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 24-CA-108135	Date Filed June 26, 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
Garcia Trucking Service, Inc.

b. Tel. No. 787-762-5353
c. Cell No.
f. Fax No. 787-762-5648
g. e-Mail
h. Number of workers employed unknown

d. Address *(Street, city, state, and ZIP code)*
PO Box 10016 Caprra Heights Sta. San Juan PR 00922-0016

e. Employer Representative
Eli Ferrer, Supervisor

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

j. Identify principal product or service
Transportation

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) 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, through its agents and representatives, interfered with, restrained, or coerced employees in the exercise of their rights under Section 7 of the Act by terminating the employment of (b) (6), (b) (7)(C) for engaging in protected concerted activity when (b) (6) made a wage claim with other employees at the Employer's facility.

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NLRB
REGION 24
2013 JUN 26 AM 11:05
SAN JUAN, PR 00918-1720

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)* None

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

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

Address Same as 4a
6/26/ 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.

(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
24-CA-109006	JULY 11, 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
Televicentro of Puerto Rico, LLC

b. Tel. No. 787-625-4448
c. Cell No.
f. Fax No. 787-625-4445
g. e-Mail
h. Number of workers employed 6

d. Address (Street, city, state, and ZIP code)
PO Box 362050
San Juan, Puerto Rico 00936

e. Employer Representative
José E. Ramos

i. Type of Establishment (factory, mine, wholesaler, etc.)
Television Channel

j. Identify principal product or service
Television Broadcasting

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) and 8 (a)(3) and 8(a) (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)
See Annex A.

RECEIVED NLRB REGION 24 2013 JUL 11 PM 3:08 SAN JUAN, PR 00918-1720

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Unión de Periodistas, Artes Gráficas y Ramas Anexas (UPAGRA) Local 33225

4a. Address (Street and number, city, state, and ZIP code)
P.O. Box 364302
San Juan, PR 00936-4302

4b. Tel. No. 787-781-8500
4c. Cell No.
4d. Fax No. 787-749-4839
4e. e-Mail
upagra@caribe.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) The Newspaper Guild and Communication Workers of America, AFL-CIO

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

By _____ Miguel Simonet Sierra
(signature of representative or person making charge) (Print/type name and title or office, if any)

Address 101 Ave. San Patricio, Suite 1120, Guaynabo, PR 00968 7/11/2013 (date)

Tel. No. 787-620-5300
Office, if any, Cell No.
Fax No. 787-620-5305
e-Mail
msimonet@llvslaw.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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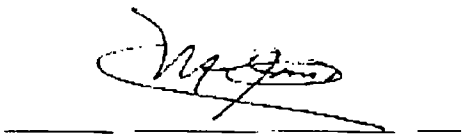
July 11, 2013

ANNEX A

On or about [redacted] 2013, and at all times thereafter, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, coerced and discriminated against (b) (6), (b) (7)(C) by discharging [redacted] from [redacted] employment because of [redacted] membership in and activities on behalf of "Unión de Periodistas, Artes Gráficas y Ramas Anexas" a labor organization, and because [redacted] engaged in concerted activities with other employees of said employer for the purpose of Collective Bargaining Agreement and other mutual aid and protection, and in order to discourage membership in said labor organization in violation of Sections 8 (a) (1) and 8 (a) (3), and has refused to bargain collectively in good faith with the Union for the purposes of collective bargaining agreement with respect to rates of pay, wages, hours and other terms and condition of employment, in violation of Section 8 (a) (5), among other things.

Also, on February 27, 2013 and effective on May 1, 2013 and without prior negotiation with the Union, the Employer adopted new guidelines to regulate the use of social media among the members of the bargaining unit. By adoption these guidelines, the Employer unilaterally changed the terms of condition of employment. Also, these guidelines as drafted have the effect of chilling the employees from engaging in protected activities, in violation of Section 7 of the Act.

Pursuant to the provisions of said guidelines, any employee that fails to abide by those extremely overly broad rules will be subject to disciplinary actions, including separation.

Because the above allegations are aimed to deter or chill employees in participating in concerted activity in a new bargaining unit composed of only 6 employees that is still negotiating their first Collective Bargaining Agreement, we hereby request a 10(J) injuction. Otherwise, if the company is allowed to continue engaging in this unlawful conduct, it will have an irreparable effect on the rights of the employees, including deterring the employee from participating in protected activities.