UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	03-CB-269037	11/17/2020

INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of 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	b. Union Representative to Contact	
International Brotherhood of Teamsters, Local 118	(b) (6), (b) (7)(C) [redacted]	
c. Address 130 Metro Park Rochester, NY 14623	d. Tel. No. (585) 256-1350	e. Cell No.
	f. Fax No.	f. e-Mail pmarkwitz@teamsterslocal118.org

h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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-referenced labor organization, by and through its officers, agents, and representatives, has violated Section 8(b)(1)(A) of the National Labor Relations Act by failing and refusing to file a grievance, to respond to phone calls, or to otherwise adequately represent its member (b) (6), (b) (7)(C) in relation to (b) (6), (b) [redacted] return to work from (b) (6), (b) (7)(C) leave, for reasons that are arbitrary, perfunctory, discriminatory, or in bad faith and in violation of the Act.

3. Name of Employer	4a. Tel. No.:	4b. Cell No.:
FIFCO USA, Inc. d/b/a Genesee Brewing Company	(716) 514-5543 x 4200	
	4c. Fax No.:	4d. e-Mail:

5. Location of Plant involved (*street, city, state, and ZIP code*)	6. Employer representative to contact:
445 St. Paul Street, Rochester, NY 14605	Michelle Pierce Human Resources Business Partner

7. Type of Establishment (*factory, mine, etc.*):	8. Principal product or service	9. Number of Workers employed
Brewery	Beverage Production	Approximately 300

10. Full name of party filing charge	11a. Tel. No.:	11b. Cell No.:
(b) (6), (b) (7)(C) [redacted] an Individual		(b) (6), (b) (7)(C) [redacted]
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C) [redacted]

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

12. DECLARATION

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

By: (b) (6), (b) (7)(C) [redacted]	(b) (6), (b) (7)(C) [redacted] an Individual	Tel No.: (b) (6), (b) (7)(C) [redacted]
(*signature of representative or person making charge*)	Print/type name and title or office, if any	Cell No.:
Address: (b) (6), (b) (7)(C) [redacted]	Date: Oct 9, 2020	Fax No.:
		e-mail: (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.