

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
AMENDED CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-230288	November 20, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Congreso de Uniones Industriales de Puerto Rico		b. Union Representative to Contact Jose Alberto Figueroa, President	
c. Address PO Box 344 Cataño, PR 00963		d. Tel. No.	e.e. Cell No. (787)599-9670
		f. Fax No. (787)599-9670	g. e-Mail josealbertofigueroa@yahoo.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b) (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about October 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by obstructing an investigation of a sexual harassment by not permitting the interview of an employee that is a witness of the incident by instructions of the (b) (6), (b) (7)(C) of the Union.</p> <p>Since about October 29, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by obstructing the investigation of a work-related accident by not allowing the interview of the employee allegedly involved in the incident unless the (b) (6), (b) (7)(C) of the Union is present during the interview.</p>			

3. Name of Employer Pan American Grain Co. Inc., and Pan American Grain Manufacturing		4a. Tel. No. (787) 271-6100	4b. Cell No.
		4c. Fax No. (787) 273-6550	4d. e-Mail egonzalez@panamericangrain.com
5. Location of Plant involved (street, city, state, and ZIP code) 9 Claudia Street, Amelia Industrial Park, Guaynabo, PR 00968-8005		6. Employer representative to contact Jose Gonzalez, President	
7. Type of Establishment (factory, mine, wholesaler) Corporation	8. Principal product or service Rice and animal feed	9. Number of Workers employed 40+	
10. Full name of party filing charge Evelyn Gonzalez, Labor Relations Supervisor		11a. Tel. No. Same as above 4a	11b. Cell No. (787)525-4569
		11c. Fax No. Same as above 4c	11d. e-Mail Same as above 4d
11. Address of party filing charge (street, city, state, and ZIP code) 9 Claudia Street, Amelia Industrial Park, Guaynabo, PR 00968-8005			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: Evelyn Gonzalez, Labor Relations Supervisor		Tel No.	
(signature of representative or person making charge)		Cell No. Same as above	
Address:		Date: November 20, 2018	Fax No. Same as above
			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**

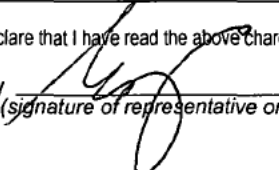
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine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

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

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

DO NOT WRITE IN THIS SPACE	
Case 12-CB-230288	Date Filed November 1, 2018

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 Congreso de Uniones Industriales de Puerto Rico		b. Union Representative to contact Jose Alberto Figueroa, President	
c. Address (Street, city, state, and ZIP code) PO Box 344 Catano, PR 00963		d. Tel. No. 787-599-9670	e. Cell No. 787-599-9670
		f. Fax No. 787-599-9670	g. e-Mail josealbertofigueroa@yahoo.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (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.			
<b>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</b> Since about October 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by obstructing an investigation of a sexual harassment by not permitting the interview of an employee that is a witness of the incident by instructions of the (b) (6), (b) (7)(C) of the Union.			
3. Name of Employer PAN AMERICAN GRAIN CO., INC. and Pan American Grain Manufacturing		4a. Tel. No. 787-273-6100	b. Cell No.
		c. Fax No. (787) 273-6550	d. e-Mail egonzalez@panamericangrain.com
5. Location of plant involved (street, city, state and ZIP code) 9 Claudia Street, Amelia Industrial Park, Guaynabo, PR 00968-8005		6. Employer representative to contact Jose Gonzalez, President	
7. Type of establishment (factory, mine, wholesaler, etc.) Corporation	8. Identify principal product or service Rice and animal feed sales	9. Number of workers employed 40+	
10. Full name of party filing charge Evelyn Gonzalez, Labor Relations Supervisor		11a. Tel. No. Same as above	b. Cell No. (787) 525-4569
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) 9 Claudia Street, Amelia Industrial Park, Guaynabo, PR 00968-8005		Same as above	
<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  Evelyn Gonzalez (signature of representative or person making charge) (Print/type name and title or office, if any) Same as above Address _____ (date) 11/1/18		Tel. No. Cell No. Same as above Fax No. Same as above e-Mail	

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

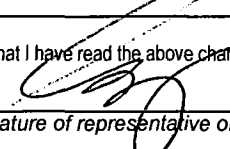
**PRIVACY ACT STATEMENT**

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

DO NOT WRITE IN THIS SPACE	
Case 12-CB-230350	Date Filed November 1, 2018

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

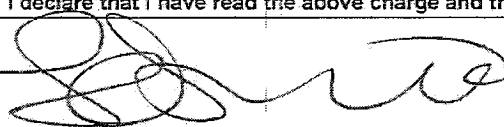
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Congreso de Uniones Industriales de Puerto Rico		b. Union Representative to contact Jose Alberto Figueroa, President	
c. Address (Street, city, state, and ZIP code) PO Box 344 Catano, PR 00963		d. Tel. No. 787-599-9670	e. Cell No. 787-599-9670
		f. Fax No. 787-599-9670	g. e-Mail josealbertofigueroa@yahoo.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(A) (3)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about October 2018 the above-named labor organization has failed and refused to bargain the terms and conditions of the new collective bargaining agreement unless the Employer agrees to a salary increase for 2018.			
3. Name of Employer PAN AMERICAN GRAIN CO.,INC. and Pan American Grain Manufacturing		4a. Tel. No. 787-273-6100	b. Cell No.
		c. Fax No. (787) 273-6550	d. e-Mail egonzalez@panamericangrain.com
5. Location of plant involved (street, city, state and ZIP code) 9 Claudia Street, Amelia Industrial Park, Guaynabo, PR 00968-8005		6. Employer representative to contact Jose Gonzalez, President	
7. Type of establishment (factory, mine, wholesaler, etc.) Corporation	8. Identify principal product or service Rice and animal feed sales	9. Number of workers employed 40+	
10. Full name of party filing charge Evelyn Gonzalez, Labor Relations Supervisor		11a. Tel. No. Same as above	b. Cell No. (787) 525-4569
		c. Fax No. Same as above	d. e-Mail Same as above
11. Address of party filing charge (street, city, state and ZIP code.) 9 Claudia Street, Amelia Industrial Park, Guaynabo, PR 00968-8005			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By  Evelyn Gonzalez (signature of representative or person making charge) (Print/type name and title or office, if any)  Same as above Address _____ (date) 11/1/18		Tel. No.  Cell No. Same as above Fax No. Same as above e-Mail	

RECEIVED  
NLRB  
REGION 24  
2018 NOV - 1 PM 1:21  
SAN JUAN, PR 00918-1720

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

**PRIVACY ACT STATEMENT**

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-230489	November 6, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union de Tronquistas de Puerto Rico, Local 901, IBT		b. Union Representative to Contact Alexis Rodriguez, Secretary-Treasurer	
c. Address 352 Calle del Parque San Juan, PR 00912-3702		d. Tel. No. (787)721-8980	e. Cell No. 787 636-0158
		f. Fax No. (787)724-2190	g. e-Mail tronquistalu901@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) That since on or about October 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening the representatives of the Employer with acts of harm and/or reprisal in a communication addressed and distributed to the unit employees.			
3. Name of Employer P.J. Rosaly Enterprises Inc., d/b/a Islandwide Express PR		4a. Tel. No. (787)273-6400	4b. Cell No. (787) 221-3753
		4c. Fax No. (787)227-0518	4d. e-Mail mssantiago@islandwide.com
5. Location of Plant involved (street, city, state, and ZIP code) PO Box 11670, San Juan PR 00922-1670		6. Employer representative to contact Yolanda Da Silveira, Esq.	
7. Type of Establishment (factory, mine, wholesaler) Corporation Corporation	8. Principal product or service Delivery services/ Packages		9. Number of Workers employed 125
10. Full name of party filing charge P.J. Rosaly Enterprises Inc., d/b/a Islandwide Express Puerto Rico		11a. Tel. No. (787) Same as 4(a)	11b. Cell No.
		11c. Same as 4c	11d e-Mail Same as 4d
11. Address of party filing charge (street, city, state, and ZIP code) PO Box 11670, San Juan PR 00922-1670			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 	Yolanda Da Silveira, Esq., Legal Counsel		Tel No. (787) 274-8383 Same as 11(a)
(signature of representative or person making charge)	Print/type name and title or office, if any		Cell No. (787)562-5061
Address: Da Silveira Law Offices LLC Calle Bolivia 433 Suite 203 Hato Rey, PR 00917		Date: November 6, 2018	Fax No. (787)281-6689
		e-Mail ydasilveira@gmail.com	

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-230549	November 6, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 173		b. Union Representative to Contact Mike Conforti Business Agent	
c. Address 824 26th Ave E, Bradenton, FL 34208-3750		d. Tel. No.	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			

Since about (b) (6), (b) (7)(C), 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) recall rights for employment to the below-named employer for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer  Tropicana, LLC		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1001 13th Ave E, Bradenton, FL 34208-2656		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) factory	8. Principal product or service orange juice		9. Number of Workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C) an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 11-3-2018	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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

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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-230553	11/2/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring. <i>51, 401037</i>			
<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name National Rural Letter Carriers Association		b. Union Representative to Contact Ronnie Stutts	
c. Address 1630 Duke Street Alexandria, Virginia 22314-3467		d. Tel. No. (703) 684-5545	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C) 2018, the above-named labor organization, by its officers, agents, or representatives, has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding three debts incurred by (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer United States Postal Service		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail donna.s.houston@usps.gov
5. Location of Plant involved (street, city, state, and ZIP code) 99 King St, Saint Augustine, FL 32084-9997		6. Employer representative to contact Donna Houston, Postmaster	
7. Type of Establishment (factory, mine, wholesaler) Postal Service	8. Principal product or service Delivering Mail	9. Number of Workers employed 150	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
<b>12. DECLARATION</b>			
(b) (6), (b) (7)(C) and that the statements therein are true to the best of my knowledge and belief.			
By	(b) (6), (b) (7)(C)	Tel No.	
(sig)	Print type name and title or office, if any	(b) (6), (b) (7)(C)	
Address	Date 11/2/18	Fax No.	
(b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	

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


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

DO NOT WRITE IN THIS SPACE

Case 12-CB-230587b Date Filed 11-6-18

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 I.B.E.W. Local No. 756, Inc.		b. Union Representative to contact Daniel P. Hunt, Business Manager	
c. Address (Street, city, state, and ZIP code) 5901 S. Williamson Blvd. Port Orange, Florida 32128		d. Tel. No. (386) 756-1756	e. Cell No.
		f. Fax No.	
		g. e-mail danielphunt@yahoo.com	
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) (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) I.B.E.W. Local No. 756, Inc. (the "Union"), by and through (b) (6), (b) (7)(C) has (i) failed to bargain in good faith concerning mandatory subjects of bargaining; and (ii) engaged in bad faith and surface bargaining.			
3. Name of Employer Palmetto Electric, Inc.		4a. Tel. No. 386-437-3068	b. Cell No.
		d. e-mail frank@palmettoelectricinc.com	c. Fax No. 386-437-3079
5. Location of plant involved (street, city, state and ZIP code) 1150 W. Moody Blvd. Bunnell, Florida 32110		6. Employer representative to contact Matthew R. Lynn, Esq. PO Box 9357, Daytona Beach, FL 32120 3864924880; mlynn@halifaxlawgroup.com	
7. Type of establishment (factory, mine, wholesaler, etc.) Construction Contractor	8. Identify principal product or service Electrical Services		9. Number of workers employed 30
10. Full name of party filing charge Palmetto Electric, Inc.			
11. Address of party filing charge (street, city, state and ZIP code) 1150 W. Moody Blvd. Bunnell, Florida 32110		11a. Tel. No. 386-437-3068	b. Cell No.
		d. e-mail frank@palmettoelectricinc.com	c. Fax No. 386-437-3079
 (signature of representative or person making charge)		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. Frank Dudley, President (Printtype name and title or office, if any)	
		Tel. No. 386-437-3068	
		Cell No.	
		Fax No. 386-437-3079	
Address 1150 W. Moody Blvd. Bunnell, Florida 32110		Date October 31, 2018	
		e-mail frank@palmettoelectricinc.com	

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PRIVACY ACT STATEMENT

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REGION 15  
NLRB



UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-230705	NOV 8, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Letter Carriers, Local 826		b. Union Representative to Contact Ramon H. Rosa, Vice-President	
c. Address PO Box 7508 Ponce, P.R. 00732		d. Tel. No. 787-667-6571	e. Cell No.
		f. Fax No.	g. e-Mail ramoncito89@aol.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2018, and thereafter, the above-named labor organization has failed in its duty of fair representation by failing and refusing to provide the grievance of (b) (6), (b) (7)(C) (Grievance number (b) (6), (b) (7)(C)) as well all the documents that are related to the processing of (b) (6), (b) (7)(C) grievance and a complete copy of (b) (6), (b) (7)(C) grievance status report.			
3. Name of Employer United States Postal Service		Tel. No. 787-622-1845	4b. Cell No.
		4c. Fax No.	4d. e-Mail Elisur.clemente@usps.gov
5. Location of Plant involved (street, city, state, and ZIP code) 585 Roosevelt Avenue San Juan, P.R. 00936		6. Employer representative to contact Elisur Clemente, Post Master	
7. Type of Establishment (factory, mine, wholesaler) Post Office	8. Principal product or service Mail delivery	9. Number of Workers employed 1000	
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C), an individual	Tel. No.
		Print/type name and title or office, if any	Cell No. same
Address: Same as 11		Date:	Fax No. none
			e-Mail same

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 REGION 24  
 NOV -8 AM 9:57  
 JAN. PR 00918-1720

**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		<b>DO NOT WRITE IN THIS SPACE</b>	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-230818	NOV 9, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name UNION GENERAL DE TRABAJADORES, LOCAL 1199, SEIU		b. Union Representative to Contact Jose Añeses, Labor Counsel	
c. Address PO Box 29247, Estación 65 de Infantería San Juan, P.R 00929		d. Tel. No. 787-760-5050	e. Cell No.
		f. Fax No. 787-761-5830	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2018, and thereafter, the above-named labor organization has failed in its duty of fair representation by failing and refusing to ensure that (b) (6), (b) (7)(C) obtains the retroactive signing bonus as set forth in the collective bargaining agreement, and have failed to file a grievance on (b) (6), (b) (7)(C) behalf regarding this same matter.			
3. Name of Employer Fresenius Kidney Care Vega Baja Renal Dialysis Center		Tel. No. 787-764-3172	4b. Cell No.
		4c. Fax No. 787-756-6932	4d. e-Mail Leslie.velez@fmc-na.com
5. Location of Plant involved (street, city, state, and ZIP code) Edif. Reliable, Montehiedra Office, Carr 9615 Ave. Los Romeros, Suite 803 San Juan, P.R. 00926		6. Employer representative to contact Leslie Velez, HR Director	
7. Type of Establishment (factory, mine, wholesaler) Health care facility	8. Principal product or service Dialysis Center	9. Number of Workers employed 80	
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		Cell No. same	
(b) (6), (b) (7)(C), an individual		Fax No. none	
Print/type name and title or office, if any		e-Mail same	
Address: Same as 11		Date:	

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 SAN JUAN, PR 00918-1720

**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		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-230906	NOV 9, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union de Tronquistas de Puerto Rico, Local 901		b. Union Representative to Contact Argenis Carrillo, Union President	
c. Address 352 Calle del Parque San Juan, PR 00912		d. Tel. No. (787)721-8980	e.e. Cell No. (787)435-0340
		f. Fax No.	g. e-Mail tronquistalu901@gmail.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding benefits not received for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer ACI – Herzog, Joint Venture		4a. Tel. No. (787)625-0325	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 24 Road 21, Guaynabo, Puerto Rico 00966		6. Employer representative to contact Luis Villares, General Manager	
7. Type of Establishment (factory, mine, wholesaler) Passenger Train Service	8. Principal product or service Service		9. Number of Workers employed 300 +
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.		11b. Cell No. (b) (6), (b) (7)(C)
	11c. Fax No.		11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Individual		Tel No.
(signature)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: November 9, 2018		Fax No.
			e-Mail (b) (6), (b) (7)(C)

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

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-231014	11/13/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada, Local 835, AFL-CIO		b. Union Representative to Contact Mark Hardter Business Agent	
c. Address 7131 Grand National Drive, Suite 102 Orlando, FL 32819-8908		d. Tel. No. (407)649-9669	e. Cell No. (407)375-0631
		f. Fax No.	g. e-Mail markh@iatselocal835.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since about (b) (6), (b) (7)(C) 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding the below-named employer's refusal to pay (b) (6), (b) (7)(C) 34.5 hours including overtime at the (b) (6), (b) (7)(C) wage rate per the collective bargaining agreement for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer  Freeman Decorating Services		4a. Tel. No. (407) 857-1500	4b. Cell No.
		4c. Fax No. (407) 850-9328	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 200 Consulate Dr., Orlando, FL 32837		6. Employer representative to contact William Perun, Director of Operations	
7. Type of Establishment (factory, mine, wholesaler) warehouse	8. Principal product or service decorator services	9. Number of Workers employed	
10. Full name of party filing charge  (b) (6), (b) (7)(C), an Individual		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No. (b) (6), (b) (7)(C)	
(sig) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 11/9/2018 NLRB 11/13/18	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

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

PRIVACY ACT STATEMENT

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

DO NOT WRITE IN THIS SPACE	
Case 12-CB-231057	Date Filed 11-13-18

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 CWA Local 3106		b. Union Representative to contact Ann Rivers Title: Job Steward	
c. Address (Street, city, state, and ZIP code) 4076 Union Hall Pl FL Jacksonville 32205-5498		d. Tel. No. (904) 384-2222	e. Cell No. (904) 703-9901
		f. Fax No. (904) 384-3106	g. e-Mail ann@cwa3106.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  --See additional page--			
3. Name of Employer AT&T		4a. Tel. No. (904) 215-4392	b. Cell No.
		c. Fax No.	d. e-Mail ds2290@att.com
5. Location of plant involved (street, city, state and ZIP code) 2000 Town Center Blvd FL Fleming Island 32003-6319		6. Employer representative to contact Debe Rhode Smith Title: Associate Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Utilities	8. Identify principal product or service Telecommunication	9. Number of workers employed 156	
10. Full name of party filing charge Ann Rivers CWA Local 3106		11a. Tel. No. (904) 384-2222	b. Cell No. (904) 703-9901
		c. Fax No. (904) 384-3106	d. e-Mail ann@cwa3106.org
11. Address of party filing charge (street, city, state and ZIP code.) 4076 Union Hall Pl FL Jacksonville 32205-5498			
<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>Ann Rivers</u> <u>Ann Rivers</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: Job Steward 4076 Union Hall Pl Jacksonville FL 32205-5498 Address _____ (date) 11/13/2018 16:15:20		Tel. No. (904) 384-2222 Cell No. (904) 703-9901 Fax No. (904) 384-3106 e-Mail ann@cwa3106.org	

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

**PRIVACY ACT STATEMENT**

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## **Basis of the Charge**

### **8(b)(3)**

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

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
12-CB-231211	11/15/18

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 Communications Workers of America	b. Union Representative to contact Chris Shelton Title: President CWA National	
c. Address (Street, city, state, and ZIP code) 501 3rd St NW DC Washington 20001-_____	d. Tel. No. (202) 434-1100	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) (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 Centurylink		4a. Tel. No. (303) 992-5720	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 931 14th St CO Denver 80202-_____		6. Employer representative to contact Leonard Segreti Title: Legal Representative	
7. Type of establishment (factory, mine, wholesaler, etc.) Utilities	8. Identify principal product or service Telephone and Internet	9. Number of workers employed 400	
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 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) 11/15/2018 19:16:07

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

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## **Basis of the Charge**

**8(b)(3)**

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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-231250	NOV 16, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name American Postal Workers Union		b. Union Representative to Contact Juan C. González, President	
c. Address 1426 San Rafael Street, San Juan PR 00909		d. Tel. No.	e.e. Cell No. 787-562-5266
		f. Fax No.	f. e-Mail juancgonzalez@apwupral1070.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about (b) (6), (b) (7)(C) 2017, the below labor organization breached its duty of fair representation by refusing to process a grievance alleging Employer's refusal to honor the "break-in-service term" of (b) (6), (b) (7)(C) and unlawful placement of employees who are less senior than (b) (6), (b) (7)(C) on the list of (b) (6), (b) (7)(C) who are waiting for the regular status conversion.			


3. Name of Employer United States Postal Service		4a. Tel. No. (787) 622-1637	4b. Cell No.
		4c. Fax No. (787) 622-1657	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 585 F.D Roosevelt Ave. San Juan PR 00936		6. Employer representative to contact Ernesto Sanabria, HR Manager	
7. Type of Establishment (factory, mine, wholesaler) Postal Service	8. Principal product or service Postal Service	9. Number of Workers employed 100+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief			
By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or p		Same as above	
		Cell No. Same as above	
Address: Same as above		Date: 11.16.18	Fax No. Same as above e-Mail Same as above

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

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UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 12-CB-231309	Date filed November 15, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Union Abogados y Abogadas de Servicios Legales (UAASL)		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address Julián Blanco, Santa Rita #11 San Juan, PR 00925-2804		d. Tel. No.	e.e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about July 3, 2018, the above-named labor organization has refused to bargain and/or bargain in bad faith by engaging in unlawful regressive bargaining and withdrawing all its proposals and agreements without any justification, and submitting new proposals with more onerous requests.			
3. Name of Employer Servicios Legales de Puerto Rico, Inc.		4a. Tel. No. (787)728-8686 Ext. 7255	4b. Cell No.
		4c. Fax No. (787)728-0305	4d. e-Mail aayala@servicioslegales.org
5. Location of Plant involved (street, city, state, and ZIP code) San Juan. PR		6. Employer representative to contact Arlene Ayala, Human Resources and Labor Relations Director	
7. Type of Establishment (factory, mine, wholesaler) Corporation	8. Principal product or service Legal Services	9. Number of Workers employed 75	
10. Full name of party filing charge Arlene Ayala, Human Resources and Labor Relations Director		11a. Tel. No. (787)728-8686 Ext. 7255	11b. Cell No.
		11c. Fax No. (787)728-0305	11d e-Mail aayala@servicioslegales.org
11. Address of party filing charge (street, city, state, and ZIP code) PO Box 9134 San Juan, PR 00908-0134			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: 		Tel No. (787)728-8686 Ext. 7255	
(signature of representative or person making charge)		Arlene Ayala, Human Resources and Labor Relations Director	
		Print/type name and title or office, if any Legal Counsel	
Address: PO Box 9134 San Juan, PR 00908-0134		Date: November 15, 2018	
		Fax No.	
		e-Mail aayala@servicioslegales.org	

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

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
12-CB-231366	Nov 16, 2018

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 Teamsters Local Union 385		b. Union Representative to contact Representative below	
c. Address (Street, city, state, and ZIP code) 126 North Kirkman Road Orlando, FL 32811		d. Tel. No. 407-298-7037	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. 29 U.S.C. Section 501			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attached sheet - Breach of fiduciary duty			
3. Name of Employer United Parcel Service		4a. Tel. No. 386-334-7475	b. Cell No. Same
		c. Fax No.	
		d. e-mail MP44@ATT.net	
5. Location of plant involved (street, city, state and ZIP code) 425 Fentress Daytona Beach, FL		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.) Delivery Company	8. Identify principal product or service		9. Number of workers employed Not certain
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. D. W. Glasser (b) (6), (b) (7)(C)		Tel. No. 386-252-0175	
Attorney-Representative (Print type name and title or office, if any)		Cell No. 386-299-0302	
		Fax No. 386-257-0246	
Address: 116 Orange Avenue, Daytona Beach, FL 32114 Date: 11-15-18		e-mail David@DGlasserlaw.com	

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

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## STATEMENT

The employee has been a member of the union for almost (b) (6), (b) (7)(C) years. (b) (6) works for UPS. The union is the Teamsters local 385.

The employee has been paying dues. (b) (6) had an initial (b) (6), (b) (7)(C) and was out of work from on or about June, 2010<sup>th</sup> until on or about September 2, 2011. (b) (6) gave the Union (b) (6) withdrawal card such that (b) (6) would not have to pay dues during that time.

The employee came back to work on or about September, 2011. At that time the union did not take any union dues out of the employee's paycheck. (b) (6), (b) (7)(C) worked until on or about June 2, 2014. (b) (6) then had another (b) (6), (b) (7)(C) (b) (6) went back to work on or about September 26, 2014. (b) (6) did not notify the Union during this time frame to stop taking dues out of (b) (6) check. (b) (6) thought as the Union had not taken dues out of (b) (6) check after (b) (6) came back to work, (b) (6) did not have to notify them. (b) (6) believed (b) (6) was no longer in the union.

When the employee came back to work in September 2014, the Union started taking double (b) (6) union dues out of (b) (6) check. This occurred for about 3 ½ years until sometime in May, 2018. Union dues were \$19.25 per week. They began to deduct double Union dues on or about July 13, 2018. This was \$38.50 per week.

On or about September 28, 2015, the employee sent a letter to the Union indicating (b) (6) wanted to withdraw from the union. They received it on October 1, 2015. There was no response.

On or about September, 2016, counsel for the employee sent a letter to the Union. There was no response.

On or about April 18, 2018 the employee again sent a letter to the Union indicating (b) (6) wanted to withdraw from the union. (b) (6) wanted union dues returned. The Union sent the response on May 21, 2018 indicating that the employee needed to withdraw within 30 days and no more than 45 days of (b) (6) renewal date. This date would have been April 23 and thus the withdraw was not effective.

The employee contends the Union breached their fiduciary duty in not informing the employee of the renewal date when the employee indicated (b) (6) wanted to withdraw. If the employee had been informed, (b) (6) would have known when to withdraw, that being in April, 2016. (b) (6) would then have withdrawn and not been responsible for dues after that date.

In the alternative, the Union breached its fiduciary duty by not allowing the employee to withdraw on October 1, 2015 when the employee initially made the request.

The Union additionally breached its fiduciary duty, when in considering these circumstances, the Union did not provide full accounting..

The employee is seeking return of Union dues deducted from either September 15, 2015, or April, 2016, deducted and a full accounting of amounts deducted and owed.

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



UNITED STATES OF AMERICA		<b>DO NOT WRITE IN THIS SPACE</b>	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-231444	11/20/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name American Postal Workers Union		b. Union Representative to Contact Jolanda Bell Steward	
c. Address PO Box 2881, Jacksonville, FL 32204		d. Tel. No. (904)354-0344	e.e. Cell No.
		f. Fax No.	g. e-Mail apwu.jolandabell@yahoo.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2018, the above-named labor organization, by its officers, agents, and representatives, has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding higher level for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer United States Postal Service		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail gary.d.allen@usps.gov
5. Location of Plant involved (street, city, state, and ZIP code) 5785 County Road 305, Elkton, FL 32033-9998		6. Employer representative to contact Gary Allen Postmaster	
7. Type of Establishment (factory, mine, wholesaler) Postal Service	8. Principal product or service Delivering mail		9. Number of Workers employed 7
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)		11b. Cell No.
	11c. Fax No.		11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
<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)		Tel. No.
(signature) (b) (6), (b) (7)(C)	Printtype name and title or office, if any		Cell No.
Address: (b) (6), (b) (7)(C)	Date: 11/14/18	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

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

**PRIVACY ACT STATEMENT**

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



UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-231682	11/27/18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name IATSE, Local 835		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 7131 Grand National Dr., Ste 102 Orlando, FL 32819-8908		d. Tel. No.	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), (1)(A), (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by suspending (b) (6), (b) (7)(C) for two (2) months, for arbitrary or discriminatory reasons or in bad faith.  On or about October 26, 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by not allowing (b) (6), (b) (7)(C) to work a job at the Dolphin Hotel causing (b) (6), (b) (7)(C) to miss work for one weekend, for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer Nexxt Show		4a. Tel. No. (502) 429-9922	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) Dolphin Hotel 1520 E Pcot Resorts Blvd		6. Employer representative to contact Nancy Brown, Manager	
7. Type of Establishment (factory, office, wholesaler) Set Production		8. Principal product or service stage show set-up	
9. Number of Workers employed Approx. 10+			
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: X (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)		Printtype name and title or office, if any (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: X 11/26/18	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

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

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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		12-CB-231839	11-29-18
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name American Federation of State, County and Municipal Employees, Local 1782 AFL-CIO		b. Union Representative to Contact Torrence Johnson, Deputy Administrator	
c. Address 5208 Pearl Street Jacksonville, FL 32208		d. Tel. No. (904)888-9048	e.e. Cell No.
		f. Fax No. (904)355-3001	g. e-Mail tjohnson@afscme.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the past six months, the above-named labor organization by its officers, agents and representatives, breached its duty of fair representation and restrained and coerced employees in the exercise of rights their Section 7 rights by:</p> <p>1) Failing to communicate with employee (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discharge grievance for arbitrary or discriminatory reasons or in bad faith.</p> <p>2) Failing and refusing to provide relevant information and/or unreasonably delaying in providing information to (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) discharge grievance for arbitrary or discriminatory reasons or in bad faith.</p> <p>3) Handling the discharge grievance of (b) (6), (b) (7)(C) in a perfunctory manner.</p>			
3. Name of Employer  UF Health - Shands		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 655 W. 8th Street, Jacksonville, FL 32209		6. Employer representative to contact Christy Eads, Employee Relations Specialist	
7. Type of Establishment (factory, mine, wholesaler) Hospital	8. Principal product or service Medical Services	9. Number of Workers employed 5000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C), Individual		Tel No. (b) (6), (b) (7)(C)
(sign)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 11/29/18	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		<b>DO NOT WRITE IN THIS SPACE</b>	
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		Case 12-CB-231844	Date filed Nov. 28, 2018
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name: International Longshoremen's Association, Local 1402		b. Union Representative to Contact Leon Chandler, Sr.	
c. Address 703 E Harrison St, Tampa, FL 33602-3417		d. Tel. No. (813)229-1192	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about November 14, 2018, the above-named labor organization failed to provide employee (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) with accurate information as to whether (b) (6), (b) (7)(C) is in good-standing to prevent (b) (6), (b) (7)(C) from running for (b) (6), (b) (7)(C).			
3. Name of Employer Various Employers		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Stevedoring	8. Principal product or service Stevedoring		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)	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(sig (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) charge)		(b) (6), (b) (7)(C)	
		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 28 Nov 18	Fax No.
		e-Mail (b) (6), (b) (7)(C)	

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