INTERNET FORM NLRB-508	UNITED STATES OF AMERICA	Δ Γ				FORM EXEMPT UNDER 44 U.S.C 351
	IONAL LABOR RELATIONS BO	DARD		D	O NOT WRITE II	
CHARGE	AGAINST LABOR ORGAN	NIZATION	Case	B-2475	00	ate Filed
INSTRUCTIONS: File on original with	OR ITS AGENTS					September 3, 2019
INSTRUCTIONS: File an original with	ABOR ORGANIZATION OR ITS			The Control of the Co		ed or is occurring.
a. Name	ABOR ORGANIZATION OR ITS	S AGENTS AGAINS	WHICH		Representative	to contact
IBEW Local Union 965 and Alli	ant Energy Riverside			Tony E		io oomaa
BEW Edda Gillon 303 and Alli	ant Energy Niverside			1 Only L	oai leis	
				1 711		T- O-II M-
<ul><li>c. Address (Street, city, state, and ZIP 701 Watson Ave Suite 200</li></ul>	code)			d. Tel. N 608-27	io. 74-2925	e. Cell No. 608-516-4474
Madison WI 53713				f. Fax N		g. e-Mail fb@ibew965.com
				609-27	4-2980	m@ibew965.com
h. The above-named organization(s) or subsection(s) (list subsections) (b) are unfair practices affecting comme meaning of the Act and the Postal Re	(1)(A) erce within the meaning of the A	of	the Natio	onal Labor	Relations Act, a	ind these unfair labor practices
2. Basis of the Charge (set forth a cle	ear and concise statement of the	e facts constituting th	ne alleged	d unfair lai	bor practices)	······································
Since about (b) (6), (b) (7)(C) 2019, a						e Act and the duty of
fair representation by, among o						
, , , , ,	,	3				,
0. Nove of Free land				4a. Tel.	No.	b. Cell No.
<ol><li>Name of Employer Alliant Energy Riverside</li></ol>					1-5133	903-905-5116
r and it arrestly raverside				c. Fax N		d. e-Mail timroberston@alliantenergy.co
						m
5. Location of plant involved (street, co	itv. state and ZIP code)			L	6. Employ	er representative to contact
1401 W B R Townline Rd	ny, state and zin soddy				Tim Rob	
Beloit WI 53511						
7. Type of establishment (factory, min	ie, wholesaler, etc.)	8. Identify principal	product	or service	9. Numbe	r of workers employed
Power Plant		Electricity			unknow	n
10. Full name of party filing charge	The second secon			11a. Tel		b. Cell No.
(b) (6), (b) (7)(C)				(b) (6), (		(b) (6), (b) (7)(C)
				c. Fax N	0.	d. e-Mail
11. Address of party filling charge (street) (b) (6), (b) (7)(C)	et, city, state and ZIP code.)					(b) (6), (b) (7)(C)
(b) (b), (b) (1)(c)						
	12. DECLARATION				Tel. No.	
I declare that (b) (6), (b) (7)(C) arge and	that the statements therein are true to	the best of my knowledg	e and belie	f.	(b) (6), (	(b) (7)(C)
Ву	(b) (6), (b	o) (7)(C)		_	Cell No.	(b) (7)(C)
(signat or perso	on making charge) (Print/type	name and title or off	ice, if any		Fax No.	(5) (1)(0)
(b) (6) (b) (7)(C)	=			L		(1) (7) (8)
(b) (6), (b) (7)(C)				ſ	e-Mail (b) (6),	(b) (7)(C)
Address		(date	09/03	2019		
WILLFUL FALSE STATEMENTS ON				SONMEN	T (U.S. CODE, 1	FITLE 18, SECTION 1001)
Solicitation of the information on this form is aut Relations Board (NLRB) in processing unfair la 74942-43 (Dec. 13, 2006). The NLRB will furthe	thorized by the National Labor Relation abor practice and related proceedings	or litigation. The routine	. § 151 et : uses for th	ne information	on are fully set forth	in the Federal Register, 71 Fed. Re

UNITED STATES OF AMERICA		DO NOT W	RITE 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 N	LRB Regional Di	rector of the region in which	h the alleged unfair labor practice
occurred or is occurring.			
LABOR ORGANIZATION OR     Name	ITS AGENTS AGA		
AFSCME LOCAL 366		b. Union Representative to	Contact
a Address		d Tal Ma	La control
c. Address 3427 W Saint Paul Ave, Milwaukee, WI 53208-4	1121	d. Tel. No. (414)416-1822	e.e. Cell No.
3427 VV Salik Faul Ave, Milwaukee, VVI 55206-4	+124	f. Fax No.	g. e-Mail
		i. Paxivo.	g. e-iviaii
<ul> <li>h. The above-named labor organization or its agents have er 8(b), subsection(s) (1)(A) of the National Labor Relations A the meaning of the Act, or are unfair practices affecting co</li> <li>2. Basis of the Charge (set forth a clear and concise statements)</li> </ul>	Act, and these unfa mmerce within the	air labor practices are unfair meaning of the Act and the	practices affecting commerce within Postal Reorganization Act.
Within the past six months, the above-named exercise of rights protected by Section 7 of the five-day unpaid layoff and other work-relationships.	e Act by refusi	ng to process the griev	ance of (b) (6), (b) (7)(C) regarding
Name of Employer		4a. Tel. No.	4b. Cell No.
VEOLIA WATER NORTH AMERICA			
		4c. Fax No. (414)482-3596	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code	)	6. Employer representative	to contact
700 E Jones St, Milwaukee, WI 53207-1037			
7. Type of Establishment (factory, mine, wholesaler) 8.	Principal product	or service	9. Number of Workers employed
Water treatment plant	Wastewater tr	eatment services	_
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 of	code)		
(b) (6), (b) (7)(C)			
	12. DECLARAT	ION	
i declare that I have read the above charge and tha	at 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)(0		(b) (6), (b) (7)(C)
(signature of representative or person making charge)	Print/type nan	ne and title or office, if any	Сен No. (b) (6), (b) (7)(C)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		-	
		19-2-19	e-Mail (b) (6), (b) (7)(C)
1		•	

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.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD		Cas	8	Date filed		
CHARGE AGAINST LABOR ORGANIZATION C AGENTS	OR ITS	18	8-CD-247651	September 05, 2019		
INSTRUCTIONS: File an original of this charge with the Noccurred or is occurring.	ILRB Regional Dir	ector	r of the region in which	n the alleged unfair labor practice		
1. LABOR ORGANIZATION OR	RITS AGENTS AGAI	NST	WHICH CHARGE IS BRO	DUGHT		
a. Name	1	b. l	Jnion Representative to	Contact		
TEAMSTERS GENERAL LOCAL UNION NO. 3	346	CHAD WARD				
		BUSINESS AGENT				
- Address			Tel. No.	e.e. Cell No.		
c. Address 2802 W 1ST ST, DULUTH, MN 55806-1797			218)628-1037	e.e. Cell No.		
2002 W 131 31, DOLO 111, WIN 33000-1797	-		ax No.	g. e-Mail		
			218)628-1037	cward@teamsters346.com		
h. The above-named labor organization or its agents have er	ngeged in and are e			-		
8(b), subsection(s) (4)(ii)(D) of the National Labor Relation the meaning of the Act, or are unfair practices affecting co	ns Act, and these u	nfair (	labor practices are unfai	r practices affecting commerce within		
2. Basie of the Charge (set forth a clear and concise statemen						
• ,						
Since about May 23, 2019, the above-named laborate	or organization	hae	threatened coerce	d or restrained Kraus		
	_					
Anderson Constructors, Market & Johnson, ICS C	_		-			
requiring Advanced Services Inc. to assign partic		-		-		
employees who are not in that labor organization,			_			
certification of the Board determining the bargaini	ing representati	ve fo	or employees perfo	rming that work.		
3. Name of Employer		4a.	Tei. No.	4b. Cell No.		
See below						
		4ç. Fax No.		4d. e-Mail		
5. Location of Plant involved (street, city, state, and ZIP code	<del>}</del> }	6. E	mployer representative	to contact		
7. Type of Establishment (factory, mine, wholesaler) 8.	. Principal product	or se	rvice	Number of Workers employed		
Construction						
10. Full name of party filing charge		11a	, Tel. No.	11b. Cell No.		
Advanced Services, Inc		(2	218)591-1736	(218)591-1736		
	ļ		, Fax No.	11d e-Mail		
		110	, rax no.	advancedservicesmn@gmail.com		
11. Address of party filing charge (street, city, state, and ZIP of				and the second of the second o		
	ovav,					
6552 Highway 2, CLOQUET, MN 55720	40 0501 1017	lot:				
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.		
				(218)591-1736		
By: Advanced			rices, Inc			
(signature of representative or person making charge)			d title or office, if any	Çeli No.		
V	7,5-3,-0.	and an amount in only		(218)591-1736		
Address:	•		Date:	Fax No.		
6552 Highway 2, CLOQUET, MN 55720			al. d.			
			<b>VIUI</b> IA	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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1-2562800191

UNITED STATES OF AMERICA			DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOAR			Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATIO	IN OR I	TS			
AGENTS			18-CC-247650	September 05, 2019	
INSTRUCTIONS: File an original of this charge with the	he NLRE	3 Regional Direc	ctor of the region in wi	nich the alleged unfair labor practice	
occurred or is occurring.					
LABOR ORGANIZATION     A. Name	TORITS				
TEAMSTERS GENERAL LOCAL ÚNION NO	0 346		<ul> <li>Union Representative</li> <li>CHAD WARD</li> </ul>	to Contact	
	<b>5. 04</b> 0		BUSINESS AGEN	Ŧ	
			DOSINESS AGEN	11	
c. Address		d	l. Tel. No.	e.e. Cell No.	
2802 W 1ST ST, DULUTH, MN 55806-1797		L	(218)628-1037		
		1.	Fax No.	g. e-Mail	
h The shows named to be a second to	<del>-</del>		(218)628-1037	cward@teamsters346.com	
<ul> <li>The above-named labor organization or its agents have 8(b), subsection(s) (4)(ll)(B) of the National Labor Relathe meaning of the Act, or are unfair practices affecting</li> </ul>	ations Ac g comme	t, and these unfa erce within the ma	tir labor practices are un eaning of the Act and the	fair practices affecting commerce within Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise state	ement of	the facts constitu	uting the alleged unfair la	abor practices)	
Since about May 23, 2019, the above-nam	ned lab	or organizatio	n has threatened o	coerced or restrained Kraus	
Anderson Constructors, Market & Johnson	LICS C	Consulting, et	c. where an object	thereof has been forcing or	
requiring them to cease using, selling, han	ıdlina. t	ransporting o	or otherwise dealing	t in the products of Advanced	
Services Inc. or to cease doing business w	vith Adv	anced Service	res Inc	in the products of Advanced	
<b>3</b>			out mo.		
3. Name of Employer			a. Tel. No.	4. 0-1111	
See below		4	a. 16l' MO'	4b. Cell No.	
<b></b>		14	c. Fax No.	4d. e-Mail	
		~	o. I da No.	40. C-IVIAII	
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6.	. Employer representativ	e to contact	
				- 10 0011100,	
7. Type of Establishment (factory, mine, wholesaler)	8. Prin	cipal product or	service	9. Number of Workers employed	
Construction		apa product of	SUL FIGU	3. Northbei of Workers employed	
10. Full name of party filing charge			to Tol No	- 100 - 100	
Advanced Services, Inc		1	la. Tel. No.	11b. Cell No.	
			(218)591-1736	(218)591-1736	
		11	Ic. Fax No.	11d e-Mail	
				advancedservicesmn@gmail.com	
11. Address of party filing charge (street, city, state, and Zi	IP code)		_	<u> </u>	
6552 Highway 2, CLOQUET, MN 55720					
	12.	DECLARATION	<u> </u>	<del></del>	
I declare that I have read the above charge and	that the	statements the	rain are true to the bes	t of my knowledge and belief	
^				Tel No.	
~ l) \( \tag{1} \).					
By: ( ) 11 ) . 14				!	
	F	Advanced Ser	vices, Inc.	(218)591-1736	
(signature of representative or person making charge)			ind title or office, if any	Cell No.	
				(218)591-1736	
Address:			Date:	Fax No.	
6552 Highway 2, CLOQUET, MN 55720			Miller se		
			1914/1a	e-Mail	
				advancedservicesmn@gmail.com	
<del></del>					

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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1-2562800228

Sep. 5. 2019 10:31AM FORM NLKB-508 (4-19) form eNo. 0687er 44P. 33512

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

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
18-CC-247691	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.

13 INDO HONG, File all original with NETO Neglobal Director for the	A 148/211 (1) 44	man the alleged dition lab	a. piaoaoo	00001100	00001111131		
1. LABOR ORGANIZATION OR IT	S AGENTS A				-		
n. Name United Security Professionals Local 2			h. Unlon R (b) (6),	epresentative (b) (7)(C	o contact		
c. Address (Street, city, state, and ZIP code) PO Box 784 Monticello, MN 55362			d. Tel. No (b) (6), (b) f. Fax. No	(7)(C)	e, Cell No. same		
				n/a			
				, (b) (7)(			
a. The above-named labor organization has engaged in and is engaged (b)(4) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		of the Nation	al Labor R	elationa Act, a	nd these unfair labor		
See the attached document for the basis of the charge.							
3. Name of Employer  Northern States Power Company, a Minnesota corporation,	. d/b/a	4a. Tel. No. 612-215-4563	b. Cell No. c. Fax No. 612-615-5400 612-215-454		c. Fax No. 612-215-4544		
Xcel Energy	, w 07 a	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	<del>-</del>			er representati J. Moberg	ive lo contact		
7. Type of establishment <i>(factory, mlne, wholesaler, etc.)</i> Nuclear Power Plant		orincipal product or service on of electricity	_	9, Number of 200+	of workers employed		
10. Full name of party filing charge Michael J. Moberg			_				
11. Address of party filing charge (street, city, state and ZIP code)  11a. Tel. 612-787-			b. Cell No. c. Fax No. 651-260-4814 612-341-0609				
Jackson Lewis, PC, 150 S. 5th St., #3500, Minneapolis, MN 55402  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.				Tel. No. see above in #11			
Indux Illum	Michael	J. Moberg - Attorney		Cell No.			
(signatule of representative of person making charge)	(Print/type n	name and (ille or office, If any)	[	Fex No.			
Jackson Lewis, see above in #11  Address  Date Lewis, see above in #11  Date Lewis, see above in #11							

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.

## 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.

INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT UNDER 44 U.S.C.3512

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

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

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Rep	resentative	to contact
NATIONAL ASSOCIATION OF LETTER CARRIERS BRANCH 397		(b) (6), (b) (	(7)(C)	
		Title:		
		Tido.		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
, , , , , , , , , , , , , , , , , , , ,		(b) (6), (b) (7)	(C)	S. 33.113.
300 EAST BROADWAY		f. Fax No.		g. e-Mail
WI WAUKESHA 53186-9999				
L The characteristics/-\ itt- b /b\	idi- /\iii	f-:-  -		h 0/h)
<ul> <li>h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A)</li> </ul>	in and is (are) engaging in un of the Natio	itair iabor praci onal Labor Rel	uces within t ations Act_a	ne meaning of section 8(b), and these unfair labor practices
are unfair practices affecting commerce within the meaning of the A	ct, or these unfair labor practi	ces are unfair	practices aff	fecting 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	e facts constituting the alleged	d unfair labor p	oractices)	
Con additional page				
See additional page				
2. Name of Employer		4a. Tel. No.		b. Cell No.
Name of Employer     UNITED STATES POSTAL SERVICE		10. 10.110.		b. contro.
ONITED STATES FOSTAL SERVICE		c. Fax No.		d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	er representative to contact
300 EAST BROADWAY WI WAUKESHA 53186-9999			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
Services	MAIL		150	
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(	(C)	(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	'			
12. DECLARATION		Tel.	No.	N/7VC)
I declare that I have read the above charge and that the statements therein are true to			(b) (6), (b	) ( <i>r</i> )(C)
	b) (6), (b) (7)(C)	Cell	No. (b) (6), (b)	b) (7)(C)
(signature of representative or person making charge) (Print/type		/) Fax		7 C A C 7
	Title:	l ux	. 10.	
(b) (6), (b) (7)(C)		e-M		
Address	(date)_09/7/2019	19:16:09	(b) (6)	, (b) (7)(C)
	(4410)			

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.

FORM NLRB-508 (4-19)

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

	DO NOT WRITE IN THE	S SPACE
C	18-CB-247855	Oste Filed 9/9/19
- 5		7,7,17

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 O	K IIS AGENIS A	NOAINST WHICH CHARG			AA-(b) (c) (b) (7)(c)		
a. Name:Teamsters Local 200			p. Union Rej	b. Union Representative to contact: (b) (6), (b) (7)(C)			
c. Address (Street, city, state, and ZIP code) :6200 W Bluemour	nd Rd Milwaukee,	, WI 53213	d. Tel. 414-7	771-6363	e. Cell No.		
			f. Fax. No. 4	114-771-585	0		
			g. e-mail				
h. The above-named labor organization has engaged in and is	engaging in unfai	r labor practices within the	meaning of	section 8(b)	and (list subsections)		
8(b)(1)(A)				-	and these unfair labor		
practices are practices affecting commerce within the meaning	ng of the Act, or th	ese unfair labor practices	affecting con	nmerce withi	n 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 const	ituting the alleged unfair la	bor practices	;)			
dues checkoff authorization revocation and by failing to will be honored at the next window period.	o inform	revocation window	v period or a	assuring	hat evocation		
8. 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)68	80n S Howell Ave	e Oak Creek, WI 53154	6. Employer	representati	ve to contact		
7. Type of establishment (factory, mine, wholesaler, etc.)LOGIS	TICS 8. Identify p	rincipal product or service	<u> </u>	9. Number o	of workers employed 60		
10. Full name of party filing charge (b) (6), (b) (7)(C)				I			
(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	7)(C)				
12. DECLARAT  Lideclare that I have read the above che  (b) (6), (b) (7)(C)  (b) (6), (b) (7)(C)	arge and that the		Ц	el. No. (b) (6), ell No.	(b) (7)(C)		
(signature of representative or person making charge)	(Print/type n	ame and title or office, if any)	F	ax No.			
(b) (6), (b) (7)(C)	(b)	(6), (b) (7)(C)	ê	-mail b) (6), (b) (	(7)(C)		
Address		Dano ()	,	/ ( ), ( )	(-/(-)		

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 W	RITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD		Case	Date filed				
CHARGE AGAINST LABOR ORGANIZATIO AGENTS		18-CB-248603	September 20, 2019				
INSTRUCTIONS: File an original of this charge with to occurred or is occurring.	-						
	OR ITS AGENTS AG	AINST WHICH CHARGE IS BR					
a. Name UFCW Local 304A		b. Union Representative to BJ Motley Union President	o Contact				
c. Address		d. Tel. No.	e.e. Cell No.				
101 S Fairfax Ave, Sioux Falls, SD 57103		(605)366-8631 f. Fax No.	g. e-Mail				
h. The above-named labor organization or its egents 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 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 suspension for arbitrary or discriminatory reasons or in bad faith.							
3. Name of Employer		4a. Tel. No.	4b. Cell No.				
Smithfield Foods		-ra, Ital. NO.	AD. Cell No.				
		4c. Fax No.	4d. e-Mail				
5. Location of Plant involved (street, city, state, and ZIP c	ode)	Employer representative to contact					
1400 N Weber Ave, Sioux Fall, SD 57104		Scott Reed Human Resource Manager					
<ol><li>Type of Establishment (factory, mine, wholesaler)</li></ol>	8. Principal produc	t or service	Number of Workers employed				
Distribution Center	Food Distribut	tion	4000				
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a, Tel. No. (b) (6), (b) (7)(C)	11b. Ceil No.				
		11c. Fax No.	11d e-Maii (b) (6), (b) (7)(C)				
11. Address of party filing charge (street, city, state, and Z (b) (6), (b) (7)(C)	IP code)						
	12. DECLARAT						
b) (6), (b) (7)(C)	that the statements	therein are true to the besi	Tel No.				
Ву:	(b) (6), (b) (7)(0	C)	(b) (6), (b) (7)(C)				
(signal	Print/type nai	me and title or office, if any	Cell No.				
Address (b) (6), (b) (7)(C)	<u></u>	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		DO NOT W	RITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATION AGENTS	18-CB-248091	September 11, 2019		
INSTRUCTIONS: File an original of this charge with th	ne NLRB Regional Di	rector of the region in which	h the alleged unfair labor practice	
occurred or is occurring.	OD ITO ACENTO ACE	INICT MUNCH CHARGE IS BO	QUEUT	
1. LABOR ORGANIZATION a. Name	UK ITS AGENTS AGA	NINST WHICH CHARGE IS BR b. Union Representative to		
Teamsters Local 344		Eric Kukor	Comact	
1 Salliotoro Eddal G4 F		President		
c. Address 10020 W Greenfield Ave, West Allis, WI 532	14	d. Tel. No. (414)378-8408	e.e. Cell No.	
10020 VV Greenield AVE, VVESt Allis, VVI 332	1-7	f. Fax No.	g. e-Mail	
		<u> </u>	<u></u>	
The above-named labor organization or its agents have 8(b), subsection(s) 1(a) of the National Labor Relations meaning of the Act, or are unfair practices affecting co	s Act, and these unfai mmerce within the me	r labor practices are unfair preaning of the Act and the Pos	actices affecting commerce within the tal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts con	stituting the alleged unfair lab	por practices)-	
Since at least (0)(6)(6)(7)(C) 2019 and continuing to	o date, the above	-named labor organiza	tion has failed and refused to	
fairly represent employee (b) (6), (b) (7)(C) for	arbitrary or discri	minatory reasons or in	bad faith by not allowing (1916.6) to	
be present in grievance meetings and resolv				
1	3			
3. Name of Employer		4a. Tel. No.	4b. Cell No.	
Canteen		(262)784-1200	To. Contro.	
Carrott		4c. Fax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	to contact	
12100 W Wirth, Wauwatosa, WI 53222		}		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	9. Number of Workers employed	
Warehouse	Vending mach	i		
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(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 2	ZIP code)			
(b) (6), (b) (7)(C)	· ·			
	12. DECLARAT	TION		
I declare that I have read the above charge and	I that the statements	therein are true to the bee	t of my knowledge and belief	
	triat the statements	ale die de to die Des	Tel No.	
(b) (6), (b) $(7)(C)(b)$ (6), (b) $(7)(C)$				
(By)				
	(b) (6), (b)		(b) (6), (b) (7)(C)	
(signature of represental	Print/type na	me and title or office, if any	Cell No.	
Address:		Date:	Fax No.	
(b) (6), (b) (7)(C)		(X) Q 11 2-12		
		47-11-2019	e-Mail	
		' '	(b) (6), (b) (7)(C)	
L				
		•	•	

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)

INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT UNDER 44 U.S.C 3512

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

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

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	resentative	to contact
SEIU Healthcare Minnesota		Jamie Gul	ley	
		Title: Pres	ident	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	100	e. Cell No.
345 Randolph Avenue Suite 100		(651) 294-81 f. Fax No.	100	g. e-Mail
MN Saint Paul 55102		I. Fax No.		g. e-iviali
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the A	of the Natio	onal Labor Rel	ations Act, a	and these unfair labor practices
meaning of the Act and the Postal Reorganization Act.				<b>g</b>
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	oractices)	
See additional page				
-oce additional page				
2. Name of Familian		4a. Tel. No.		b. Cell No.
Name of Employer     Essentia Health - Deer River Healthcare Center		(218) 786-45	31	b. Con No.
Essenia Health - Deel Myel Healthcare Center		c. Fax No.		d. e-Mail
Location of plant involved (street, city, state and ZIP code)			6 Employ	ver representative to contact
115 10th Ave NE			William P	•
MN Deer River 56636			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
, , , , , ,	71 1 1			• •
Full name of party filing charge		11a. Tel. No		b. Cell No.
(b) (8), (b) (7)(C)		(b) (6), (b) (7)(		D. Contro.
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)		1		(b) (6), (b) (7)(C)
(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 belie	Tel.	No. (b) (6), (t	b) (7)(C)
(b) (6), (b) (7)(C) By	(b) (8). (b) (7)(C)	Cell	No.	<del></del>
(signature of representative or person making charge) (Print/type	name and title or office, if any	/) Fax	No	
/k\ /C\ /k\ /7\/O\	Title:	Fax	INU.	
(D) (D) (D) (C)			ail	
(b) (6), (b) (7)(C)	(date)_09/11/201	e-M		), (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

## **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	DO NOT	WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	18-CB-248514	September 16, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Reg	ional Director of the region in wh	ich the alleged unfair labor practice
occurred or is occurring.		
LABOR ORGANIZATION OR ITS AGEN     Name	b. Union Representative	
International Union of Operating Engineers, #324	Chad Lynch	to Contact
3 3	Business Agent	
c. Address 500 Hulet Dr., Bluefield TWP, MI 48302	d. Tel. No.	e.e. Cell No.
SUO FILIEL DI JOINENCIO 1997, INI 40302	(248)451-0324	- 1409
	i. Paxivo.	g. e-Mail
h. The above-named labor organization or its agents have engaged in 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and the	ese unfair labor practices are unfai	r practices affecting commerce within
the meaning of the Act, or are unfair practices affecting commerce w	ithin the meaning of the Act and the	e Postal Reorganization Act.
<ol> <li>Basis of the Charge (set forth a clear and concise statement of the fa</li> </ol>	icts constituting the alleged unfair to	abor practices)
Since about 2019, the above-named labor orga	mization has restrained and	coerced employees in the
exercise of rights protected by Section 7 of the Act by re	afusing to process the grieva	ince of (enter name of
employee) regarding (describe grievance) for arbitrary of		•
Since about 2019, the above-named labor org	anization has restrained and	coerced employees in the
exercise of rights protected by Section 7 of the Act by re		· •
-1 ,	- 1	-
employee) registrding (describe grievance) for arbitrary of	or discriminatory reasons or	n oag rattn.
3. Name of Employer	4a, Tel. No.	4b. Cell No.
Michaels Corp.	48. 161. NO.	40. Cer 140.
Muchaes Colfy	4c. Fax No.	4d. e-Mail
	10. 10.	10.0
Location of Plant involved (street, city, state, and ZIP code)     6, Employer representative to contact		
817 Main St., Brownsville, WI 53008 (b) (6), (b) (7)(C) upervisor Tim McCollen		
	product of service	9. Number of Workers employed
store Hobbies	<b>S</b>	] 8
	17a, Tel. No.	11b. Cell No.
(0) Full name of party filing charge (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	1
	11c. Fax No.	124 - 1409
	I IG. FEX MV.	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code)		
(b) (6), (b) (7)(C)		
	CLARATION	
declars that I have read the above charge and that the stat	ements therein are true to the be	st of my knowledge and belief.
(b) (6), (b) (7)(C)(b) (6), (b) (7)(C)		Tel No.
		1
В (б) (6	s), (b) (7)(C)	(b) (c) (b) (7)(c)
		(b) (6), (b) (7)(C)
(s erson making charge) Print	type name and title or office, if any	Cell No.
	I Date	C-vAte
(b) (6) (b) (7)(C)	Date:	Fax No.
(b) (6), (b) (7)(C)	18-22-19	o Mell
	1000011	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 16, SECTION 1001)
PRIVACY ACT STATEMENT

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INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT UNDER 44 U.S.C.3512

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
18-CB-248274	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		b. Union Rep	resentative t	to contact
Teamsters union local 120		Tom Ericks	son	
		Title: Presi	dent	
		11031	done	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
0400 Ub 04 No		(763) 267-61	20	(651) 343-1723
9422 Ulysses St Ne MN Blaine 55434-		f. Fax No.		g. e-Mail
WIN DIGITIC 35-15-1-				
h. The above-named organization(s) or its agents has (have) engaged	in and is (are)engaging in un	fair lahor pract	ices within t	he meaning of section 8(h)
subsection(s) (list subsections) (1)(A), (3)	of the Natio	onal Labor Rel	ations Act, a	nd these unfair labor practices
are unfair practices affecting commerce within the meaning of the Ameaning of the Act and the Postal Reorganization Act.	ct, or these unfair labor practi	ces are unfair	practices aff	ecting commerce within the
	o footo constituting the allege	d unfair labor n	ractional	
Basis of the Charge (set forth a clear and concise statement of the	e racis consuluing ine alleged	типпан тарог р	racuc <del>e</del> s)	
See additional page				
1 0				
Name of Employer		4a. Tel. No.	40	b. Cell No.
Supervalu (UNFI) distribution center		(952) 238-34 c. Fax No.	13	d. e-Mail
		C. Tax NO.		u. e-ividii
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
300 2nd ave s			Cassie Lit	
MN hopikns 55343			Title: Hum	nan resource
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
Others	Grocery distribution		23000	
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(	C)	
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(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 heat of my knowledge and helio	Tel.	No. (b) (6), (b	(7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell		/(
(signature of representative or person making charge) (Print/type		l l	INO.	
(MINUTYPE	Title:	// Fax	No.	
(1) (2) (1) (7) (2)	Hue.			
(b) (6), (b) (7)(C)		e-M		(h) (7)(0)
Address	(date)_09/16/201	9 12:19:48	(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.

XX

UNITED STATES OF AMERICA	DO NOT V	VRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD	Case Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	18-CC-248435	September 18, 2019	
INSTRUCTIONS: File an original of this charge with the NLRB Regional occurred or is occurring.			
LABOR ORGANIZATION OR ITS AGENTS A	GAINST WHICH CHARGE IS BE	ROUGHT	
Name     North Central States Regional Council of Carpenters	<ul> <li>b. Union Representative t</li> </ul>		
c. Address 5238 Miller Tk Hwy, Hermantown, MN 55811	218-729-9003		
h The characteristics	f. Fax No. 218-729-9357	g. e-Mail	
<ul> <li>h. The above-named labor organization or its agents have engaged in and a 8(b) subsection(s) 4(i) and (ii) B of the National Labor Relations Act, and within the meaning of the Act, or are unfair practices affecting commerce v.</li> <li>2. Basis of the Charge (set forth a gloss part or the property of the Charge (set forth a gloss part or the property).</li> </ul>	These unfair labor practices are within the meaning of the Act or	unfair practices affecting commerce	
Since about September 14,2019, the above-named labor or	enstituting the alleged unfair lab ganization engaged in ur	oor practices) Nawful picketing in an attempt	
to unlawfully induce and threaten secondary employees thro encouraging, threatening and/or coercing customers to ceasiste in Duluth, Minnesota.	ugh unlawful secondary i	picketing, and is inducing	
3. Name of Employer	de Tal No	Ab Collina	

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uws.com
employed
ampioyou
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lief.

## 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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1-2571436011

XX

	ITE IN THIS SPACE Date filed
CC-248436	
	September 18, 2019
of the region in which	the alleged unfair labor practice
ion Representative to (	Contact
ndrew Campeau	
l. No. 8-727-2199	e. Cell No.
x No.	g. e-Mail
meaning of the Act and the alleged unfair labo tion engaged in unlawful secondary p	ces within the meaning of section unfair practices affecting commerce of the Postal Reorganization Act. or practices) lawful picketing in an attempt sicketing, and is inducing, rdic Group at its current work
The second of th	the region in which HICH CHARGE IS BRO ion Representative to the drew Campeau I. No. 8-727-2199 I. No. Ing in unfair labor practices are meaning of the Act and the alleged unfair labor ion engaged in un awful secondary p

Name of Employer	4a. Tel. No.	4b. Cell No. 591, 0178
Nordic Group	4c. Fax No.	4d. e-Mail
	ac. rax No.	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 Chad Scott Owner	to contact
7. Type of Establishment (factory, mine, wholesaler) 8. Pr	incipal product or service	Number of Workers employed
1. Type of Editabilities (Carry)	nstruction	30
10. Full name of party filing charge	11a. Tel. No.	11b. Cell No.
Christian Labor Association	(218)454-5018	(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	<del>)</del>	
18505 State Hwy 371 Brainerd, MN	56401	
12	2. DECLARATION	
I declare that I have read the above charge and that ti	ne statements therein are true to the bes	t of my knowledge and belief.
I MONIMIC CIRCL ING TO 1000		⊤el No.
	Joni Tulenchik	
By: ( Colombial)	Christian Labor	(218)454-5018
for I. Kunnen	Association Representative	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No. (320)212-0058
Address:	Date:	Fax No.
	156401	(218)454-5019
18505 State Huy 371 Brainerd, MN	9-18-19	e-Mail
0		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

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.

FORM NLRB-508 (4-19)

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

DO NOT WRITE IN THIS SPACE		
Case		Date Filed
	18-CB-248710	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.

LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT								
a. Name b. Union Representative to contact								
Sheet Metal Workers Local 18				Scott Knocke, Business Representative				
Sheet Metal Workers Education		. Business Representative						
c. Address (Street, city, state, and ZIP code)	····		d. Tel. No.		e. Cell No.			
2201 Springdale Road				7574				
Waukesha, WI 53189								
			f. Fax. No. 262-798-1837					
	g. e-mail	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 Natio	nal Labor Re	lations Act, a	nd these unfair labor			
practices are practices affecting commerce within the meaning of	f the Act, or th	nese unfair labor practice	s affecting co	mmerce withi	n the meaning of			
the Act and the Postal Reorganization Act.								
Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)								
2. Dasis of the charge (see forth a close and contains statement of the	ie racia comat	nutring the aneged diffall	iabbi practice	.3)				
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 4a. Tel. No			b. Cell No.		c. Fax No.			
Multiple employers		ur i i i i i i i i i i i i i i i i i i i						
	d. e-mail							
5. Location of plant involved (street, city, state and ZIP code)			6. Employe	6. Employer representative to contact				
Sheboygan, WI								
7. Type of establishment (feeters, mice, wholeseles, etc.)	Q Identify n	rinainal product or consis		I O Number o	f workers employed			
7. Type of establishment (factory, mine, wholesaler, etc.)	o. Identity p	rincipal product or servic	е	9. Number o	of workers employed			
	L			l				
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) (6), (b) (7)(C)	b. Cell No.	Cell No. c. Fax No.				
(b) (6), (b) (7)(C)			.L					
		(b) (6), (b) (7)(C						
12. DECLARATION	1.	Tel. No.						
(b) (6), (b) (7)(C)  I declare that I have read the above charge and that the statements best of my knowledge and belief.					(b) (6), (b) (7)(C)			
· · · · · · · · · · · · · · · · · · ·				Cell No.				
(b) (6), (b) (7)(C) an individual								
(signature of representative or person making charge) (Print/type name and title or office, if any)				Fax No.				
(b) (6), (b) (7)(C)		Daulyt 21, 3	019	e-mail				
Address		Daeup	7	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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——————————————————————————————————————	
NATIONAL LABOR RELATIONS BOARD	Case Date filed
UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE
	110.7570
ep. 27. 2019 1:51PM	No. 7390 P. 1/1

UNITED STATES OF AMERICA			DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		C	ase	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			18-CB-248994	September 27, 2019		
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.				·		
LABOR ORGANIZATION     a. Name	OR ITS AGENT					
Teamsters Local 90			b. Union Representative to Contact     Claudia C Pettit			
			Secretary-Treasure	r		
c. Address 2425 Delaware Ave, Des Moines, IA 50317			Tel. No. (515)262-3194	e.s. Call No.		
		f.	Fax No.	g. e-Mail		
<ul> <li>The above-named labor organization or its agents have 8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting</li> </ul>	ns Act, and the	se unfair la	ibor practices are unfair j	practices affecting commerce within		
2. Basis of the Charge (set forth a clear and concise state	ment of the fac	ts constitu	ting the alleged unfair lab	or practices)		
Since about May 2019, the above-named lab	or organizat	tion has I	restrained and coerd	ced employees in the exercise		
of rights protected by Section 7 of the Act by	refusing to a	accept th	e resignation of <sup>(b)</sup>	(6), (b) (7)(C) <sub>from</sub> the union.		
Since about (b) (6), (b) (7)(C)2019, the above	-named labo	r organiz	zation has restrained	and coerced employees in		
the exercise of rights protected by Section 7	of the Act by	/ deducti	ing additional dues a	and/or fees from <sup>(b) (6), (b) (7)(C)</sup>		
because has tried to cease paying dues	to the Union	١.	•			
3. Name of Employer		48	. Tel. No.	4b. Cell No.		
First Student		'				
		40	. Fax No.	4d. e-Mail		
Logation of Plant Involved (street, city, state, and ZIP code)		<del> 6.</del>	6. Employer representative to contact			
14ปี้ชี้ 8th Ave, Council Bluffs, IA		ł				
7. Type of Establishment (factory, mine, wholesaler)	8. Principal p	Principal product or service		9. Number of Workers employed		
School Bus Service	School Ti	ransport	ation	50		
10. Full name of pady filing charge (b) (6), (b) (7)(C)			a. Tel. No.	11h Cell No (b) (6), (b) (7)(C)		
		11	c. Fax No.	11d e-Mall (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and Z	IP code)					
(b) (6), (b) (7)(C)						
	12. DECL	ARATION				
I declare that I have read the above charge and	that the staten	nents ther	ein are true to the best	of my knowledge and bellef.		
(b) (6), (b) (7)(C) <sub>b)</sub> (6), (b) (7)(C)				Tel No.		
Зу:	(b) (6)	(b) (7)(C)				
signature of representative or person making charge)				Coll No		
Signature of representative of person making unarge)	Fillibry	Print/type name and title or office, if any		Cell No (b) (6), (b) (7)(C)		
Address: (b) (7)(C)			Date:	Fax No.		
(b) (6), (b) (7)(C)			10/107/19	- 84-:1		
			1 1/2 // / ,	e Mail (b) (6), (b) (7)(C)		

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