FORM NLRB-508
(3-21)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CB-292025	3/10/22

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

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name
National Education Association Staff Organization (NEASO)

b. Union Representative to contact
Robin McLean, President

c. Address *(Street, city, state, and ZIP code)*
1201 16th Street NW
Level B2
Washington, DC 20036

d. Tel. No.
(202) 822-7895

e. Cell No.
(202) 510-1098

f. Fax. No.

g. e-mail
onevoiceonesoundneaso@gmail.com

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(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 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 union allowed multiple changes to be made to the collective bargaining agreement (CBA) that they failed to include, or withheld, as a part of the ratification process with the membership.

3. Name of Employer
National Education Association (NEA)

4a. Tel. No.
(202) 833-4000

b. Cell No.

c. Fax No.

d. e-mail

5. Location of plant involved *(street, city, state and ZIP code)*
1201 16th Street NW
Washington, DC 20036

6. Employer representative to contact

7. Type of establishment *(factory, mine, wholesaler, etc.)*
national union headquarters

8. Identify principal product or service
national union

9. Number of workers employed
400

10. Full name of party filing charge
(b) (6), (b) (7)(C)

11. Address of party filing charge *(street, city, state and ZIP code)*
(b) (6), (b) (7)(C)

11a. Tel. No.

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

c. Fax No.

d. e-mail
(b) (6), (b) (7)(C)

12. DECLARATION

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

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

Date 3/10/2022

Tel. No.

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 may cause the NLRB to decline to invoke its processes.

CHARGE ASSIGNMENT SHEET (LABOR ORGANIZATION)

Case No.: 05-CB-292025	**CASE NAME:** National Education Association (NEA)
DATE FILED: 3/10/22	**CATEGORY:** ☐ I ☐ II ☐ III
Potential 10(j) / **# discriminatees 8(b)(2):**	**# of Employees (if not currently on charge)** 400
IO charge? Yes: ☐ **No:** ☐ 1-3103283111 ☐ **E-Filed** **Inquiry No.:**	**Dispute City:** dc **Dispute State:**
Hot Topic? **Yes:** ☐ **No:** ☐	**Barg Status:** ☐ **Existing Contract** ☐ **None**
COMMENTS:	☐ **Organizational Campaign** ☐ **Seeking Initial Contract** ☐ **Seeking Successor Contract**
SUPERVISOR: colangelo	**AGENT:** aumiller

8(b)(1)(A)

- ☐ Coercion, incl'g Statements and Violence
- ☐ Denial of Access
- ☐ Discipline (including charges/fines)/Harassment
- ☐ Duty of Fair Representation, including Superseniority, denial of access
- ☐ Hiring Halls
- ☐ Picketing/Strike Actions
- ☐ Rules: Coercive
- ☐ Union Dues and/or Membership Related (including excessing fees)

8(b)(1)(B)

- ☐ Fund Contribution Related
- ☐ Lawsuits
- ☐ Other Allegations
- ☐ Statements/Threats/Violence

8(b)(2)

- ☐ Hiring Hall Related
- ☐ Lawsuits
- ☐ Union Security Related Actions

8(b)(3)

- ☐ Failure to Sign Agreement
- ☐ Refusal to Bargain/Bad Faith or Surface Bargaining
- ☐ Refusal to Furnish Information

8(b)(4)(B)

- ☐ Lawsuits/Grievances
- ☐ Picketing/Handbilling
- ☐ Statements

8(b)(4)(C)

- ☐ Lawsuits/Grievances
- ☐ Picketing
- ☐ Statements

8(b)(4)(D)

- ☐ All allegations

8(b)(5)

- ☐ All allegations

8(b)(6)

- ☐ All allegations

8(b)(7)(A)

- ☐ All Allegations

8(b)(7)(B)

- ☐ All Allegations

8(b)(7)(C)

- ☐ All Allegations

8(e)

- ☐ All Allegations against a Labor Organization
- ☐ All Allegations against an Employer

8(g)

- ☐ All Allegations

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

Download
NLRB
Mobile App

March 11, 2022

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

Re: National Education Association
Staff Organization (NEASO)
Case 05-CB-292025

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

The charge that you filed in this case on March 10, 2022 has been docketed as case number 05-CB-292025. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Sumintra J. Aumiller whose telephone number is (410) 962-2838. If this Board agent is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Correspondence: All documents submitted to the Region regarding your case MUST be filed through the Agency's website, www.nlrb.gov. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

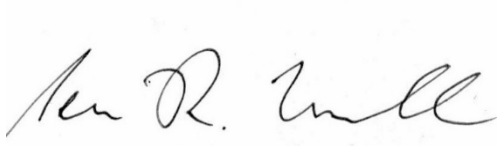
If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



Sean R. Marshall
Regional Director

Enclosure: Copy of charge

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

Download NLRB Mobile App

March 11, 2022

Ms. Robin L. McLean, President
National Education Association
Staff Organization (NEASO)
1201 16th Street, N.W., Level B2
Washington, DC 20036

Re: National Education Association
Staff Organization (NEASO)
Case 05-CB-292025

Dear Ms. McLean:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Sumintra J. Aumiller whose telephone number is (410) 962-2838. If this Board agent is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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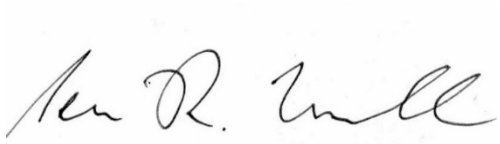
preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



Sean R. Marshall
Regional Director

Enclosure: Copy of Charge

LAW OFFICES OF ROBERT E. DAY, P.C.
300 River Place - Suite 5600
Detroit, Michigan 48207
Phone: (313) 259-1770
Fax: (313) 259-1605

Robert E. Day

March 11, 2022

FILED ELECTRONICALLY
NLRB Region 5
1015 Half Street SE
Washington, DC 20570-0001
Attn: Sean R. Marshall, Regional Director

Re: NEASO – Charged Party; Case no. #05-CB-292025

Dear Regional Director Marshall or your designee:

Please enter the undersigned Notice of Appearance in the above-captioned matter.

Very truly yours,

LAW OFFICES OF ROBERT E. DAY, P.C.

RDay

Robert E. Day
Direct Dial No.: (313) 259-1770
E-mail: rday@rdaypc.com

RED [redacted]
cc: [redacted] (b) (6), (b) (7)(C) via e-mail: [redacted] @nationalstaff.org

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 5
BANK OF AMERICA CENTER, TOWER II
100 S. CHARLES STREET, STE 600
BALTIMORE, MD 21201

Agency Website: www.nlrb.gov
Telephone: (410)962-2822
Fax: (410)962-2198

March 24, 2022

Robert E. Day, Esq.
Law Offices of Robert E. Day, P.C.
300 River Place Drive, Suite 5600
Detroit, MI 48207

Re: National Education Association Staff Organization (NEASO)
Case 05-CB-292025

Dear Mr. Day:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Sean R. Marshall

Sean R. Marshall
Regional Director

cc: (b) (6), (b) (7)(C)

Ms. Robin L. McLean, President
National Education Association Staff
Organization (NEASO)
1201 16th Street, N.W., Level B2
Washington, DC 20036