Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-095829 | 1-4-13 |

**INSTRUCTIONS:**

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer #1 (See additional employers in attachment)<br>AAI SERVICES | | b. Tel. No.<br>(843)574-5409<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>5 ALLIANCE DR<br>GOOSE CREEK, SC 29445-7143 | e. Employer Representative<br>KEN JURGENSMEYER | f. Fax No.<br>(843)574-5283<br>g. e-Mail<br>kjurgens@aai.textran.com |
| i. Type of Establishment (factory, nursing home, hotel)<br>manufacturing facility | | j. Principal Product or Service<br>DOD contractor, makes shelters |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2012, the above-named Employer disciplined employee (b) (6), (b) (7)(C) in retaliation for [redacted] protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No. (b) (6), (b) (7)<br>4d. Fax No.<br>4e. e-Mail (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<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No. |
| (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| Address:<br>(b) (6), (b) (7)(C) | Date:<br>1/3/2013 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-95924 | 1-7-13 |

**INSTRUCTIONS:**
**File an original 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
Tyler Perry Studios

b. Tel. No. 678-500-3710

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
3300 Continental Colony Parkway
Southwest
Atlanta, GA 30331

e. Employer Representative
Tyler Perry

g. e-Mail

h. Number of workers employed
1-100 /100 - 200 in production

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

j. Identify principal product or service
films and television

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

1) The company's termination of my employment in retaliation for my complaints through my union about the pay/overtime/ accounting irregularity issues.

2) The refusal of the company to provide the promised raise in retaliation for whistle-blowing about collective bargaining agreement violations.

3) Harassment throughout my medical appointments, and the reassignment of my work as retaliatory acts.

4) Ongoing refusal of the company to pay collective bargaining agreement guaranteed weekly minimums.

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

4c. Cell No.

4d. Fax No.

4e. e-Mail
(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)
*(signature of representative or person making charge)*

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

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

Office, if any, Cell No.

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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

12-24-12
*(date)*

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-096021 | 1/8/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>VETERANS OF FOREIGN WARS POST 3433 | | b. Tel. No.<br>(843)871-0607<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>10154 BELLWRIGHT RD,<br>SUMMERVILLE, SC 29483-5403 | e. Employer Representative<br>ROBERT HILL | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Summerville, SC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Veterans Center | j. Principal Product or Service<br>Social Club | k. Number of workers at dispute location<br>6 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] 16, the Employer has interfered with, restrained, and coerced its employees by suspending and then terminating the employment of (b) (6), (b) (7)(C) in retaliation for [redacted] protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge)<br>Address (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Print Name and Title<br>Date<br>1/2/13 | Fax No<br>e-Mail<br>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-96100 | 1-8-13 |

**INSTRUCTIONS:**
**File an original 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
Sodexo

b. Tel. No. 404 880-6440

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
223 James P. Brawley SW
Atlanta, GA 30314

e. Employer Representative
Curtis Bolden
General Manager

g. e-Mail

h. Number of workers employed
over 50

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
service contractor

j. Identify principal product or service
catering

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
During the past six months, the Employer has discriminated against employee [redacted] in retaliation for [redacted] protected concerted activities

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. Tel. No.

4c. Cell No. [redacted]

4d. Fax No.

4e. e-Mail
[redacted]

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

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

By [redacted]
*(Signature of representative or person making charge)* *(Print/type name and title or office, if any)*

Address [redacted] 1-8-13 *(date)*

Tel. No.

Office, if any, Cell No.
[redacted]

Fax No.

e-Mail
[redacted]

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. [redacted]

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-96127 | 1-9-13 |

**INSTRUCTIONS:**

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>Cemex | | b. Tel. No.<br>478-987-2121<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>PO Box 120<br>2720 US Highway 341 South<br>Clinchfield, GA 31013 | e. Employer Representative<br>Brett Lato | f. Fax No.<br>g. Email<br>h. Dispute Location (City and State)<br>Clinchfield, GA |
| i. Type of Establishment (factory, nursing home, hotel)<br>Mine | j. Principal Product or Service<br>Portland Cement | k. Number of workers at dispute location<br>200 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsection (1),(3), (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 November 26, 2012, the above named Employer made a unilateral change to its attendance and training policies and attempted to directly deal and engage in surface bargaining with employee (b) (6), (b) (7)(C) without affording the Union a meaningful opportunity to bargain, and as a result, employee (b) (6), (b) (7)(C) was terminated on or about (b) (6), (b) (7)(C) 2012.

The Employer is retaliating against Employee (b) (6), (b) (7)(C) because of (b) (6), (b) Union or protected concerted activities by terminating (b) (6), (b) on or about (b) (6), (b) (7)(C) 2012.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail:<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C) (b) (6), (b)<br>(signature of representative or person making charge) | Andrew Kistler, an individual (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C)<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| (b) (6), (b) (7)(C) | | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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line to invoke its processes.

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

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-096260 | 1/11/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a Name of Employer<br>FLUOR ENTERPRISES, INC | | b Tel No<br>(919)486-1557 |
| | | c Cell No. |
| d Address (street, city, state ZIP code)<br>100 FLUOR DANIEL DR,<br>GREENVILLE, SC 29607-2761 | e. Employer Representative<br>BOB FROST | f. Fax No |
| | | g e-Mail |
| | | h. Dispute Location (City and State)<br>GREENVILLE, SC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Contractor | j. Principal Product or Service<br>Construction | k Number of workers at dispute location<br>100 |

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

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

For the past six months and continuing to date, the Employer has maintained rules restricting employees' Section 7 Rights.

Since about (b) (6), (b) (7)(C) 2012, the Employer has terminated (b) (6), (b) (7)(C) in response to [redacted] protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b Tel. No<br>(b) (6), (b) (7)(C) |
| | 4c Cell No<br>(b) (6), (b) (7)(C) |
| | 4d Fax No |
| | 4e e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | Tel No.<br>(b) (6), (b) (7)(C) |
| By (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) | Office, if any, Cell No<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) Print Name and Title | Fax No |
| Address (b) (6), (b) (7)(C) [redacted] Date: 1-4-13 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-096417 | 1/15/13 |

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

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>CENTURYLINK | | b. Tel. No.<br>(828)328-0304<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>320 1ST AVE NW, HICKORY, NC 28601-6123 | e. Employer Representative<br>Debbie Bradberry, Labor Relations Manager II | f. Fax No.<br>(913)397-3451<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Hickory, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Telephone company | j. Principal Product or Service<br>Telephone and DSL services | k. Number of workers at dispute location<br>10+ |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1), (3), (4) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

On about (b) (6), (b) (7)(C) 2012, the above-named employer terminated employee (b) (6), (b) (7)(C) for [redacted] union activities, [redacted] protected concerted activities, NLRB-charge filing activities, and in violation of the collective-bargaining agreement.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>4d. Fax No.<br>(b) (6), (b) (7)(C)<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>Print Name and Title | Office, if any, Cell No.<br>Fax No.<br>(b) (6), (b) (7)(C) |
| Address: (b) (6), (b) (7)(C) | Date: 1/12/2013 | e-Mail |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-96479 | Date Filed 1-15-13 |

**INSTRUCTIONS:**
**File an original 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
Mid Carolinas District

b. Tel. No. 704-393-4400

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
2901 Scott Futrell Dr
Charlotte NC 28228-9998

e. Employer Representative

g. e-Mail

h. Number of workers employed
3000+-

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Customer Service

j. Identify principal product or service
mail delivery

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Management in the District are allowing managers to hand pick employees not because they are the best qualified for positions, but because of who they know, who they have dirt on or because they will get they will not ask questions about doing the best job appropriately. A position was put up for "best qualified". I put in for position that I previously held. I was overlooked because the manager of the position did not want me around. [redacted] years had past since I had once done the same job. I was overlooked completely! This same manager had abolished positions in order to get rid of a clerk that was not awarded a higher position in the office, even though [redacted] was the more qualified, better trained and more experienced in doing the job. This clerk position that the manager abolished was done in house rather than a nationwide abolishment of the position. This manager is bias and totally unfair in her labor practices. Should be looked at.

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. Tel. No. [redacted]

4c. Cell No. n/a

4d. Fax No. n/a

4e. e-Mail
[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)* American Postal Workers Union

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

Address [redacted]

1/11/2013
*(date)*

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-096495 | Jan 16, 2013 |

**INSTRUCTIONS:**

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>Wal-Mart Stores, Inc. | | b. Tel. No. (270) 444-6941<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>3220 Irvin Cobb Drive<br>Paducah, KY 42003 | e. Employer Representative<br>Store Manager Joe _____ | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State) |
| i. Type of Establishment (factory, nursing home, hotel)<br>Retail | j. Principal Product or Service<br>General merchandise and groceries | k. Number of workers at dispute location<br>approx. 200 |

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

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

Please see attached.

3. Full name of party filing charge (*if labor organization, give full name, including local name and number*)
The Organization United for Respect at Walmart (OUR Walmart)

| | |
|---|---|
| 4a. Address (street and number, city, state, and ZIP code)<br>P.O. Box 66538<br>Washington, D.C. 20036-6536 | 4b. Tel. No.<br>(888) 957-3773<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(202) 466-1521 |
| By: Deborah Gaydos | Deborah Gaydos, Counsel | Office, if any, Cell No. |
| (signature of representative or person making charge) | Print Name and Title | Fax No. (202) 728-1803 |
| Address: P.O. Box 66538 Washington, DC 20036 | Date: 1/16/2013 | e-Mail<br>dgaydos@ufcw.org |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

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

Basis of the Charge:

1. Starting in about late November, 2012, Walmart management retaliated against (b) (6), (b) (7)(C) for (b) (6), (b) activities on behalf of OUR Walmart by increasing (b) (6), (b) workload.
2. Starting in about late November, 2012, Walmart management retaliated against (b) (6), (b) (7)(C) for (b) (6), (b) activities on behalf of OUR Walmart by changing (b) (6), (b) working conditions.
3. Starting in about December, 2012, Walmart management retaliated against (b) (6), (b) (7)(C) due to (b) (6), (b) membership in OUR Walmart by failing to intervene when other workers threatened (b) (6), (b) with violence.
4. In about late (b) (6), (b) (7)(C) 2012, Walmart management retaliated against (b) (6), (b) (7)(C) due to (b) (6), (b) membership in the Organization United for Respect at Walmart (OUR Walmart) by unfairly disciplining (b) (6), (b) (7)
5. In about December, 2012, Walmart management unlawfully threatened workers that they would be fired if they called out on strike.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-096732 | 1/22/13 |

**INSTRUCTIONS:**

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>INTERTAPE POLYMER CORPORATION | | b. Tel. No.<br>(803)799-8800<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>2000 S BELTLINE BLVD,<br>COLUMBIA, SC 29201-5110 | e. Employer Representative<br>DON HOFFMAN | f. Fax No.<br>(803)376-5431<br>g. e-Mail<br>h. Dispute Location (City and State)<br>COLUMBIA, SC |
| i. Type of Establishment (factory, nursing home, hotel)<br>FACTORY | j. Principal Product or Service<br>ADHESIVE TAPE AND CHEMICALS | k. Number of workers at dispute location<br>200 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) and(4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 agents, officers and representatives, unlawfully discharged [redacted] (b) (6), (b) (7)(C) about [redacted] (b) (6), (b) (7)(C) 2013 in retaliation for [redacted] union activities and other protected and concerted activities, and because of [redacted] participation in NLRB investigations and proceedings.

3. Full name of party filing charge (*If labor organization, give full name, including local name and number*)
UNITED STEEL, Paper & ForestryRubber,Manufacturing,Energy, Allied Industrial & Service Workers International Union, AFL-CIO-CLC

| | |
|---|---|
| 4a. Address (street and number, city, state, and ZIP code)<br>3340 PERIMETER HILL DR, NASHVILLE, TN 37211-4123 | 4b. Tel. No.<br>(615)834-8590<br>4c. Cell No.<br>(804)519-4640<br>4d. Fax No.<br>(615)781-6362<br>4e. e-Mail<br>bbrandon@usw.org |

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<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No.<br>(615)834-8590 |
| By: Benjamin Brandon<br>(signature of representative or person making charge) | Benjamin Brandon Organizer<br>Print Name and Title | Office, if any, Cell No.<br>(804)519-4640<br>Fax No.<br>(615)781-6362 |
| Address: 3340 PERIMETER HILL DR,<br>NASHVILLE, TN 37211-4123 | Date: 1/21/13 | e-Mail<br>bbrandon@usw.org |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. [redacted] (b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-096859 | 1/23/13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>CORNING INC | | b. Tel. No.<br>(910)874-7200 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code)<br>310 N COLLEGE RD,<br>WILMINGTON, NC 28405-3518 | e. Employer Representative<br>CADENA PEARSON | f. Fax No. |
| | | g. e-Mail |
| | | h. Dispute Location (City and State)<br>WILMINGTON, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>FACTORY | j. Principal Product or Service<br>FIBER OPTICS CABLE | k. Number of workers at dispute location<br>600 |

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

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

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by indefinitely suspending employee (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No. |
| | 4c. Cell No.<br>(b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| ✓ By (b) (6), (b) (7)(C)<br>(b) (6), ( | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge)<br>Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Print Name and Title<br>Date:<br>✓ 1-16-2013 | Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-97135 | 1-28-13 |

**INSTRUCTIONS:**
**File an original 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
Safe-Guard Products International, LLC.

b. Tel. No. 8007427896x9009

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
2 Concourse Parkway
Suite 500
Atlanta, GA 30326

e. Employer Representative
Shonnia Houston, HR Director

g. e-Mail

h. Number of workers employed
50+

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

j. Identify principal product or service
insurance

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 suspended and then terminated [redacted] in retaliation for [redacted] protected concerted activity.

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. Tel. No. [redacted]

4c. Cell No.

4d. Fax No.

4e. e-Mail

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

Address [redacted]

1/28/2013
*(date)*

Tel. No. [redacted]

Office, if any, Cell No.

Fax No.

e-Mail

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-097291 | 1/29/13 |

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>KING BIO PHARMACEUTICALS | | b. Tel. No.<br>828.255.0201 |
| | | c. Cell No |
| d. Address (street, city, state ZIP code)<br>3 WESTIDE DRIVE, ASHEVILLE, NC 28806 | e. Employer Representative<br>MICHAEL WHITAKER | f. Fax No |
| | | g. e-Mail |
| | | h. Dispute Location (City and State)<br>ASHEVILLE, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>HOMEOPATHIC MEDS | j. Principal Product or Service<br>HOMEOTHPATHIC MEDS | k. Number of workers at dispute location<br>80 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the above-named Employer terminated its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) engaging in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No |
| | 4c. Cell No<br>(b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C) (b) (6) (b) (6) | (b) (6), (b) (7)(C) | Office, if any, Cell No<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date<br>01/10/13 | e-Mail |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-97470 | Date Filed 1-31-13 |

**INSTRUCTIONS:**
**File an original 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. Tel. No. 404-767-3973

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
2905 East Point Street
East Point, GA 30344

e. Employer Representative
Christopher Thorne, manager

g. e-Mail

h. Number of workers employed
50+

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

j. Identify principal product or service
mail processing

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the past 6 months, the above-named employer has discriminated against (b) (6), (b) (7)(C) in retaliation for [redacted] grievance filing activity, by failing to compensate [redacted] as part of a settlement agreement.

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

4c. Cell No.

4d. Fax No.

4e. e-Mail
(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)
*(Signature of representative or person making charge)*

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

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

*(date)*

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

Office, if any, Cell No.

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-097879 | 2/7/13 |

**INSTRUCTIONS:**

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>O'REILLY AUTO PARTS | | b. Tel. No.<br>(909)392-7330<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>233 S PATTERSON AVE,<br>SPRINGFIELD, MO 65802-2210 | e. Employer Representative<br>DON BECK | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>CAMDEN, SC |
| i. Type of Establishment (factory, nursing home, hotel)<br>RETAIL STORE | j. Principal Product or Service<br>AUTO PARTS | k. Number of workers at dispute location<br>15 |

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

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

During the past six months, and continuing through (b) (6), (b) (7)(C) 2013, the Employer, at its Camden, South Carolina location, discriminated against employee (b) (6), (b) (7)(C) by reducing [redacted] hours in retaliation for [redacted] protected concerted activities.

Since about January 14, 2013, the Employer, at its Camden, South Carolina location, has interfered with, restrained, and coerced its employees by advising employees that they were prohibited from cooperating with an investigation conducted by the NLRB.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date:<br>2-5-13 | e-Mail |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-098131 | 2/11/13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>SOUTHEASTERN REGIONAL MEDICAL CENTER | | b. Tel. No.<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>300 W 27TH ST, LUMBERTON, NC 28358-3075 | e. Employer Representative<br>JOANN ANDERSON | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>LUMBERTON, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>HOSPITAL | j. Principal Product or Service<br>HOSPITAL | k. Number of workers at dispute location<br>10 |

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

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

Since about (b) (6), (b) (7)(C) 2012, the Employer has interfered with, restrained, and coerced its employees by discharging employee (b) (6), (b) (7)(C) in retaliation of engaging in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date: 2-7-13 | e-Mail |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

fax : 404-331-2858
Attn. Information officer

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-98268 | 2-13-13 |

**INSTRUCTIONS:**
File an original 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
St. Mary's Hospital

b. Tel. No. 706-389-2900

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
1230 Baxter St.
Athens, GA 30606

e. Employer Representative
Tim Sorrells

g. e-Mail

h. Number of workers employed

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

j. Identify principal product or service
speech pathology

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

During a Level 3 corrective counseling statement, conducted on (b) (6), (b) (7)(C) 2012, (b) (6), (b) (7)(C) accused (b) (6), (b) (7)(C) of engaging in "passive aggressive comments to our department or any other departments inside or outside of the hospital." When (b) (6), (b) (7)(C) requested clarification, (b) (6), (b) (7)(C) stated that (b) (6), (b) (7)(C) had made negative comments about the department when (b) (6), (b) was out on (b) (6), (b) (7)(C) leave. During a employment litigation consultation with Amanda Farahany, attorney with Barrett and Farahany law firm in Atlanta, Georgia, on 2/5/2013, (b) (6), (b) (7)(C) was advised to contact the NLRB regarding this accusation since (b) (6), (b) (7)(C) has a legal right to be able to complain about (b) (6), (b) work environment.

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

4c. Cell No.

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C)

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

6. DECLARATION

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

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

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

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

Office, if any, Cell No.

Fax No.

e-Mail

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

2/8/2013
*(date)*

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-098391 | Date Filed 2-14-2013 |

**INSTRUCTIONS:**
**File an original 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
Sun Products Corporation

b. Tel. No. (270) 793-5490

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
385 Southwood Court
Bowling Green, KY 42101

e. Employer Representative
Ron Anglin
Site Manager

g. e-Mail

h. Number of workers employed
1000

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

j. Identify principal product or service
Laundry soap, fabric softeners and household products

k. 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)* and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
About [redacted] 2013, the above named employer terminated [redacted] for engaging in union and/or protected concerted activities.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
International Chemical Workers Union Council of the United Food and Commercial Workers International Union

4a. Address *(Street and number, city, state, and ZIP code)*
1015 Lakeshore Dr
De Soto, MO 63020

4b. Tel. No. (330) 631-2683

4c. Cell No. (330) 631-2683

4d. Fax No. (636) 586-8169

4e. e-Mail
jhurocy@icwuc.org

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 Chemical Workers Union Council of the United Food and Commercial Workers International Union

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 Jerry D. Hurocy
*(Signature of representative or person making charge)*

Jerry D. Hurocy - Organizing Coordinator
*(Print/type name and title or office, if any)*

Address 1015 Lakeshore Dr, De Soto, MO 63020

2/11/13
*(date)*

Tel. No. (330) 631-2683

Office, if any, Cell No. (330) 631-2683

Fax No. (636) 586-8169

e-Mail jhurocy@icwuc.org

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-098633 | 2/20/13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>NATIONAL SPINNING CO | | b. Tel. No.<br>(910)642-4181<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>240 SPINNING ROAD, HIGHWAY 130, WHITEVILLE, NC 28472 | e. Employer Representative<br>CHASE STALLINGS, HUMAN RESOURCES MANAGER<br>Rick Barton, Plant Manager | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>WHITEVILLE, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Factory | j. Principal Product or Service<br>Yarn | k. Number of workers at dispute location<br>100 + |

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

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

During the past six months, the Employer has maintained and enforced a Facebook rule and an off-duty conduct rule that coerce and/or interfere with employees' exercise of their Section 7 rights.

On (b) (6), (b) (7)(C) 2013, the Employer terminated (b) (6), (b) (7)(C) pursuant to an unlawful Facebook and/or off-duty conduct rule that coerce and/or interfere with employees' exercise of their Section 7 rights.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C) AN INDIVIDUAL<br>Print Name and Title | Office, if any, Cell No.<br>Fax No. |
| Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date: 2-18-13 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

| Case | Date Filed |
|---|---|
| 10-CA-098647 | 2/19/13 |

**INSTRUCTIONS:**

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>FOOD LION | | b. Tel. No<br>(910)892-9137<br>c. Cell No |
| d. Address (street, city, state ZIP code)<br>2940 ARROWHEAD RD, DUNN, NC 28334-6654 | e. Employer Representative<br>BRENDA ELMORE | f. Fax No.<br>(910)892-1109<br>g. e-Mail<br>belmore@foodlion.com<br>h. Dispute Location (City and State)<br>Dunn, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Grocer | j. Principal Product or Service<br>Food Products | k. Number of workers at dispute location<br>500 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the above named Employer terminated employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No<br>4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>Print Name and Title | Office, if any, Cell No.<br>Fax No. |
| Address (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date: 02-19-13 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

INSTRUCTIONS:

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-099645 | 3-5-13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>TOWN OF DUCK | | b. Tel. No.<br>(252)255-1234<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1200 DUCK RD, PO BOX8369,<br>DUCK NC 27949-4542 | e. Employer Representative<br>Mayor Don Kingston | f. Fax No.<br>(252)255-1286<br>g. e-Mail<br>don.kingston@townofduck.com<br>h. Dispute Location (City and State)<br>Duck, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Municipal government | j. Principal Product or Service<br>Government services | k. Number of workers at dispute location<br>250 |

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

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

Since about September 7, 2012, the above-named employer harassed employee (b) (6), (b) (7)(C) singled [redacted] out from other employees, and changed [redacted] job duties and functions, in retaliation for [redacted] protected concerted activities.

On about (b) (6), (b) (7)(C) 2012, the above-named employer terminated employee (b) (6), (b) (7)(C) for [redacted] protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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) | (b) (6), (b) (7)(C) | Tel. No.<br>(b) (6), (b) (7)(C)<br>Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date: 3/5/2013 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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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 |
| 10-CA-99651 | 3-5-13 |

**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 |
|---|---|---|
| Scientific Sales, Inc. | | about 25 |
| c. Address (street, city, state, ZIP code) | d. Employer Representative | e. Telephone No. |
| 130 Valley Court<br>Oak Ridge, TN 37830 | Vicki Dyer, Owner | 865-483-9332 |
| f. Type of Establishment (factory, mine, wholesaler, etc.) | g. Identify principal product or service | |
| Wholesale Distribution and Sales | Industrial, environmental and laboratory equipment | |

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)

About (b) (6), (b) (7)(C) 2012 the Employer discharged (b) (6), (b) (7)(C) for discussing wages with a customer. During the time period relevant to the charge, the Employer maintained a company policy prohibiting employees from discussing their wages with other employees and customers.

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)<br>email:<br>(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)
Signature of representative or person making charge

An Individual
(Title if any)

Same as 4a
Address

Same as 4b
(telephone no.)

2/20/13
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT**

**(U.S. CODE, TITLE 18, SECTION 1001)**

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-099653 | 3-5-13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>Avance Care | | b. Tel. No.<br>919-655-1000<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>6402 McCrimmon Parkway, Suite 100<br>Mooresville, NC | e. Employer Representative<br>Jonathan Fowler, Office Manager | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>, Mooresville, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Medical Practice | j. Principal Product or Service<br>Patient Care | k. Number of workers at dispute location<br>10-12 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the Employer discharged employee (b) (6), (b) (7)(C) for engaging in protected concerted activity, discussing PTO time and holidays, in violation 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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail<br>(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*)
Individual

| | |
|---|---|
| 6. DECLARATION<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C) 3.4.2013<br>(Signature of representative or person making charge) Print Name and Title<br>Address: Date: | Office, if any, Cell No.<br>Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-099730 | 3/6/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>MAGNA COMPOSITES, LLC | | b. Tel. No.<br>(704)637-5944<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>6701 STATESVILLE BLVD.<br>SALISBURY, NC 28147-7486 | e. Employer Representative<br>BARBARA ALSTON | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>SALISBURY, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>factory | j. Principal Product or Service<br>automobile parts manufacturing | k. Number of workers at dispute location<br>100 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the above-named Employer terminated the employment of (b) (6), (b) (7)(C) in retaliation for [redacted] protected concerted activities.

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)<br>(b) (6), (b) (7)(C) [redacted] | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail |

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<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No. |
| By: (b) (6), (b) (7)(C) [redacted]<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C) Individual<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| Address: (b) (6), (b) (7)(C) [redacted]<br>(b) (6), (b) (7)(C) [redacted] | Date:<br>3/6/2013 | e-Mail |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-99897 | Date Filed 3-7-13 |

**INSTRUCTIONS:**
File an original 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
Half Off Depot, LLC

b. Tel. No. 865-521-9577
c. Cell No. 404-697-7964
f. Fax No. 865-546-1246
g. e-Mail brian@halfoffdepot.com
h. Number of workers employed 40

d. Address *(Street, city, state, and ZIP code)*
810 West Clinch Ave.
8th Floor
Knoxville, TN 37902

e. Employer Representative
Brian Conley, CEO

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Marketing / Sales

j. Identify principal product or service
Selling Discount Vouchers via internet

k. 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)* Section 7 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Half Off Depot ("HOD") is in the business of selling coupons on line for retail establishments. It sells coupons offering products and services at "half off" the retail price. It employes sales representatives, like charging party, who recruit vendors to offer their services on HOD's website. Sales representatives are paid a commission based on HOD's net profit on generated sales. In about June of 2012, HOD initiated a new marketing strategy in which it discounted its on-line coupons even further, i.e., lower than 50% of the retail prices. Because increasing the amount of the discount lowered HOD's net profit, it negatively impacted the calculation of sales commissions.

Charging communicated with [redacted] fellow employees about the impact on commissions so that [redacted] could collectively approach HOD management. HOD terminated charging party on [redacted] 2012 for engaging in concerted activity.

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. Tel. No.
4c. Cell No. (b) (6), (b) (7)(C)
4d. Fax No.
4e. e-Mail

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

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

By [redacted] *(Signature of representative or person making charge)*

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

Address same as above.

2/06/13
*(date)*

Tel. No.
Office, if any, Cell No.
Fax No.
e-Mail

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-0100029 | 3/11/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>HMS HOST INTERNATIONAL, INC. | | b. Tel. No.<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>5501 JOSH BIRMINGHAM PKWY UNIT 13, CHARLOTTE, NC 28208-5751 | e. Employer Representative<br>LARRY JENKINS | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Charlotte, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Airport | j. Principal Product or Service<br>Hospitality/Concession Services | k. Number of workers at dispute location<br>700 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the Employer terminated (b) (6), (b) (7)(C) because of (b) (6), (b) protected concerted and/or union activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No |
| By: (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date: March 11, 2013 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-100328 | 3-12-13 |

**INSTRUCTIONS:**
**File an original 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
Stone and Webster Const. Serv. LLC and Chicago Bridge & Iron

b. Tel. No. 815-458-7550

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
7828 River Road
Waynesboro, GA 30830-4812

e. Employer Representative
Jennifer Guckert, in-house counsel

g. e-Mail
jennifer.guckert@shawgrp.com

h. Number of workers employed
150+

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

j. Identify principal product or service
Construction

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, (b) (6), (b) (7)(C) requested union representation at an investigatory interview. (b) (6), (b) (7)(C) a former union officer, reasonably believed that a meeting with the company representative who had shown animus toward (b) (6), (b) in the past could result in disciplinary action against (b) (6), (b) (7)(C) request is considered protected concerted activity under Section 7 of the National Labor Relations Act. Mobil Oil Corp., 196 N.L.R.B. 1052 (1972). (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) [redacted] both immediately denied (b) (6), (b) (7)(C) request. This denial is a clear violation of (b) (6), (b) (7)(C) Section 8(a)(1) rights because it interfered with (b) (6), (b) individual rights guaranteed under Section 7 of the Act. N.L.R.B. v. J. Weingarten, Inc., 420 U.S. 251 (1975). The denial was also in retaliation for a pending discrimination charge (b) (6), (b) (7)(C) filed with the Equal Employment Opportunity Commission. (b) (6), (b) (7)(C) correctly ascertained that the meeting would result in disciplinary action as (b) (6), (b) (7)(C) suspended (b) (6), (b) (7)(C) on the day of the illegal denial. (b) (6), (b) (7)(C) terminated (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2013.

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

4c. Cell No.

4d. Fax No.

4e. e-Mail
(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 *(signature of representative or person making charge)* Steven Leibel, Esq. *(Print/type name and title or office, if any)*

Address Steven Leibel, P.C., P.O. Box 1868, Dahlonega, GA 30533

March 5, 2013 *(date)*

Tel. No. 706-867-7575

Office, if any, Cell No.

Fax No. 706-867-0186

e-Mail
steven@leibel.com

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-100338 | 3/14/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>MARCO PAINT AND PRESSURE WASHING | | b. Tel. No.<br>(919)384-1314<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>4528 HILLSBOROUGH RD, STE 105, DURHAM, NC 27705-1214 | e. Employer Representative<br>ANGELA ROYAL | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Durham, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Suite | j. Principal Product or Service<br>Painting and pressure washing | k. Number of workers at dispute location<br>✓ 12 |

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

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

On about [redacted] 2013, the above-named Employer terminated [redacted] because of [redacted] protected concerted activities.

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)<br>[redacted] | 4b. Tel. No.<br>4c. Cell No.<br>[redacted]<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** [redacted] | | Tel. No. |
| By: ✓ [redacted] | [redacted] | Office, if any, Cell No.<br>[redacted] |
| (signature of representative or person making charge)<br>Address [redacted] | Print Name and Title<br>Date: ✓ 03-12-2013 | Fax No.<br>e-Mail |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-100463 | 3-15-13 |

**INSTRUCTIONS:**

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

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>MARRIOTT COURTYARD | | b. Tel. No.<br>(704)454-7887<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>7601 SCOTT PADGETT PKWY NW, CONCORD, NC 28027-0109 | e. Employer Representative<br>ANDRE COLLINS, GENERAL MANAGER | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>CONCORD, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>HOTEL | j. Principal Product or Service<br>HOUSEKEEPING | k. Number of workers at dispute location<br>20 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, THE EMPLOYER TOLD (b) (6), (b) (7)(C) NOT TO DISCUSS TERMS AND CONDITIONS OF EMPLOYMENT WITH ANYONE, INCLUDING OTHER EMPLOYEES, IN VIOLATION 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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No. Cell (b) (6), (b) (7)(C)<br>4c. Cell No. (b) (6), (b) (7)(C) Home<br>4d. Fax No. (b) (6), (b) (7)(C)<br>4e. e-Mail<br>(b) (6), (b) (7)(C) |

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

6. DECLARATION

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

| | | |
|---|---|---|
| (b) (6), (b) (7)(C)<br>(signature of representative or person making charge)<br>Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) AN INDIVIDUAL<br>Print Name and Title<br>Date: 3/10/2013 | Tel. No.<br>Cell # (b) (6), (b) (7)(C)<br>Office, if any, Cell No.<br>(b) (6), (b) (7)(C) Home #<br>Fax No. (b) (6), (b) (7)(C)<br>e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-100628 | 3/19/13 |

**INSTRUCTIONS:**

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>RESCARE COMMUNITY ALTERNATIVE | | b. Tel. No.<br>(336)788-5543<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>2901 KONNOAK DR, WINSTON SALEM, NC 27127-3945 | e. Employer Representative<br>VICTORIA JAMES<br>*Arletha Leak | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>WINSTON-SALEM, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>GROUP HOME | j. Principal Product or Service<br>MEDICAL/CAREGIVER SERVICES | k. Number of workers at dispute location<br>20 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] 2013, THE ABOVE-NAMED EMPLOYER TERMINATED (b) (6), (b) (7)(C) FOR [redacted] PROTECTED CONCERTED ACTIVITY.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title<br>Date: 3-6-13 | Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |
| Address (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | | |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (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 |
| 10-CA-100809 | 3/21/13 |

**INSTRUCTIONS**

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| a. Name of Employer | | b. Number of employers involved |
|---|---|---|
| Waste Management (Southern Services Landfill) | | +/- 20 |
| c. Address (street, city, state, ZIP code)<br>4651 Amy Lynn Dr.<br>Nashville TN 37218-3815 | d. Employer Representative<br>Keith Centers, Manager | e. Telephone No.<br>615-254-1276 |
| f. Type of Establishment (factory, mine, wholesaler, etc.)<br>Landfill | g. Identify principal product or service<br>trash | |

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

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

The above-referenced Employer by its officers, agents and representatives has discriminated against [redacted] by giving [redacted] a written warning on or about [redacted] 12 in retaliation for engaging in protected concerted activity and on or about [redacted] 13 terminating [redacted] employment in retaliation for engaging in protected concerted activity.

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

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

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

6. DECLARATION

I de[redacted] that I have read the at[redacted] char[redacted] and [redacted] the statements are true to the best of my knowledge and belief.

By [redacted] (b) (6), (b) (7)(C)
Signature of representative or person making charge

Title Individual

Address Same as 4a

Telephone No. Same as 4b

Date: 3/21/13

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

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-100854 | 03/21/2013 |

**INSTRUCTIONS:**
**File an original 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
Kids Kare, Inc.

b. Tel. No. 270-537-0801

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
110 Noah Cove
Paducah, KY

e. Employer Representative
Pam Thompson
Owner

g. e-Mail

h. Number of workers employed
Approx. 15

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
day care

j. Identify principal product or service
child care

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, and continuing, the above-named Employer, by its officers, agents, and representatives, has discriminated against (b) (6), (b) (7)(C) by terminating [redacted] because [redacted] engaged in protected concerted activities.

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

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

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

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail
(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)
*(signature of representative or person making charge)*

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

Address same as above

3-18-13
*(date)*

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

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-101421 | 3/28/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>YOUTH FOCUS | | b. Tel. No.<br>(336)273-4687 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code)<br>301 CONCORD ST,<br>GREENSBORO, NC 27406-3635 | e. Employer Representative<br>MICHELLE JONES<br>PROGRAM MANAGER | f. Fax No. |
| | | g. e-Mail |
| | | h. Dispute Location (City and State)<br>GREENSBORO, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>ALTERNATIVE SCHOOL | j. Principal Product or Service<br>SCHOOL | k. Number of workers at dispute location<br>15 |

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

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

In or around late (b) (6), (b) (7)(C) 2012, the above Employer disciplined (b) (6), (b) (7)(C) because [redacted] engaged in protected concerted activities.

On or about (b) (6), (b) (7)(C) 2013, the above Employer disciplined (b) (6), (b) (7)(C) because [redacted] engaged in protected concerted activities.

On or about (b) (6), (b) (7)(C) 2013, the above Employer terminated (b) (6), (b) (7)(C) because [redacted] engaged in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No. |
| | 4c. Cell No.<br>(b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>An Individual<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| Address:<br>(b) (6), (b) (7)(C) | Date: (b) (6), (b) (7)(C)<br>3/21/13 | Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U S C 3512

INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-102541 | 4/11/13 |

**INSTRUCTIONS:**
**File an original 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
EBI, LLC

b. Tel. No. 434.797.9701

c. Cell No.

f. Fax No. 434.797.9706

d. Address *(Street, city, state, and ZIP code)*
745 Kentuck Road
PO Box 1282
Danville, VA 24543-1282

e. Employer Representative
Angelika Matczak, CEO

g. e-Mail

h. Number of workers employed
400

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

j. Identify principal product or service
Sofas and Matresses for IKEA

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2012, the above-named Employer terminated the employment of (b) (6), (b) (7)(C) because of [redacted] protected concerted and/or union activities.

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

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

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) Individual
*(Signature of representative or person making charge)* *(Print/type name and title or office, if any)*

Address (b) (6), (b) (7)(C) 4-10-13
*(date)*

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

Office, if any, Cell No.

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

e-Mail

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-102893 | 4-16-2013 |

**INSTRUCTIONS:**

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>Hillshire Brands Company (formerly Sara Lee Corporation) | | b. Tel. No.<br>205-764-6631<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>700 S. Wood Avenue<br>Florence, Alabama 35630-5758 | e. Employer Representative<br>Gary Loden, Damien Williams | f. Fax No.<br>256-767-9923<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Florence, Alabama |
| i. Type of Establishment (factory, nursing home, hotel)<br>Factory | j. Principal Product or Service<br>breakfast sandwiches | k. Number of workers at dispute location<br>1800 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 the week of April 2, 2013, and continuing thereafter, the above-referenced employer, acting through its supervisors and agents, threatened employees with discipline, up to and including termination, if they appeared and testified during a pending hearing (10-CA-83499, et. al), which is being held by an administrative law judge of the National Labor Relations Board, in which the above-referenced employer is the Respondent.

3. Full name of party filing charge (*If labor organization, give full name, including local name and number*)
Retail, Wholesale & Department Store Union – UFCW Mid-South Council, AFL-CIO

| | |
|---|---|
| 4a. Address (street and number, city, state, and ZIP code)<br>1901-10th Avenue South<br>Birmingham, Alabama 35205-2601 | 4b. Tel. No.<br>205-322-7462<br>4c. Cell No.<br>256-683-7339<br>4d. Fax No.<br>205-322-8447<br>4e. e-Mail<br>rwdsuhadley@mchsi.com |

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*)

Retail, Wholesale & Department Store Union – UFCW Mid-South Council, AFL-CIO

| | | |
|---|---|---|
| 6. DECLARATION<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>205-322-7462 |
| By: Randy Hadley<br>(signature of representative or person making charge) | Randy Hadley, Organizer<br>Print Name and Title | Office, if any, Cell No.<br>256-683-7339<br>Fax No.<br>205-322-8447 |
| Address: 1901-10th Avenue South<br>Birmingham, AL 35205-2601 | Date: 4-16-13 | e-Mail<br>rwdsuhadley@mchsi.com |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-103009 | 4-17-13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>STANLEY TOTAL LIVING CENTER | | b. Tel. No.<br>(704)263-1986<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>514 OLD MOUNT HOLLY RD,<br>STANLEY, NC 28164-2191 | e. Employer Representative<br>JENNIFER DEFILICEE,<br>ADMINISTRATOR OF NURSING HOME | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>STANLEY, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>NURSING HOME | j. Principal Product or Service<br>PATIENT CARE | k. Number of workers at dispute location<br>150 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the Employer terminated employee (b) (6), (b) (7)(C) for engaging in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(b) (6), (b) (7)(C) |
| ✓ By (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) AN INDIVIDUAL | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge)<br>Address: (b) (6), (b) (7)(C) | Print Name and Title<br>Date:<br>✓ 04-12-2013 | Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-103303 | 4/22/13 |

**INSTRUCTIONS:**
**File an original 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. Tel. No. 828-524-3219

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
250 Depot St
Franklin, NC 28734

e. Employer Representative
Christy Mathis

g. e-Mail

h. Number of workers employed
40

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Post Office

j. Identify principal product or service
Mail

k. 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)* (1), (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 the begining April 2013, the employer has denied employee request for leave and changed employee work assignments in relaliation for the Union filing a grievance.
On or about the begining of April 2013, the employer has unilaterally changed past practice and or contract regarding the approval of leave request and duty assignments.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
American Postal Workers Union Asheville Area Local 277

4a. Address *(Street and number, city, state, and ZIP code)*
PO Box 2529
Cullowhee, NC 28723

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

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail
(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)* 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 (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 PO Box 2529 Cullowhee, NC 28723

17 Apr 2013
*(date)*

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

Office, if any, Cell No. (b) (6), (b) (7)(C)

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case: 10-CA-103312 | Date Filed: 4-22-13

**INSTRUCTIONS:**
File an original 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
Watermark Medical, Inc.

b. Tel. No. 1.877.710.6999

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
11117 Perimeter Center West
Suite W514
Atlanta, GA 30338

e. Employer Representative
Greg Polous, VP and CIO

g. e-Mail

h. Number of workers employed
30

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Healthcare Information Technology Company

j. Identify principal product or service
Home Sleep Test Product and Services

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 6, 2013, the above-named Employer, threatened employees with discipline and termination for discussing working conditions.

On or about (b) (6), (b) (7)(C) 2013, the above-named Employer, terminated (b) (6), (b) (7)(C) for discussing 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)*
(b) (6), (b) (7)(C)

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

4c. Cell No.

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C)

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

6. DECLARATION

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

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

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

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

Office, if any, Cell No. (b) (6), (b) (7)(C)

Fax No (b) (6), (b) (7)(C)

e-Mail (b) (6), (b) (7)(C)

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

4/20/13
*(date)*

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-103899 | April 29, 2013 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>Day & Zimmerman | | b. Tel. No.<br>717-481-5600 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1827 Freedom Road Suite 101<br>Lancaster, PA 17601 | e. Employer Representative<br>Jimmy Farmer<br>Terry Thacker | f. Fax No. |
| | | g. e-Mail |
| | | h. Dispute Location (City and State)<br>Parrish, AL, |
| i. Type of Establishment (factory, nursing home, hotel)<br>contractor | . Principal Product or Service<br>industrial construction | k. Number of workers at dispute location<br>300 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2012, the above-named employer, acting through its supervisors and agents, (b) (6), (b) (7)(C) terminated its employees, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because they complained about work safety, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and because of their union activities and concerted protected activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C) |
| | 4c. Cell No.<br>(b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C) (b) (6) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual | Fax No. |
| Address: (b) (6), (b) (7)(C) | Date: April 29, 2013 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-104066 | 5-1-13 |

**INSTRUCTIONS:**
File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer
U. S. Postal Service

b. Tel. No. 770-935-2294

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
2310 Charles W. Grant Parkway
Atlanta, GA 30320-9998

e. Employer Representative
Douglas Lane

g. e-Mail

h. Number of workers employed
500+

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Postal Service

j. Identify principal product or service
Mail and Mail Products

k. 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); 8(A)(4); 8(A)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Management has purposely displaced me out of my position on [redacted] (b) (6), (b) (7)(C) 2013. This is after an accident of [redacted] (b) (6), (b) (7)(C) 2013 with a postal van which was not investigated by proper procedures. The area of the accident was dimly lit and a constant safety hazard area. In addition, I have been placed off the clock on [redacted] (b) (6), (b) (7)(C) 2013 where management claims that they cannot accommodate me after taking me off of my duties and placing me in harms way due to my (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) It is management whom has the responsibility of accommodating me because they took me off of my bid assignment.

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

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

4b. Tel. No.

4c. Cell No.

4d. Fax No.

4e. e-Mail

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.

Tel. No. (b) (6), (b) (7)(C) [redacted]

By (b) (6), (b) (7)(C) [redacted]
*(Signature of representative or person making charge)*

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

Office, if any, Cell No.

Fax No.

e-Mail (b) (6), (b) (7)(C) [redacted]

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

April 29, 2013
*(date)*

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-104275 | 5-3-13 |

**INSTRUCTIONS:**
File an original 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&T, Inc.

b. Tel. No.

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
600 North 19th Street
Birmingham, Al 35203

e. Employer Representative

g. e-Mail

h. Number of workers employed
1000

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
DSL Maintenance Call Center

j. Identify principal product or service
Telecommunications

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
A Union member, (b) (6), (b) (7)(C) was called into a meeting with management. [redacted] was told [redacted] could resign or be terminated. The member asked for Union representation. The supervisor, (b) (6), (b) (7)(C) left the room, came back and said that the second level manager, (b) (6), (b) (7)(C) insisted that if [redacted] got the Union involved the company would begin the termination process. [redacted] was stunned by the threat and subsequently resigned after being assured [redacted] would be made eligible for rehire.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
CWA Local 3902 President, Steve Monk

4a. Address *(Street and number, city, state, and ZIP code)*
210 Summit Parkway
Birmingham, Al 35209

4b. Tel. No. 205-945-1979

4c. Cell No. 205-901-2628

4d. Fax No. 205-942-3431

4e. e-Mail
stevemonk@cwalocal3902.com

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 Local 3902

**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 Steve Monk
*(signature of representative or person making charge)*

Steve Monk, President
*(Print/type name and title or office, if any)*

5/3/13
*(date)*

Address

Tel. No. 205-945-1979

Office, if any, Cell No. 205-901-2628

Fax No. 205-942-3431

e-Mail
stevemonk@cwalocal3902.com

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-104395 | 5-6-2013 |

**INSTRUCTIONS:**
**File an original 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
PILGRIM'S PRIDE

b. Tel. No. (256) 332-8900

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
2045 COUNTY ROAD 244
RUSSELLVILLE, AL 85654

e. Employer Representative
LORI WILLIAMS

g. e-Mail

h. Number of workers employed
1,300

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

j. Identify principal product or service
KILL & DEBONE PLANT

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

ON [redacted] 2013, THE EMPLOYER, THROUGH ITS REPRESENTATIVE, (b) (6), (b) (7)(C) ISSUED DISCIPLINE/TERMINATION TO EMPLOYEE (b) (6), (b) (7)(C) PURSUANT DUE TO UNION ACTIVITIES.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
RETAIL, WHOLESALE & DEPARTMENT STORE UNION - MID-SOUTH COUNCIL

4a. Address *(Street and number, city, state, and ZIP code)*
1901 10TH AVENUE SOUTH
BIRMINGHAM, AL 35205-2601

4b. Tel. No. (205) 322-7462

4c. Cell No. (256) 683-7339

4d. Fax No. (205) 322-8447

4e. e-Mail
rwdsuhadley@mchsi.com

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)* Retail, Wholesale & Department Store Union-Mid-South Council

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 Randy Hadley
*(signature of representative or person making charge)*

Randy Hadley, Organizer
*(Print/type name and title or office, if any)*

Address 1901 10th Avenue South Birmingham, AL 35205-2601

05/06/2013
*(date)*

Tel. No. (205) 322-7462

Office, if any, Cell No. (256) 683-7339

Fax No. (205) 322-8447

e-Mail
rwdsuhadley@mchsi.com

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD<br>**CHARGE AGAINST EMPLOYER** | DO NOT WRITE IN THIS SPACE<br>Case | Date Filed |
|---|---|---|
| **INSTRUCTIONS:** | 10-CA-104568 | 5/7/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>ONLINE INFORMATION SERVICES | | b. Tel. No.<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>685 WEST FIRE TOWER ROAD, WINTERVILLE, NC 28590 | e. Employer Representative<br>SHELLEY JOHNSON | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>WINTERVILLE, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>INFORMATION | j. Principal Product or Service<br>INFORMATION | k. Number of workers at dispute location<br>100 |

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

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

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by terminating employee (b) (6), (b) (7)(C) for engaging in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C) |
| | 4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date: May 7, 2013 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-104689 | 5/9/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>STANLEY TOTAL LIVING CENTER | | b. Tel. No.<br>(704)263-1986 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code)<br>514 OLD MOUNT HOLLY RD,<br>STANLEY, NC 28164-2191 | e. Employer Representative<br>JENNIFER DEFELICE,<br>ADMINISTRATOR | f. Fax No. |
| | | g. e-Mail |
| | | h. Dispute Location (City and State)<br>STANLEY NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>NURSING HOME/ASSISTED LIVING | j. Principal Product or Service<br>HEALTH CARE | k. Number of workers at dispute location<br>150 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013 THE EMPLOYER DISCHARGED (b) (6), (b) (7)(C) IN RETALIATION FOR ENGAGING IN PROTECTED CONCERTED ACTIVITIES.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C) |
| | 4c. Cell No.<br>(b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** (b) (6) | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C)<br>INDIVIDUAL | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address (b) (6), (b) (7)(C) | Date: (b) (6), (b) (7)(C) | e-Mail<br>(b) (6), (b) (7)(C) |

Individual

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-104912 | 5-13-13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>JC Penny Logistics | | b. Tel. No.<br>c. Cell No. 404-402-1416 |
| d. Address (street, city, state ZIP code)<br>120 Penny Road<br>Forest Park, GA 30297 | e. Employer Representative<br>Melissa Woodruff, Human Resources Director | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Forest Park, GA |
| i. Type of Establishment (factory, nursing home, hotel)<br>Warehouse | j. Principal Product or Service<br>Logistics | k. Number of workers at dispute location<br>about 200 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 [redacted] 2013, the above named Employer has interfered with, restrained, and coerced its employee, (b) (6), (b) (7)(C) in the exercise of [redacted] Section 7 rights by terminating [redacted]

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)<br>(b) (6), (b) (7)(C) [redacted] | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(b) (6), (b) (7)(C) [redacted] |

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

| | | |
|---|---|---|
| 6. DECLARATION<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No. |
| [redacted] (b) (6), (b) (7)(C) [redacted] | (b) (6), (b) (7)(C) an individual | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (s[redacted]ature of representative or person makin[redacted]rge) | Print Name and Title | Fax No. |
| Address:<br>(b) (6), (b) (7)(C) [redacted] | Date: 5-11-2013 | e-Mail<br>(b) (6), (b) (7)(C) [redacted] |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. [redacted]

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-104936 | 5/13/13 |

**INSTRUCTIONS:**

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>THOMPSON SERVICES INC. | | b. Tel. No.<br>(434)441-0545<br>c. Cell No.<br>(434)835-0212 |
| d. Address (street, city, state ZIP code)<br>PO BOX 5342, DANVILLE, VA 24540 | e. Employer Representative<br>GAYLE THOMPSON | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>DANVILLE, VA |
| i. Type of Establishment (factory, nursing home, hotel)<br>CUSTODIAL FACILITY | j. Principal Product or Service<br>CLEANING SERVICES | k. Number of workers at dispute location |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 April 2013, and continuing thereafter, the above named Employer has interfered with, restrained, and coerced its employees in the exercise of their Section 7 rights by its actions including threatening employees with discharge for failure to sign the Employer's confidentiality policy.

Since on or about April 2013, the Employer promulgated and since then has maintained a Confidentiality Policy requiring employees to refrain from discussing wages in violation of the Act

On or about [redacted] 2013, the Employer terminated employee (b) (6), (b) (7)(C) [redacted] for engaging in Section 7 activity.

On or about [redacted] 2013, the Employer terminated (b) (6), (b) (7)(C) for refusing to violate 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)<br>(b) (6), (b) (7)(C) [redacted] | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C) [redacted]<br>4d. Fax No.<br>(b) (6), (b) (7)(C) [redacted]<br>4e. e-Mail |

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<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No. |
| By [redacted] (b) (6), (b) (7)(C) [redacted] | (b) (6), (b) (7)(C) [redacted] | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) [redacted] |
| (signature of representative or person making charge) | Print Name and Title | Fax No.<br>(b) (6), (b) (7)(C) [redacted] |
| Address: (b) (6), (b) (7)(C) [redacted] | Date: 5-13-13 | e-Mail |

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

**PRIVACY ACT STATEMENT**

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May 13 13 01:44p IUE/CWA 1(540)381-5498 p.2

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-104996 | 5/14/13 |

**INSTRUCTIONS:**
File an original 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
Electric Company of South Florida, Inc

b. Tel. No 954-782-3361

c. Cell No

d. Address *(Street, city, state, and ZIP code)*
1234 SW 6th Street
Pompano Beach, Fl 33069

e. Employer Representative

f. Fax No.

g. e-Mail

h. Number of workers employed
500

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Electrical Contractor

j. Identify principal product or service
Electrical work

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

I am a (b) (6), (b) (7)(C) from the International Brotherhood of Electrical Workers Union Local 379 here in Charlotte NC. On (b) (6), (b) (7)(C) 13 I received the referral to report to work at the Best Buy in Monroe NC at 7 am I arrived there on time and met with (b) (6), (b) (7)(C) who was from the company I started working and noticed that there were no power tools nor any materials on the job site, so I did my best to do what ever I could to get some work done. I had a uneventful day and at the end of the day I received a call asking for my personal information because we will be parting our ways with no apparent reason or cause. I went to Union and asked why I was being laid off and they again told me that South Florida Electric Co was not obligated to give me a reason why. Two days later, there was another call for more men for that same job site. I feel my rights have violated due to unfair labor practices and unlawful conduct and discrimination.

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. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

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)*

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

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

05-09-13
*(date)*

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-105037 | 5/14/13 |

**INSTRUCTIONS:**
File an original 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
Truland Systems Inc.

b. Tel. No. 800-878-5263

c. Cell No. 703-926-2105

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
1900 Oracle Way, suite 700 Reston, VA 20190

e. Employer Representative
Steve Kubanda

g. e-Mail

h. Number of workers employed
500

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Electrical Contractor

j. Identify principal product or service
Electrical work

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

I am a (b) (6), (b) (7)(C) from the International Brotherhood of Electrical workers Union local 379 here in Charlotte NC. On (b) (6), (b) (7)(C) 13, I received the referral to report for work by the union for Truland Systems Inc at 195 Countryside Dr Kings Mountain NC 28026. I reached there early that morning after driving 1.5 hrs, received my personal protective equipment and it was another hour before I was called to the office and was told that I was not going to be hired I was told that they were not obligated to tell me why and if I had any questions go to the union hall. I reported to the Union hall and talked to (b) (6), (b) (7)(C) and was told that Truland System Inc. was not obligated to give a reason why I was not hired. I told (b) (6), (b) (7)(C) that I think that I have been place on a Black List and or Data Base and that I never worked this company and it did not make since for them not to hire I feel my rights have been violated due to unfair labor practices, unlawful conduct and discrimination.

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. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No

4e. e-Mail

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

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

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

Tel. No.

Office, if any, Cell No

Fax No

e-Mail
(b) (6), (b) (7)(C)

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

05-09-13
*(date)*

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-105052 | 5-14-13 |

**INSTRUCTIONS:**
File an original 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
Preferred Electric Company, Inc.

b. Tel. No. 704-347-0446

c. Cell No.

f. Fax No. 704-347-0450

d. Address *(Street, city, state, and ZIP code)*
4113 Yancey Road
Chalotte NC, 28217

e. Employer Representative

g. e-Mail

h. Number of workers employed

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
ELECTRICAL CONTRACTOR

j. Identify principal product or service
ELECTRICAL WORK

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
I am a (b) (6), (b) (7)(C) from the International Brotherhood of Electrical workers Union local 379 here in Charlotte NC. On or about the last week of (b) (6), (b) (7)(C) 2013, I received the call from (b) (6), (b) (7)(C) to pick up my referral to report for work by the union for Preferred Electric at the Cardinal Project located at 195 Countryside Dr Kings Mountain, NC. Due the fact that I had previously received a prior referral for Truland Systems and was not hired, I was told by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) that (b) (6) was going to call them 1st to see if I would wasting my time driving out there and not be hired. (b) (6), (b) (7)(C) (b) (6), (b) called me back and told me that they also would not hire me and was not obligated to give a reason why. Since that time I have been trying to receive the paperwork for that referral from (b) (6), (b) (7)(C) and I have called and left voice messages and to no avail have I received even a call back. I was told by (b) (6), (b) (7)(C) that maybe I did not get the call for that job, I was 2nd on the list after being turn away by Truland Systems Inc earlier that month how is that possible. Unfair labor practices

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. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

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

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

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

05-09-13
*(date)*

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-105281 | 5-16-13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>FLOWERS BAKERY | | b. Tel. No.<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>801 WEST MAIN STREET,<br>JAMESTOWN, NC 27282 | e. Employer Representative<br>RICHARD HOLDEN | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>JAMESTOWN, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>BAKERY | j. Principal Product or Service<br>BAKERY | k. Number of workers at dispute location<br>100 |

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

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

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by suspending employee (b) (6), (b) (7)(C) in retaliation of (b) (6), (b) protected concerted activities.

Since about (b) (6), (b) (7)(C) 2013, the Employer has interfered with, restrained, and coerced its employees by discharging employee (b) (6), (b) (7)(C) in retaliation of (b) (6), (b) protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Office, if any, Cell No.<br>(b) (6), (b) (7)(C) |
| (signature of representative or person making charge)<br>Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Print Name and Title<br>Date: 5-15-2013 | Fax No.<br>e-Mail |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-105341 | May 16, 2013 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>Sport Clips | | b. Tel. No.<br>205-982-2499<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1942 Highway 31<br>Birmingham, AL 35244 | e. Employer Representative<br>Kristen Collins | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Birmingham, AL |
| i. Type of Establishment (factory, nursing home, hotel)<br>retail | j. Principal Product or Service<br>hair styling salon | k. Number of workers at dispute location<br>7 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] 2013, the above-referenced employer terminated its employee [redacted] because [redacted] discussed wages, overtime, work days without pay, and because [redacted] engaged in concerted protected activities.

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)<br>[redacted] | 4b. Tel. No.<br>[redacted]<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail<br>[redacted] |

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

| | | |
|---|---|---|
| 6. DECLARATION<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(same as above) |
| By: [redacted] | An Individual | Office, if any, Cell No. |
| (signature of representative or person making charge)<br>Address: [redacted] | Print Name and Title<br>Date: | Fax No.<br>e-Mail<br>(same as above) |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-105378 | 5-17-13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>Golden Living Center | | b. Tel. No.<br>770-698-8785<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1117 Perimeter Center West<br>Atlanta, GA 30338 | e. Employer Representative<br>Stephanie Blakeney, District Sales Manager | f. Fax No.<br>g. e-Mail<br>stephanie.blakeney@goldenliving.com<br>h. Dispute Location (City and State)<br>Atlanta, GA |
| i. Type of Establishment (factory, nursing home, hotel)<br>Skilled Nursing Facility | j. Principal Product or Service<br>Rehabilitation and Skilled Nursing | k. Number of workers at dispute location<br>over 100 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the above named Employer has interfered with, restrained, and coerced its employee (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) Section 7 rights by its actions including discipline, constructive discharge, asking (b) (6), (b) to give back a previously earned retention raise, denial of a quarterly bonus, and asking (b) (6), (b) to sign a separation agreement and release of claim form.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(b) (6), (b) (7)(C) |

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

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

| | | |
|---|---|---|
| By: (b) (6), (b) (7)(C)<br>(b) (6), (b) (b) (6), (b) ature of representative or person making charge) | (b) (6), (b) (7)(C) an individual<br>Print Name and Title | Tel. No.<br>Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| Address:<br>(b) (6), (b) (7)(C) | Date: 5/17/2013 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-105670 | 5/22/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>STANLEY TOTAL LIVING CENTER | | b. Tel. No.<br>(704)263-1986<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>514 OLD MOUNT HOLLY RD<br>STANLEY, NC 28164-2191 | e. Employer Representative<br>JENNIFER DEFELICE,<br>ADMINISTRATOR | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>STANLEY, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>NURSING HOME/ASSISTED LIVING | j. Principal Product or Service<br>HEALTH CARE | k. Number of workers at dispute location<br>150 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the above-named Employer discharged (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.**<br>(b) (6), (b) (7)(C) | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>INDIVIDUAL<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| Address: (b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) | Date:<br>5-21-13 | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-105965 | 5-28-13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>STAGETECH PRODUCTIONS, LLC | | b. Tel. No.<br>(864)905-0280<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>28 MONTICELLO AVE,<br>GREENVILLE, SC 29607-1816 | e. Employer Representative<br>Phyllis Garrett, Owner | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Greenville, SC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Stagehand labor company | j. Principal Product or Service<br>Event productions | k. Number of workers at dispute location<br>500 |

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

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

Within the past six months, the above-named employer has reduced the number of work calls made to employee (b) (6), (b) (7)(C) because of [redacted] protected concerted activities and [redacted] union activities.

Since about [redacted] 2013, the above-named employer has failed and/or refused to call employee (b) (6), (b) (7)(C) for work, because of [redacted] protected concerted activities and [redacted] union activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail<br>(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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.**<br>(b) (6), (b) (7)(C) | Tel. No. |
| By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an Individual<br>Signature of representative or person making charge) Print Name and Title<br>Address: (b) (6), (b) (7)(C)<br>Date: 5/22/13 | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-105977 | 5/28/13 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>COPPER RIVER OF BOILING SPRINGS, LLC D/B/A COPPER RIVER GRILL | | b. Tel. No.<br>(864)814-4701<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>2104 BOILING SPRINGS RD,<br>BOILING SPRINGS, SC 29316-5301 | e. Employer Representative<br>Joshua Walker, Owner/Operator | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>Boiling Springs, SC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Restaurant | j. Principal Product or Service<br>Food services | k. Number of workers at dispute location<br>60 |

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

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

On about [redacted] 2013, the above-named employer suspended employee [redacted] for [redacted] union activities and protected concerted activities.

On about [redacted] 2013, the above-named employer terminated employee [redacted] for [redacted] union activities and protected concerted activities.

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)<br>[redacted] | 4b. Tel. No.<br>[redacted]<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail<br>[redacted] |

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

| | | |
|---|---|---|
| 6. DECLARATION<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>[redacted] |
| By: [redacted] | [redacted] an Individual | Office, if any, Cell No. |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address: [redacted] | Date: 5/22/13 | e-Mail<br>[redacted] |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. [redacted]

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case: 10-CA-105981 Date Filed: 5-28-13

**INSTRUCTIONS:**
**File an original 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
National Mailing Service (owner of www.transfergoods.com)

b. Tel. No. (951) 268-2221

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
1888 W. Sixth Street
Suite C
Corona, CA 91720

e. Employer Representative
Nicole Peet and George Collins

g. e-Mail
n.peet@transfergoods.com

h. Number of workers employed

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

j. Identify principal product or service
Shipping of goods

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
I was hired to ship packages for the employer. I performed all required duties in a professional and exemplary manner. By contract I was to receive my salary 30 days after the start of employment. I complied with all requests for documentation to allow my salary to be electronically deposited in my account. I have not received my salary or any communications relative to same, despite my correcspondence to them. Furthermore, I received a notification from the U.S. Postal inspection Service that electronic postage provided to me by the employer was fraudulent. I suspect that the employer is dealing in postal fraud.

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

4c. Cell No.

4d. Fax No.

4e. e-Mail
marty_siegel@yahoo.com

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

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

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

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

Tel. No.

Office, if any, Cell No.

Fax No.

e-Mail

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

5/23/13
*(date)*

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-106152 | 5-30-13 |

**INSTRUCTIONS:**
File an original 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
Ted and Gladys Sons d/b/a Sportography

b. Tel. No. (770) 682-5577

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
485 Buford Drive, Suite 320
Lawrenceville, GA 30046

e. Employer Representative
Michael Jay Bloomberg

g. e-Mail
dylanfan94@aol.com

h. Number of workers employed
154

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Photography studio

j. Identify principal product or service
Photography

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 has promulgated and maintained a rule prohibiting employees from discussing their wages with others.

Since about [redacted] 2013, the above-named Employer has reduced the work hours of [redacted] because of [redacted] protected concerted activity.

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. Tel. No.

4c. Cell No. [redacted]

4d. Fax No.

4e. e-Mail
[redacted]

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

6. DECLARATION

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

By [redacted]
*(Signature of representative or person making charge)*

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

Address [redacted]

X 5/14/2013
*(date)*

Tel. No.

Office, if any, Cell No.
[redacted]

Fax No.

e-Mail
[redacted]

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-106260 | Date Filed 5/31/13 |

**INSTRUCTIONS:**
**File an original 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
Micron Precision LLC d/b/a King Machine of Charlotte and ADP TotalSource

b. Tel. No. 704- 583-0486
c. Cell No.
f. Fax No.
g. e-Mail
h. Number of workers employed 50+

d. Address *(Street, city, state, and ZIP code)*
3900 Westinghouse Blvd
Charlotte NC 28273

e. Employer Representative
Justin Roberts
Plant Manager

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Tool & Die shop

j. Identify principal product or service
Tire Molds- construction and repair

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

During the weeks of December 10 and 17, 2012, a group of Hand Finishers, mostly Hispanic, got together about the closure of the indoor bathrooms by management due to anti-Hispanic graffiti and the installation of outdoor portable toilets. During the week of December 17, 2012, we confronted management about the bathrooms and why they chose to close the indoor bathroom rather than discipline those workers who were writing the grafitti.

On (b) (6), (b) (7)(C) 2012, the company laid off a number of workers who had been part of the group opposing the portable toilets including (b) (6), (b) (7)(C) [redacted] on information and belief because of their protected concerted activities. Since (b) (6), (b) (7)(C) 2012, the above-named employer has failed and refused to recall/rehire these employees because of their protected concerted activities.

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. Tel. No.
4c. Cell No. (b) (6), (b) (7)(C)
4d. Fax No.
4e. e-Mail (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 Vicki B Rowan
*(Signature of representative or person making charge)*

Vicki B. Rowan, Attorney
*(Print/type name and title or office, if any)*

Address 1515 Mockingbird Lane, Suite, 400, Charlotte NC 28209

5/29/13
*(date)*

Tel. No. 704-525-4110
Office, if any, Cell No.
Fax No. 704-525-4301
e-Mail vbrowan@bellsouth.net

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U S C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-106262 | Date Filed 5/31/13 |

**INSTRUCTIONS:**
**File an original 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
Micron Precision LLC d/b/a King Machine of Charlotte and ADP TotalSource

b. Tel. No. 704-583-0486
c. Cell No.
f. Fax No.
g. e-Mail
h. Number of workers employed 50+

d. Address *(Street, city, state, and ZIP code)*
3900 Westinghouse Blvd
Charlotte NC 28273

e. Employer Representative
Justin Roberts
Plant Manager

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Tool & Die shop

j. Identify principal product or service
Tire Molds- construction and repair

k. 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) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

During the weeks of December 10 and 17, 2012, a group of Handfinishers, mostly Hispanic, got together about the closure of the indoor bathrooms by management due to anti-Hispanic graffiti and the installation of outdoor portable toilets. During the week of December 17, 2012, we confronted management about the bathrooms and why they chose to close the indoor bathroom rather than discipline those workers who were writing the grafitti.

On (b) (6), (b) (7)(C) 2012, the company laid off some workers who had been part of the group opposing the portable toilets including (b) (6), (b) (7)(C) on information and belief because of their protected concerted activities. Since (b) (6), (b) (7)(C) 2012, the above-named employer has failed and refused to recall/rehire all or most of these employees because of their protected concerted activities.

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. Tel. No.
4c. Cell No. (b) (6), (b) (7)(C)
4d Fax No.
4e. e-Mail (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 Vicki B Rowan *(signature of representative or person making charge)*
Vicki B. Rowan *(Print/type name and title or office, if any)*

Address 1515 Mockingbird Lane, Suite 400, Charlotte NC 28209
5/29/13 *(date)*

Tel. No. 704-525-4110
Office, if any, Cell No.
Fax No. 704-525-4301
e-Mail vbrowan@bellsouth.net

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

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<br>10-CA-106352 | Date Filed<br>June 3, 2013 |

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| a. Name of Employer | | b. Number of employers involved |
|---|---|---|
| Sonova d/b/a Connect Hearing | | +/- 100 |
| c. Address (street, city, state, ZIP code)<br>100 Westwood Pl., Ste. 400<br>Brentwood TN 37027 | d. Employer Representative<br>Keely Coffield,<br>HR Generalist | e. Telephone No.<br>800-432-7669<br>615-248-5903 [fax] |
| f. Type of Establishment (factory, mine, wholesaler, etc.)<br>Call Center | g. Identify principal product or service<br>Set hearing test appointments | |

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

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

Since on or about [redacted] 2013 and continuing to date the above-referenced Employer by its officers, agents, and representatives has interfered with, restrained, and coerced its employees in the exercise of their rights guaranteed by Section 7 of the Act by terminating the employment of (b) (6), (b) (7)(C) in retaliation for [redacted] protected concerted activity on FaceBook.

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] Title Individual

Signature of representative or person making charge

Address Same as 4a Telephone No. Same as 4b Date June 3, 2013

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

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-106544 | 6/5/13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>UNITED STATES POSTAL SERVICE | | b. Tel. No.<br>(919)321-4530<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>323 EAST CHAPEL HILL STREET,<br>DURHAM, NC 27701 | e. Employer Representative<br>MIKE KING,<br>POSTMASTER | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>DURHAM, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>POSTAL | j. Principal Product or Service<br>MAIL | k. Number of workers at dispute location<br>10 |

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

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

For the past six months, and continuing to date, the above-named Employer has failed/refused to post the vacant custodial laborer (#~~3~~95047069) position in retaliation for [redacted] union and/or protected concerted activities.

95047069

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)<br>(b) (6), (b) (7)(C) [redacted] | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C) [redacted]<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C) [redacted]<br>An Individual<br>Print Name and Title | Office, if any, Cell No.<br>Fax No. |
| Address:<br>(b) (6), (b) (7)(C) [redacted] | Date: (b) (6), (b) (7)(C) [redacted]<br>5/7/13 | e-Mail<br>N/A |

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006) The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case 10-CA-106731 | Date Filed 6-6-13 |

**INSTRUCTIONS:**
File an original 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
Ware Manufacturing, Inc.

b. Tel. No. 423-345-4716
c. Cell No. 423-914-2295
f. Fax No. 423-345-5178
g. e-Mail tcarroll@waremfginc.com
h. Number of workers employed 121 +

d. Address *(Street, city, state, and ZIP code)*
921 Phipps Bend Road
Surgoinsville, TN 37873

e. Employer Representative
Terry Carroll, Plant Mgr.
Douglas Ware, Vice President

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

j. Identify principal product or service
Manufacturer of animal cages and playgrounds

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
(b) (6), (b) (7)(C) was fired on (b) (6), (b) (7)(C) 2013 because (b) (6), (b) advocated for safer working conditions, increased wages, and the addition of a triage area for injured employees.

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)
Attorney: Paul G.S. Whetstone, P.O. Box 1933, Morristown, Tennessee 37816

4b. Tel. No. (423) 581-7000 Atty.
4c. Cell No. (b) (6), (b) (7)(C)
4d. Fax No. (423) 585-5484
4e. e-Mail whetstonelaw@bellsouth.net

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)* *(Print/type name and title or office, if any)*
Atty. - Paul Whetstone (b) (6), (b) (7)(C)
Address 2912 Blue Ridge Drive, Morristown, TN 37814
June 6, 2013 *(date)*

Tel. No. (b) (6), (b) (7)(C)
Office, if any, Cell No. (423) 581-7000 Atty.
Fax No. (423) 585-5484
e-Mail whetstonelaw@bellsouth.net

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

| Case | Date Filed |
|---|---|
| 10-CA-106784 | 6-7-13 |

**INSTRUCTIONS:**
**File an original 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
Grady Health System

b. Tel. No. 404-616-5640

c. Cell No.

f. Fax No.

g. e-Mail

d. Address *(Street, city, state, and ZIP code)*
80 Jesse Hill Jr. Drive SE
Atlanta, GA 30303

e. Employer Representative
Shirley B. Williamson
Director of Payroll

h. Number of workers employed
5000

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

j. Identify principal product or service
Healthcare

k. 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, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 [redacted] 2013, the above-named Employer reduced the hours of employee (b) (6), (b) (7)(C) because of [redacted] protected concerted activities.

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. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C)

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

6. DECLARATION

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

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

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

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

6/5/13
*(date)*

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

Tel. No.

Office, if any, Cell No.
(b) (6), (b) (7)(C)

Fax No.

e-Mail
(b) (6), (b) (7)(C)

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-106800 | 6/10/13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>HOMEWOOD SUITES BY HILTON | | b. Tel. No.<br>(704)907-5500<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1921 ARYSLEY TOWN BLVD.<br>CHARLOTTE, NC 28273 | e. Employer Representative<br>JUDY ~~MCLANE~~<br>Judith Megelich | f. Fax No.<br>g. e-Mail<br>h. Dispute Location (City and State)<br>CHARLOTTE, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>HOTEL | j. Principal Product or Service<br>LODGING | k. Number of workers at dispute location<br>30 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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) 2013, the above-named Employer terminated (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in response to their protected concerted activities.

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)<br>(b) (6), (b) (7)(C) | 4b. Tel. No.<br>(b) (6), (b) (7)(C)<br>4c. Cell No.<br>(b) (6), (b) (7)(C)<br>4d. Fax No.<br>4e. e-Mail |

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<br>**I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.** | | Tel. No.<br>(b) (6), (b) (7)(C) |
| By: (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) | (b) (6), (b) (7)(C)<br>An Individual<br>Print Name and Title | Office, if any, Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No. |
| Address:<br>(b) (6), (b) (7)(C) | Date: June 2 2013<br>(b) (6), (b) (7)(C) | e-Mail<br>(b) (6), (b) (7)(C) |

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U S C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-107080 | 6/12/13 |

**INSTRUCTIONS:**
**File an original 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
Autoneum

b. Tel. No. 803-649-1371

c. Cell No 803-649-1373

f Fax No.

d Address *(Street, city, state, and ZIP code)*
1103 Powderhouse Road
Aiken, SC 29803

e. Employer Representative
Trevor Martell
PLANT MANAGER

g. e-Mail

h. Number of workers employed
162

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Manufacturer (Autoparts) & Warehouse

j. Identify principal product or service
Auto Parts

k. 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)3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] (b) (6), (b) (7)(C) 2013, Ronnie Jones was given a final written warning after [redacted] engaged in protected concerted activity by questioning management about issues they were raising concerning the Union during a meeting called by management.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Retail, Wholesale and Department Store Union, Southeast Council

4a. Address *(Street and number, city, state, and ZIP code)*
1838 Metropolitan Pkwy, SW
Atlanta, GA 30315

4b Tel No 404-758-0865

4c Cell No.

4d Fax No. 404-758-5628

4e e-Mail

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)* Retail, Wholesale and Department Store Union/UFCW

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 Greg Scandrett
*(signature of representative or person making charge)*

Greg Scandrett Representative
*(Print/type name and title or office, if any)*

Address 1838 Metropolitan Pkwy, SW Atlanta, GA 30315

6/10/13
*(date)*

Tel. No. 404-758-0865

Office, if any, Cell No.

Fax No. 404-758-5628

e-Mail

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

**PRIVACY ACT STATEMENT**

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FORM EXEMPT UNDER 44 U S C 3512

INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-107102 | 6-12-13 |

**INSTRUCTIONS:**
**File an original 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
Autoneum

b. Tel. No. 803-649-1371

c. Cell No. 803-649-1373

f. Fax No.

g. e-Mail

d. Address *(Street, city, state, and ZIP code)*
1103 Powderhouse Road
Aiken, SC 29803

e. Employer Representative
Trevor Martell
PLANT MANAGER

h. Number of workers employed
162

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Manufacturer (Autoparts) & Warehouse

j. Identify principal product or service
Auto Parts

k. 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)3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] 2013, [redacted] was given a final written warning after [redacted] engaged in protected concerted activity by questioning management about issues they were raising concerning the Union during a meeting called by management.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Retail, Wholesale and Department Store Union, Southeast Council

4a. Address *(Street and number, city, state, and ZIP code)*
1838 Metropolitan Pkwy, SW
Atlanta, GA 30315

4b. Tel. No. 404-758-0865

4c Cell No.

4d. Fax No. 404-758-5628

4e e-Mail

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)*
Retail, Wholesale and Department Store Union/UFCW

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 Greg Scandrett
*(signature of representative or person making charge)*

Greg Scandrett Representative
*(Print/type name and title or office, if any)*

Address 1838 Metropolitan Pkwy, SW Atlanta, GA 30315

6/10/13
*(date)*

Tel. No. 404-758-0865

Office, if any, Cell No.

Fax No. 404-758-5628

e-Mail

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

FORM EXEMPT UNDER 44 U S C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-107126 | 6/12/13 |

**INSTRUCTIONS:**
**File an original 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
Autoneum

b. Tel. No. 803-649-1371
c. Cell No. 803-649-1373
f Fax No
g. e-Mail
h. Number of workers employed 162

d Address *(Street, city, state, and ZIP code)*
1103 Powderhouse Road
Aiken, SC 29803

e. Employer Representative
Trevor Mortell

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Manufacturer (Autoparts) & Warehouse

j. Identify principal product or service
Auto Parts

k. 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)3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] 2013, [redacted] was given a final written warning after [redacted] engaged in protected concerted activity by questioning management about issues they were raising concerning the Union during a meeting called by management.

3 Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Retail, Wholesale and Department Store Union, Southeast Council

4a. Address *(Street and number, city, state, and ZIP code)*
1838 Metropolitan Pkwy, SW
Atlanta, GA 30315

4b Tel. No. 404-758-0865
4c. Cell No.
4d. Fax No. 404-758-5628
4e. e-Mail

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)* Retail, Wholesale and Department Store Union/UFCW

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 Greg Scandrett
*(signature of representative or person making charge)*

Greg Scandrett Representative
*(Print/type name and title or office, if any)*

Address 1838 Metropolitan Pkwy, SW Atlanta, GA 30315

6/10/13
*(date)*

Tel. No. 404-758-0865
Office, if any, Cell No.
Fax No. 404-758-5628
e-Mail

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

# CHARGE AGAINST EMPLOYER

**INSTRUCTIONS:**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-107635 | 6-20-13 |

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

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

| | | |
|---|---|---|
| a. Name of Employer<br>HOMEWOOD SUITES BY HILTON | | b. Tel. No.<br>(704)907-5500<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1921 ARYSLEY TOWN BLVD.,<br>CHARLOTTE, NC 28273 | e. Employer Representative<br>David Conn | f. Fax No.<br>(704)970-5510<br>g. e-Mail<br>h. Dispute Location (City and State)<br>, Charlotte, NC |
| i. Type of Establishment (factory, nursing home, hotel)<br>Hotel | j. Principal Product or Service<br>guest services | k. Number of workers at dispute location<br>0 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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] 2012, the above named Employer issued warnings to its employee [redacted] because of their protected concerted activities.

On or about [redacted] 2013, the above-named Employer discharged its employees [redacted] because of their protected concerted activities.

Since on or about December 20, 2012, the above-named Employer has maintained an overly-broad confidentiality policy in its Employee Handbook.

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)<br>[redacted] | 4b. Tel. No.<br>4c. Cell No.<br>4d. Fax No.<br>4e. e-Mail |

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 Indivudal | Tel. No.<br>Office, if any, Cell No. |
| (signature of representative or person making charge) | Print Name and Title | Fax No. |
| Address: [redacted] | Date: 10/18/13 [redacted] | e-Mail [redacted] |

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

**PRIVACY ACT STATEMENT**

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Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST EMPLOYER**

| DO NOT WRITE IN THIS SPACE | |
|---|---|
| Case | Date Filed |
| 10-CA-107869 | June 25, 2013 |

INSTRUCTIONS:

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|---|---|
| a. Name of Employer<br>Goodman Company, L.P. | | b. Tel. No.<br>931-438-2120<br>c. Cell No. |
| d. Address (street, city, state ZIP code)<br>1801 Wilson Parkway<br>Fayetteville, TN 37334 | e. Employer Representative<br>David Birdsong,<br>Director Human Resources | f. Fax No.<br>931-438-3539<br>g. e-Mail<br>h. Dispute Location (City and State) |
| i. Type of Establishment (factory, nursing home, hotel)<br>Manufacturing | j. Principal Product or Service<br>Air Conditioning | k. Number of workers at dispute location<br>1350 |

l. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) **and (3)** of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization 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 January 23, 2013 the above-named Employer, by its officers, agents and representatives, (b) (6), (b) (7)(C) discriminated against (b) (6), (b) (7)(C) because of [redacted] membership and activities in behalf of International Association of Machinists and Aerospace Workers, AFL-CIO, a labor organization, and at all times since such date the Employer has refused and does now refuse to provide health insurance coverage to the above-named employee.

3. Full name of party filing charge (*if labor organization, give full name, including local name and number*)
International Association of Machinists and Aerospace Workers, AFL-CIO

| | |
|---|---|
| 4a. Address (street and number, city, state, and ZIP code)<br>690 E Lamar Blvd, Suite 580<br>Arlington, Texas 76011 | 4b. Tel. No.<br>(817) 505-0100<br>4c. Cell No.<br>4d. Fax No.<br>817-459-0107<br>4e. e-Mail |

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 and Aerospace Workers, AFL-CIO

| | | |
|---|---|---|
| 6. DECLARATION<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | | Tel. No.<br>(817) 505-0100 |
| Ramon A. Garcia<br>(signature of representative or person making charge) | Ramon A. Garcia, Grand Lodge Rep.<br>Print Name and Title | Cell No.<br>(904) 803-9996<br>Fax No.<br>(817) 459-0107 |
| Address: 690 E Lamar Blvd, Suite 580<br>Arlington, Texas 76011 | Date: 6/25/2013 | e-Mail<br>rgarcia@iamaw.org |

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

**PRIVACY ACT STATEMENT**

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