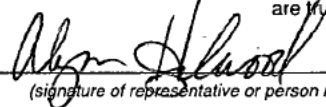


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
06-CB-245925	8-2-19

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 Chauffeurs, Teamsters & Helpers Local Union No. 175		b. Union Representative to contact Ken Hall, President	
c. Address (Street, city, state, and ZIP code) 267 Staunton Avenue SW, South Charleston, WV 25303		d. Tel. No. 304-744-2193	e. Cell No.
		f. Fax No. 304-744-5649	
		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), subsections (1) and (list subsections) 8(b)(2) 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 Attachment A.			
3. Name of Employer 5. 1539 Country Club Road Manor Operations, LLC d/b/a Tygart Center at Fairmont Campus, a Genesis HealthCare Facility		4a. Tel. No. 304-366-9100	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 1539 Country Club Road, Fairmont, West Virginia 26554		6. Employer representative to contact Melissa Millieron	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service Nursing and Rehabilitation	9. Number of workers employed 150	
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. Cell No.
		c. Fax No.	
		d. e-mail	
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 or person making charge) Alyssa K. Hazelwood, Staff Attorney (Print/type name and title or office, if any) c/o National Right to Work Legal Defense Foundation, Inc. 8001 Braddock Road, Suite 600 Springfield, VA 22160 Address _____ Date 7/30/19		Tel. No. (703) 321-8510 Cell No. Fax No. (703) 321-9319 e-mail akh@nrtw.org	

**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.

Attachment A

Part I

1. Charging Party (b) (6), (b) (7)(C) ("Charging Party") is employed by Genesis HealthCare facility: 1539 Country Club Road Operations LLC d/b/a Tygart Center at Fairmont Campus ("Employer") and is exclusively represented by Chauffeurs, Teamsters & Helpers Local Union 175 and its affiliates ("Union").
2. Charging Party worked for Tygart Center previously, but left employment in approximately (b) (6), (b) (7)(C) 2017. During (b) (6), (b) (7)(C) previous employment, (b) (6), (b) (7)(C) signed a dues checkoff authorization ("checkoff") with an anniversary date of (b) (6), (b) (7)(C) checkoff).
3. Charging Party was re-hired by Tygart Center in (b) (6), (b) (7)(C).
4. At the time Charging Party was re-hired, (b) (6), (b) (7)(C) was told (b) (6), (b) (7)(C) had to be a member of the Union, so (b) (6), (b) (7)(C) signed a new membership application and a checkoff. This checkoff has an anniversary date of (b) (6), (b) (7)(C) checkoff).
5. On or about (b) (6), (b) (7)(C) 2019, Charging Party sent a letter to the Union resigning (b) (6), (b) (7)(C) membership and revoking (b) (6), (b) (7)(C) current checkoff.
6. Charging Party received a letter from the Union dated (b) (6), (b) (7)(C) 2019, confirming receipt of (b) (6), (b) (7)(C) letter. In the letter, the Union did not accept Charging Party's resignation and instead required (b) (6), (b) (7)(C) to "elect non-member status" through sending an additional objection.
7. The Union's letter also rejected (b) (6), (b) (7)(C) checkoff revocation as untimely and provided an anniversary date of (b) (6), (b) (7)(C) 2018, a window period of "at least 60 days before, but not more than 75 days before the periodic renewal date," and a copy of the (b) (6), (b) (7)(C) checkoff, thereby attempting to enforce the (b) (6), (b) (7)(C) checkoff. However, the letter did not state explicitly what window period the union believed was the proper time for Charging Party to revoke (b) (6), (b) (7)(C) checkoff(s).
8. Charging Party sent a second letter on or about (b) (6), (b) (7)(C) 2019, which the Union received on or about (b) (6), (b) (7)(C) 2019, reaffirming (b) (6), (b) (7)(C) resignation from the Union and revoking (b) (6), (b) (7)(C) most-current May checkoff within the window period prescribed therein.
9. The Union has not responded to this letter. The Union has accepted, and continues to accept, dues deducted from Charging Party's wages.
10. The Union violated Charging Party's Section 7 right to resign from Union membership by rejecting (b) (6), (b) (7)(C) resignation and requiring (b) (6), (b) (7)(C) to affirmatively re-submit (b) (6), (b) (7)(C) resignation from the Union.

11. The Union violated, and continues to violate, the Act by receiving, and continuing to receive, dues and/or fees deducted from Charging Party's wages without a valid authorization.
12. The Union violated the Act by enforcing a checkoff signed during (b) (6), (b) (7) previous employment without "clear and unmistakable" language that it would continue upon reemployment, *see Teamsters Local 200*, 367 NLRB No. 93 (Feb. 26, 2019), and despite the fact that Charging Party signed a new checkoff.
13. In its rejection letter the Union unlawfully failed to provide Charging Party with the explicit dates upon which it believed (b) (6), (b) (7) was entitled to revoke (b) (6), (b) (7) checkoff.
14. The Union unlawfully maintained, and continues to maintain, a confusing and ambiguous checkoff which fails to clearly provide information to employees about when they can revoke, and unlawfully purports to limit revocations to an obscure and arbitrary period 60-75 days prior to an anniversary date.
15. The Union unlawfully maintained, and continues to maintain, a checkoff which does not allow employees to revoke at will after the expiration of the applicable collective bargaining agreement.

Part II

16. The Union and Employer have a current collective bargaining agreement ("CBA") effective July 1, 2017 to June 30, 2020. This CBA contains a provision that requires the Employer to pay Union stewards twenty-five cents per hour above their classified rate of pay.
17. By this provision, the Union maintains and enforces, and continues to maintain and enforce, a CBA that discriminates against non-members by providing a cash benefit to Union stewards, and violates Section 8(b)(2) by causing Employer to encourage membership in a labor organization.
18. The Union maintains and enforces, and continues to maintain and enforce, a CBA that requires Employer to give financial assistance to Union agents, in violation of the Act. The union has no defense to its actions under Labor Management Relations Act Section 302, 29 U.S.C. § 186.
19. The Union, by and through its agents, receives financial assistance from the Employer, in violation of the Act, and has no defense under LMRA Section 302.

These, and other related acts and omissions, violate the National Labor Relations Act, and threaten, restrain, and discriminate against Charging Party and all similarly situated employees in the exercise of their Section 7 right to refrain from collective activity and violate the fiduciary duty of fair representation that the Union owes to all members and non-members alike.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		06-CB-246069	8-5-19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SEIU 32BJ		b. Union Representative to Contact Sam Williamson President District Director (b) (6), (b) (7)(C)	
c. Address 307 Fourth Avenue Pittsburgh, PA 15222		d. Tel. No. (412) 471-0690	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) wages for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer ISS Facilities, Inc.		4a. Tel. No. (412) 261-0210	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 908 Penn Avenue, Pittsburgh, PA 15222		6. Employer representative to contact Ed G. Manager	
7. Type of Establishment (factory, mine, wholesaler) Building Services	8. Principal product or service Maintenance		9. Number of Workers employed 6
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No.	
		(b) (6), (b) (7)(C), an Individual (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Print/type name and title or office, if any (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Date: 8-5-19	Fax No.
			e-Mail

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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		06-CB-246234	8-8-19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Teamsters Local No. 636 a/w International Brotherhood of Teamsters, CTW, CLC		b. Union Representative to Contact Local President Albert Woltz	
c. Address 616 Chartiers Avenue McKees Rocks, PA 15136		d. Tel. No. (412) 331-3208	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 intimidating (b) (6), (b) (7)(C) and improperly representing (b) (6), (b) (7)(C) with regards to the bargaining unit seniority list, for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer Giant Eagle		4a. Tel. No. (412) 919-3415	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 735 Beechnut Drive, Pittsburgh, PA 15205		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Grocery warehouse	8. Principal product or service Grocery products	9. Number of Workers employed 300	
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
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), an individual	Tel No. (b) (6), (b) (7)(C)
(signature or representative or person making charge)		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: ✓ 8-8-19	Fax No.
			e-Mail

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