


UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-252659	12/2/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNITE HERE! Local 23		b. Union Representative to Contact Sarah Jacobson Director 	
c. Address 1225 S. Clark St Suite 504 Arlington VA 22202		d. Tel. No.	e.e. Cell No.
		f. Fax No.	g. e-Mail
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),(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) Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith.			



3. Name of Employer Restaurant Associates		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mhowes@restaurantassoc iates.com
5. Location of Plant involved (street, city, state, and ZIP code) 10th St. and Constitution Ave, Washington, DC 20560		6. Employer representative to contact Marc Howes General Manager	
7. Type of Establishment (factory, mine, wholesaler) Food services contractor	8. Principal product or service Food services	9. Number of Workers employed 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

<b>12. DECLARATION</b>		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
B (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)
		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 12-02-2019	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. (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-252785	12/4/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Brotherhood of Teamsters, Local No. 730		b. Union Representative to Contact Ritchie Brooks President 	
c. Address 2001 Rhode Island Avenue, N.E., Washington, DC 20018		d. Tel. No. (202)529-3434	e.e. Cell No.
		f. Fax No. (202)529-0389	g. e-Mail
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), (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)			
<p>Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith. </p>			
3. Name of Employer Giant Food		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 8580 Dorsey Run Road, Jessup, MD 20794		6. Employer representative to contact Alex Faller	
7. Type of Establishment (factory, mine, wholesaler) Grocery chain	8. Principal product or service Retail food service		9. Number of Workers employed 100
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
<b>12. DECLARATION</b>			
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)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) Print/type name and title or office, if any	(b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 12-3-19	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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-252849	12/4/19
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 SEIU 32BJ		b. Union Representative to Contact Bernard Hackett Union Representative 	
c. Address 1025 Vermont Ave NW, 7th Floor, Washington, DC 20005		d. Tel. No. (202)387-3211	e.e. Cell No.
		f. Fax No. (202)939-0574	g. e-Mail
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) (1) and (2) 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 previous six months, the above-referenced Union has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by requiring the Charging Party to pay dues and fees that are not related to representational activities.			
3. Name of Employer Integrity Facility Solutions		4a. Tel. No. (804)370-6591	4b. Cell No. (804)370-6591
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 9520 Berger Rd, Suite 212, Columbia, MD 21046		6. Employer representative to contact James Power Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Cleaning and Maintenance	8. Principal product or service Cleaning Services		9. Number of Workers employed 50
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
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)		(b) (6), (b) (7)(C)	Tel No.
(signature of representative or person making charge)		Print/type name and title or office, if any	(b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 11-23-2019	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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-252889	12/4/19
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 Local Union Number 1048C, International Chemical Workers Union, Council of the United Food and Commercial Workers International Union		b. Union Representative to Contact (b) (6), (b) (7)(C)  	
c. Address (b) (6), (b) (7)(C)   1655 West Market Street  Akron, OH 44313		d. Tel. No. 330-926-1444 	e. Cell No.
		f. Fax No. 330-926-0816	g. e-Mail
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) and 8(b)(2) 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)			
SEE ADDITIONAL PAGE			
3. Name of Employer Cantu Services, Inc.		4a. Tel. No. 804-203-5394	4b. Cell No.
		4c. Fax No. 940-761-9726	4d. e-Mail info@cantuservices.com
5. Location of Plant involved (street, city, state, and ZIP code) 5207 Shop Road Fort Lee, VA 23801		6. Employer representative to contact Dorian Herring (human resources official at Fort Lee site)	
7. Type of Establishment (factory, mine, wholesaler) military government contractor	8. Principal product or service food service	9. Number of Workers employed over 30	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
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)		(b) (6), (b) (7)(C)	
(Signature of representative of person making charge)		Print/type name and title or office, if any)	
Address: (b) (6), (b) (7)(C)		Date: 11/25/19	Tel No. (b) (6), (b) (7)(C)
			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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## 2. Basis of the Charge.

Since on or about the past six months, the above-named labor organization has restrained and coerced employees of Cantu Services, Inc. (the Employer) in the exercise of the rights guaranteed by Section 7 of the Act, in violation of Section 8(b)(1)(A), by:

- (1) Failing to provide employees of the Employer employed in the bargaining unit represented by the Union at the sites currently located in Fort Lee, Virginia, with notice of their right to: (a) be and remain a nonmember of the Union; (b) object to the payment of costs not germane to representational activities and to obtain a reduction in fees for such nonrepresentational activities; (c) to be given sufficient information to enable them to intelligently decide whether to object; and (d) to be apprised of any internal union procedures for filing objections.
- (1) Failing to provide bargaining unit employees with a detailed apportionment of its expenditures for representational and nonrepresentational activities, and failing to adequately explain its expenditures.
- (2) Failing to inform objecting employees of any procedure for challenging the Union's apportionment of its expenditures.
- (3) Threatening bargaining unit employees with discharge for failing to comply with the union-security provision in the collective bargaining agreement at a time when the Union had not informed employees of their General Motors and Beck rights and without complying with the *Philadelphia Sheraton* procedural safeguards.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-253003	12/4/19
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 United Food and Commercial Workers, Local 400		b. Union Representative to Contact Neil Jacobs Vice President	
c. Address 8400 Corporate Drive, Suite 200, Landover, MD 20785		d. Tel. No. (301)459-3400	e.e. Cell No.
		f. Fax No.	g. e-Mail
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), 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)			
Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to communicate with (b) (6), (b) (7)(C) regarding (b) (6) demotion for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Safeway		4a. Tel. No. (202)723-5644	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 6500 Piney Branch Road, NW, Washington, DC 20012		6. Employer representative to contact Lawan McDowell, Seafood Manager	
7. Type of Establishment (factory, mine, wholesaler) Grocery Store	8. Principal product or service Groceries	9. Number of Workers employed 50	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION I, the undersigned, declare that the statements therein are true to the best of my knowledge and belief.			
By:	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
(sig)	(b) (6), (b) (7)(C)	Print/Type name and title or office, if any	Cell No.
Address:	(b) (6), (b) (7)(C)	Date: 11/20/19	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)



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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-253018	Date Filed 12/9/19

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name Amalgamated Transit Union, including the International Organization and Local 1764		b. Union Representative to contact John Ertl  Title: Field Mobilization Specialist	
c. Address (Street, city, state, and ZIP code) 10000 New Hampshire Ave. MD Silver Springs 20903-_____		d. Tel. No. (301) 431-7100	e. Cell No. (202) 386-4845
		f. Fax No. (301) 431-7117	g. e-Mail jertl@atu.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, 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 additional page--			
3. Name of Employer Transdev Services, Inc.		4a. Tel. No. (703) 339-7200	b. Cell No.
		c. Fax No.	d. e-Mail foster@mcmahoberger.com
5. Location of plant involved (street, city, state and ZIP code) 4050 Legato Rd. Suite 400 VA Fairfax 22033-_____		6. Employer representative to contact James N. Foster Jr. Title: Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) Transportation	8. Identify principal product or service Bus Services	9. Number of workers employed 200	
10. Full name of party filing charge James N. Foster Jr. Transdev Services, Inc.		11a. Tel. No. (703) 339-7200	b. Cell No.
		c. Fax No.	d. e-Mail foster@mcmahonberger.com
11. Address of party filing charge (street, city, state and ZIP code.) 4050 Legato Rd. Suite 400 VA Fairfax 22033-_____			
<p style="text-align: center;"><b>12. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.</p> <p>By <u>James N. Foster, Jr.</u> <u>James N. Foster Jr.</u> (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p style="text-align: center;">Title: Counsel </p> <p>2730 N. Ballas Rd. Suite 200 St. Louis MO 63131-_____</p> <p>Address _____ (date) 12/7/2019 11:23:54</p>		<p>Tel. No. (314) 567-7350</p> <p>Cell No.</p> <p>Fax No. (314) 567-5968</p> <p>e-Mail foster@mcmahonberger.com</p>	

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**PRIVACY ACT STATEMENT**





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## **Basis of the Charge**

### **8(b)(3)**

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.



UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-253031	12/6/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNITE HERE, Local 25		b. Union Representative to Contact John Boardman Executive Secretary-Treasurer 	
c. Address 901 K Street, NW, Suite 200, Washington, DC 20001		d. Tel. No. (202)727-2225	e.e. Cell No.
		f. Fax No. (202)393-3741	g. e-Mail
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)(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) The above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by:			
<ol style="list-style-type: none"> <li>On or about (b) (6), (b) (7)(C) 2019, requesting that the Employer omit (b) (6), (b) (7)(C) from a pool of employees sharing in a banquet gratuity for arbitrary reasons or in bad faith.</li> <li>Since on or about (b) (6), (b) (7)(C) 2019, refusing to process the grievance of (b) (6), (b) (7)(C) regarding gratuity pay for arbitrary or discriminatory reasons or in bad faith.</li> <li>Since on  about (b) (6), (b) (7)(C) 2019, failing to communicate with (b) (6), (b) (7)(C) regarding the status of  grievance.</li> <li>Since on or about (b) (6), (b) (7)(C) 2019, refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding gratuity pay for arbitrary or discriminatory reasons or in bad faith. </li> </ol>			

3. Name of Employer Washington Hilton Hotel		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1919 Connecticut Avenue, NW, Washington, DC 20009		6. Employer representative to contact Tracy Marks General Manager	
7. Type of Establishment (factory, mine, wholesaler) Hotel	8. Principal product or service Hotel and Banquet Services	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

<b>12. DECLARATION</b>			
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)	(b) (6), (b) (7)(C)	Tel. No. (b) (6), (b) (7)(C)	
(signature)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 12/6/2019	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)**


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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**


DO NOT WRITE IN THIS SPACE	
Case 05-CB-253182	Date Filed 12/10/19

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 American Postal Workers Union		b. Union Representative to contact APWU (local) 6139 Chillum Place NE, Wash. DC, 20011	
c. Address (Street, city, state, and ZIP code) 1300 L Street NW Washington, DC 20005		d. Tel. No. 202-291-0801	e. Cell No.
		f. Fax No.	
		g. e-mail scarney@apw.org 	
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) 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 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) It is an impossibility for one person and one part [2-days a week] time employee to represent 200,000 plus members in anything. This is corporate malfeasance, and amounts to criminal negligence. The Washington Metro Area African American local and retiree's unions farm out their Injury Compensation work to the tune of \$500 a pop off the top. My November 7th and 18th, 2019 letters are self-explanatory [attached].  			
3. Name of Employer Retired	4a. Tel. No.	b. Cell No.	c. Fax No.
	d. e-mail		
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code)		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
12. DECLARATION (b) (6), (b) (7)(C) read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) _____ (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	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)		Date 11/29/2019	



**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.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		05-CB-253225	12/11/19
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 SEIU 32BJ		b. Union Representative to Contact (b) (6), (b) (7)(C) 	
c. Address 1025 Vermont Ave NW, Washington, DC 20005		d. Tel. No. (b) (6), (b) (7)(C)	e.e. Cell No.
		f. Fax No.	g. e-Mail
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)(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-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process a grievance concerning issues with member (b) (6), (b) (7)(C) leave request.			
3. Name of Employer The Victor Group		4a. Tel. No. (210)-979-0212	4b. Cell No.
		4c. Fax No.	4d. e-Mail info@victorgroupplc.com
5. Location of Plant involved (street, city, state, and ZIP code) Andrews Air Force Base 1191 Menoher Dr., JB Andrews, MD 20762		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Housekeeping services	8. Principal product or service Housekeeping services	9. Number of Workers employed 40	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
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)	(b) (6), (b) (7)(C)	Tel. No.	
(signature)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 11-25-19	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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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		Case 05-CB-253271	Date filed 12/12/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Governed United Security Professionals		b. Union Representative to Contact Kent Emery President  	
c. Address 5602 Baltimore National Pike, Suite 607 Baltimore, MD 21228		d. Tel. No. (443) 304-2018	e. Cell No.
		f. Fax No. (443) 304-2855	g. e-Mail <b>(b) (6), (b) (7)(C)</b>
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)(2) 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)			
Since about <b>(b) (6), (b) (7)(C)</b> 2019, the above-named labor organization has attempted to cause Constellis to discharge or otherwise discriminate against <b>(b) (6), (b) (7)(C)</b> for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
3. Name of Employer Constellis		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mike.goodwin@constellis.com
5. Location of Plant involved (street, city, state, and ZIP code) 445 12th St. SW Washington, DC 20554		6. Employer representative to contact Michael Goodwin Director of Labor Relations	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Contractor		9. Number of Workers employed 70
10. Full name of party filing charge <b>(b) (6), (b) (7)(C)</b>		11a. Tel. No. <b>(b) (6), (b) (7)(C)</b>	11b. Cell No.
		11c. Fax No.	11d e-Mail <b>(b) (6), (b) (7)(C)</b>
11. Address of party filing charge (street, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>			
<b>12. DECLARATION</b>			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
<b>(b) (6), (b) (7)(C)</b>			Tel No.
<b>(b) (6), (b) (7)(C)</b>		<b>(b) (6), (b) (7)(C)</b>	<b>(b) (6), (b) (7)(C)</b>
Address: <b>(b) (6), (b) (7)(C)</b>		Date: 12-11-19	Fax No.
			e-Mail <b>(b) (6), (b) (7)(C)</b>

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



UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-253347	12/12/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Governed United Security Professionals		b. Union Representative to Contact Kent Emery President 	
c. Address 5602 Baltimore National Pike, Suite 607 Baltimore, MD 21228		d. Tel. No. (443) 304-2018	e.e. Cell No.
		f. Fax No. (443) 304-2855	g. e-Mail (b) (6), (b) (7)(C) 
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)(2) 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)			
Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has attempted to cause Constellis to discharge or otherwise discriminate against (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
3. Name of Employer Constellis		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mike.goodwin@constellis.com
5. Location of Plant involved (street, city, state, and ZIP code) 445 12th St. SW Washington, DC 20554		6. Employer representative to contact Michael Goodwin Director of Labor Relations	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Contractor	9. Number of Workers employed 70	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
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.			
B (b) (6), (b) (7)(C)		Tel No.	
(s) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 12-11-19	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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-253471	12/12/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Governed United Security Professionals		b. Union Representative to Contact Kent Emery President	
c. Address 5602 Baltimore National Pike, Suite 607 Baltimore, MD 21228		d. Tel. No. (443) 304-2018	e. Cell No.
		f. Fax No. (443) 304-2855	g. e-Mail (b) (6), (b) (7)(C) ⊕
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)(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 last six months, the above-named labor organization has interfered with, restrained, and coerced employees in the exercise of Section 7 rights by making statements and threats in retaliation for protected activities including but not limited to, filing charges with the Board.			
3. Name of Employer Constellis		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mike.goodwin@constellis.com
5. Location of Plant involved (street, city, state, and ZIP code) 445 12th St. SW Washington, DC 20554		6. Employer representative to contact Michael Goodwin Director of Labor Relations	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Contractor	9. Number of Workers employed 70	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
<b>12. DECLARATION</b>			
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)	(b) (6), (b) (7)(C)	Tel No.	
(signature of representative or person making charge)	Print/type name and title or office, if any	(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 12-11-19	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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-253546	12/19/19
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Governed United Security Professionals		b. Union Representative to Contact Kent Emery President	
c. Address 5602 Baltimore National Pike Suite 607 Baltimore, MD 21228		d. Tel. No. (443) 304-2018	e.e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C) 
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)(1)(A) and 8(b)(2) 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)			
Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has been coercing employees in the exercise of Section 7 rights by attempting to cause and causing Constellis to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
3. Name of Employer Constellis		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail mike.goodwin@constellis.com
5. Location of Plant involved (street, city, state, and ZIP code) 445 12th St. SW Washington, DC 20554		6. Employer representative to contact Michael Goodwin, Director of Labor Relations	
7. Type of Establishment (factory, mine, wholesaler) Security Contractor	8. Principal product or service Security Services		9. Number of Workers employed 65
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
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.			
(b) (6), (b) (7)(C)		Tel No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(s) (b) (6), (b) (7)(C)		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 12/18/19	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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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 05-CB-253814	Date Filed 12/26/2019

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name International Brotherhood of Electrical Workers, Local 410		b. Union Representative to contact Eric Gomez Title: Business Manager/President/Financial Secretary	
c. Address (Street, city, state, and ZIP code) 2701 W. Patapsco Ave. MD Baltimore 21230-____		d. Tel. No. (410) 808-4441	e. Cell No.
		f. Fax No.	g. e-Mail ericgomez@local410.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair 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 additional page--			
3. Name of Employer Baltimore Gas & Electric		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2 Center Plaza, 110 West Fayette Street MD Baltimore 21201-____		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Utilities	8. Identify principal product or service Gas and electric service	9. Number of workers employed 3200	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
<p style="text-align: center;"><b>12. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.</p> <p>By <u>Tonya Bana</u>  <u>Tonya Bana</u> (signature of representative or person making charge) (Print/type name and title or office, if any)</p> <p style="text-align: center;">Title:</p> <p>129 Slade Avenue Address <u>Pikesville MD 21208-____</u> (date) <u>12/26/2019 12:44:00</u></p>		<p>Tel. No. (443) 890-8000</p> <p>Cell No. (443) 890-8000</p> <p>Fax No. (410) 670-7573</p> <p>e-Mail tonya@tonyabana.com</p>	

**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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## **Basis of the Charge**

### **8(b)(1)(A)**

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

### **8(b)(3)**

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-253893	12/27/2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Special Police and Security Officers		b. Union Representative to Contact (b) (6), (b) (7)(C)   (b) (6), (b) (7)(C)	
c. Address 10 G Street, NE, Suite 600, Washington, DC 20002		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
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) and (2) 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 ( <i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i> )			
See Attachment.			

3. Name of Employer American Security Programs, Inc.		4a. Tel. No. (703)898-1723	4b. Cell No. (703)898-1723
		4c. Fax No. (703)834-8947	4d. e-Mail mphinney@securamericall c.com
5. Location of Plant involved ( <i>street, city, state, and ZIP code</i> ) 1881 Campus Commons Drive, Suite 105, Reston, VA 20191		6. Employer representative to contact Mark Phinney, Vice President, Government Operations	
7. Type of Establishment ( <i>factory, mine, wholesaler</i> ) Security Contractor	8. Principal product or service Security Services	9. Number of Workers employed 120	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge ( <i>street, city, state, and ZIP code</i> ) (b) (6), (b) (7)(C)			
<b>12. DECLARATION</b>			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No.	
(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: 12/27/19	
		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. (b) (6), (b) (7)(C)






Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has attempted to cause and/or caused American Security Programs to discharge (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.

Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to file and process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discharge for arbitrary or discriminatory reasons or in bad faith.

On about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to represent (b) (6), (b) (7)(C) during a disciplinary meeting for arbitrary or discriminatory reasons or in bad faith.

Since on or about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing and failing to communicate with (b) (6), (b) (7)(C) for reasons that are arbitrary or discriminatory or in bad faith.




UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		Case 05-CB-253963	Date filed 12/30/19
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 National Postal Mail Handlers Union, Local 305		b. Union Representative to Contact (b) (6), (b) (7)(C)   (b) (6), (b) (7)(C)	
c. Address 4907 Fitzhugh Ave., #100, Richmond, VA 23230-3533		d. Tel. No. (b) (6), (b) (7)(C)	e.e. Cell No.
		f. Fax No. (b) (6), (b) (7)(C)	g. e-Mail
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) Since about (b) (6), (b) (7)(C) the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) forced retirement for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer United States Postal Service		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 900 Brentwood Road, NE, Washington, DC 20066		6. Employer representative to contact Darryl Young Plant Manager	
7. Type of Establishment (factory, mine, wholesaler) Postal Service	8. Principal product or service Processing, Distribution, and Delivery of Mail	9. Number of Workers employed 300 	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. Home (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION (b) (6), (b) (7)(C) statements therein are true to the best of my knowledge and belief.			
		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 12/30/19	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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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		05-CB-254103	12/31/2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Longshoremens's Association, Local 1624		b. Union Representative to Contact Larry Bachtell, President 	
c. Address 500 East Main Street, suite 404 Norfolk, VA 23510		d. Tel. No. 757-480-2868	e.e. Cell No.
		f. Fax No.	g. e-Mail local1624@aol.com
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) and (2) 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.			
Since about the past six months, the above-named labor organization restrained and coerced employees of VIT in the exercise of their Section 7 rights and caused or attempted to cause VIT to discriminate against employees to encourage union membership in their local by: demanding the employer end tail the seniority of employees who were former members of ILA Local 862; agreeing with VIT to discriminate against employees with respect to their seniority because of their prior union membership in ILA Local 862; by allowing VIT to end tail the seniority of employees who had formerly been members of ILA Local 862; and by jointly operating an exclusive hiring hall in a manner that is arbitrary, discriminatory or in bad faith by granting different seniority to employees who were former members of ILA Local 862 when they make themselves available to work in the Norfolk area than in the Newport News area.			
3. Name of Employer  Virginia International Terminals, LLC		4a. Tel. No. 757-440-7160	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 101 W. Main Street, suite 600, Norfolk, VA 23510		6. Employer representative to contact Kevin Price, Chief Operations Officer	
7. Type of Establishment (factory, mine, wholesaler) Waterfront terminal operations	8. Principal product or service terminal operations	9. Number of Workers employed Over 300	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. n/a	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I, the undersigned, declare that the facts and circumstances set forth in this charge and that the statements therein are true to the best of my knowledge and belief.			
By (Signature)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. n/a
(Signature)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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