (7)(C) [redacted] 2003, the above named Employer by and throught its officers, agents and/or representatives discharged (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) [redacted] in retaliation for (b) (6) [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] [redacted] [redacted] [redacted] [redacted] [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

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

An Individual
(Print/type name and title or office, if any)

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

(b) (6), (b) (7)(C)
(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
(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18783	June 11, 2003

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
U-Haul Repair Facility		74
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
989 South Boulder Highway Building A Henderson NV 89015	Dan Fowler Shop Manager	(702)568-5141 Fax No. (702)568-8747
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Vehicle rental	Truck/trailer repair	

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 or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its officers, agents and/or representatives discharged its (b) (6), (b) (7 [redacted] because of (b) (6), [redacted] refusal to participate in the Employer's unfair labor practices and in order to discourage its employees from engaging in activities protected by 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)*	4b. Telephone No.
(b) (6), (b) (7)(C) [redacted] [redacted]	(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) An Individual
[redacted] *making charge)* *(Print/type name and title or office, if any)*

(b) (6), (b) (7)(C) *(fax)* _____

Address [redacted] (b) (6), (b) (7)(C) June 11 2003
(Telephone No.) *(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 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
28-CA-18794	June 18, 2003

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
Precision Analytical Laboratories, a division of Aerotech

b. Number of workers employed
50 +

c. Address *(Street, city, state, and ZIP code)*
1725 West 17th Street
Tempe AZ 85281

d. Employer Representative
Lori Thomas
Director of Human Resources

e. Telephone No.
(623)298-1040
Fax No.
(632)298-3124

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

g. Identify principal product or service
chemical analysis

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 or about [redacted] 2003, the above named employer terminated (b) (6), (b) (7)(C) for engaging in protected concerted activities with other employees by attempting to bring to light the fact that certain laboratory data to be reviewed by an accrediting agency had been falsified.

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

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

Address (b) (6), (b) (7)(C) *(fax)* (b) (6), (b) (7)(C) June 18 2003
(Telephone No.) *(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 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
28-CA-18801	June 20, 2003

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
Fann Contracting		150 +
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
1403 Industrial Way	Phillip Rice	(928)778-0170
Prescott AZ 86301	Human Resources Representative	Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
construction	road construction	

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 or about (b) (6), (b) (7)(C) 2003, the above named labor organization terminated (b) (6), (b) (7)(C) for concertedly complaining about safety conditions, and is covering it up.

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

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

B (b) (6), (b) (7)(C) *making charge)* _____ *(Print/type name and title or office, if any)*

(b) (6), (b) (7)(C) *(fax)* _____

Address _____ (b) (6), (b) (7)(C) *(Telephone No.)* 6-9-03 *(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)

INTERNET 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
28-CA-18806	June 23, 2003

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
CASTAWAY HOTEL CASINO		
c. Address *(street, city, State, ZIP, Code)* 2800 Freemon St Las Vegas, NV 89104	d. Employer Representative Sheila,Cassidy, VP	e. Telephone No. 702-385-9123 Fax No. 702-383-9222
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Hotel Casino	g. Identify Principal Product or Service Rooms,Food,Gaming	

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)* 8 (a) 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.)*

- The above name employer through their officers ,Agents and Representatives . has restrained,coerced and intimidated employees in the exercise of their rights as provided for under the National Labors Realtions Act. to adversely influence in the election.

-After the election for representation the employer through their Representatives. (b) (6), (b) (7)(C) granted special treatment to (b) (6), (b) (7)(C) .

-After the elections ,Approximately (b) (6), (b) (7)(C) 2003 . the above named employer has attempted to adversely chage terms and conditions of (b) (6), (b) (7)(C) working hours.

-In (b) (6), (b) (7)(C) /2003, Employer through their office (b) (6), (b) (7)(C) . Interrogated and blame (b) (6), (b) (7)(C) in relation to (b) (6) Union 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)*
Painters Union

4a. Address *(street and number, city, State, and ZIP Code)*	4b. Telephone No.
1701 Whitney Mesa Dr.	702-563-2183 Fax No. 702-437-8875

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)*
INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES.

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 of representative or person making charge)* Juventino Camarena (ORGANIZER) *(Title, if any)*

Address same above Fax No. 702-437-8875 702-858-5763 *(Telephone No.)* June,18/2003 *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	Date Filed
28-CA-18813	June 26, 2003

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 Benefit Options		b. Number of workers employed
c. Address (street, city, state, ZIP code) 3916 Carlisle Blvd NE, Suite D Albuquerque, NM 87107	d. Employer Representative Jerry Cuglietta	e. Telephone No. 875-1000
f. Type of Establishment (factory, mine, wholesaler, etc.) Insurance Agency	g. Identify principal product or service selling insurance	

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)

That on or about [redacted] (b) (6), (b) 2003, the Employer by its authorized agent and representative (b) (6), (b) (7)(C) [redacted] terminated the employment of (b) (6), (b) (7)(C) [redacted] because the three individuals engaged in certain protected concerted avtivities all in violation 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) [redacted]

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

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 Carole R. Blumfield
(signature of representative or person making charge) Attorney (title if any)

Address 2400 Louisiana NE, Bldg 2, Alb NM 87110 881-3778 June 25, 2003
(Telephone No.) (date)

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

U.S. Government Printing Office: 1989-241-525/05104

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
28-CA-18828	July 1, 2003

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
Saddle West Hotel and Casino

b. Number of workers employed
100+

c. Address *(Street, city, state, and ZIP code)*
1220 South Highway 160
Pahrump NV 89048

d. Employer Representative
Kay Marlin
Director of Human Resources

e. Telephone No.
(775)727-1111
Fax No.
(775)727-4732

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

g. Identify principal product or service
Hotel rooms, liquor, and gambling

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) and (4) 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 or about (b) (6), (b) (7)(C), 2003, the above-named Employer, through its officers, agents, and/or representatives, provided a written warning to, and discharged its employee (b) (6), (b) (7)(C) because of (b) (6), protected concerted activities and because (b) (6), (b took part in Case No. 28-CA-18357.

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

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

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

Address

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

July 1 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 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 28-CA-18829	Date Filed July 1, 2003

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
ADVANCED PCS

b. Number of workers employed
4500

c. Address *(Street, city, state, and ZIP code)*
9501 East Shea Blvd
Scottsdale AZ 85206

d. Employer Representative
Lisa Lutich
HR Manager

e. Telephone No.
(480)391-4600
Fax No.

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

g. Identify principal product or service
prescription drug review and management

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)*

Since on or about (b) (6), (b) (7)(C), 2003, and continuing to date, the above-named Employer, by its officers, agents, and representatives, has threatened, coerced, and engaged in surveillance of employees engaged in protected concerted activities dealing with terms and conditions of employment.

Since on or about (b) (6), (b) (7)(C) 2003, and continuing to date, the above-named Employer, by its officers, agents, and representatives, has issued verbal and written discipline to (b) (6), (b) (7)(C) and other persons not more specifically known at this time, because they engaged in concerted protected activities on behalf of themselves and other employees.

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.
(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) 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.)

July 1 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 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
28-CA-18840	July 3, 2003

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
Impala Bob's, Inc.		18+
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
4753 E. Falcon Drive	Bob Antebi	(480)981-1600
Mesa AZ 85215	CEO, Owner	Fax No. (480)807-4665
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Auto Parts Sales	Sales of auto 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)*

During the last six months and continuing the above-named Employer, through its officers, agents and representatives, promulgated and implemented unlawful policies that prohibited its employees from engaging in concerted activities.

On or about [redacted], 2003, the above-named Employer, through its officers, agents and representatives denied [redacted] request to have a witness present during an investigatory interview [redacted] believed would lead to discipline.

On or about [redacted] 2003, the above-named Employer, through its officers, agents and representatives constructively discharged [redacted] because [redacted] engaged in concerted complaints regarding working conditions.

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]
	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)*
[redacted]

6. DECLARATION

[redacted] arge and that the statements are true to the best of my knowledge and belief.

B [redacted] Individual
(Print/type name and title or office, if any)

(fax) _____

A [redacted] [redacted] 07-03-2003
(Telephone No.) *(date)*

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

[redacted]

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
28-CA-18841	July 3, 2003

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
Con Air Corporation		150
c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
7475 N. Glen Harbor Blvd.	Ron Hosmer	(623)872-8750
Glendale AZ 85307	Maintenance Supervisor	Fax No.
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Warehouse	Distribute consumer 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 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 June 27, 2003, the above-named employer discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activites.

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

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

By (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.)* 7/3/2003 *(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
(11-88)

UNITED S[illegible] OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

[redacted] DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18845	July 9, 2003

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
WESTERN BLOCK COMPANY	80

c. Address *(Street, city, state, and ZIP code)*	d. Employer Representative	e. Telephone No.
4021 South 19th Avenue Phoenix AZ 85041	Doug Peters President	(602)243-3975 Fax No. (602)243-3979

f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service
Block Manufacturer	Construction 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 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] 2003, the above-named Employer, by its officers, agents, and representatives, terminated [redacted] because of [redacted] protected concerted activities on behalf of [redacted] and other employees.

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] 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)*

[redacted]

6. DECLARATION

[redacted]e that I have read the above charge and that the statements are true to the best of my knowledge and belief.

[redacted] an individual
(Print/type name and title or office, if any)

[redacted]ing charge)

Address [redacted] (fax) _____

[redacted] 6-30-03
(Telephone No.) *(date)*

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

[redacted]

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
28-CA-18858	July 15, 2003

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
Impala Bob's Inc		around 21
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
4753 East Falcon Drive, Mesa, AZ 85215	Bob Antebi, CEO and Owner	480-981-1650
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
Retail/Automotive	Parts and restoration of classic cars	

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)

The above named Employer, by its officers, agents and supervisors, has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights, by, on or about [redacted] 2003, discharging (b) (6), (b) (7)(C) because [redacted] 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 N/A

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

6. DECLARATION
harge and that the statements are true to the best of my knowledge and belief.

Print Name (b) (6), (b) (7)(C) Title: An individual

	Telephone No.	Date:
Same	Same	July 15, 2003

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
28-CA-18866	July 17, 2003

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: Pro Clean Pest Elimination

b. Number of workers employed: around 5

c. Address (street, city, state, ZIP code): X4315 W VAN BUREN PHX AZ 85043

d. Employer Representative: Troy Sikes, Manager

e. Telephone No.: 602-272-9691

f. Type of Establishment (factory, mine, wholesaler, etc.): Wholesale and Commercial

g. Identify principal product or service: Pest Control

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)

The above named Employer, by its officers, agents and supervisors, has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights, by, on or about (b) (6), (b) (7)(C) 2003, discharging (b) (6), (b) (7)(C) because [redacted] 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. (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. N/A

(b) (6), (b) (7)(C) best of my knowledge and belief

Title: An individual

Date: X7-14-03

Name Same

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)

(11-80)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Case	Date Filed
28-CA-18876	July 23, 2003

INSTRUCTIONS:
File an original together with four copies and a copy for each additional charged party named in Item 1 with the 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 AT Systems West		b. Number of workers employed 59
c. Address (Street, city, state, and ZIP code) 4010 N. 27th Avenue Phoenix AZ 85017	d. Employer Representative Bill Damery Branch Manager	e. Telephone No. (602)264-0842 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Armored Transport Service	g. Identify principal product or service Armored Cars	

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)

On or about (b) (6), (b) (7)(C) 2003, the above-named employer terminated its employee (b) (6), (b) (7)(C) [redacted], because of (b) (6) [redacted] union and 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)
Security Police Fire Professionals of America, Local 823

4a. Address (Street and number, city, state, and ZIP code) 4870 W. Carla Vista Court Chandler AZ 85226	4b. Telephone No. (480)592-0768 Fax No. (480)785-0658

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) Security Police and Fire Professionals of America

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 Robert A. Inman — President
(Signature of representative or person making charge) — (Print/type name and title or office, if any)

Address same as above — Fax (480)785-0658 — (480)592-0768 (Telephone No.) — 7/22/03 (date)

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

28-2003-3833

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
28-CA-18880	July 23, 2003

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
Insight/Direct Alliance

b. Number of workers employed
500

c. Address *(Street, city, state, and ZIP code)*
8123 S. Hardy
Tempe AZ 85284

d. Employer Representative
Tony Smith
President

e. Telephone No.
(480)902-5900
Fax No.
(480)446-2137

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

g. Identify principal product or service
Computers and accessories

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 or about (b) (6), (b) (7)(C) 2003, the above-named employer, terminated their employee, (b) (6), (b) (7)(C), for (b) (6), protected and 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)
(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)* NA

6. DECLARATION

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

An Individual
(Print/type name and title or office, if any)

Address _____ *(fax)* (b) (6), (b) (7)(C) *(Telephone No.)* July 23 2003 *(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 S[redacted]OF AMERICA
NATIONAL LA[redacted]ELATIONS BOARD
CHARGE AGAINST EMPLOYER

[redacted] NOT WRITE IN THIS SPACE	
Case 28-CA-18894	Date Filed July 30, 2003

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 Insight/Direct Alliance		b. Number of workers employed 500
c. Address *(Street, city, state, and ZIP code)* 8123 S. Hardy Tempe AZ 85284	d. Employer Representative Tony Smith President	e. Telephone No. (480)902-5900 Fax No. (480)446-2137
f. Type of Establishment *(factory, mine, wholesaler, etc.)* Sales	g. Identify principal product or service Computers and accessories	

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 or about [redacted] 2003, the above-named Employer, by its officers, agents, and representatives, terminated its employee, [redacted] for [redacted] protected and 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)*
[redacted]

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

6. DECLARATION

[redacted] the above charge and that the statements are true to the best of my knowledge and belief.

B[redacted] *making charge)* [redacted] An Individual
(Print/type name and title or office, if any)

same as above *(fax)* _____

Address _____ [redacted] *(Telephone No.)* 7/30/03 *(date)*

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

[redacted]

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
28-CA-18899	August 4, 2003

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 Walker specialty		b. Number of workers employed 8+
c. Address (street, city, state, ZIP code) 3035 East Patrick Lane Suite #18 Las Vegas, Nevada 89102	d. Employer Representative Walker Specialty	e. Telephone No. 702-243-2500 Fax 702-243-6052
f. Type of Establishment (factory, mine, wholesaler, etc.) Environmental Construction	g. Identify principal product or service Environmenta Construction	

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 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] 2003, the aboved named Employer wrongfully discharged [redacted] because of [redacted] union 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)
LABORERS' International UNION of North America, 872 , AFL-CIO

4a. Address (street and number, city, state and ZIP code) 4201 EAST BONANZA ROAD, LAS VEGAS, NV. Suite 101 89110	4b. Telephone No. 702-921-8127 Fax No 702-452-4262

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 LABORERS; INTERNATIONAL UNION OF NORTH AMERICA AFL-CIO

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 George Vaughn
Signature of representative or person making charge

George Vaughn
print/type name and title or office, if any

Address: 4201 East bonanza Road Las Vegas NV, 891110

(702) 921-8127
Telephone No.

Date 8/1/03

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
(11-98)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18904	August 6, 2003

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 Hayashi Sushi		b. Number of workers employed 8
c. Address *(Street, city, state, and ZIP code)* 3945 S. Durango #A6 Las Vegas NV 89147	d. Employer Representative Alan Owner	e. Telephone No. (702)562-2268 Fax No. (702)
f. Type of Establishment *(factory, mine, wholesaler, etc.)* restaurant	g. Identify principal product or service restaurant	

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 or about (b) (6), (b) (7)(C) 2003, the above-named Employer, though its agents, officers, and representatives, discharged (b) (6), (b) (7)(C) [redacted] because of their protected, concerted activity in discussinig employer rules regarding tips.

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) [redacted]

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] above charge and that the statements are true to the best of my knowledge and belief.

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

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

(b) (6), (b) (7)(C) *(Telephone No.)* August 6 2003 *(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 28-CA-18909	Date Filed 8/11/2003

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
USERVCO, INC.

b. Number of workers employed
6

c. Address *(Street, city, state, and ZIP code)*
1135 North McQueen Road Suite 131
Gilbert AZ 85233

d. Employer Representative
Colleen Sleveland
General Manager

e. Telephone No.
(480)633-8450
Fax No.
(480)633-8455

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

g. Identify principal product or service
Receivables Management

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 or about (b) (6), (b) (7)(C), 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees

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

By (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief.
(signature of representative or person making charge) (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.) *(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
28-CA-18950	August 27, 2003

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 **Holsum Bakery, Inc.**		b. Number of workers employed Approximately 100
c. Address (street, city, state, ZIP code) **710 West Geneva, Tempe, AZ 85282**	d. Employer Representative **Edward Eisele**	e. Telephone No. (602) 222-1760
f. Type of Establishment (factory, mine, wholesaler, etc.) **Bakery**	g. Identify principal product or service **Baked Goods**	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), 1 subsections (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 above named Employer through its Officers, Agents and/or Supervisors has implemented discriminatory policy affecting the election at Epi Breads Phoenix, L.L.C. during the critical period

The above named Employer through its Officers, Agents and/or Supervisors, specifically (b) (6), (b) (7)(C) engaged in surveillance of Union Officers.

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)
Local 232, Bakery, Confectionery, Tobacco Workers & Grain Millers International Union AFL-CIO-CLC

4a. Address (street and number, city, state and ZIP code) 5818 North 7th Street, Suite 109 Phoenix Arizona 85014	4b. Telephone No. (602) 274-1261

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, Tobacco Workers & Grain Millers International Union AFL-CIO-CLC

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 Marco Mendoza

Signature of representative or person making charge

Title: International Representative

Address
5818 North 7th Street, Suite 109 Phoenix, AZ 85014

Telephone No.
(909) 760-9627

Date
August 27, 2003

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

FORM NLRB-501
(11-88)

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
28-CA-18958	September 2, 2003

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
Impala Bob's, Inc.		18+
c. Address *(street, city, state, ZIP code)*	d. Employer Representative	e. Telephone No.
4753 E. Falcon Drive Mesa AZ 85215	Bob Antebi CEO, Owner	(480)981-1600 Fax (480)807-4665
f. Type of Establishment *(factory, mine, wholesaler, etc.)*	g. Identify principal product or service	
Auto Parts Sales	Sales of Auto 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)** _____ **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 and representatives threatened employees with unspecified reprisal because [redacted] engaged in protected concerted activity by discussing sexual harassment with other employees.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, through its officers, agents and representatives denied (b) (6), (b) (7)(C) request to have a witness present during an investigatory interview [redacted] believed would lead to discipline.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employe, through its officers, agents and representatives constructively discharged (b) (6), (b) (7)(C) because [redacted] engaged in concerted complaints regarding working conditions.

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

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] nd that the statements are true to the best of my knowledge and belief.

By _____ 28.03 _____ Individual
(signature [redacted] (b) (7)(C) *(title if any)*

Address [redacted] (b) (6), (b) (7)(C) 8-28-03
(Telephone No.) *(date)*

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