



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 10  
233 Peachtree St NE  
Harris Tower Suite 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

October 1, 2018

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

Re: American Postal Workers Union Local 1340  
(United States Postal Service)  
Case 10-CB-221457

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

We have carefully investigated and considered your charge that American Postal Workers Union Local 1340 has violated the National Labor Relations Act.

**Decision to Partially Dismiss:** Based on that investigation, I have decided to dismiss your allegation that the Union violated Section 8(b)(1)(A) of the Act by failing or refusing to file and process grievances on your behalf. I find that there is insufficient evidence to support this charge allegation

**Conditional Decision to Dismiss:** I am conditionally dismissing the remaining allegation in the charge, which alleges that the Union violated Section 8(b)(1)(A) when it failed and refused to respond to your inquires for information about your grievances and other concerns. The investigation disclosed that the Union's (b) (6), (b) (7)(C) failed to return your phone calls requesting updates on the status of your grievances. Therefore, the allegation that the Union violated Section 8(b)(1)(A) by failing to respond to your inquires appears to have merit. However, I have conditionally decided to dismiss your charge six months from today because there have not been any meritorious charges against American Postal Workers Union Local 1340 within the past several years, and because the conduct is isolated in nature.

If a meritorious charge involving other unfair labor practices is filed against the Charged Party during that period, I will reconsider whether further proceedings on this charge are warranted.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

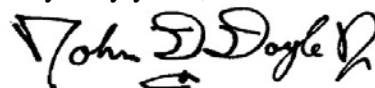
The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on October 15, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 14, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before** October 15, 2018. The request may be filed electronically through the **E-File Documents** link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 15, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

A handwritten signature in black ink, appearing to read "John D. Doyle, Jr.", with a stylized flourish at the end.

JOHN D. DOYLE, JR.  
Regional Director

Enclosure

American Postal Workers Union Local 1340 - 3 -  
(United States Postal Service)  
Case 10-CB-221457

cc: Michael Brown, Postmaster  
United States Postal Service  
7040 Zebulon Rd  
Macon, GA 31220-7613

Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
Law Dept. - NLRB Unit  
1720 Market Street, Room 2400  
Saint Louis, MO 63155-9948

Mark Fields, Local President  
American Postal Workers Union Local 1340  
PO Box 5131  
Macon, GA 31208-5131

**(b) (6), (b) (7)(C)**  
American Postal Workers Union Local 1340  
PO Box 5131  
Macon, GA 31208-5131



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Telephone: (404)331-2896  
Fax: (404)331-2858

October 24, 2018

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

Re: United States Postal Service  
Case 10-CA-225939 and

National Rural Letter Carriers Association  
Case 10-CB-225965

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

We have carefully investigated and considered your charges that United States Postal Service and National Rural Letter Carriers Association have violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charges because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

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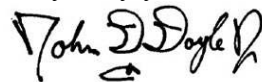
**Appeal Due Date:** The appeal is due on **November 7, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be

completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 6, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 7, 2018.** The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 7, 2018, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

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Very truly yours,

A handwritten signature in black ink, appearing to read "John D. Doyle, Jr.", with a stylized flourish at the end.

JOHN D. DOYLE, JR.  
Regional Director

Enclosure

cc:

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

United States Postal Service  
503 N Ridge Street  
Rincon, GA 31326-9998

Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
1720 Market Street, Rm 2400  
St. Louis, MO 63155-9948

Jean-Marc Favreau, Attorney  
Peer, Gan & Gisler LLP  
1730 Rhode Island Avenue, N.W., Suite 715  
Washington, DC 20036-3115

Kathy Brinson, Gulf Atlantic District Representative  
National Rural Letter Carriers Association  
P.O. Box 13957  
Savannah, GA 31416-0957



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Fax: (404)331-2858

October 31, 2018

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

Re: American Greetings  
Case 10-CA-226584

Southern Region Workers United  
(American Greetings)  
Case 10-CB-226585

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

We have carefully investigated and considered your charges that American Greetings and Southern Region Workers United have violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charges because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

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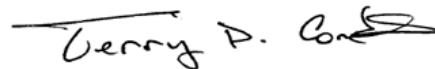


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Very truly yours,



TERRY D. COMBS  
Acting Regional Director

Enclosure

cc: Paige Peters, Human Resources Manager  
American Greetings  
101 American Rd  
Afton, TN 37616-5773



Michael J. Frantz  
Frantz Ward, LLP  
200 Public Sq Ste 3000  
Cleveland, OH 44114-2381

Ryan T Smith  
Frantz Ward, LLP  
200 Public Sq Ste 3000  
Cleveland, OH 44114-2381

(b) (6), (b) (7)(C)  
Southern Region Workers United  
101 American Rd  
Afton, TN 37616-5773

Michael B. Schoenfeld, Attorney  
Stanford Fagan LLC  
2540 Lakewood Ave SW  
Atlanta, GA 30315-6328



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NATIONAL LABOR RELATIONS BOARD  
REGION 10  
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Telephone: (404)331-2896  
Fax: (404)331-2858

October 15, 2018

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

Re: United Parcel Service  
Case 10-CA-227841  
and  
Teamsters Local 728  
Case 10-CB-227850

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

We have carefully investigated and considered your charges that United Parcel Service and Teamsters Local 728 have violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charges because you failed to cooperate with the investigation.

As the Charging Party, you were notified in writing, by letter dated September 24, 2018, that it is your obligation to cooperate in the investigation of the charges. On October 1, 2, 3, and 4, the Board Agent attempted to reach you by telephone in an effort to schedule a time for you to provide a sworn affidavit, witnesses, and relevant documents in support of this charge. On October 2, the Board Agent e-mailed you and asked that you contact him no later than October 9, to schedule a time for you to submit your initial evidence and provide your Board sworn affidavit. The Board Agent further advised that your failure to contact him by the deadline would result in his recommendation that your charge be dismissed based on your lack of cooperation. To date, you have failed to respond or schedule your affidavit.

Pursuant to Section 10054.1 of the National Labor Relations Board's Unfair Labor Practice Casehandling Manual, it is the responsibility of the charging party to comply with the Board agent's requests to, among other things, fully cooperate in the preparation of an affidavit and provide all relevant documents within its possession. Thus, I am dismissing your charges based on your lack of cooperation.

If you wish to re-file these charges when you are able to fully cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

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**Appeal Due Date:** The appeal is due on **October 29, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 28, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 29, 2018**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 29, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

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Very truly yours,

A handwritten signature in black ink, appearing to read 'Lisa Y. Henderson', with a long horizontal stroke extending to the right.

Lisa Y. Henderson  
Acting Regional Director

Enclosure

cc: Terrence Thomas, Division Manager  
United Parcel Service  
215 Marvin Miller Dr SW  
Atlanta, GA 30336-1813

Mikal McKenzie, Business Agent  
Teamsters Local 728  
2540 Lakewood Ave SW  
Atlanta, GA 30315-6328



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11  
4035 University Pkwy Ste 200  
Winston Salem, NC 27106-3275

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (336)631-5201  
Fax: (336)631-5210

October 31, 2018

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

Re: International Longshoremen's Association,  
Local 1422  
(South Carolina Stevedores Association)  
Case 10-CB-222955

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

We have carefully investigated and considered your charge that International Longshoremen Association, Local 1422 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlrb.gov](http://www.nlrb.gov) and:

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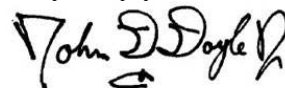
October 31, 2018

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Very truly yours,



JOHN D. DOYLE, JR.  
Regional Director



By:  
LISA R. SHEARIN  
Acting Office-in-Charge

Enclosure

International Longshoremen's Association, - 3 -  
Local 1422  
(South Carolina Stevedores Association)  
Case 10-CB-222955

October 31, 2018

cc: Kenneth Riley, President  
International Longshoremen's Association,  
Local 1422  
1142 Morrison Dr  
Charleston, SC 29403-3192

Laurence M. Goodman, Attorney  
900 Lee Street  
East Charleston, WV 25301

South Carolina Stevedores Association  
941 Houston Northcutt Blvd, Ste 102  
Mount Pleasant, SC 29464-5646





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October 31, 2018

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

Re: United Auto Workers  
(Faurecia Automotive Seating)  
Case 10-CB-223409

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

We have carefully investigated and considered your charge that International Union United Automobile Aerospace and Agricultural Implement Workers of America, Local 2083 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlrb.gov](http://www.nlrb.gov) and:

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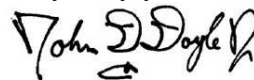
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Very truly yours,

A handwritten signature in black ink, appearing to read "John D. Doyle, Jr.", with a stylized flourish at the end.

JOHN D. DOYLE, JR.  
Regional Director

Enclosure

cc: Robbie Collins, Union Rep  
UAW Region 8  
151 Maddox Simpson Parkway  
Lebanon, TN 30709-5345

Stuart Shoup, Assistant General Counsel  
UAW  
8000 E Jefferson Ave  
Detroit, MI 48214-2699

Parrish Bowlin, HR Manager  
Faurecia Automotive Seating  
16000 Progress Dr  
Cottondale, AL 35453-2541



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11  
4035 University Pkwy Ste 200  
Winston Salem, NC 27106-3275

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (336)631-5201  
Fax: (336)631-5210

October 17, 2018

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

Re: National Postal Mail Handlers Union,  
Local 305  
(United States Postal Service)  
Case 10-CB-224934

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

We have carefully investigated and considered your charge that National Postal Mailhandlers Union, AFL-CIO, Local 305 has violated the National Labor Relations Act and the Postal Reorganization Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

October 17, 2018

**Appeal Due Date:** The appeal is due on **October 31, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **October 30, 2018**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 31, 2018**. The request may be filed electronically through the ***E-File Documents*** link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **October 31, 2018**, **even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



LISA Y. HENDERSON  
Acting Regional Director

By: 

SCOTT C. THOMPSON  
Officer in Charge

Enclosure

National Postal Mail Handlers Union,  
Local 305  
(United States Postal Service)  
Case 10-CB-224934

- 3 -

October 17, 2018

cc: Desiree Pettway, Representative  
National Postal Mailhandlers Union, Local 305  
1120 Pleasant Ridge Rd  
Greensboro, NC 27498-0003

Francis J. Martorana, Attorney  
O'Donoghue & O'Donoghue, LLP  
5301 Wisconsin Ave NW Ste 800  
Washington, DC 20015-2000

Jason DeChambeau, Senior Plant Manager  
United States Postal Service  
1120 Pleasant Ridge Rd  
Greensboro, NC 27498-0003

Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
Law Dept. - NLRB Unit  
1720 Market St., Rm 2400  
St. Louis, MO 63155-9948



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Telephone: (336)631-5201  
Fax: (336)631-5210

October 30, 2018

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

Re: International Brotherhood of Teamsters  
a/w Teamsters Local Union No. 61  
(UPS Freight)  
Case 10-CB-225260

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

We have carefully investigated and considered your charge that International Brotherhood of Teamsters a/w Teamsters Local Union No. 61 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlrb.gov](http://www.nlrb.gov) and:

- 1) Click on E-File Documents;
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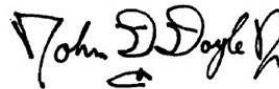
October 30, 2018

**Appeal Due Date:** The appeal is due on **November 13, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time on November 13, 2018**. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **November 12, 2018**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.


**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 13, 2018**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **November 13, 2018, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



John D. Doyle, Jr.  
Regional Director

By:   
Scott C. Thompson  
Officer in Charge

Enclosure

International Brotherhood of Teamsters  
a/w Teamsters Local Union No. 61  
(UPS Freight)  
Case 10-CB-225260

- 3 -

October 30, 2018

cc: Brian Ball, Secretary - Treasurer  
International Brotherhood of Teamsters  
a/w Teamsters Local Union No. 61  
45 Sardis Road  
Asheville, NC 28806

Tim Davis, Terminal Manager  
UPS Freight  
150 Lap Rd NE  
Conover, NC 28613-7560



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

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Telephone: (336)631-5201  
Fax: (336)631-5210

October 22, 2018

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

Re: United Steelworkers Union  
(Cube Hydro Carolina)  
Case 10-CB-226632

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

We have carefully investigated and considered your charge that United Steelworkers Union has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlrb.gov](http://www.nlrb.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

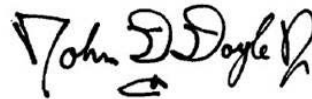
**Appeal Due Date:** The appeal is due on **November 5, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be

completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than **November 4, 2018**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.


**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 5, 2018**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **November 5, 2018, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

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Very truly yours,



JOHN D. DOYLE, JR.  
Regional Director

By:   
SCOTT C. THOMPSON  
Officer-in-Charge

Enclosure

cc: Mark Gross, Vice President  
Cube Hydro Carolina  
Hwy 740  
Badin, NC 28009

Richard Bennett, Attorney  
Farris Bobango Branan PLC  
999 S Shady Grove Rd Ste 500  
Memphis, TN 38120-4127

Larry Murray, District Representative  
United Steelworkers Union  
111 Plaza Dr  
Harrisburg, NC 28075-8441



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

October 29, 2018

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

Re: National Association of Letter Carriers,  
Local 578  
Case 10-CB-222275 and

United States Postal Service  
Case 10-CA-222263

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

We have carefully investigated and considered your charges that National Association of Letter Carriers and United States Postal Service have violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charges because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

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The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

and

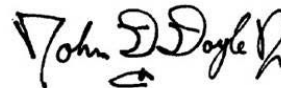
United States Postal Service  
Case 10-CA-222263

**Appeal Due Date:** The appeal is due on **November 13, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 12, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

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Very truly yours,

A handwritten signature in black ink that reads "John D. Doyle". The signature is stylized with a large "J" and a cursive "D".

JOHN D. DOYLE  
Regional Director

Enclosure



National Association of Letter Carriers,  
Local 578  
Case 10-CA-222263 and

- 3 -

October 29, 2018

United States Postal Service  
Case 10-CA-222263

cc: Bob Covino, Representative  
National Association of Letter Carriers  
2 N Fahm Street  
Savannah, GA 31401-9998

Denise Holguin, Postmaster  
United States Postal Service  
2 N. Fahm St  
Savannah, GA 31401

Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Rm 2400  
Saint Louis, MO 63155-9948