

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-247589	Date Filed September 3, 2019

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 IBEW Local Union 965 and Alliant Energy Riverside	b. Union Representative to contact Tony Bartels
c. Address (Street, city, state, and ZIP code) 701 Watson Ave Suite 200 Madison WI 53713	d. Tel. No. 608-274-2925 f. Fax No. 609-274-2980
	e. Cell No. 608-516-4474 g. e-Mail tb@ibew965.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) (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 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) 2019, and continuing to date, the Union has violated Section 8(b)(1)(A) of the Act and the duty of fair representation by, among other actions, failing and refusing to file a grievance over the Charging Party's termination.

3. Name of Employer Alliant Energy Riverside	4a. Tel. No. 608-361-5133	b. Cell No. 903-905-5116
	c. Fax No.	d. e-Mail timroberston@alliantenergy.com

5. Location of plant involved (street, city, state and ZIP code) 1401 W B R Townline Rd Beloit WI 53511	6. Employer representative to contact Tim Robertson
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7. Type of establishment (factory, mine, wholesaler, etc.) Power Plant	8. Identify principal product or service Electricity	9. Number of workers employed unknown
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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)

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) or person making charge (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)
Address (date) 09/03/2019

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

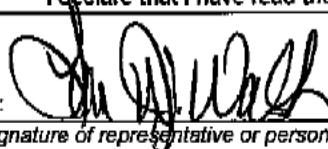
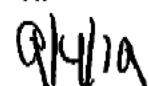
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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...

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		18-CB-247641	September 4, 2019
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 AFSCME LOCAL 366		b. Union Representative to Contact	
c. Address 3427 W Saint Paul Ave, Milwaukee, WI 53208-4124		d. Tel. No. (414)416-1822	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), 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)			
<p>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 the grievance of (b) (6), (b) (7)(C) regarding (b) (6), five-day unpaid layoff and other work-related matters for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer VEOLIA WATER NORTH AMERICA		4a. Tel. No.	4b. Cell No.
		4c. Fax No. (414)482-3596	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 700 E Jones St, Milwaukee, WI 53207-1037		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Water treatment plant	8. Principal product or service Wastewater treatment services		9. Number of Workers employed
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)			
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 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)
Address: (b) (6), (b) (7)(C)		Date: 9-2-19	Cell No. (b) (6), (b) (7)(C)
			Fax No.
			e-Mail (b) (6), (b) (7)(C)

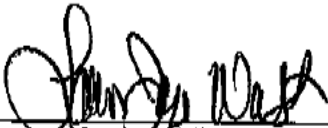
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		18-CD-247651	September 05, 2019
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 TEAMSTERS GENERAL LOCAL UNION NO. 346		b. Union Representative to Contact CHAD WARD BUSINESS AGENT	
c. Address 2802 W 1ST ST, DULUTH, MN 55806-1797		d. Tel. No. (218)628-1037	e.e. Cell No.
		f. Fax No. (218)628-1037	g. e-Mail cward@teamsters346.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) (4)(ii)(D) 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 May 23, 2019, the above-named labor organization has threatened, coerced or restrained Kraus Anderson Constructors, Market & Johnson, ICS Consulting, etc., where an object thereof has been forcing or requiring Advanced Services Inc. to assign particular work to employees in that labor organization rather than to employees who are not in that labor organization, where that employer is not failing to conform to an order or certification of the Board determining the bargaining representative for employees performing that work.			
3. Name of Employer See below		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. 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) Construction	8. Principal product or service		9. Number of Workers employed
10. Full name of party filing charge Advanced Services, Inc		11a. Tel. No. (218)591-1736	11b. Cell No. (218)591-1736
		11c. Fax No.	11d e-Mail advancedservicesmn@gmail.com
11. Address of party filing charge (street, city, state, and ZIP code) 6552 Highway 2, CLOQUET, MN 55720			
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:  (signature of representative or person making charge)		Advanced Services, Inc Print/type name and title or office, if any	
		Tel. No. (218)591-1736	
		Cell No. (218)591-1736	
Address: 6552 Highway 2, CLOQUET, MN 55720		Date: 	Fax No.
		e-Mail advancedservicesmn@gmail.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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		18-CC-247650	September 05, 2019
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 TEAMSTERS GENERAL LOCAL UNION NO. 346		b. Union Representative to Contact CHAD WARD BUSINESS AGENT	
c. Address 2802 W 1ST ST, DULUTH, MN 55806-1797		d. Tel. No. (218)628-1037	e.e. Cell No.
		f. Fax No. (218)628-1037	g. e-Mail cward@teamsters346.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) (4)(II)(B) 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 May 23, 2019, the above-named labor organization has threatened, coerced or restrained Kraus Anderson Constructors, Market & Johnson, ICS Consulting, etc., where an object thereof has been forcing or requiring them to cease using, selling, handling, transporting, or otherwise dealing in the products of Advanced Services Inc. or to cease doing business with Advanced Services Inc.			
3. Name of Employer See below		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. 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) Construction	8. Principal product or service	9. Number of Workers employed	
10. Full name of party filing charge Advanced Services, Inc		11a. Tel. No. (218)591-1736	11b. Cell No. (218)591-1736
		11c. Fax No.	11d e-Mail advancedservicesmn@gmail.com
11. Address of party filing charge (street, city, state, and ZIP code) 6552 Highway 2, CLOQUET, MN 55720			
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: 			Tel No.
(signature of representative or person making charge)	Advanced Services, Inc.		(218)591-1736
	Print/type name and title or office, if any		Cell No. (218)591-1736
Address: 6552 Highway 2, CLOQUET, MN 55720	Date: 9/4/19		Fax No.
			e-Mail advancedservicesmn@gmail.com

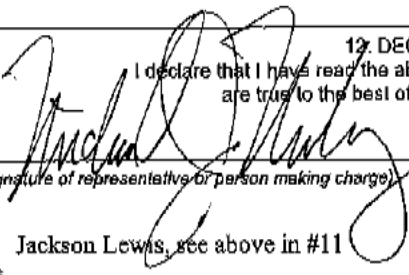
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 18-CC-247691	Date Filed September 05, 2019

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 United Security Professionals Local 2		h. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) PO Box 784 Monticello, MN 55362		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. same
		f. Fax No. n/a	
		g. e-mail (b) (6), (b) (7)(C)	
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) 8(b)(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 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 the attached document for the basis of the charge.			
3. Name of Employer Northern States Power Company, a Minnesota corporation, d/b/a Xcel Energy		4a. Tel. No. 612-215-4563	b. Cell No. 612-615-5400
		c. Fax No. 612-215-4544	
		d. e-mail ann.m.clowser@xcelenergy.com	
5. Location of plant involved (street, city, state and ZIP code) Monticello Nuclear Generating Plant 2807 County Road 75, NE #1 Monticello, MN 55362		6. Employer representative to contact Michael J. Moberg	
7. Type of establishment (factory, mine, wholesaler, etc.) Nuclear Power Plant	8. Identify principal product or service Generation of electricity		9. Number of workers employed 200+
10. Full name of party filing charge Michael J. Moberg			
11. Address of party filing charge (street, city, state and ZIP code) Jackson Lewis, PC, 150 S. 5th St., #3500, Minneapolis, MN 55402		11a. Tel. No. 612-787-3504	b. Cell No. 651-260-4814
		c. Fax No. 612-341-0609	
		d. e-mail michael.moberg@jacksonlewis.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative of person making charge) Michael J. Moberg - Attorney (Print/type name and title or office, if any)		Tel. No. see above in #11	
Jackson Lewis, see above in #11 Address		Cell No.	
Date <u>Sept. 5, 2019</u>		Fax No.	
		e-mail	

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PRIVACY ACT STATEMENT

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Unfair Labor Practice Charge Filed by Northern States Power Company against United Security Professionals Local 2

2. Basis of the Charge

Northern States Power Company, d/b/a Xcel Energy (Xcel Energy) owns and operates the Monticello Nuclear Generating Plant under a license from the Nuclear Regulatory Commission (NRC). Xcel Energy hired a contractor, G4S Regulated Security Solutions, to provide nuclear security at Monticello. G4S provides both security officers and security lieutenants to provide security at Monticello. G4S has a collective bargaining agreement with United Security Professionals Local 2, which represents approximately 25 security lieutenants who work at Monticello. G4S informed Xcel Energy that it intended to lockout the bargaining unit lieutenants represented by the union when the CBA between G4S and the union expired on or around August 31, 2019.

In anticipation of the lockout, Xcel Energy established a reserved gate system at Monticello on or about August 27, 2019. Xcel Energy established Gate 1 for the use of its own employees, suppliers, and visitors. Gate 1 is located at the intersection of Control Rod Drive off Highway 75 in Monticello. Xcel Energy established Gate 2 exclusively for the use of G4S employees, suppliers, and visitors. Gate 2 is located approximately a mile west of Gate 1 on Highway 75. Both Gate 1 and Gate 2 are clearly marked with signage, and Xcel Energy has security monitoring both Gates to ensure that they are being used by the appropriate individuals. Xcel Energy also issued parking passes for its employees to use at Gate 1, and separate parking passes which it issued to G4S to use with G4S employees at Gate 2. Xcel Energy notified G4S and the union in writing about the establishment of the reserved gate system, and instructed that G4S employees were to use Gate 2 only, and that only Xcel Energy employees would use Gate 1.

On or about September 1, 2019, G4S locked out the bargaining unit members working at Monticello, and G4S brought in its own replacement workers to perform the work done by the locked out bargaining unit security lieutenants. The union began picketing at Gate 2 on September 1, 2019 after the G4S lockout commenced. On September 5, 2019, sometime prior to 6 a.m., the union began unlawful secondary picketing at Gate 1. As a result of the union's unlawful secondary picketing at Gate 1, some of Xcel Energy's employees refused to cross the union's picket line at Gate 1, requiring Xcel Energy to implement and utilize contingency plans to properly staff and operate the Monticello Nuclear Generating Plant as required by the NRC.

The union's unlawful secondary picketing activity has embroiled Xcel Energy, a neutral employer, in the union's labor dispute with the primary employer - G4S - which is the employer of the locked out bargaining unit members. Xcel Energy has ensured that only its employees are using Gate 1, and that only G4S employees are using Gate 2. Additionally, Xcel Energy employees are not performing any of the security work that is regularly performed by the bargaining unit members who are locked out by G4S. G4S hired and employs the replacement workers who are performing security work duties that were done by the bargaining unit members at Monticello prior to the lockout.

Unfair Labor Practice Charge Filed by Northern States Power Company against United Security Professionals Local 2

The union's unlawful secondary picketing is causing present harm, and will continue to cause harm, to a neutral employer - Xcel Energy - with whom the union does not have any labor dispute nor any collective bargaining relationship.

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-247826	Date Filed September 9, 2019

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 ASSOCIATION OF LETTER CARRIERS BRANCH 397		b. Union Representative to contact (b) (6), (b) (7)(C) Title:	
c. Address (Street, city, state, and ZIP code) 300 EAST BROADWAY WI WAUKESHA 53186-9999		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail
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) <u>(1)(A)</u> 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 UNITED STATES POSTAL SERVICE		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 300 EAST BROADWAY WI WAUKESHA 53186-9999		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Services	8. Identify principal product or service MAIL	9. Number of workers employed 150	
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)			
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 <u>(b) (6), (b) (7)(C)</u> <u>(b) (6), (b) (7)(C)</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address <u>(b) (6), (b) (7)(C)</u> (date) 09/7/2019 19:16:09		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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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.

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

DO NOT WRITE IN THIS SPACE	
C 18-CB-247855	Date Filed 9/9/19

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: Teamsters Local 200	b. Union Representative to contact: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) :6200 W Bluemound Rd Milwaukee, WI 53213	d. Tel. 414-771-6363	e. Cell No.
	f. Fax No. 414-771-5850	
	g. e-mail	

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) 8(b)(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 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 Union has violated its duty of fair representation to (b) (6), (b) (7)(C) by refusing to accept (b) (6), (b) (7)(C) dues checkoff authorization revocation and by failing to inform (b) (6), (b) (7)(C) of (b) (6), (b) (7)(C) revocation window period or assuring (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) evocation will be honored at the next window period.

3. Name of Employer YRC Freight	4a. Tel. 414-571-8460	b. Cell No.	c. Fax No.
d. e-mail			

5. Location of plant involved (street, city, state and ZIP code) 6880n S Howell Ave Oak Creek, WI 53154	6. Employer representative to contact
---	---------------------------------------

7. Type of establishment (factory, mine, wholesaler, etc.) LOGISTICS	8. Identify principal product or service	9. Number of workers employed 60
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10. Full name of party filing charge (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)	11a. Tel. (b) (6), (b) (7)(C)	b. Cell No.	c. Fax No.
d. e-mail (b) (6), (b) (7)(C)			

12. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) are true to the best of my knowledge and belief.		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell No.
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	e-mail (b) (6), (b) (7)(C)

9-4-2019

**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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		18-CB-248603	September 20, 2019
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 UFCW Local 304A		b. Union Representative to Contact BJ Motley Union President	
c. Address 101 S Fairfax Ave, Sioux Falls, SD 57103		d. Tel. No. (605)366-8631	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), 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) 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 arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) suspension for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Smithfield Foods		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1400 N Weber Ave, Sioux Fall, SD 57104		6. Employer representative to contact Scott Reed Human Resource Manager	
7. Type of Establishment (factory, mine, wholesaler) Distribution Center	8. Principal product or service Food Distribution		9. Number of Workers employed 4000
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)			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)	
(signature of party filing charge)	Print/type name and title or office, if any	Cell No.	
Address: (b) (6), (b) (7)(C)	Date:	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	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CB-248091	Date filed September 11, 2019
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 Teamsters Local 344		b. Union Representative to Contact Eric Kukor President	
c. Address 10020 W Greenfield Ave, West Allis, WI 53214		d. Tel. No. (414)378-8408	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), 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 at least (b) (6), (b) (7)(C) 2019 and continuing to date, the above-named labor organization has failed and refused to fairly represent employee (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith by not allowing (b) (6), (b) (7)(C) to be present in grievance meetings and resolving (b) (6), (b) (7)(C) grievances without (b) (6), (b) (7)(C) input			
3. Name of Employer Canteen		4a. Tel. No. (262)784-1200	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 12100 W Wirth, Wauwatosa, WI 53222		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Warehouse	8. Principal product or service Vending machines	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.			
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Tel No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(Signature of representative filing charge)		Print type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 9-11-2019	
		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**

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SEP 11 2019

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-248069	Date Filed September 11, 2019

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 SEIU Healthcare Minnesota		b. Union Representative to contact Jamie Gulley Title: President	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue Suite 100 MN Saint Paul 55102-____		d. Tel. No. (651) 294-8100	e. Cell No.
		f. Fax No.	g. e-Mail
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) <u>(1)(A)</u> _____ 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 Essentia Health - Deer River Healthcare Center		4a. Tel. No. (218) 786-4531	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 115 10th Ave NE MN Deer River 56636-____		6. Employer representative to contact William Paul Title:	
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)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		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)			
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.		Tel. No. (b) (6), (b) (7)(C)	
By <u>(b) (6), (b) (7)(C)</u> _____ <u>(b) (6), (b) (7)(C)</u> _____ (signature of representative or person making charge) (Print/type name and title or office, if any)		Cell No.	
Title: <u>(b) (6), (b) (7)(C)</u>		Fax No.	
Address _____ (date) 09/11/2019 13:29:21		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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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 threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	09/09/2019

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		18-CB-248514	September 16, 2019
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 International Union of Operating Engineers, #324	b. Union Representative to Contact Chad Lynch Business Agent		
c. Address 500 Hulet Dr., Bluefield TWP, MI 48302	d. Tel. No. (248)451-0324	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), 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 <i>(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</i> 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 (enter name of employee) regarding (describe grievance) for arbitrary or discriminatory reasons or in bad faith. 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 arbitrate the grievance of (enter name of employee) regarding (describe grievance) for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Michaels Corp.	4a. Tel. No.	4b. Cell No.	
	4c. Fax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP code) 817 Main St. Brownsville, WI 53006	6. Employer representative to contact (b) (6), (b) (7)(C) supervisor Jim McGovern		
7. Type of Establishment (factory, mine, wholesaler) store	8. Principal product or service Hobbies	9. Number of Workers employed 8	
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)	(b) (6), (b) (7)(C)	Tel. No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	Print/type name and title or office, if any	Cell No.	
(b) (6), (b) (7)(C)	Date: 8-22-19	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
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-248274	Date Filed September 16, 2019

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 Teamsters union local 120		b. Union Representative to contact Tom Erickson Title: President	
c. Address (Street, city, state, and ZIP code) 9422 Ulysses St Ne MN Blaine 55434-____		d. Tel. No. (763) 267-6120	e. Cell No. (651) 343-1723
		f. Fax No.	g. e-Mail
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) <u>(1)(A), (3)</u> _____ 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 Supervalu (UNFI) distribution center		4a. Tel. No. (952) 238-3413	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 300 2nd ave s MN hopikns 55343-____		6. Employer representative to contact Cassie Littman Title: Human resource	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Grocery distribution	9. Number of workers employed 23000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		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)			
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.		Tel. No. (b) (6), (b) (7)(C)	
By <u>(b) (6), (b) (7)(C)</u> _____ <u>(b) (6), (b) (7)(C)</u> _____ (signature of representative or person making charge) (Print/type name and title or office, if any)		Cell No.	
Title: (b) (6), (b) (7)(C)		Fax No.	
Address _____ (date) 09/16/2019 12:19:48		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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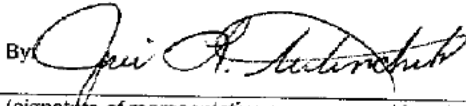
Basis of the Charge

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.

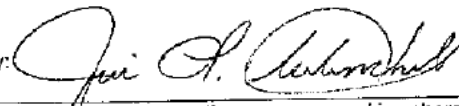
8(b)(3)

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 NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CC-248435	Date filed September 18, 2019
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 North Central States Regional Council of Carpenters	b. Union Representative to Contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		
c. Address 5238 Miller Tk Hwy, Hermantown, MN 55811	218-729-9003	g. e-Mail	
		f. Fax No. 218-729-9357	
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) 4(i) and (ii) B 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 September 14 2019, the above-named labor organization engaged in unlawful picketing in an attempt to unlawfully induce and threaten secondary employees through unlawful secondary picketing, and is inducing, encouraging, threatening and/or coercing customers to cease doing business with Nordic Group at its current work site in Duluth, Minnesota.			
3. Name of Employer Nordic Group	4a. Tel. No.	4b. Cell No. 218.591.0178	
	4c. Fax No.	4d. e-Mail chad.scott@nordicuws.com	
5. Location of Plant involved (street, city, state, and ZIP code) 91 Main St, Suite 102, Superior, WI 54880	6. Employer representative to contact Chad Scott Owner		
7. Type of Establishment (factory, mine, wholesaler) Construction and Project Management	8. Principal product or service construction	9. Number of Workers employed 20	
10. Full name of party filing charge Christian Labor Association	11a. Tel. No. (218)454-5018	11b. Cell No. (320)212-0058	
	11c. Fax No. (218)454-5019	11d e-Mail joni@cla-usa.com	
11. Address of party filing charge (street, city, state, and ZIP code) 18505 State Hwy 371 Brainerd, MN 56401			
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: 	Joni Tulenichik Christian Labor Association Representative	Tel No. (218)454-5018	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (320)212-0058	
Address: 18505 State Hwy 371, Brainerd, MN 56401	Date: 9-18-19	Fax No. (218)454-5019	
		e-Mail joni@cla-usa.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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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CC-248436	Date filed September 18, 2019
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 Association, Plumbers, Pipefitters, Steamfitters, Service Techs Union, Local 11		b. Union Representative to Contact Andrew Campeau	
c. Address 4402 Air Park Blvd. Duluth, MN 55811		d. Tel. No. 218-727-2199	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) subsection(s) 4(i) and (ii) B 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 September 14, 2019, the above-named labor organization engaged in unlawful picketing in an attempt to unlawfully induce and threaten secondary employees through unlawful secondary picketing, and is inducing, encouraging, threatening and/or coercing customers to cease doing business with Nordic Group at its current work site in Duluth, Minnesota.			
3. Name of Employer Nordic Group		4a. Tel. No.	4b. Cell No. 218.591.0178
		4c. Fax No.	4d. e-Mail chad.scott@nordicuw.com
5. Location of Plant involved (street, city, state, and ZIP code) 91 Main St, Suite 102, Superior, WI 54880		6. Employer representative to contact Chad Scott Owner	
7. Type of Establishment (factory, mine, wholesaler) Construction and Project Management	8. Principal product or service construction	9. Number of Workers employed 40	
10. Full name of party filing charge Christian Labor Association		11a. Tel. No. (218)454-5018	11b. Cell No. (320)212-0058
		11c. Fax No. (218)454-5019	11d e-Mail joni@cla-usa.com
11. Address of party filing charge (street, city, state, and ZIP code) 18505 State Hwy 371 Brainerd, MN 56401			
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:  (signature of representative or person making charge)		Joni Tulenichik Christian Labor Association Representative	
		Print/type name and title or office, if any	
Address: 18505 State Hwy 371 Brainerd, MN 56401		Date: 9-18-19	Tel No. (218)454-5018
			Cell No. (320)212-0058
			Fax No. (218)454-5019
			e-Mail joni@cla-usa.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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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-248710	Date Filed 9/23/19

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 Sheet Metal Workers Local 18		b. Union Representative to contact Scott Knocke, Business Representative	
c. Address (Street, city, state, and ZIP code) 2201 Springdale Road Waukesha, WI 53189		d. Tel. No. 920-904-7574	e. Cell No.
		f. Fax No. 262-798-1837	
		g. e-mail sknocke@smwlu18.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) 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 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 unlawfully maintained a provision in its Sheboygan collective bargaining agreement which requires employees to be members of the labor organization as a condition of employment, in violation of Wisconsin's right-to-work law.			
3. Name of Employer Multiple employers		4a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) Sheboygan, WI		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) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C) an individual		Cell No.	
(signature of representative or person making charge)		Fax No.	
(Print/type name and title or office, if any)		e-mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		Date <u>Sept. 21, 2019</u>	

**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 NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CB-248994	Date filed September 27, 2019
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 Teamsters Local 90		b. Union Representative to Contact Claudia C Pettit Secretary-Treasurer	
c. Address 2425 Delaware Ave, Des Moines, IA 50317		d. Tel. No. (515)262-3194	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), 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)			
<p>Since about May 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 accept the resignation of (b) (6), (b) (7)(C) from the union. 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 deducting additional dues and/or fees from (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) has tried to cease paying dues to the Union.</p>			
3. Name of Employer First Student		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 1408 8th Ave, Council Bluffs, IA		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) School Bus Service	8. Principal product or service School Transportation	9. Number of Workers employed 50	
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)			
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 of person making charge)		(b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 9/27/19	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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