



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 13  
Dirksen Federal Building  
219 South Dearborn Street, Suite 808  
Chicago, IL 60604-2027

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (312)353-7570  
Fax: (312)886-1341

October 26, 2018

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

Re: Teamsters Local Union No. 705 (United  
Parcel Service)  
Case 13-CB-223369

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

We have carefully investigated and considered your charge that Teamsters Local Union No. 705 has violated the National Labor Relations Act.

**Conditional Decision to Dismiss:** I have conditionally decided to dismiss the allegations that the Union unlawfully refused to process (b) (6), (b) (7)(C) grievance regarding a supervisor obtaining confidential (b) (6), (b) (7)(C) information by failing to notify (b) (6), (b) (7)(C) of the second step hearing and the withdrawal of the grievance because there have not been any meritorious charges against the Charged Party in the recent past, the conduct was of limited duration, and there is neither impact on other employees nor other accompanying violations which require a Board remedy. Therefore, I have concluded that at this time it would not effectuate the purposes of the Act to issue complaint in this matter.

If a meritorious charge involving other unfair labor practices is filed against the Charged Party within 6 months from today, I will reconsider whether further proceedings on these allegations 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 **November 9, 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 8, 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 9, 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 9, 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,

*/s/ Peter Sung Ohr*

Peter Sung Ohr  
Regional Director

Enclosure

cc: Scott W. Rein, Representative  
Kristian Parker, Counsel  
Teamsters Union Local 705  
1645 W Jackson Blvd Fl 7  
Chicago, IL 60612-3227

Kristian Parker, Counsel  
Teamsters Union Local 705  
1645 W. Jackson Blvd. 7th Fl.  
Chicago, IL 60612

Marquita F. Barnes, Human Resources  
Manager  
United Parcel Service  
1400 S Jefferson St  
Chicago, IL 60607-5115

Joey M. Henslee, Labor & Employment  
Counsel  
United Parcel Service, Inc.  
55 Glenlake Parkway NE  
Atlanta, GA 30328-3474



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October 26, 2018

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

Re: American Postal Workers Union Local 604-  
605 (United States Postal Service)  
Case 13-CB-224155

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

We have carefully investigated and considered your charge that American Postal Workers Union Local 604-605 has violated the National Labor Relations Act.

**Conditional Decision to Dismiss:** Based on the investigation, it appears that your charge alleging that the Union failed to communicate with you regarding steps it took to address your concerns about your break periods may have merit. However, I have concluded that further proceedings would not effectuate the purposes and policies of the Act because the conduct was isolated in nature and there is no ongoing unlawful effect on employees' terms and conditions of employment. I will dismiss your charge six months from this date unless a new meritorious charge is filed within that time alleging that Charged Party Union has engaged in other unfair labor practices that render the instant disposition inappropriate. Accordingly, I will hold your charge in abeyance for six months from the date of this letter.

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October 26, 2018

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Very truly yours,

***/s/Peter Sung Ohr***

Peter Sung Ohr  
Regional Director

Enclosure

cc: Cathy Buchler  
American Postal Workers Union Local  
604-605  
9525 West. 79th Avenue  
Hickory Hills, IL 60457

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

Priscilla Penton, Post Master  
United States Postal Service  
8448 Archer Avenue, Suite 1  
Willow Springs, IL 60480-9998



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October 24, 2018

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

Re: Allied Universal Security  
Case 13-CA-225509

SEIU Local 1 (Allied Universal Security)  
Case 13-CB-225508

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

We have carefully investigated and considered your charges that Allied Universal Security and SEIU Local 1 have violated the National Labor Relations Act.

**Decision to Dismiss:** You have alleged that within the past six months, Allied Universal Security ("Employer") has discriminated against you and similarly situated employees by failing and refusing to issue retroactive wage increases, in violation of Section 8(a)(1) of the Act. However, the evidence is insufficient to show the Employer failed to issue retroactive wage increases because of protected, concerted or union activities, or for reasons other than those advanced by the Employer.

You have also alleged that within the past six months, SEIU Local 1 ("Union") has restrained and coerced employees in the exercise of rights protected by Section 7 by failing to fairly represent you and other similarly situated employees regarding retroactive wage increases, to include refusing to process a grievance, in violation of Section 8(b)(1)(A). However, the evidence is insufficient to show that the Union's failure to process the grievance as far as you desire, or to achieve the results you desire, was for unfair, arbitrary, or discriminatory reasons, rather than its judgment as to the merits of the grievance. Nor does the evidence show that the Union breached its duty of fair representation in any other manner.

**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.

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Very truly yours,

*/s/ Peter Sung Ohr*

Peter Sung Ohr  
Regional Director

Enclosure

cc: Brian Wallen  
Associate Counsel Manager  
Employment Practices Allied Universal  
161 Washington Street, Suite 600  
Conshohocken, PA 19428-2083

Allied Universal Security  
10255 W. Higgins Road  
Rosemont, IL 60018-5613

Lonnell Safford, Director  
SEIU Local 1  
111 E. Wacker Drive  
Suite 1700  
Chicago, IL 60601-4504

Michelle Cotrupe, Associate Counsel  
Service Employees International Union  
Local 1  
111 E. Wacker Drive, Suite 1700  
Chicago, IL 60601

Edward Bowen  
Grievance Center Director  
Service Employees International Union  
Local 1  
111 E. Wacker Drive, Suite 1700  
Chicago, IL 60601



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October 10, 2018

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

Re: Service Employees International Union  
Local 1(Titan Security)  
Case 13-CB-223465

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

We have carefully investigated and considered your charge that Service Employees International Union, Local 1 has violated the National Labor Relations Act.

**Decision to Dismiss:** You have alleged that the Union did not process your grievance against the Employer fairly. However, the evidence is insufficient to show that the Union's failure to process your grievance as far as you desire, or to achieve the results you desire, was for unfair, arbitrary or discriminatory reasons, rather than its judgment as to the merits of your grievance.

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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 23, 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,

***/s/Paul Hitterman***

Paul Hitterman  
Acting Regional Director

Enclosure

cc: Stephanie Thompson, Account Manager  
Titan Security  
614 West Monore  
Chicago, IL 60661

Terry Townes, Union Representative  
Service Employees International Union,  
Local 1  
111 East Wacker Drive, Suite 1700  
Chicago, IL 60601

Michele N. Cotrupe, ESQ., Associate  
Counsel  
Service Employees International Union,  
Local 1  
111 East Wacker Drive, Suite 1700  
Chicago, IL 60601



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October 16, 2018

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

Re: Teamsters Local 710 (Cassens Transport)  
Case 13-CB-224354

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

We have carefully investigated and considered your charge that Teamsters Local 710 has violated the National Labor Relations Act.

**Decision to Dismiss:** You have alleged that the Union did not process your grievance regarding your termination fairly. However, the evidence is insufficient to show that the Union's failure to process your grievances as far as you desire, or to achieve the results you desire, was for unfair, arbitrary or discriminatory reasons.

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

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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.

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**Appeal Due Date:** The appeal is due on **October 30, 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 29, 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,

/s/ Paul Hitterman

Paul Hitterman  
Acting Regional Director

Enclosure

cc: Steve Roberts, HR Manager  
Cassens Transport  
145 N Kansas St  
Edwardsville, IL 62025-1770

Michael Cales, Secretary-Treasurer  
Teamsters Local 710  
9000 W. 187th Street  
Mokena, IL 60448

Laurence M. Goodman, Attorney  
Willig, Williams & Davidson  
1845 Walnut Street  
24th Floor  
Philadelphia, PA 19103





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October 18, 2018

Scott A. Gore, Esq.  
Laner Muchin, Ltd.  
515 North State Street, Suite 2800  
Chicago, IL 60654-4688

Re: International Union of Operating Engineers,  
Local 150 (Donegal Services, LLC)  
Case 13-CC-227527

Dear Mr. Gore:

We have carefully investigated and considered your charge that International Union of Operating Engineers, Local 150 has violated the National Labor Relations Act.

**Decision to Partially Dismiss:** The charge alleges that the Union violated Section 8(b)(4) of the Act by inducing, encouraging and coercing individuals, including employees of other employers, to engage in a strike or refusal to perform services for, as well as a refusal to process, transport or otherwise handle or work on any goods for their employers which related to Donegal Services, LLC.

During the investigation, you alleged more specifically that the Union violated the Act through the use of inflatable rats or bannering at the following locations: 1) the quarry owned by Boughton Materials beginning in about the middle of July 2018; 2) Elmhurst Chicago Stone's Bollingbrook and Elmhurst, Illinois facilities beginning on about July 20, 2018; 3) Wilco Green's facility beginning about July 2018; and 4) Andy's Custard's Bollingbrook, Oak Lawn, Naperville and Countryside, Illinois facilities beginning in about August 2018.

The Board has held that the use of inflatable rats and banners as disclosed during the investigation of the charge do not violate the Act. Therefore, I have decided to dismiss the above portions of the charge.

The remaining allegations that the Union violated Section 8(b)(4)(i)(B) of the Act by verbally inducing or encouraging individuals employed by other employers to engage in a strike or refusal to perform work at Boughton Materials on about July 17, 2018 and Settler's Hill-Batavia in about late July or early August 2018; and that the Union violated Section 8(b)(4)(ii)(B) of the Act by threatening to picket Boughton Materials on about September 14, 2018 remain subject to further processing.

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October 18, 2018

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October 18, 2018

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Very truly yours,

***/s/Peter Sung Ohr***

Peter Sung Ohr  
Regional Director

Enclosure

cc: Jim Sweeney, President  
Local 150, International Union of  
Operating Engineers, AFL-CIO  
6150 Joliet Road  
Countryside, IL 60535

International Union of Operating  
Engineers, Local 150  
6200 Joliet Rd  
Countryside, IL 60525-3957

Simon Bradley  
Donegal Services, LLC.  
13011 Grant Road  
Lemont, IL 60439-9367

Donegal Services, LLC  
16 W 277 83rd Street, Suite C  
Burr Ridge, IL 60527-7951