



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**

Case

**07-CB-242618**

Date Filed

**6-3-2019****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 Local 1, SEIU	b. Union Representative to contact Darryl E. Jones, Grievance Representative	
c. Address (Street, city, state, and ZIP code) 2211 E. Jefferson 3rd Floor Detroit, MI 48207	d. Tel. No. (313)567-3903	e. Cell No.
	f. Fax. No.	
	g. e-mail	

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since (b) (6), (b) (7)(C) 2019 the above Union has failed and refused to represent me in my claims of harassment and other grievances for arbitrary and discriminatory reasons.

3. Name of Employer GDI Integrated Facility Services	4a. Tel. No. 248-483-3170	b. Cell No.	c. Fax No.
	d. e-mail hr.southfield.gdi.com		
5. Location of plant involved (street, city, state and ZIP code) 24300 Southfield Rd. Suite 220 Southfield, MI 48075		6. Employer representative to contact Ida El-Orra, HR Assistant	
7. Type of establishment (factory, mine, wholesaler, etc.) Janitorial	8. Identify principal product or service Janitorial		9. Number of workers employed

**10. Full name of party filing charge**

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

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.	c. Fax No.
	d. e-mail (b) (6), (b) (7)(C)		

**12. DECLARATION**

I declare that I have read the above charge and that the statements  
(b) (6), (b) (7)(C) knowledge and belief.

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address

Date

X 6-3-19

Tel. No.

Cell No.

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 for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

I.O.

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

DO NOT WRITE IN THIS SPACE	
Case	07-CB-242848
Date Filed	6-5-2019

**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 IUE-CWA Local 84555		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) P.O. Box 1323 Fowlerville, MI 48836		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 8(b)(1) and 8(b)(2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment A.			
3. Name of Employer Ventra Fowlerville LLC		4a. Tel. No. 517-223-8405	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 8887 West Grand River Avenue, Fowlerville, MI 48836		6. Employer representative to contact Mark Griswold, General Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) plant	8. Identify principal product or service automotive	9. Number of workers employed 241	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. 703-321-8510	
Alyssa K. Hazelwood, Staff Attorney (Print/type name and title or office, if any)		Cell No.	
c/o National Right to Work Legal Defense Foundation, Inc Address 8001 Braddock Road, Ste 600, Springfield, VA 22160		Fax No. 703-321-9319	
Date 2019-6-4		e-mail akh@nrtw.org	

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

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

## Attachment A

1. (b) (6), (b) (7)(C) ("Charging Party") is employed by Ventra Fowlerville ("Ventra") in the job classification of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) is represented by, but is not a member of IUE-CWA Local 84555 ("Union").
2. Charging Party was a member of the Union but, in (b) (6), (b) (7)(C) 2015, (b) (6), (b) (7)(C) resigned (b) (6), (b) (7)(C) membership in the Union. (b) (6), (b) (7)(C) is not paying any dues or fees to the Union.
3. All previous contracts during Charging Party's employment at Ventra contained three job classifications eligible to earn journeyman's cards. Charging Party's job classification, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), was one such position. The other two positions in which employees were eligible to earn a card were: General Maintenance Grade 3, and Maintenance Elect. Grade 2. Charging Party earned a journeyman's card while working for Ventra.
4. Under all previous collective bargaining agreements, Charging Party was a Union member.
5. On or about December 5, 2018, the last contract negotiated while Charging Party was a Union member expired. This contract contained the aforementioned three job classifications for journeyman's card holders.
6. The new contract, signed on or about December 20, 2018, establishes a wage increase specifically for employees with journeyman's cards for the Maintenance and Electrical Maintenance job classifications, entitled "Maintenance Journeyman and Electrical Maintenance Journeyman."
7. Charging Party's job classification of (b) (6), (b) (7)(C) did not receive a similar wage premium for journeyman's card holders. Since Charging Party is the only employee in this job classification, (b) (6), (b) (7)(C) is the only eligible employee in the bargaining unit that did not receive the wage premium.
8. The Union's failure to negotiate a premium for the (b) (6), (b) (7)(C) job classification was the result of Charging Party's resignation from the Union.
9. The Union violated its duty of fair representation by negotiating for a contract that excluded Charging Party from a journeyman's card premium because of (b) (6), (b) (7)(C) non-membership in the Union.
10. The Union violated the Act by entering into, and abiding by, a collective bargaining agreement with Ventra that discriminates against Charging Party because (b) (6), (b) (7)(C) resigned (b) (6), (b) (7)(C) membership in the Union.

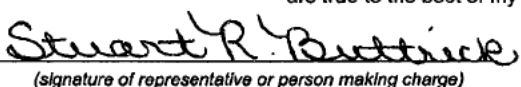
These, and other related acts and omissions, violate the National Labor Relations Act, and threaten, restrain, and discriminate against Charging Party in the exercise of his Section 7 right to refrain from collective activity and violate the duty of fair representation that the Union owes to each employee, each in violation of Section 8.



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

DO NOT WRITE IN THIS SPACE	
Case 07-CB-243029	Date Filed 6/6/2019

**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 of Operating Engineers Local Union No. 324		b. Union Representative to contact Douglas Stockwell	
c. Address (Street, city, state, and ZIP code)  500 Hulet Drive Bloomfield Township, MI 48302		d. Tel. No. (248)451-0324	e. Cell No.
		f. Fax No. (248)454-1766	
		g. e-mail dstockwell@iuoe324.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Within the last six months, the Union has restrained and coerced members and nonmembers, including the Charging Party, in the exercise of their Section 7 rights by threatening to discipline and fine them in retaliation for their protected activities, in violation of Section 8(b) (1)(A).  The Charging Party requests injunctive relief pursuant to Section 10(j).			
3. Name of Employer Ace-Saginaw Paving Company		4a. Tel. No. 313-429-2355	b. Cell No.
		c. Fax No.	
		d. e-mail LWYATT@edwclevy.net	
5. Location of plant involved (street, city, state and ZIP code) 115 S. Averill Ave. Flint, MI 48506		6. Employer representative to contact Stuart Buttrick, Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) asphalt producer		8. Identify principal product or service asphalt products and services	
		9. Number of workers employed 64	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail	
<b>12. DECLARATION</b>  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   (signature of representative or person making charge)  Address <u>300 N. Meridian St., Suite 2700, Indianapolis, IN 46204</u>		Tel. No. (317)237-0300	
		Cell No.	
		Fax No. (317)237-1000	
		e-mail stuart.buttrick@faegrebd.com	
Date <u>Jun 6, 2019</u>			

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

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

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

DO NOT WRITE IN THIS SPACE	
Case <b>07-CB-243041</b>	Date Filed <b>6/7/19</b>

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 Food and Commercial Workers Local 876		b. Union Representative to contact Jessie Dziubinski Title: Union Rep	
c. Address (Street, city, state, and ZIP code) 876 Horace Brown Drive MI Madison Hts 48071-_____		d. Tel. No. (248) 585-9671	e. Cell No.
		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) (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 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 Krogers		4a. Tel. No. (586) 263-9555	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 41941 Garfield Rd MI Clinton Twp 48038-_____		6. Employer representative to contact Tim Kopietz Title: Store Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Retail (Grocery)	8. Identify principal product or service Groceries	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)	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)			
<b>12. DECLARATION</b> 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) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 06/7/2019 22:42:54		Tel. No. (b) (6), (b) (7)(C) Cell No. 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.

## **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  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 07-CB-243113	Date Filed June 10, 2019

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name Teamsters Local 283		b. Union Representative to contact Steve Hicks Title: President	
c. Address (Street, city, state, and ZIP code) 1625 Fort Street MI Wyandotte 48192-____		d. Tel. No. (734) 282-8850	e. Cell No.
		f. Fax No.	g. e-Mail sjh29@aol.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 Detroit Medical Center		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail cheitchu@dmc.org
5. Location of plant involved (street, city, state and ZIP code) 3663 Woodward Ave. Fourth Floor - HR MI Detroit 48201-2445		6. Employer representative to contact Catherine Reed Title: Manager - Labor and Employee Relations	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service Hospital Services	9. Number of workers employed 10000	
10. Full name of party filing charge Catherine Reed Detroit Medical Center		11a. Tel. No. (313) 949-6961	b. Cell No.
		c. Fax No.	d. e-Mail cheitchu@dmc.org
11. Address of party filing charge (street, city, state and ZIP code.) 3663 Woodward Ave. Fourth Floor - HR MI Detroit 48201-2445			
<b>12. DECLARATION</b> 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 Catherine Reed (signature of representative or person making charge) Catherine Reed (Print/type name and title or office, if any) Title: Manager - Labor and Employee Relations Address: 3663 Woodward Ave. Fourth Floor - HR Detroit MI 48201-2445 (date) 06/10/2019 10:58:59		Tel. No. (313) 949-6961 Cell No. Fax No. e-Mail cheitchu@dmc.org	

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

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information 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	
Cas. 07-CB-243114	Date Filed 6-5-2019

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  American Postal Union		b. Union Representative to contact Roscoe Woods	
c. Address (Street, city, state, and ZIP code)  810 Livernois Avenue Ferndale, Michigan 48220		d. Tel. No. 248-543-3262	e. Cell No.
		f. Fax No. 248-543-2750	g. e-Mail apwu480.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)			
The past six months the above Union has failed to represent me for arbitrary and discriminatory reasons.			
3. Name of Employer  United States Postal Service		4a. Tel. No. 248-542-677	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)  2351 Bellingham Drive Troy, Michigan 48083		6. Employer representative to contact Stephen Wolf	
7. Type of establishment (factory, mine, wholesaler, etc.) National Call Center	8. Identify principal product or service Customer Service	9. Number of workers employed 300+	
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 the above charges and the statements therein are true to the best of my knowledge and belief. B. _____ (Print/type name and title or office, if any) (b) (6), (b) (7)(C) Address _____ (date) 5/30/19		Tel. No. (b) (6), (b) (7)(C) Cell No. 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.

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-243129	6-7-2019

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 Teamster Local 299		b. Union Representative to contact  Matthew Broderick  Title: Union Attorney	
c. Address (Street, city, state, and ZIP code)  30685 Barrington St MI Madison Heights 48071-_____		d. Tel. No. (248) 588-1882	e. Cell No.
		f. Fax No.	g. e-Mail broderickslaw@aol.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) (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 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 National Car Rental		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 338 Lucas Drive MI Detroit 48242-_____		6. Employer representative to contact  Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	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)			
<b>12. DECLARATION</b> 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) (signature of representative or person making charge) (Print/type name and title or office, if any)  Title:  (b) (6), (b) (7)(C)  Address _____ (date) 06/7/2019 15:18:35		Tel. No. (b) (6), (b) (7)(C)  Cell No.  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.

## **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.

FORM NLRB-508  
(6-18)

FORM EXEMPT UNDER 44 U.S.C 3512

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

DO NOT WRITE IN THIS SPACE	
Case	07-CB-243145
Date Filed	6-7-2019

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 Local 155, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO (Integrated Manufacturing and Assembly,		b. Union Representative to contact Duana King, President	
c. Address (Street, city, state, and ZIP code) 7420 Murthum Avenue, Warren, MI 48092		d. Tel. No. 586 264 5780	e. Cell No.
		f. Fax No.	
		g. e-mail	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the six months preceding the filing of this charge, the above-named labor organization, by its officers, agents, and representatives, has restrained and coerced employees in the rights guaranteed by Section 7 of the Act by seeking backpayment of dues of (b) (6), (b) (7)(C), including by obtaining Employer assistance in the collection of back dues.			
3. Name of Employer Faurecia Interior Systems, Inc.		4a. Tel. No. 248 658 1314	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 6100 Sims Drive, Sterling Heights, MI 48313		6. Employer representative to contact Justin Jenkins, HR	
7. Type of establishment (factory, mine, wholesaler, etc.) Factory		8. Identify principal product or service Automotive seats	
		9. Number of workers employed 40	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION (b) (6), (b) (7)(C) I have charge and that the statements are true to my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		Date 6.7.19 (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 may 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 <b>07-CB-243207</b>	Date Filed <b>6-12-2019</b>

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 UAW New West Side Local 174		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 38200 Michigan Ave MI Romulus 48184-_____		d. Tel. No. (313) 367-2633	e. Cell No.
		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) (1)(A), (2) _____ 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 US Parks		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 9601 Middlebelt Rd MI Romulus 48174-_____		6. Employer representative to contact Julie Allison Title: VP of Operations	
7. Type of establishment (factory, mine, wholesaler, etc.) Transportation	8. Identify principal product or service Shuttle people to and from airport	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)	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)			
<b>12. DECLARATION</b> 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) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 06/12/2019 11:32:34		Tel. No. (b) (6), (b) (7)(C) Cell No. 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.

## **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.

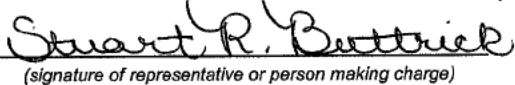
### **8(b)(1)(A) and 8(b)(2)**

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 causing the employer to discriminate against an employee(s) in retaliation for failing to pay union dues.

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

DO NOT WRITE IN THIS SPACE	
Case <b>07-CB-243351</b>	Date Filed <b>6/11/19</b>

**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 of Operating Engineers Local Union No. 324		b. Union Representative to contact Douglas Stockwell	
c. Address (Street, city, state, and ZIP code)  500 Hulet Drive Bloomfield Township, MI 48302		d. Tel. No. (248)451-0324	e. Cell No.
		f. Fax No. (248)454-1766	
		g. e-mail dstockwell@iuoe324.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Within the last six months, the Union has restrained and coerced members and nonmembers, including the Charging Party, in the exercise of their Section 7 rights by threatening to discipline and fine them in retaliation for their protected activities, in violation of Section 8(b)(1)(A).  The Charging Party requests injunctive relief pursuant to Section 10(j).			
3. Name of Employer Ace-Saginaw Paving Company		4a. Tel. No. 313-429-2355	b. Cell No.
		c. Fax No.	
		d. e-mail LWYATT@edwclevy.net	
5. Location of plant involved (street, city, state and ZIP code) 115 S. Averill Ave. Flint, MI 48506		6. Employer representative to contact Stuart Buttrick, Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) asphalt producer	8. Identify principal product or service asphalt products and services		9. Number of workers employed 64
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   Stuart Buttrick, Counsel (signature of representative or person making charge) (Print/type name and title or office, if any)			Tel. No. (317)237-0300
			Cell No.
			Fax No. (317)237-1000
Address 300 N. Meridian St., Suite 2700, Indianapolis, IN 46204			e-mail stuart.buttrick@faegrebd.com
Date Jun 10, 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 may cause the NLRB to decline to invoke its processes.

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-243500	6-14-2019

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 Michigan Nurses Association (MNA)		b. Union Representative to contact  Sarah B jani  Title:	
c. Address (Street, city, state, and ZIP code)  2310 Jolly Oak Rd MI Okemos 48864-_____		d. Tel. No. (517) 349-5640	e. Cell No.
		f. Fax No. (517) 349-5818	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) (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 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 Beaumont Health - Royal Oak		4a. Tel. No. (734) 649-0189	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 3601 West 13 Mile Road MI Royal Oak 48073-_____		6. Employer representative to contact  Title: Director of Labor Relations for Beaumont Health	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	8. Identify principal product or service Healthcare	9. Number of workers employed 3300	
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)			
<b>12. DECLARATION</b> 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) (signature of representative or person making charge) (Print/type name and title or office, if any)  Title: (b) (6), (b) (7)(C)  Address _____ (date) 06/14/2019 11:58:13		Tel. No. (b) (6), (b) (7)(C)  Cell No.  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.

## 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 threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	6/4/19



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

DO NOT WRITE IN THIS SPACE	
Case 07-CB-243531	Date Filed 6-17-2019

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 Automobile Worker Local 7		b. Union Representative to contact  Gary Hill  Title: President	
c. Address (Street, city, state, and ZIP code)  2600 Connor St. MI Detroit 48215-____		d. Tel. No. (313) 822-1744	e. Cell No.
		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) (1)(A), (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 Fiat Chrysler Automotives		4a. Tel. No. (313) 956-7474	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2101 Connor St. MI Detroit 48215-____		6. Employer representative to contact  Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Auto & Truck Manufacturers	8. Identify principal product or service Jeep Grand Cherokee/Dodge Durango	9. Number of workers employed 4500	
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)			
<b>12. DECLARATION</b> 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) (signature of representative or person making charge) (Print/type name and title or office, if any)  Title: (b) (6), (b) (7)(C)  Address _____ (date) 06/17/2019 12:20:58		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**

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.

### **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 <b>07-CB-243598</b>	Date Filed <b>6/11/19</b>

**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 of Operating Engineers Local Union No. 324		b. Union Representative to contact Douglas Stockwell	
c. Address (Street, city, state, and ZIP code)  500 Hulet Drive Bloomfield Township, MI 48302		d. Tel. No. (248)451-0324	e. Cell No.
		f. Fax No. (248)454-1766	
		g. e-mail dstockwell@iuoe324.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  Within the last six months, the Union has restrained and coerced members and nonmembers, including the Charging Party, in the exercise of their Section 7 rights by threatening to discipline and fine them in retaliation for their protected activities, in violation of Section 8(b)(1)(A).  The Charging Party requests injunctive relief pursuant to Section 10(j).			
3. Name of Employer Ace-Saginaw Paving Company		4a. Tel. No. 313-429-2355	b. Cell No.
		c. Fax No.	
		d. e-mail LWYATT@edwclevy.net	
5. Location of plant involved (street, city, state and ZIP code) 115 S. Averill Ave. Flint, MI 48506		6. Employer representative to contact Stuart Buttrick, Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) asphalt producer	8. Identify principal product or service asphalt products and services	9. Number of workers employed 64	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail	
<b>12. DECLARATION</b>  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   (signature of representative or person making charge)  Stuart Buttrick, Counsel (Print/type name and title or office, if any)		Tel. No. (317)237-0300	
		Cell No.	
		Fax No. (317)237-1000	
		e-mail stuart.buttrick@faegrebd.com	
Address 300 N. Meridian St., Suite 2700, Indianapolis, IN 46204		Date Jun 18, 2019	

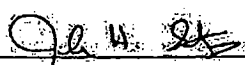
**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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 may 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 07-CB-243731	Date Filed June 20, 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 Michigan Nurses Association		b. Union Representative to contact Branden Gemzer	
c. Address (Street, city, state, and ZIP code) 2310 Jolly Oak Rd Okemos MI 49441		d. Tel. No. 517 349-5640	e. Cell No. 517 220-1261
		f. Fax No. 517 349-5818	
		g. e-mail Branden.Gemzer@minurses.org	
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) See additional pages			
3. Name of Employer Munson Healthcare Manistee Hospital		4a. Tel. No. 231 398-1111	b. Cell No. 231 360-1551
		c. Fax No.	
		d. e-mail kweckesser@mhc.net	
5. Location of plant involved (street, city, state and ZIP code) 1465 E. Parkdale Avenue Manistee MI 49660		6. Employer representative to contact Kim Weckesser	
7. Type of establishment (factory, mine, wholesaler, etc.) Acute care hospital	8. Identify principal product or service Health care		9. Number of workers employed 390
10. Full name of party filing charge Munson Healthcare Manistee Hospital			
11. Address of party filing charge (street, city, state and ZIP code) 1465 E. Parkdale Avenue		11a. Tel. No. 231 398-1111	b. Cell No. 231 360-1551
		c. Fax No.	
		d. e-mail kweckesser@mhc.net	
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.		Tel. No. 616 632-8027	
 (signature of representative or person making charge)		Cell No. 616 443-3336	
		Fax No. 616 632-8027	
		e-mail JGretzinger@mikameyers.com	
Mika Meyers 900 Monroe Avenue NW Grand Rapids MI Address 49503		Date June 20, 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 may cause the NLRB to decline to invoke its processes.

## Unfair Labor Charge

1. West Shore Medical Center was signatory to a collective bargaining agreement with the Michigan Nurses Association ("MNA") which was effective from July 1, 2015 through December 31, 2017. On or about April 1, 2017 Munson Healthcare Manistee Hospital ("MHMH") voluntarily recognized MNA as the representative of its non-supervisory registered nurses and executed a revised collective bargaining agreement effective through December 31, 2017. The parties have been engaged in collective bargaining negotiations since October of 2017 but have been unable to reach a voluntary agreement on all of the terms of a successor agreement.

2. A mediation session was held on November 29, 2018 to attempt to reach agreement on the terms of a successor collective bargaining agreement and to address time sensitive changes to the pay period that needed to occur on December 15, 2018, and health care changes that were necessary to be implemented on January 1, 2019. On December 5, 2018 MHMH submitted its Final Offer to the MNA representatives and requested to be advised when to reserve a conference room for a ratification vote.

3. The MNA did not schedule a meeting to consider ratification of the December 5, 2018 Final Offer, nor did it take any actions in December 2018 to request further collective bargaining or mediation sessions or to submit any revised proposals.

4. There were numerous communications between MHMH and the MNA on contract administration matters during the period between January 1, 2019 and May 1, 2019, but at no time did MNA provide any response to the MHMH Final Offer of December 5, 2018 or request any further collective bargaining sessions.

5. In April 2019 the premium costs for the health care insurance for the July 1, 2019 to June 30, 2020 plan year became known and open enrollment was scheduled for the period from May 8, 2019 through May 22, 2019. The December 5, 2019 Final Offer contained projected health insurance costs for the next insurance plan year, and receipt of the actual premiums required revision of some of the proposals to be accurate. Contact was made with (b) (6), (b) (7)(C) who indicated that the dates of May 16 and 17, 2019 would work, with May 20, 2019 as a backup date. After confirming that Mediator (b) (6), (b) (7)(C) could be available to assist the parties on May 16 and 17, 2019, those dates were confirmed for collective bargaining.

6. A revised proposal of April 30, 2019 was prepared with information applicable to the next health care year which would start on July 1, 2019, and that proposal was submitted to (b) (6), (b) (7)(C) on May 1, 2019.

7. The parties met on May 16, 2019 and discussed the outstanding issues with the assistance of Mediator (b) (6), (b) (7)(C). At the beginning of that session the MNA presented its response to the April 30, 2019 proposal and a proposal regarding the impact of the elimination of the OB Department. It was the position of the MNA that no severance packages could be implemented without being provided to and approved by the bargaining team/Labor representative prior to being made available to the affected nurse. After substantial discussion, MHMH made a revised proposal



of May 16, 2019 that addressed all outstanding issues. The parties then adjourned with the MNA to respond on May 17, 2019.

8. On May 17, 2019, the parties met and received a revised proposal from the MNA. After discussion regarding the revised proposal, MHMH prepared and provided MNA with its Final Offer of May 17, 2019. After discussion of that Final Offer it was agreed that the Final Offer would be presented for consideration at a May 28, 2019 meeting of the MNA membership.

9. A review of the May 17, 2019 MNA proposal and the MHMH Final Offer of May 17, 2019 reveals the following differences:

(a) MHMH proposes to change the definition of part time registered nurse from working 32 hours every two weeks to working 40 hours every two weeks to conform to Munson's 20-hours per week work standard for defining a regular part time nurse. MNA opposed that change.

(b) MHMH proposes to remove "and time off from approved PTO" from the definition of the calculation of overtime to conform with Munson's time keeping practices. MNA opposed this change and appears to incorrectly believe that this somehow impacts accrual of PTO even though Section 16.0 specifically includes PTO as hours worked for accrual purposes.

(c) MHMH proposes to set the annual pension contribution at 3.00% of their wages effective as of January 1, 2019 and establish on ratification a Hospital match of 2/3 of a dollar for every dollar of employee voluntary contribution, with a maximum additional Hospital contribution of 2.00%. MNA agreed with the retirement proposal but proposed an additional payment equal to 3.00% of the wages that would have been due from January 1, 2019 to ratification if the wages were made retroactive.

(d) MNA proposed a (b) (4) wage increase retroactive to January 1, 2019, with a lump sum bonus of (b) (4) and an additional (b) (4) wage increase on January 1, 2020. MHMH proposed a (b) (4) wage increase as of ratification and an additional (b) (4) wage increase on January 1, 2020. MHMH also proposed a ratification bonus of (b) (4) to each full time nurse and (b) (4) to each regular part-time nurse provided that the proposal was ratified by 5 pm on May 29, 2019.

(e) MHMH proposed that the shift differential be paid only to those employees who worked at least 4 hours in the afternoon (3 pm to 11 pm) or evening (11 pm to 7 am) shift. The MNA proposed to continue the practice of paying shift differential to anyone who worked during those periods so that employees who worked a regular 8-5 schedule would receive two hours of shift differential.

(f) MNA proposed to modify the bumping provision to eliminate the longtime provision that provides "If a unit closes the Registered Nurses in the unit will be laid off. Layoffs shall not be by laying off the least senior Registered Nurses in the Bargaining Unit."

(g) MHMH proposed severance pay for OB Nurses if an agreement was reached by May 29, 2019.

10. MHMH believed that this proposal would be acceptable to employees in the unit if they were advised of its provisions and a copy of the Final Offer was sent to all employees on May 23, 2019 with a cover letter addressing its terms.

11. Late on the afternoon of May 24, 2019, (b) (6), (b) (7)(C) advised MHMH that there would be no ratification vote on May 28, 2019 and proposed additional bargaining dates of June 6, 7 and 12, 2019. (b) (6), (b) (7)(C) responded on May 28, 2019 accepting the proposed June 12, 2019 bargaining session.

12. On June 10, 2019, (b) (6), (b) (7)(C) contacted (b) (6), (b) (7)(C) to confirm the June 12, 2019 bargaining session, but was advised that (b) (6), (b) (7)(C) would let (b) (6), (b) (7)(C) know on June 11, 2019 if the scheduled session would be held. (b) (6), (b) (7)(C) was subsequently advised on June 11, 2019 that there would be no June 12, 2019 bargaining session but no additional dates were proposed by MNA.

13. The course of conduct by the MNA and its representatives during the last six months exhibits a refusal to bargain in good faith in violation of Section 8(b)(3).

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

DO NOT WRITE IN THIS SPACE	
Case 07-CB-243989	Date Filed 6-25-2019

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 UAW Local 412		b. Union Representative to contact  Jerry m Witt  Title: President Local 412	
c. Address (Street, city, state, and ZIP code)  2005 tobsal court MI warren 48091-1277		d. Tel. No. (586) 754-2450	e. Cell No.
		f. Fax No. (586) 754-1277	g. e-Mail jwitt@uaw412.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) (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 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 FCA		4a. Tel. No. (810) 989-3923	b. Cell No. (586) 260-8207
		c. Fax No.	d. e-Mail anthony.scarletta@fcagroup.com
5. Location of plant involved (street, city, state and ZIP code) 2900 busha hwy MI marysville 48040-_____		6. Employer representative to contact Anthony Scarletta Title: Human Resources	
7. Type of establishment (factory, mine, wholesaler, etc.) Auto & Truck Parts	8. Identify principal product or service axles	9. Number of workers employed 900	
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)			
<b>12. DECLARATION</b> 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) (signature of representative or person making charge) (Print/type name and title or office, if any)  Title: (b) (6), (b) (7)(C)  Address _____ (date) 06/25/2019 08:03:21		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**

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 threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	June 19th,2019

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

DO NOT WRITE IN THIS SPACE	
Case <b>07-CB-244060</b>	Date Filed <b>6-26-2019</b>

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name Local No. 369, and Region 1, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO		b. Union Representative to contact Jason Craig	
c. Address (Street, city, state, and ZIP code) 27800 George Merrelli Drive Warren, MI 48092		d. Tel. No. 586-427-9200	e. Cell No.
		f. Fax No. 586-427-7142	g. e-Mail uawregion1@uaw.net
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.			
<b>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</b> Within the last six months, the Union has failed and refused to represent me for arbitrary, capricious and bad faith reasons. The Union was aware of the harassment by the Employer and refused to file grievances for me. The Union has also failed to represent me with respect to my discharge grievance, filed on (b) (6), (b) (7)(C) 2019.  On about (b) (6), (b) (7)(C) 2019, I requested my grievance file, and (b) (6), (b) (7)(C) refused to give it to me.			
3. Name of Employer Sodecia		4a. Tel. No. 586-413-6098	b. Cell No.
		c. Fax No.	d. e-Mail helen.brown@sodecia.com
5. Location of plant involved (street, city, state and ZIP code) 42600 Merrill Rd. Sterling Heights, MI 48314		6. Employer representative to contact Helen Brown, Human Resources Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Auto Parts Supplier	8. Identify principal product or service Auto Parts	9. Number of workers employed 200+	
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
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
<b>12. DECLARATION</b> 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>X</u> (b) (6), (b) (7)(C) individual (signature) (person making charge) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail	
Address (b) (6), (b) (7)(C)		(date) 6-26-19	

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

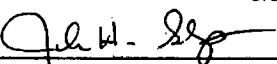
**PRIVACY ACT STATEMENT**

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

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CB-244065	June 26, 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 Michigan Nurses Association		b. Union Representative to contact Brenden Gemzer	
c. Address (Street, city, state, and ZIP code) 2310 Jolly Oak Rd Okemos MI 49941		d. Tel. No. 517 349-5640	e. Cell No. 517 220-1261
		f. Fax No. 517 349-5818	
		g. e-mail Branden.Gemzer@minurses.org	
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) (1)(A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attached			
3. Name of Employer Munson Healthcare Manistee Hospital		4a. Tel. No. 231 398-1111	b. Cell No. 231 360-1551
		c. Fax No.	
		d. e-mail kweckesser@mhc.net	
5. Location of plant involved (street, city, state and ZIP code) 1465 E. Parkdale Avenue Manistee MI 49660		6. Employer representative to contact Kim Weckesser	
7. Type of establishment (factory, mine, wholesaler, etc.) Acute Care Hospital	8. Identify principal product or service Health care		9. Number of workers employed 390
10. Full name of party filing charge Munson Healthcare Manistee Hospital			
11. Address of party filing charge (street, city, state and ZIP code) 1465 E. Parkdale Avenue Manistee MI 49660		11a. Tel. No. 231 398-1111	b. Cell No. 231 360-1551
		c. Fax No.	
		d. e-mail kweckesser@mhc.net	
<b>12. DECLARATION</b>  I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   (signature of representative or person making charge)  Mika Meyers 900 Monroe Avenue NW Grand Rapids MI Address 49503		Tel. No. 616 632-8027	
		Cell No. 616 443-3336	
		Fax No. 616 632-8027	
		e-mail JGretzinger@mikameyers.com	
		Date 6-25-2019	

**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 may cause the NLRB to decline to invoke its processes.



Munson Healthcare Manistee Hospital ("MHMH") currently deducts union dues for the Michigan Nurses Association ("MNA") pursuant to a dues check provision which honors signed dues authorizations in a form which shall be supplied by the Union. The forms that MNA utilizes provide as follows:

This payroll deduction authorization and assignment shall continue in effect irrespective of my membership status in the MNA, and shall automatically renew for periods of one year from the date signed below. I may revoke this payroll deduction authorization and assignment by sending written notice by mail to my employer and to MNA not more than 30 days and not less than 15 days prior to the annual anniversary date on which I signed this document, or not more than 30 days and not less than 15 days prior to the expiration date of the applicable collective bargaining agreement between MNA and my employer, whichever occurs sooner.

Memorandum GC 19-04 advises that a complaint should be issued "where a dues checkoff authorization purports to limit an employee's right to revoke that authorization at cession of the contract by imposing an earlier revocation window period" on the basis that a such "A clause containing the window requirement is therefore unlawful under Section 302(c)(4) of the LMRA. ... and "they are facially invalid under the NLRA."

MNA's maintenance and use of dues authorizations with this language violates Section 8(b)(1)(A) of the Act.