INTERNET FORM NLRB-508 (2-08)

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS** 

	, TOTAL EXCENT 1 DIDEN 44 0.0:0 0012			
DO NOT WRITE IN THIS SPACE				
Case 22-CB-226763	Date Filed SEP 4, 2018			

FORM EXEMPT LINDER A4 U.S.C.3512

143 1 ROC 110143. File all original with NERB Regional Director for the region in which t	ne alleged diffall labor practice occurred or is occurring.
LABOR ORGANIZATION OR ITS AGENTS AGAIL	NST WHICH CHARGE IS BROUGHT
a. Name	b. Union Representative to contact
SEIU, 32BT	Luz Garate
c. Address (Street, city, state, and ZIP code)	d. Tel. No.
703 Mc Carter Hwy	973.733.96704, 2249
Newark, NJ 07102	
h. The above-named organization(s) or its agents has (have) engaged in and is (are) en subsection(s) (list subsections) are unfair practices affecting commerce within the meaning of the Act, or these unfair meaning of the Act and the Postal Reorganization Act.	gaging in unfair labor practices within the meaning of section 8(b), of the National Labor Relations Act, and these unfair labor practices r labor practices are unfair practices affecting commerce within the
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting	g the alleged unfair labor practices)
Since on or about (b) (6), (b) (7) 2018, and organization, by its representatives, a its day of fair representation by 7 b) (6), (b) (7)(c) grievance.	dates thereafter, The labor
organization, by its representatives, a	officials and agents, breather
its duty of fair representation by 7	Failing to pursue
b) (6), (b) (7)(c) grievance.	<u> </u>
	,
Name of Employer	4a. Tel. No. b. Cell No.
C& W Services	877.464.5633
CEN SENICES	c. Fax No. d. e-Mail
	877.338.1617 HR-Benefits, Mo. Aner
5. Location of plant involved (street, city, state and ZIP code)	Employer representative to contact
55 Westport Plaza Drive, Svite 600, St. W	TXIS, MO 63/46
	cipal product or service 9. Number of workers employed
Cleaning Centry filing charge	
(b) (6), (b) (7)(C)	11a. Tel. No. b. Cell No. (b) (6), (b) (7)(C)
,	c. Fax No. d. e-Mail
(b) (6), (b) (7)(C)	
decia(b) (6), (b) (/)(C) are true to the best of my know	
By Didivid	cell No.
(s	r office, if any)
_	
Address Same as 11	date) 9/4/18 e-Mail

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

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 NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE					
Case	,	Date	Filed		
22-CB-226987	SEP	7,	2018		

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 I	TS AGENTS A	GAINST WHICH CHARG	E IS BROUG	GHT			
			b. Union Representative to contact Joyce Alston				
c. Address (Street, city, state, and ZIP code)			d. Tel. No. 201-933-	4365	e. Cell No.		
85 Orient Way, 2nd Floor Rutherford, NJ 07070			f. Fax. No.				
			g. e-mail				
h. The above-named labor organization has engaged in and is eng (list subsections) (A) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	•	of the Nation	nal Labor Re	lations Act, a	nd these unfair labor		
2. Basis of the Charge (set forth a clear and concise statement of t	he facts const	ituting the alleged unfair la	abor practice	s)			
During the last six months, the above-named labor or to represent (b) (6), (b) (7)(C) in violation of Section			presentati	ves, has fa	iled and refused		
3. Name of Employer		4a. Tel. No.	b. Cell No.		c. Fax No.		
Bimbo Bakeries USA, Inc.		347-245-0516 d. e-mail					
Location of plant involved (street, city, state and ZIP code)			6 Employe	representati	ive to contact		
100 Riverview Drive Wayne, NJ 07470			Dan Casi	•			
7. Type of establishment (factory, mine, wholesaler, etc.)		rincipal product or service		l .	of workers employed		
Warehouse	Baked go	oods		100+			
10. Full name of party filing charge (b) (6), (b) (7)(C)							
11. Address of party filing charge (street, city, state and ZIP code)		11a. Tel. No.	b. Cell No. (b) (6), (b)	o) (7)	c. Fax No.		
(b) (6), (b) (7)(C)		d. e-mail					
12. DECLARATIO  I declare that I have read the above charg  (b) (6), (b) (7)(C)  (b) (6),  If representative or person making charge)	e and that the edge and belie	f. (6), (b) (7)(C)		Cell No. b) (6), (b)	(7)		
(b) (7)(C)	(Print/type na	ame and title or office, if any)	F	ax No.			
(b) (6), (b) (7) Address		Date 9/7/2018		e-mail			

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

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NATIONAL LABOR RELATIONS BOARD	)	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION	N OR ITS		
AGENTS		22-CB-227139	SEP 11, 2018
INSTRUCTIONS: File an original of this charge with th	e NLRB Regional Di	rector of the region in which	h the alleged unfair labor practice
occurred or is occurring.			
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BR	OUGHT
a. Name	•	b. Union Representative to	Contact
Teamsters Local 863		Luis Sanchez	Ì
		·	
		7-1-11-	
c. Address	40	d. Tel. No.	e.e. Cell No.
219 Summit Rd, Mountainside, NJ 07092-23	10	(908)654-6990	
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have	e engaged in and are	engaging in unfair labor prac	tices within the meaning of section
8(b), subsection(s) of the National Labor Relations Act	, and these unfair labo	or practices are unfair practic	es affecting commerce within the
meaning of the Act, or are unfair practices affecting con 2. Basis of the Charge (set forth a clear and concise state			
		-	
Over the last six months, the above-named la	-		
exercise of rights protected by Section 7 of the	ne Ac, including b	y refusing to process th	e grievance of (b) (6), (b) (7)
regarding (b) discharge by FSI for arbitrary o	r discriminatory re	easons or in had faith	
regulating Containing by Forton and and a	. Gicomminatory is	sacono si in sac iaidi.	
			]
Wark location: Shaprita Distribution Contar 6	EOE Division St. E	lizabath N L 07201	
Work location: Shoprite Distribution Center, 5	טטט טועואוטון אנ, ב	nzabeth, NJ 07201	ı
Name of Employer		4a. Tel. No.	4b. Cell No.
Freight Management Group Inc.			
	•	4c. Fax No.	4d. e-Mail
			1
5. Location of Plant involved (street, city, state, and ZIP ci	ode) .	6. Employer representative	to contact
PO Box 684, Syracuse, NY		(b) LNU	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product		9. Number of Workers employed
1	1 : '	or service	
Warehouse	warehouse		46
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)		(b) (6), (b) (7)	
·····		11c. Fax No.	444 - 34-3
		TIC. Fax No.	11d e-Mail
	10 43		<u> </u>
11. Address of party filing charge (street, city, state, and Z	IP code)		
(b) (6), (b) (7)(C)			
	12. DECLARAT	ION	
I declare that I have read the above charge and	that the statements	therein are true to the best	of my knowledge and belief
Tuesday that I have read the above charge and	That the statements	therein are true to the best	Tel No.
(b) (6), (b) (7)(C)			1
			1
Ву: 🐧	(b) (6) (b)	(7)	(b) (6) (b) (7)
/aima	(b) (6), (b)		(b) (6), (b) (7)
(signature or representative or person making charge)	Printitype nar	ne and title or office, if any	Cell No.
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		-	·
		11.99 2018	e-Mail
		11/1/-2011	1

DO NOT WRITE IN THIS SPACE

UNITED STATES OF AMERICA

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

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(b) (6), (b)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case Date filed			
CHARGE AGAINST LABOR ORGANIZATION AGENTS		22-CB-227150	SEP 11, 2018		
INSTRUCTIONS: File an original of this charge with the	NLRB Regional Dire	ector of the region in which	h the alleged unfair labor practice		
occurred or is occurring.  1. LABOR ORGANIZATION C	DR ITS AGENTS AGAIN	NST WHICH CHARGE IS BRO	DUCHT		
a. Name		b. Union Representative to			
SEIU Local 32BJ		Brent Garren	o sind di		
0270 200di 0250		Bronk Garron			
c. Address		d. Tel. No.	e.e. Cell No.		
25 West 18th Avenue, New York, NY		(212)388-3800			
		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 Relations A meaning of the Act, or are unfair practices affecting com</li> </ul>	Act, and these unfair la	abor practices are unfair pra	ctices affecting commerce within the		
2. Basis of the Charge (set forth a clear and concise statem					
Since about (b) (6), (b) 2018, the above-name	ed labor organiza	tion has restrained and	coerced employees in the		
exercise of rights protected by Section 7 of the	-				
		,			
regarding (b) discharge by Summit Security S	bitrary or discriminator	y reasons or in bad faith.			
,					
Name of Employer		4a. Tel. No.	4b. Cell No.		
Summit Security Services Inc.			i		
	-	4c. Fax No.	4d. e-Mail		
5. Location of Plant involved (street, city, state, and ZIP cod	de)	6. Employer representative to contact			
2401 Morris Avenue, Union, NJ	, , , , , , , , , , , , , , , , , , ,		Kevin O'Neill		
		Kevin O'Neill			

#### security security 35 10. Full name of party filing charge 11a. Tel. No. 11b. Cell No. (b) (6), (b) (7)(C) (b) (6), (b) (7) 11c. Fax No. 11d e-Mail 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION 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) (b) (6), (b) (7)(C) (b) (6), (b) (7) Print/type name and title or office, if any Address: Fax No. (b) (6), (b) (7)(C) e-Mail

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

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(b) (6), (b)

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

DO NOT WRITE IN THIS SPACE				
	Date Filed · SEP 11, 2018			

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 I	TS AGENTS	AGAINST WHICH CHAR	SE IS BROL	JGHT		
				b. Union Representative to contact (b) (6), (b)		
c. Address (Street, city, state, and ZIP code)			d. Tel. No. (b) (6), (		e. Cell No.	
3400 Highway 35 Suite #7			f. Fax. No.		<del></del>	
Hazlet, New Jersey 07730			g. e-mail			
h. The above-named labor organization has engaged in and is eng (list subsections) (A) and (2) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		of the Natio	nal Labor Re	elations Act, a	and these unfair labor	
During the last six months the above-named Union, b loss and and physical violence for refusing to support			s, threater	ned (b) (6),	, (b) (7) with job	
3. Name of Employer		4a. Tel. No.	b. Cell No.		c. Fax No.	
Student Transportation of America		973-428-4800 d. e-mail	<u></u>			
5. Location of plant involved (street, city, state and ZIP code) 65 U.S. Highway 46 East Pinebrook, NJ 07058	<del>-,</del>	<u> </u>	6. Employe KevinTo		ive to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Transportation		rincipal product or service us transportation		9. Number (	of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)				•		
11. Address of party filing charge (street, city, state and ZIP code)	•	11a. Tel. No. (b) (6), (b)	b. Cell No.		c. Fax No.	
(b) (6), (b) (7)(C)		d. e-mail (b) (6), (b) (7)(C)				
(b) (6), (b) (7)(C)  12. DECLARATION  (b) and that the statements is a statement of the sta			Tel. No.			
		ef		oove		
	an individual		[	Cell No.		
	(Print/lype na	eme and title or office, if any)		Fax No.		
same as above		9/10/2108 Date		e-mail same as at	oove	

### 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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INTERNET FORM NLRB-508 (2-08)

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

	PORM EXEMPT ORDER 44 0.5.0 3512
DO NOT V	VRITE IN THIS SPACE
Case	Date Filed
22-CB-227230	SEP 11, 2018

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged ui	nfair labor prac	tice occurre	d or is occurring.		
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT			
APWU New York Metro Area Postal Union and APWU			D. Union Representative to contact     I. Jonathan Smith, President     2. Joseph La Capria, National Rep.			
<ul> <li>c. Address (Street, city, state, and ZIP code)</li> <li>1. 350 West 31st Street, 3rd Floor, New York, NY 1</li> <li>2. 5 North Village Avenue, Suite 3, Rockville Cente</li> </ul>		d. Tel, No. 1.212-563 f. Fax No.	3-7553	e. Cell No. 2. 516.678.1327 g. e-Mail 2. jlacapria@apwu.o		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) $8(b)(1)A$ are unfair practices affecting commerce within the meaning of the Admeaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Rela	ations Act. a	ind these unfair labor practices		
Since on or about (b) (6), 2018, the above-named removal grievance without my knowledge, and the	settlement was not a f	i Unions e air disposi	tion of m	to a settlement of my hy grievance.		
3. Name of Employer		4a. Tel. No.	9800	b. Cell No.		
United States Postal Service Dòminick V. Daniels	Facility	c. Fax No.		d. e-Mail		
5. Location of plant involved (street, city, state and ZIP code) 850 Newark Turnpike Kearny, NJ 07099-9998			Emad S	er representative to contact Soliman, Supervisor, pration Operations		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	I .	r of workers employed		
service	postal		several	hundreds		
10. Full name of party filing charge (b) (6), (b) (7)		11a. Tel. No. (b) (6), (b) c. Fax No.		b. Cell 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,	<u> </u>	Tel.	No.			
(b) (6), (b) (7)(C) An Indi	vidual	Cell	No (b)			
itative or person making charge) (Print/type	name and title or office, if any	Fax	(6)			
Address	(date) <u>9/11/</u>	18 e-M	lail			

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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-INTERNET, FORM NLRB-508 (2-08)

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

	FORM EXEMPT UNDER 44 U.S.C 3512			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
22-CB-227442	SEP 17, 2018			

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

INSTRUCTIONS: File all original with NERB Regional Director for the	region in which the alleged to	infair labor pra	ictice occurr	ed or is occurring.	
LABOR ORGANIZATION OR IT.	S AGENTS AGAINST WHICH	CHARGE IS	BROUGHT		
a. Name		b. Union Re	presentative	to contact	
United Government Security Officers of America Interna	ational Union	Desiree Sullivan			
United Government Security Officers of America, Local	#171	(b) (6), (b	(7)(C)		
		(") (")	( ) ( )		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.	
		see attacl	nment 1	e. Cell No.	
2879 Cranberry Highway, East Warebam, MA 02530		f. Fax No.	<u> </u>	g. e-Mail	
P.O. Box 22868, Newark, NJ 07101		1		3	
		<u> </u>			
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) 8(b)(1)(A) are unfair practices affecting commerce within the meaning of the Ameaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Re	lations Act, a	and these unfair labor practices	
2. Basis of the Charge (set forth a clear and concise statement of th	e facts constituting the allege	d unfair labor j	practices)		
See ATTACHMENT 2			,		
Name of Employer		4a. Tel. No.		b. Cell No.	
Paragon Systems, Inc		973-645-2	408		
13655 Dulles Technology Drive-Suite100		c. Fax No.		d. e-Mail	
Herndon, VA					
Location of plant involved (street, city, state and ZIP code)			6 Employ	er representative to contact	
50 Walnut Street #4015			Ivan Bar		
Newark, NJ 07102			111111111111111111111111111111111111111	3.13(6	
7. Type of establishment (factory, mine, wholesaler, etc.)	O Identify principal and and		0 Numbo	r of workers employed	
	8. Identify principal product	or service		of workers employed	
Court House	Security		90-100		
10. Full name of party filing charge		11a. Tel. No		b. Cell No.	
(b) (6), (b)	1	(b) (6), (b)			
		c. Fax No.		d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.)	<del></del>			ļ	
(b) (6), (b) (7)(C)	l				
12. DECLARATION			No.	14 0510	
I declare that I have read the above charge and that the statements therein are true to	, ,	<b></b>		21-8510	
	Scully, Attorney	_ Cell	No.		
(signature of representative or person making charge) (Print/type	name and title or office, if any		No		
		Fax		21-9319	
National Right to Work Legal Defense Foundation	on	e-M			
Address 8001 Braddock Rd., Suite 600, Springfield, VA 2					
Additional Standard No. 1 Court Cook, Optinglield, VA 1	(date) <u>31/12</u> (	/10		· · · · · · · · · · · · · · · · · · ·	

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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#### **ATTACHMENT 2**

- 1. Charging Party (b) (6), was an employee of Paragon Systems until approximately (b) (6), (b) , 2018.
- 2. The exclusive bargaining representative for Paragon Systems is United Government Security Officers of America (International), Local 171 ("Union").
- 3. The Respondent Union local 171 made a demand for dues/fees while there was no collective bargaining agreement between the Union and Paragon.

  (b) (6), filed an unfair labor practice charge which was dismissed but is currently on appeal to the General Counsel.
- In July the Respondent Local Union and the Respondent International Union made demands that (b) (6), pay the demanded dues/fees even though the unfair labor practice charge was still before the Board on appeal.
- 5. (b) (6) is a non-member *Beck* objector and the demand for fees failed to comply with *California Saw*, 320 NLRB 224 (1995) and it progeny in that it failed to provide a breakdown of union expenses into chargeable and non-chargeable categories, failed to provide verification by an independent audit, failed to provide escrow to dispute the charges, and failed to provide an independent system to challenge the fee.
- On or about (b) (6), (b) 2018, Attorney (b) (6), (b) (7)(C) sent (b) (6), a letter stating that was (b) (6), by Respondent Local Union and intended to sue (b) (6), for back dues without the Beck breakdown and also threatening to collect attorney fees from (b) (6), unless (b) paid by (b) (6), (b) (7)(C), 2018. Other Beck objectors were not threatened.
- The actions of Respondent local Union, threatening with a lawsuit and the collection of attorney fees while the unfair labor practice is still pending before the General Counsel of the NLRB, is an attempt to interfere with (b) (6), rights by retaliating against for filing an appealing an unfair labor practice charge.
- 8. The threat to sue violated the Act, since under the Act the sole remedy for collecting dues is discharge.

9. The actions of Respondent local Union in demanding that (b) (6), and similarly situated nonmembers pay a fee to the Union without a union security agreement, pay without providing the protections provided by California Saw, threatening a lawsuit while the previous charge is still before the General Counsel and the Actions of the International Union in demanding fees without providing the California Saw protections violated both Unions' duty of fair representation, interfered with (b) (6), 's Section 7 rights, and violated Section 8(b)(1)(A) of the Act.

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	Oate Filed			
22-CB-227509	SEP 17, 2018			

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged ur	ntair labor pract	ice occurre	d or is occurring.
LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Repre		
ILA Local 1235		Richie	Sua	rez, President
c. Address (Street, city, state, and ZIP code)		d. Tel. No. 973 344	1 3060	e. Cell No.
30 Hennessey St.		f. Fax No.		g. e-Mail
Newark, NJ 07105	•			
h. The above-named organization(s) or its agents has have) engaged subsection(s) (list subsections)	of the Netic	anal Labor Pola	tions Ast a	ad those unfair labor practices !
2. Basis of the Charge (set forth a clear and concise statement of the			•	hed Union
discouraged me from tiling no-show to work debit I	a grievan	ce cor	cern	ing a
on-show to work debit I	received.	,		1 11 11 11 11 11 11 11 11 11 11 11 11 1
no-show to work debit I On or about (c)	(b) (7) 2018, th	e abo	ле- <sup>2</sup> Па	amed Union
	to remo	se m	, pro	on my gang.
On or about (c) Without just cause agri-	the Union	has	brea	ched its
For these reasons,	The difficit	,,		- 1
duty of fair representant	n oned to	me.		
3. Name of Employer		4a. Tel. No.	CITA	b. Cell No.
APM Terminals Elizab	eth,LLC	908 55 c. Fax No.	₹ (£.)(),	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)	20 0 10 0 00		6. Employ	er representative to contact
5080 McLester Street P Elizabeth, N.J 07207	0 BOX 700		pani	el Jones
<ol><li>Type of establishment (factory, mine, wholesaler, etc.)</li></ol>	8. Identify principal product			r of workers employed
servie	container han	11a tel No.	abou	
10. Full name of party filing charge (b) (6), (b) (7)(C)		Tra. Ser. No.		b) (6), (b) (7)(C)
		c. Fax No.	(	b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			(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 beli	ef.	No.	
	dividual	Cell	No. at	ን አካሪት .
(Section of the Charge) (Print/type	name and title or office, if an	Fax	No.	UVU
	_1	e-M	ail	
Address above	(date)_9[]	7118		
	•			

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	Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	22-CB-227612	SEP 18, 2018			
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di occurred or is occurring.	irector of the region in whic	h the alleged unfair labor practice			
LABOR ORGANIZATION OR ITS AGENTS AGA	AINST WHICH CHARGE IS BRO	OUGHT			
a. Name UFCW Local 312  b. Union Representative to Contact Michael Russo Business Agent					
c. Address 400 State Rd State Route 34, Ste D, Matawan, NJ 07747- 2197	d. Tel. No. (732)549-1010 f. Fax No. (732)549-9712	e.e. Cell No. (917)922-7268 g. e-Mail mrusso@ufcw312.org			
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (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) 2018, 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 the termination of (b) employment for arbitrary or discriminatory reasons or in bad faith.					

Name of Employer		4a. Tel. No.	4b. Cell No.
Lincoln Park Care Center			
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP c	onde)	6. Employer represen	tative to contact
	•	o. Employer represen	tative to contact
503 Pine Brook Rd, Lincoln Park, NJ 07035-			To Mark Time
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed
Nursing Home	Health Care		500
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C) (b)
11. Address of party filing charge (street, city, state, and 2	IP code)		
(b) (6), (b) (7)(C)	1		
	12. DECLARAT	TION	
I declare that I have read the above charge and	I that the statements	therein are true to the	hest of my knowledge and helief
(b) (6), (b) (7)(C)	(b) (6), (b)	(7)(C)	Tel No.
(signature or representative or person making charge)	Print/type nar	me and title or office, if a	any Cell No. (b) (6), (b) (7)
Address: (b) (6), (b) (7)(C)		Date: 人18与	Fax No.
			e-Mail (b) (6), (b) (7)(C) (b)

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

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(b) (6), (b)

UNITED STATES OF AMERICA		DO NOT W	RITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	)	Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION AGENTS		22-CB-227879	SEP 20, 2018			
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.						
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BE	ROUGHT			
a. Name		b. Union Representative to				
32B-32J, SEIU		Luz Garate				
c. Address		d. Tel. No.	e.e. Cell No.			
570 Broad St, Newark, NJ 07102-4509		(973)824-3225				
		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) 1A 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 2018, 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 employer's failure to honor job bid request for arbitrary or discriminatory reasons or in bad faith.						
	·					
Name of Employer		4a. Tel. No.	4b. Cell No.			
Collins Building Services, Inc.						
		4c. Fax No.	4d. e-Mail			
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	e to contact			
Court Square Place, 24-01 44th Road, Long 11101	Island City, NY	Juan Gonzalez				
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	9. Number of Workers employed			
Building Services	Building maint	enance	100			
10. Full name of party filing charge	М	11a, Tel, No.	11b. Cell No.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			
		11c. Fax No.	11d e-Mail			
		TIC. T BA NO.	Tru Civian			
11. Address of party filing charge (street, city, state, and Z	IP code)					
(b) (6), (b) (7)(C)						
	12. DECLARAT	ION				
I declare th(b) (6), ead the above charge and that the statements therein are true to the best of my knowledge and belief.  (b) (6), (b) (7)(C)  Tel No.						
(b) (6), (b) (7)(C)			Tel No.			
By:	(h) (6) (h)	(7)(0)	(b) (c) (b) (7)(c)			
(signature(h) (h) (h) (/)((-)(nerson making charge)	(b) (6), (b)	ne and title or office, if any	(b) (6), (b) (7)(C)			
(signature(b) (b), (b) (7)(C)person making charge)	1 morype nar	no and title of office, if any	(b) (6), (b) (7)(C)			
Address: (b) (7)(C)		Date:	Fax No.			
(b) (6), (b) (7)(C)		10101	e-Mail			
		9/20/2018				

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

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

SOIB SEP 20 PM IS: 27
NLRB-REGION 22
NLRB-REGION 22

## UNITED STATES OF AMERICA<sup>1</sup> NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
22-CB-227980	SEP 24, 2018			

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 IT	S AGENTS A	GAINST WHICH CHAP	RGÉ IS BRO	UGHT	-		
a. Name	07.02.77	10/11/01 17:11/01 0:1:1			e to contact		
International Union of Operating Engineers Local 68, AFL-CIO				b. Union Representative to contact Thomas P. Giblin			
c. Address (Street, city, state, and ZIP code)			d. Tel. No	0.	e. Cell No.		
11 Fairfield Place			973-244	-5801			
West Caldwell, NJ 07006			f. Fax. No	f. Fax. No.			
			1,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				
	•	•	g. e-mail				
			g. ¢-man				
h. The above-named labor organization has engaged in and is enga	anino in unfair	lahor practices within t	he meaning	of section 8(h)	subsections (1) and		
(list subsections) (A)	iging in umaii				and these unfair labor		
practices are practices affecting commerce within the meaning of	f the Act or th						
the Act and the Postal Reorganization Act.	the Act, or th	ese unian labor practic	es allecung (	commerce wa	nin the meaning of		
2. Basis of the Charge (set forth a clear and concise statement of th	- facts consti	ituting the allegedfei	- labor proofi				
2. Oasis of the Charge (set form & clear and concise statement of th	ie iacis consti	tuting the alleged untail	r labor pracu	ces)			
During the last six months, the above-named union, by its a	oents and re	enresentatives has fa	iled and re	fused to proc	ress the orievances of		
(b) (6), (b) (7)(C)					and (b) (6), (b) (7)(C)		
ole ole ole of the cor	rrect wage r	ates.					
	•						
3. Name of Employer	<del></del>	4a. Tel. No.	b. Cell N		c. Fax No.		
ISS Tri-Services, Inc.		973-740-0032	D, CBII 14	J.	C. Pax No.		
To The Gervices, Me.		d. e-mail					
	ļ	o. e-maii					
5. Location of plant involved (street, city, state and ZIP code)		· · · · · · · · · · · · · · · · · · ·	E Employ	er representa	tive to contact		
15 Willet Street		6. Employer representative to contact William Guy					
Belleville, NJ 07109			***********	duy			
7. Type of establishment (factory, mine, wholesaler, etc.)	I dontify n	rincipal product or servi		To Number	of workers amaleused		
Cleaning Contractor	Janitorial S		ce	9. Number of workers employed			
10. Full name of party filing charge	Jantonar	30171003		1.17			
(b) (6), (b) (7)(C)							
		11a Tol No	b. Cell N		a Sau No		
11. Address of party filing charge (street, city, state and ZIP code) 11a. Tel. No.		ria. Ter. No.	(b) (6), (b		c. Fax No.		
(b) (c) (b) (7)(c)	_	4	(0) (0), (0	/ (r)(O)	<u> </u>		
(b) (6), (b) (7)(C)	-	d. e-mail					
		:					
12. DECLARATION I declare that I have read the above charge		statements		Tel. No.			
are true to the best of my knowled							
(b) (6), (b) (7)(C) (an individual)				Cell No.			
<u> </u>	(a. marradar)		· .	(b) (6), (b) (7)(C)			
(signature of representative or person ma(b) rge) (Print/type name and title or office, if any)			<i>(</i> )	Fax No.			
(0)		me and title or office, if any	•				
		ime and tille or office, if any	•				
same as above		9/24/2018	•	e-mail			

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

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UNITED STATES OF AMERICA		DO NOT WI	KITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION	N OR ITS	22-CB-228028	SEP 25, 2018
AGENTS			
INSTRUCTIONS: File an original of this charge with th	e NLRB Regional Di	rector of the region in whic	the alleged unfair labor practice
occurred or is occurring.			
1. LABOR ORGANIZATION a. Name	OR ITS AGENTS AGA	INST WHICH CHARGE IS BRO	
NALC		b. Union Representative to	Contact
NALC		Larry Cirelli	1
		Business Agent	
c. Address		d. Tel. No.	e.e. Cell No.
347 West 41st Street, New York, NY 10036		(212)868-0284	
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have	e engaged in and are	engaging in unfair labor pract	tices within the meaning of section
8(b), subsection(s) (1)(A) of the National Labor Relation			
the meaning of the Act, or are unfair practices affecting	commerce within the	meaning of the Act and the I	rostal Reorganization Act.
2. Basis of the Charge (set forth a clear and concise state			
Since abou (6), 28, 2018, the above-name			
exercise of rights protected by Section 7 of the	ne Act by refusing		
regarding being verbally assaulted by (b) (6),	(b) (7)(C)	for arbitrary or discrim	inatory reasons or in bad
faith.			,
iaiti.			1
		THE	
Name of Employer		4a. Tel. No.	4b. Cell No.
USPS			
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6. Employer representative	to contact
25 Veterans Plaza, Bergenfield, NJ 07621			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	t or service	Number of Workers employed
Post Office	Mail		50+
10. Full name of party filing charge	· · · · · · · · · · · · · · · · · · ·	11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)
		144.5	244 - 14-11
		11c. Fax No.	11d e-Mail
44 Address of note files observe (atmost aits at-t- and 7	"IP codo"		
11. Address of party filing charge (street, city, state, and Z	ur code) ■		
(b) (6), (b) (7)(C)			
	12. DECLARAT		1
(b) (6), (b) (7)(C)	that the statements	therein are true to the best	of my knowledge and belief.
(b) (b), (b) (7)(C)			Tel No.
By:			
	(b) (6), (b)	(7)(C)	
(signature of represent (b) (6), (b) making charge)		me and title or office, if any	Cell No.
(7)(C)			(b) (6), (b) (7)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)			
		9/24/10	e-Mail
		110/18	
	· · · · · · · · · · · · · · · · · · ·	<del></del>	<del></del>

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LINITED STATES OF AMEDICA

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

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(b) (6), (b)

SOIB SEP 25 PH 12: 30
HEWARK, NJ
HEREGIOU 22

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

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
22-CB-228141	SEP 27, 2018			

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 Representative to contact			
Local 177, Teamsters Pau			Paul Sal	Saliani		
			N		To Call No	
c. Address (Street, city, state, and ZIP code) 282 Hillside Avenue			d. Tel. No 973-923		e. Cell No.	
Hillside, NJ 07205			f. Fax. No		L	
,			1. Fax. N	J.		
			g. e-mail			
			9. 0 11.0			
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) 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 th	e facts const	ituting the alleged unfair i	labor practi	ces)		
In about (b) (6), (b) 2018, the above-named labor organizate.  The above-named labor organization also failed to properly.  The above-named labor organization took these actions for	process gri	evance #(b)				
3. Name of Employer		4a, Tel, No.	b. Cell No.   c. Fax I		c. Fax No.	
UPS		201-794-4267	}		} .	
		d. e-mail	<del></del>		<del></del>	
5. Location of plant involved (street, city, state and ZIP code)			6. Employer representative to contact			
280 N. Midland Avenue Saddle Brook, NJ 07662			Claude	Grant, Feede	er Manager	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify p	rincipal product or servic	е	9. Number	of workers employed	
	Parcel		Approx 500			
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. c. Fax No.				
(b) (6), (b) (7)(C)						
(b) (6), (b) (7)(C)  12. DECLARATION have read the above charge and that the statements ue to the best of my knowledge and belief.				Tel. No. (b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)						
	(b) (6), (b) Intative or person making charge) (Print/type name and title or office, if any)			Fax No.		
(b) (6), (b) (7)(C)  Address		Date 9/27/18		e-mail		

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

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