

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

DO NOT WRITE IN THIS SPACE	
Case 12-CB-244252	Date Filed JUL 2, 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 Union Independiente de Trabajadores de Cerveceria India, Inc.		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) Apartado 3925 PR Mayaguez 00681-_____		d. Tel. No. (787) 833-0590	e. Cell No.
		f. Fax No.	g. e-Mail Uniontrabajadorescervecerapr@yahoo.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Cervecera de Puerto Rico		4a. Tel. No. (787) 834-1000	b. Cell No.
		c. Fax No.	d. e-Mail agnes.escalera@cerveceradepr.com
5. Location of plant involved (street, city, state and ZIP code) 100 Blvd. Alfonso Valdes PR Mayaguez 00681-_____		6. Employer representative to contact Agnes Escalera Title: Human Resources Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Beverages (Alcoholic)	8. Identify principal product or service Beer	9. Number of workers employed 120	
10. Full name of party filing charge Agnes Escalera Cervecera de Puerto Rico		11a. Tel. No. (787) 834-1000	b. Cell No.
		c. Fax No.	d. e-Mail agnes.escalera@cerveceradepr.com
11. Address of party filing charge (street, city, state and ZIP code.) 100 Blvd. Alfonso Valdes PR Mayaguez 00680-_____			
<p style="text-align: center;">12. DECLARATION</p> <p>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.</p> <p>By <u>Alicia Figueroa Llinas</u> <u>Alicia Figueroa</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: Attorney</p> <p>Popular Center 19th Floor 208 Ponce de Leon Avenue Address San Juan PR 00918-_____ (date) 07/2/2019 11:40:22</p>		<p>Tel. No. (787) 274-5253</p> <p>Cell No.</p> <p>Fax No.</p> <p>e-Mail afigueroa@pmalaw.com</p>	

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

PRIVACY ACT STATEMENT

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.

Basis of the Charge

8(b)(3)

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

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

DO NOT WRITE IN THIS SPACE	
Case 12-CB-244296	Date Filed 07/03/2019

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 TRANSPORTATION COMMUNICATIONS UNION /IAM		b. Union Representative to contact MATTHEW S HOLLIS Title: NVP & NR/UR/UNIT 96	
c. Address (Street, city, state, and ZIP code) 5885 RICHARD STREET FL JACKSONVILLE 32065-_____		d. Tel. No. (904) 731-4277	e. Cell No.
		f. Fax No.	g. e-Mail hollism@tcunion.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer CSX Transportation		4a. Tel. No. (904) 232-0144	b. Cell No.
		c. Fax No.	d. e-Mail lauren_DeAlexandris@csx.com
5. Location of plant involved (street, city, state and ZIP code) 3019 Warrington Street FL Jacksonville 32254-_____		6. Employer representative to contact Lauren DeAlexandris Title: HEAD OF CREW MANAGEMENT	
7. Type of establishment (factory, mine, wholesaler, etc.) Transportation	8. Identify principal product or service Crew Dispatching	9. Number of workers employed 66	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
2. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature of representative or person making charge) (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 07/2/2019 13:00:20		Tel. No. (b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)
		Fax No.	e-Mail (b) (6), (b) (7)(C)

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

PRIVACY ACT STATEMENT

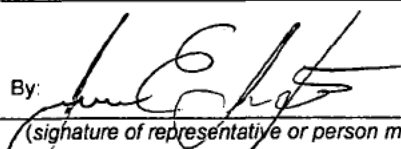
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Basis of the Charge

8(b)(3)

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

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		12-CB-244444	7/5/19
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 INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 385		b. Union Representative to Contact Clay Jeffries President	
c. Address 126 N Kirkman Rd, Orlando, FL 32811-1498		d. Tel. No. (407) 298-7037	e. Cell No.
		f. Fax No. (407) 297-9097	g. e-Mail lunion@local385.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), subsection(a) (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 on or about six months from the filing and service of the charge, 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 discharge grievance of (b) (6), (b) (7)(C) and since (b) (6), (b) (7)(C) 2019, has failed and refused to respond to (b) (6), (b) (7)(C) inquiries about the panel decision regarding (b) (6), (b) (7)(C) discharge grievance for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer Budget Rent a Car		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 8600 Hanger Blvd. Orlando International Airport, Orlando, FL 32827		6. Employer representative to contact Brad Scott, District Manager	
7. Type of Establishment (factory, mine, wholesaler) car rental	8. Principal product or service rental of vehicles	9. Number of Workers employed 200+	
10. Full name of party filing charge (b) (6), (b) (7)(C) an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
Person making charge		(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Print type name and title or office, if any	
		Date: 7-5-19	
		Call No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
1ST AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-244088	July 8, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name of Union Union de Tronquistas de Puerto Rico, Local 901, IBT		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 352 Calle del Parque, San Juan P.R. 00912		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. 787-724-2190	g. e-Mail tronquistalu901@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s)_3_ 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 on or April 9, 2019, and thereafter, the above Labor Organization, through its officers, representatives and officials have bargained in bad faith with the Employer by violating the anti-strike clause of the collective bargaining agreement; by failing and refusing to provide the Employer the reasons that led to a Union demonstrations; and by failing to meet and bargain with the Employer about the issues that led to the Union demonstration.			
3. Name of Employer Jose Santiago, Inc.		4a. Tel. No. 787-288-8835	4b. Cell No.
		4c. Fax No. 787-288-8809	4d. e-Mail jesantiago@josesantiago.com
5. Location of Plant involved (street, city, state, and ZIP code) P.O. Box 191795, San Juan, P.R. 00919		6. Employer representative to contact Jose E. Santiago, Legal Counsel	
7. Type of Establishment (factory, mine, wholesaler) Corporation	8. Principal product or service Food and food supplies	9. Number of Workers employed 200	
10. Full name of party filing charge José E. Santiago-Suardiaz Jose Santiago, Inc.		11a. Tel. No. 787-288-8835	11b. Cell No.
		11c. Fax No. 787-288-8809	11d e-Mail jesantiago@josesantiago.com
11. Address of party filing charge (street, city, state, and ZIP code) PO Box 191795, San Juan, P.R. 00919			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 	José E. Santiago-Suardiaz, Attorney	Tel. No. same as above	RECEIVED NLRB REGION 24 2019 JUL - 8 A 12:33 SAN JUAN, PR 0091817
(signature of representative or person making charge)	Print/type name and title or office, if any)	Cell No.	
Address: Same as above	Date:	Fax No.	
		e-Mail	

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

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 of 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		12-CB-244601	JUL 9, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union de Trabajadores Industriales de Puerto Rico, Inc.		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address Calle Vallejo 1006- BOX 22014, UPR Station, Rio Piedras, PR 00925		d. Tel. No: 787-767-2166 787-767-2178	e. Cell No.
		f. Fax No. 787-756-8552	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C) 2019, the Union has breached its duty of fair representation by failing to represent (b) (6), (b) (7)(C) , along with 3 other bargaining unit employees, with regard to their layoffs; specifically, by failing to notify employees that they were going to be laid off, failing to maintain them informed of the Employer's decision to lay them off, and by failing to adequately represent them before the Employer to prevent their layoffs.			
3. Name of Employer Nationwide Janitorial Services, Inc. (NJSI)		4a. Tel. No. 314-427-4588	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) P.O. Box 8301, St. Louis, MO 63132		6. Employer representative to contact Cathleen McIntyre, Vice-President-Operations	
7. Type of Establishment (factory, mine, wholesaler) corporation	8. Principal product or service Employment Services	9. Number of Workers employed 20+	
10. Full name of party filing charge (b) (6), (b) (7)(C) , an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief.			
By (signature)	(b) (6), (b) (7)(C) , an individual	Tel No.	
(signature)	Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)	Date 07/09/2019	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-244880	7/11/19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada, Local 835, AFL-CIO		b. Union Representative to Contact Mark Hardter Business Representative	
c. Address 7131 Grand National Drive, Suite 102 Orlando, FL 32819-8908		d. Tel. No. (407)849-9669	e. Cell No. (407)375-0631
		f. Fax No.	g. e-Mail markh@iatselocal835.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), subsection(s) (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since May 1, 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith and by laying off (b) (6), (b) (7)(C) out of seniority order for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			
3. Name of Employer		4a. Tel. No.	4b. Cell No.
various employers		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product or service		9. Number of Workers employed
trade show conventions	pipe and drape services		
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C), an Individual		11c. Fax No.	11d. e-Mail
			(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code)			
(b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read (b) (6), (b) (7)(C) the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel. No.
		Printtype name and title or office, if any	Cell No.
			(b) (6), (b) (7)(C)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		07/10/2019	e-Mail
			(b) (6), (b) (7)(C)

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

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 12-CB-245134	Date filed July 19, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union de Trabajadores de Muelles, Local 1740, ILA, AFL-CIO		b. Union Representative to Contact Carlos Sanchez, President	
c. Address Calle Figueroa #611 Parada 18, Santurce PR 00907		d. Tel. No. (787)725-3271	e. Cell No. (787)366-9885
		f. Fax No. (787)325-3250	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 sections 8(b), section (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) Since in or about March 2019, and thereafter, the above-named labor organization through its officers, agents and representatives has breached its duty of fair representation by failing and refusing to refer (b) (6), (b) (7)(C) for work in violation of (b) (6) seniority right for reasons other than (b) (6) failure to tender the union dues required for membership.			
3. Name of Employer Luis Ayala Colon		4a. Tel. No. (787) 848-9000 (787) 792-9000	4b. Cell No. (787)
		4c. Fax No. (787) 848-0070 (787)793-3575	4d. e-Mail hfayalrub@ayacol.com
5. Location of Plant involved (<i>street, city, state, and ZIP code</i>) P.O. Box 7066 Ponce, PR 00732-7066		6. Employer representative to contact Hernan F. Ayala, Vice president of Operations	
7. Type of Establishment (<i>factory, mine, wholesaler</i>) Corporation	8. Principal product or service Stevedoring Services	9. Number of Workers employed 90 approx.	
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
11. Address of party filing charge (<i>street, city, state, and ZIP code</i>) (b) (6), (b) (7)(C)			
12. DECLARATION			
(b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief.			
(Signature of representative or person making charge) (b) (6), (b) (7)(C)		Print/type name and title or office, if any An individual	Tel No.
Address: Same as 11		Date: 7/19/19	Cell No. (b) (6), (b) (7)(C)
			Fax No. e-Mail same as 11(d)

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 12-CB-245123	Date Filed 7/18/19

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 Local Union Teamsters 385		b. Union Representative to contact Juergen LilJegren	
c. Address (Street, city, state, and ZIP code) 126 N Kirkman Road Orlando, FL 32811		d. Tel. No.	e. Cell No. 407-947-3846
		f. Fax No. 407-297-9097	g. e-Mail juergen@local385.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
I was wrongfully Terminated on (b) (6), (b) (7)(C) 2019 for allegedly backing over grass. My (b) (6), (b) (7)(C) & (b) (6), (b) (7)(C) violated my Weingarten rights. Before the investigation started I informed them I wanted to wait for my business agent (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) said No, you can't wait for (b) (6), (b) (7)(C) and if you don't grab (b) (6), (b) (7)(C) you're fired. My (b) (6), (b) (7)(C) abandoned me during the investigation and now (b) (6), (b) (7)(C) a company witnesses. (b) (6), (b) (7)(C) never mentioned anything or gave any information to the union to help with my case. The local union 385 & myself did not know that (b) (6), (b) (7)(C) name was on YRC lawyers rebuttal serving as a witness that was submitted to the Eeoc. My first Committee hearing was (b) (6), (b) (7)(C) 2019. YRC freight did not provide any information at the committee hearing or to the Local union stating that (b) (6), (b) (7)(C) was a witness. I was targeted by my union (b) (6), (b) (7)(C) & (b) (6), (b) (7)(C) for making a complaint or discrimination towards a company superior that had over 20 yrs experience. YRC conducted an investigation and terminated (b) (6), (b) (7)(C). The harassment and retaliation I received from (b) (6), (b) (7)(C) and YRC freight after make (b) (6), (b) (7)(C) was fired was cruel and unjust. I should be able to speak up without fear of victimization. I have text messages to prove that I reached out to my (b) (6), (b) (7)(C) asking for help from my Local 385. (b) (6), (b) (7)(C) abandoned me & Breached contract for fair representation. I also have video evidence of the Union (b) (6), (b) (7)(C) discriminatin			
3. Name of Employer YRC Freight		4a. Tel. No. 407-857-1880	b. Cell No. 314-220-3870
		c. Fax No.	d. e-Mail chris.johnson2@yrcfreight.com
5. Location of plant involved (street, city, state and ZIP code) 1265 La Quinta Drive Orlando, FL 32809		6. Employer representative to contact Chris Johnson	
7. Type of establishment (factory, mine, wholesaler, etc.) Freight Company	8. Identify principal product or service	9. Number of workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any)		Tel. No.	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail	
		(date) 7/18/2019	

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

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information 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 12-CB-245237	Date Filed 7/22/2019

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 International Union, Security, Police and Fire Professionals Of America (SPFPA)		b. Union Representative to contact Jerry Heyman Title: Region 2 Director	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road MI Roseville 48066-____		d. Tel. No. (800) 228-7492	e. Cell No. (586) 772-7250
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(1)(A)</u> _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer G4s Secure Solutions, Inc		4a. Tel. No. (954) 771-5005	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 6499 South Powerline Road FL Fort Lauderdale 33309-____		6. Employer representative to contact Micheal Boss Title: General Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Security Systems & Services	8. Identify principal product or service Protective Security	9. Number of workers employed 1	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION		Tel. No. (b) (6), (b) (7)(C)	
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Cell No.	
(signature of representative or person making charge)		Fax No.	
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
Title:			
Address (b) (6), (b) (7)(C)		(date) 07/21/2019 15:32:24	

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

PRIVACY ACT STATEMENT

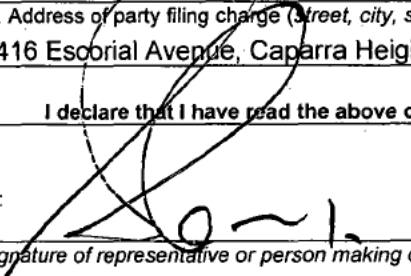
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine 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.

Basis of the Charge

8(b)(1)(A)

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

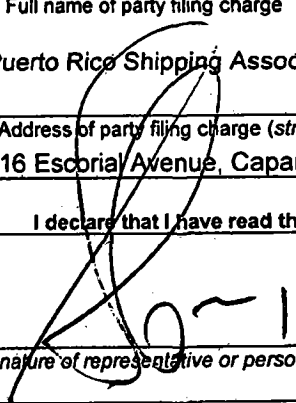
UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CC-245402	JUL 24, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union de Trabajadores de Muelle y Ramas Anexas, ILA Local 1740		b. Union Representative to Contact Carlos Sanchez-Ortiz President	
c. Address 611 calle Figueroa, Santurce PDA 18, San Juan, PR 00907		d. Tel. No. (787)725-3271	e.e. Cell No. (787)366-9885
		f. Fax No.	g. e-Mail csanchez@ila1740.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)(4)(A)(ii) and (B) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about May 2, 2019, and at all times thereafter, the above-named labor organization, by its officers, agents, and representatives, has threatened, coerced or restrained the members of the Bargaining Committee of the Puerto Rico Shipping Association, and other persons engaged in commerce or in an industry affecting commerce, where an object thereof is to force or require all other members and non-members of the Puerto Rico Shipping Association that work in the Water Front of San Juan, employers, to recognize or bargain with Union de Trabajadores de Muelles, Local 1740, ILA-AFL-CIO, a labor organization, as the representative of the employees of all other members and non-members of the Puerto Rico Shipping Association that work in the Water Front of San Juan, although said labor organization has not been certified as the representative of the employees of those other employees under the provisions of Section 9 of the Act.			

3. Name of Employer Puerto Rico Shipping Association in representation of its members Luis Ayala Colon & Sucrs., Inc., Island Stevedoring, Inc., Inchcape Shipping Services, Inc., Continental Stevedoring, Inc. and Cruise Plus, Inc.		4a. Tel. No. (787)439-1851	4b. Cell No. (787)439-1851
		4c. Fax No.	4d. e-Mail acuevas@ckblawpr.com
5. Location of Plant involved (street, city, state, and ZIP code) 416 Escorial Ave., Caparra Heights, San Juan, PR 00920		6. Employer representative to contact Antonio Cuevas-Delgado Spokesperson and Legal Counsel	
7. Type of Establishment (factory, mine, wholesaler) Stevedoring	8. Principal product or service Shipping		9. Number of Workers employed 900
10. Full name of party filing charge Puerto Rico Shipping Association		11a. Tel. No. (787)985-9164	11b. Cell No. (787)439-1851
		11c. Fax No.	11d e-Mail acuevas@ckblawpr.com
11. Address of party filing charge (Street, city, state, and ZIP code) 416 Escorial Avenue, Caparra Heights, San Juan, PR 00920			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 		Tel. No.	
(signature of representative or person making charge)		Antonio Cuevas-Delgado, ESQ. Print/type name and title or office, if any	
		(787)985-9164	
Address: 416 Escorial Avenue, Caparra Heights, San Juan, PR 00920		Cell No. (787)439-1851	
		Date:	
		Fax No.	
		e-Mail acuevas@ckblawpr.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.

(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		12-CB-245463	JUL 24, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union de Trabajadores de Muelle y Ramas Anexas, ILA Local 1740		b. Union Representative to Contact Carlos Sanchez-Ortiz President	
c. Address 611 calle Figueroa, Santurce PDA 18, San Juan, PR 00907		d. Tel. No. (787)725-3271	e.e. Cell No. (787)366-9885
		f. Fax No. n/a	g. e-Mail csanchez@ila1740.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)(3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about May 2, 2019, and at all times thereafter, the above-named labor organization, by its officers, agents, and representatives, has failed and refused to bargain collectively and in good faith with the Bargaining Committee of the Puerto Rico Shipping Association, an employer, although said labor organization has been designated and selected by a majority of the employees of said employer in an appropriate unit for purposes of collective bargaining with respect to rates of pay, wages, hours of employment, and other conditions of employment.			
3. Name of Employer Puerto Rico Shipping Association in representation of its members Luis Ayala Colon & Sucrs., Inc., Island Stevedoring, Inc., Inchcape Shipping Services, Inc., Continental Stevedoring, Inc. and Cruise Plus, Inc.		4a. Tel. No. (787)439-1851	4b. Cell No. (787)439-1851
		4c. Fax No.	4d. e-Mail acuevas@ckblawpr.com
5. Location of Plant involved (street, city, state, and ZIP code) 416 Escorial Ave., Caparra Heights, San Juan, PR 00920		6. Employer representative to contact Antonio Cuevas-Delgado, Spokesperson and Legal Counsel	
7. Type of Establishment (factory, mine, wholesaler) Stevedoring	8. Principal product or service Shipping		9. Number of Workers employed 900
10. Full name of party filing charge Puerto Rico Shipping Association		11a. Tel. No. (787)985-9164	11b. Cell No. (787)439-1851
		11c. Fax No.	11d e-Mail acuevas@ckblawpr.com
11. Address of party filing charge (street, city, state, and ZIP code) 416 Escorial Avenue, Caparra Heights, San Juan, PR 00920			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 		Antonio Cuevas-Delgado, ESQ.	
(signature of representative or person making charge)		Print/type name and title or office, if any	
Address: 416 Escorial Avenue, Caparra Heights, San Juan, PR 00920		Date: 7-24-19	Tel No. (787)985-9164
			Cell No. (787)439-1851
			Fax No.
			e-Mail acuevas@ckblawpr.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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1-2536704501

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-245617	7/25/2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Postal Mailhandlers Union, Local 318		b. Union Representative to Contact Nick Mosezar, President	
c. Address 7616 Southland Blvd, Ste. 103 Orlando, FL 32809		d. Tel. No. (407) 855-2550	e. e. Cell No.
		f. Fax No.	g. e-Mail pres@npmhul318.us
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)			
On about (b) (6), (b) (7)(C) 2019, the above-named labor organization restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to properly represent (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) arbitration hearing on (b) (6), (b) (7)(C) grievance regarding (b) (6), (b) (7)(C) discharge, for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer United States Postal Service		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1801 Grant Street, Ste. 100, Tampa, FL 33605-6010		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Postal Facility	8. Principal product or service Postal Services	9. Number of Workers employed 100+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) an Individual	Tel No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type name and title or office, if any	Cell No.	
Address: (b) (6), (b) (7)(C)	Date: 07/25/19	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-245123	7/26/19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Local Union Teamsters 385		b. Union Representative to Contact Juergen Liljegren	
c. Address 126 Kirkman Road Orlando, FL 32811		d. Tel. No.	e.e. Cell No. (407)947-3846
		f. Fax No. (407)297-9097	g. e-Mail juergen@local385.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) Within the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing to represent (b) (6), (b) (7)(C) in investigatory meetings regarding discipline, and by failing to process grievance of (b) (6), (b) (7)(C) regarding faulty equipment for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer YRC Freight		4a. Tel. No. (407)857-1880	4b. Cell No.
		4c. Fax No.	4d. e-Mail chris.johnson2@yrcfreight.com
5. Location of Plant involved (street, city, state, and ZIP code) 1265 La Quinta Drive Orlando, FL 32809		6. Employer representative to contact Chris Johnson, Terminal Manager	
7. Type of Establishment (factory, mine, wholesaler) Freight Terminal	8. Principal product or service Freight	9. Number of Workers employed 120	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative of person making charge)		(b) (6), (b) (7)(C), an individual	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 7/26/19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-245753	7/29/19
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 American Postal Workers Union, Local 1462		b. Union Representative to Contact Joe Paul President	
c. Address 10501 S. Orange Ave., Ste 117, Orlando, FL 32824		d. Tel. No. (407)854-6396	e. Cell No.
		f. Fax No.	g. e-Mail jpaulapwu@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the last six months and continuing through the present, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and refusing to communicate with (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) grievance, or provide (b) (6), (b) (7)(C) with a copy of (b) (6), (b) (7)(C) grievance, for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer United States Postal Service		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2036 E. Land Street Rd., Orlando, FL 32824		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Post Office	8. Principal product or service Deliver mail	9. Number of Workers employed 500	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Tel. No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 7/29/19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

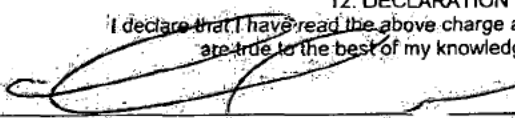
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

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


DO NOT WRITE IN THIS SPACE	
Case 12-CB-245621	Date Filed July 29, 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 Union Independiente de Trabajadores de Servicios Legales		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) P.O. Box 23140 San Juan, PR 00931-3140		d. Tel. No. 939-405-0101	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	
		g. e-mail uitsl.1979@gmail.com	
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) (3) 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) Since in our about March 2019, and continuously thereafter, the above-named labor organization, through its officers, agents and representatives, has been bargaining in bad faith by engaging in surface bargaining and/or delaying tactics during bargaining negotiations, and in violation of the parties' ground rules. In addition, it has engaged in conduct in violation of the ground rules by allowing and sponsoring its (b) (6), (b) (7)(C) disrespectful, violent, and vicious conduct against Servicios Legales' committee. Since on or about July 24, 2019, the above-named labor organization, furthered engaged in bad faith bargaining, by violating the ground rules through its (b) (6), (b) (7)(C) by calling Servicios Legales (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) "sucio" during a bargaining meeting.			
3. Name of Employer Servicios Legales de Puerto Rico		4a. Tel. No. 787-728-8686	b. Cell No. 787-728-0305
d. e-mail hsantini@servicioslegales.org			
5. Location of plant involved (street, city, state and ZIP code) P.O. Box 9134 San Juan, PR 00908-0134		6. Employer representative to contact Hadassa Santini, Executive Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Non profit organization	8. Identify principal product or service Legal Services	9. Number of workers employed 200 approx.	
10. Full name of party filing charge Pedro Busó-García, Legal Representative			
11. Address of party filing charge (street, city, state and ZIP code) P.O. Box 363128, San Juan PR 00936-3128		11a. Tel. No. 787-765-4646	b. Cell No.
		d. e-mail pbuso@salawpr.com	c. Fax No. 787-765-4611
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.  <hr/> <i>(signature of representative or person making charge)</i>		Pedro Busó-García, Esq. <hr/> <i>(Print/type name and title or office, if any)</i>	
Same as 11 Address _____		Date July 29, 2019	
		Tel. No. 787-765-4646	
		Cell No.	
		Fax No. 787-765-4611	
		e-mail pbuso@salawpr.com	

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-244252	JUL 30, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union Independiente de Trabajadores de Cerveceria India, Inc.	b. Union Representative to Contact (b) (6), (b) (7)(C)		
c. Address: Apartado 3925, Mayaguez, PR 00681	d. Tel. No. (787)833-0590	e.e. Cell No.	
	f. Fax No.	g. e-Mail uniontrabajadorescervece rapr@yahoo.com	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about May 18, 2019, the above-named labor organization has refused to bargain collectively and in good faith with Cervecera de Puerto Rico by engaging in unlawful, unprotected and intermittent strikes and/or work stoppages on May 18, 2019, June 29, 2019, and July 28, 2019, that contravene the no-strike provision in the collective bargaining agreement and violate the provisions of the NLRA.			
3. Name of Employer Cervecera de Puerto Rico		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail agnes.escalera@cerveceradepr.com
5. Location of Plant involved (street, city, state, and ZIP code) 100 Blvd. Alfonso Valdes, Mayaguez, PR 00681		6. Employer representative to contact Agnés Escalera, HR Manager	
7. Type of Establishment (factory, mine, wholesaler) Beverages		8. Principal product or service Beer	9. Number of Workers employed 120
10. Full name of party filing charge Cervecera de Puerto Rico		11a. Tel. No. (787)834-1000	11b. Cell No.
		11c. Fax No.	11d e-Mail agnes.escalera@cerveceradepr.com
11. Address of party filing charge (street, city, state, and ZIP code) 100 Blvd. Alfonso Valdes, Mayaguez, PR 00681			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 	Alicia Figueroa-Linas, ESQ. Attorney		Tel. No. (787)284-5253
(signature of representative or person making charge)	Printtype name and title or office, if any		Cell No.
Address: Popular Center 19th Floor, 208 Ponce de Leon Ave., San Juan, PR 00918	Date:	Fax No.	
		e-Mail afigueroa@pmaalaw.com	

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-245653	JUL 29, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name of Union Central General de Trabajadores (CGT)		b. Union Representative to Contact Scott Barbés, Union Representative	
c. Address P.O Box 102901 San Juan, P.R. 00919		d. Tel. No. 787-296-4924	e. Cell No.
		f. Fax No. 787-250-8074	g. e-Mail cgtpuertorico@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (3) 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) During the past six months, and thereafter, the above Labor Organization, through its officers, representatives and officials have bargained in bad faith with below-named Employer by: (1) failing to meet at reasonable times and intervals; (2) failing to bargain mandatory subjects and by failing and refusing to discuss the Employer's proposals; (3) engaging in piecemeal and surface bargaining; (4) demanding to include an unrelated and unrepresented unit (Garments and Embroideries) in the negotiations of the collective bargaining agreement (CBA); (5) engaging in acts of intimidation, threats and violence against the Employer in order to influence the negotiations; and (6) taking other steps to undermine the Employer in order to avoid a mutually acceptable CBA.			
3. Name of Employer Cadillac Uniform and Linen Supply, Inc.		4a. Tel. No. 787-778-7102	4b. Cell No.
		4c. Fax No.	4d. e-Mail msantiago@cadillacuniform.com
5. Location of Plant involved (street, city, state, and ZIP code) 21 Avenida Laurel, Bayamon, P.R. 00956		6. Employer representative to contact Scott Kamins, Legal Counsel	
7. Type of Establishment (factory, mine, wholesaler) Corporation	8. Principal product or service Uniforms and linen lease and launderer	9. Number of Workers employed 100	
10. Full name of party filing charge Cadillac Uniform and Linen Supply, Inc.		11a. Tel. No. 787-778-7102	11b. Cell No.
		11c. Fax No.	11d. e-Mail msantiago@cadillacuniform.com
11. Address of party filing charge (street, city, state, and ZIP code) 21 Avenida Laurel, Bayamon, P.R. 00956			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: <i>Scott Kamins</i>		Scott Kamins, Attorney	Tel No. 301-575-0347
(signature of representative or person making charge)		Print/type name and title or office, if any)	Cell No. 301-356-1231
Address: Offit Kurman, P.A., 8171 Maple Lawn Blvd. Maple Lawn, MD 20759		Date:	Fax No. 301-575-0335
			e-Mail skamins@offitkurman.com

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-245652	JUL 29, 2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name of Union Central General de Trabajadores (CGT)		b. Union Representative to Contact Scott Barbés, Union Representative	
c. Address P.O Box 102901 San Juan, P.R. 00919		d. Tel. No. 787-296-4924	e. Cell No.
		f. Fax No. 787-250-8074	g. e-Mail cgtpuertorico@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (3) 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 May 1, 2019 and June 11, 2019, and thereafter, the above Labor Organization, through its Union (b) (6), (b) (7)(C) and other officers, representatives and officials have bargained in bad faith with below-named Employer by engaging in acts of intimidation, threats and violence against the Employer in order to influence the negotiations and the Employer's long standing policies and practices; and by failing to abide by the long-standing security and safety protocols of the Employer.			
3. Name of Employer Cadillac Uniform and Linen Supply, Inc.		4a. Tel. No. 787-778-7102	4b. Cell No.
		4c. Fax No.	4d. e-Mail msantiago@cadillacuniform.com
5. Location of Plant involved (street, city, state, and ZIP code) 21 Avenida Laurel, Bayamon, P.R. 00956		6. Employer representative to contact Scott Kamins, Legal Counsel	
7. Type of Establishment (factory, mine, wholesaler) Corporation	8. Principal product or service Uniforms and linen lease and launderer	9. Number of Workers employed 100	
10. Full name of party filing charge Cadillac Uniform and Linen Supply, Inc.		11a. Tel. No. 787-778-7102	11b. Cell No.
		11c. Fax No.	11d e-Mail msantiago@cadillacuniform.com
11. Address of party filing charge (street, city, state, and ZIP code) 21 Avenida Laurel, Bayamon, P.R. 00956			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: <i>Scott Kamins</i>		Scott Kamins, Attorney	Tel No. 301-575-0347
(signature of representative or person making charge)		Print/type name and title or office, if any)	Cell No. 301-356-1231
Address: Offit Kurman, P.A. 8171 Maple Lawn Blvd. Maple Lawn, MD 20759		Date:	Fax No. 301-575-0335
			e-Mail skamins@offitkurman.com

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 REGION 24

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

DO NOT WRITE IN THIS SPACE	
Case 12-CB-245750	Date Filed JUL 30, 2019

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

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Auto Workers, Local 1850 (UAW)		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) Torres CPA Group, Suite 201 Zona Industrial La Ceramica PR Carolina 00984-_____		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No. (787) 776-6091	g. e-Mail local1850uaw@yahoo.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
--See additional page--			
3. Name of Employer Asociacion de Empleados del ELA		4a. Tel. No. (787) 641-2021	b. Cell No. (939) 400-2433
		c. Fax No. (787) 641-4128	d. e-Mail pier.vargas@aeela.com
5. Location of plant involved (street, city, state and ZIP code) PO Box 364508 PR San Juan 00936-4508			6. Employer representative to contact Pier Angelly Vargas-Luque Title: Acting Human Resources Director
7. Type of establishment (factory, mine, wholesaler, etc.) Financial	8. Identify principal product or service Financial Services to Public Employees	9. Number of workers employed 200	
10. Full name of party filing charge Pier Angelly Vargas-Luque Asociacion de Empleados del ELA		11a. Tel. No. (787) 641-2021	b. Cell No. (939) 400-2433
		c. Fax No. (787) 641-4128	d. e-Mail pier.vargas@aeela.com
11. Address of party filing charge (street, city, state and ZIP code.) PO Box 364508 PR San Juan 00936-4508			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By <u>Fernando A. Baerga -Ibañez</u> <u>Fernando A Baerga-Ibañez</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (787) 756-5796 Address <u>San Juan PR 00918-3426</u> (date) <u>07/30/2019 16:43:31</u>			Tel. No. (787) 753-7455 Cell No. (787) 306-7746 Fax No. (787) 756-5796 e-Mail fbaerga@bqlawoffices.com

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PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(3)

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