UNITED STATES OF AMERICA			DO NOT W	RITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		C	288	Date filed			
AMENDED CHARGE AGAINST LABO	R	1	2-CB-230288	November 20, 2018			
ORGANIZATION OR ITS AGENTS							
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	e NLRB Re	gional Direct	tor of the region in which	the alleged unfair labor practice			
1. LABOR ORGANIZATION	OR ITS AG	ENTS AGAINS	T WHICH CHARGE IS BRO	DUGHT			
a. Name	en nono		Union Representative to				
Congreso de Uniones Industriales de Puerto	Rico		Jose Alberto Figuer				
c. Address		- a	Tel. No.	e.e. Cell No.			
PO Box 344		"	12	(787)599-9670			
Cataño, PR 00963		f.	Fax No.	g. e-Mail			
		-	(787)599-9670	josealbertofigueroa@yahoo.com			
h. The above-named labor organization or its agents have							
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 October 2018, the above-named la							
. *							
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 incident by instructions of the Union.							
permitting the interview of an employee that is	a witness	or the inci	dent by instructions of	or the Union.			
Since about Outshan 20, 0048 the about name	محماما ام	!!	- has metroined and	socreed ampleyees in the			
Since about October 29, 2018, the above-name							
exercise of rights protected by Section 7 of the							
allowing the interview of the employee alleged	y involve	a in the inc	dent unless the	or the Union is present			
during the interview.				ı			
To Name of Parity			a. Tel. No.	4b. Cell No.			
 Name of Employer Pan American Grain Co. Inc., and Pan Ameri 	icas Grai		(787) 271-6100	4b. Cell No.			
-	ÇALI ÇI ALI	<u> </u>	c. Fax No.	4d. e-Mail			
Manufacturing			(787) 273-6550	egonzalez@panamericangrain.com			
5. Location of Plant involved (street, city, state, and ZIP or	ode)	. 6.	6. Employer representative to contact				
9 Claudia Street, Amelia Industrial Park, Gua		l l	Jose Gonzalez, President				
00968-8005	yriaco, i	``	0000 001124102, 1 1				
7. Type of Establishment (factory, mine, wholeseler)	8. Princip	al product or	service	9. Number of Workers employed			
Corporation		d animal fe		40+			
10. Full name of party filing charge			1a. Tel. No.	11b. Cell No.			
Everyn Gonzalez, Labor Relations Supervi	sor	-	ame as above 4a	(787)525-4569			
10 0 (10 . 10 . 1)	_		1c. Fax No.	11d e-Mail			
Tule yourself seese		1 1	Same as above 4c	Same as above 4d			
11. Address of party filing charge (street, city, state, and Zi	IP code)						
9 Claudia Street, Amelia Industrial Park, Gua	ynabo, P	R 00968-8	005				
	12. D	ECLARATION	N				
declare that I have read the above charge and	that the st	tatements the	rein are true to the best	of my knowledge and belief.			
0 1 1/2 (2 1/2)				Tel No.			
By: Miles Sorgiles Ouno		velyn Gonz					
(signature of representative or person making charge)		**	and title or office, if any	Cell No.			
	Lat	oor Relations		Same as above			
Address:			Date:	Fax No.			

November

20, 2018

Same as above

e-Mail

INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C 3512

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

		FURIN EXEMPT UNDER 44 U.S.C 3312	
Case Date Filed			
Case	12 CD 220200	Date Filed	
12-CB-230288	November 1, 2018		

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

INSTRUCTIONS: File an original with NERB Regional Director for the	region in which the alleged u	ntair iabo	r pra	cuce occurre	ed or is occurring.		
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH						
a. Name		b. Unior	Union Representative to contact				
Congreso de Uniones Industriales de Puerto Rico		Jose Alberto Figueroa, President					
c. Address (Street, city, state, and ZIP code) PO Box 344		d. Tel. No.			e. Cell No. 787-599-9670		
Catano, PR 00963		f. Fax N	l o.		g. e-Mail		
Catallo, FIX 00903		787-59	99-9	670	josealbertofigueroa@yahoo.co		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labo	r Rel	ations Act, a	and these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair la	bor p	ractices)	-		
Since about October 2018, the above-named labor orga	nization has restrained	and co	erce	d employe	ees in the exercise of		
rights protected by Section 7 of the Act by obstructing as							
interview of an employee that is a witness of the inciden							
interview of an employee that is a withess of the incident	t by instructions of the			the offici	- X		
					RECEIVED NLRB REGION 24 2018 NOV ~ PM : 2 1N JUAN.PR 00918-1720		
					NERI GION		
					VEE		
					16 T		
					φ 		
					2 I 17		
					25		
Name of Employer		4a. Tel.	No.		b. Cell No.		
PAN AMERICAN GRAIN CO., INC. and Pan American C	Grain Manufacturing		73-6100				
•	J	c. Fax N	No.		d. e-Mail egonzalez@panamericangrain.		
		(787) 273-6550		6550	1		
5. Location of plant involved (street, city, state and ZIP code)		(101)			com er representative to contact		
9 Claudia Street, Amelia Industrial Park, Guaynabo, PR	00968-8005				onzalez, President		
					Silzaioz, i rediadite		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	t or service 9. Number			er of workers employed		
Corporation	Rice and animal feed s	ales		40+			
10. Full name of party filing charge		11a. Te	I. No.	[b. Cell No.		
Evelyn Gonzalez, Labor Relations Supervisor		Same as abov		bove	(787) 525-4569		
		c. Fax N	No.		d. e-Mail		
11. Address of party filing charge (street, city, state and ZIP code.)		Same	as a	bove	Same as above		
9 Claudia Street, Amelia Industrial Park, Guaynabo, PR	00968-8005	-					
declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	f.	Tel.	No.			
By Gelyn G	onzalez	Cell No.			as above		
(signature of redresentative or person making charge) (Print/type	name and title or office, if any	"	Same as above				
Same as above			e-Ma		as above		
Address	(date) 11/1/1	8					

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

INTERNET FORM NLRB-508 (2-08)

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

	FORM EXEMPT UNDER 44 U.S.C 3512
DO NOT WR	ITE IN THIS SPACE
Case	Date Filed
12-CB-230350	November 1, 2018

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor	practi	ce occurre	d or is occurring.		
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH	CHARGE	IS BF	ROUGHT			
a. Name		b. Union Representative to contact					
Congreso de Uniones Industriales de Puerto Rico		Jose Alberto Figueroa, President					
				-			
c. Address (Street, city, state, and ZIP code)		d. Tel. No	D.		e. Cell No.		
PO Box 344					787-599-9670		
Catano, PR 00963		f. Fax No).		g. e-Mail josealbertofigueroa@yahoo.co		
		787-599	9-96	70	m		
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) (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	e facts constituting the alleged	d unfair lab	or pra	ctices)			
Since about October 2018 the above-named labor orga	nization has failed and r	efused to	o bai	gain the	terms and conditions		
of the new collective bargaining agreement unless the E	Employer agrees to a sa	lary incre	ease	for 2018	3. 4 20		
		•			Z = = = = = = = = = = = = = = = = = = =		
					RE 2018 NOV		
					REC REG		
					NEI NZ		
					0 4 10		
					8-1		
					21		
					ŏ		
3. Name of Employer		4a. Tel. N		,	b. Cell No.		
PAN AMERICAN GRAIN CO., INC. and Pan American C	Grain Manufacturing	787-273-6100 c. Fax No.			d. e-Mail		
		C. Fax No.			egonzalez@panamericangrain.		
		(787) 273-6550			com		
5. Location of plant involved (street, city, state and ZIP code)					er representative to contact		
9 Claudia Street, Amelia Industrial Park, Guaynabo, PR	00968-8005] '	Jose Go	nzalez, President		
			_				
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product				of workers employed		
Corporation	Rice and animal feed s			40+ 			
10. Full name of party filing charge		11a. Tel.			b. Cell No. (787) 525-4569		
Evelyn Gonzalez, Labor Relations Supervisor		Same a		ove	d. e-Mail		
		C. FAX INC).		u. e-iviali		
11. Address of party filing charge (street, city, state and ZIP code.)		Same a	s ab	ove	Same as above		
9 Claudia Street, Amelia Industrial Park, Guaynabo, PR	00968-8005						
42. DECLARATION			Γel. N				
I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	f. '					
By Evelyn G	Sonzalez	[Cell N				
(signature of representative or person making charge) (Print/type	name and title or office, if any		h1		as above		
			ax No		as above		
Same as above		-	e-Mail				
Address	(date) 11/1/1	8					
	(===0)						

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

UNITED STATES OF AMERICA	,			DO NOT	WRITE IN T	HIS SPACE		
NATIONAL LABOR RELATIONS BOARD		Case				Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-	CB-2	30489		November 6, 2018		
INSTRUCTIONS: File an original of this charge with the	NLRB F	Regional Di	rector	of the region i	n which the	alleged unfair labor practice		
occurred or is occurring.				:				
1. LABOR ORGANIZATION C	OR ITS A	GENTS AGA						
a. Name	1 004	IDT	1	nion Represent		ry-Treasurer		
Union de Tronquistas de Puerto Rico, Loca	1901,	ID I	Alex	da Modrique.	2, OCG 618	iy-measurer		
c. Address				el. No.	e. Cell No	A Company of the Comp		
352 Calle del Parque				7)721-8980	787 636	-0158		
San Juan, PR 00912-3702			f. Fa		g. e-Mail			
			1. `	7)724-2190	,	stalu901@gmail.com		
8(b), subsection(s) 1(A) of the National Labor Relations	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				el. No.	4b. Cell No			
P.J. Rosaly Enterprises Inc., d/b/a Islandwide Ex	xpress	PR	(787)273-6400 (787) 221-37			3753		
ı.			4c. F	ax No.	4d. e-Mail			
The state of the s			(787))227-0518	mssantia	ngo@islandwide.com		
5. Location of Plant involved (street, city, state, and ZIP cod	de)		6. Employer representative to contact					
PO Box 11670, San Juan PR 00922-1670			Yolanda Da Silveira, Esq.					
	8. Princi	pal product				Number of Workers employed		
ustin landa NO ani anatisi	Delivery	services/ P	s/ Packages			· · · · · · · · · · · · · · · · · · ·		
Corporation			·					
10. Full name of party filing charge			11a. Tel. No. 11			Cell No.		
P.J. Rosaly Enterprises Inc. d/b/a Islandwide Ex	xpress	Puerto	(787) Same as 4(a)					
Rico						e-Mail		
i i			1		Sar	ne as 4d		
11. Address of party filing charge (street, city, state, and ZIP	code)							
PO Box 11670, San Juan PR 00922-1670								
	12. E	ECLARAT	ION					
I declare that I have read the above charge and ti	hat the s	tatements	therein	are true to th	e best of m	y knowledge and belief.		
	F					No.		
By	Y	olanda Da	landa Da Silveira, Esg,		(78	37) 274-8383		
Legal Cool			isel		Sa	me as 11(a)		
(signature of representative or person making charge)	Pri	int/type nan	ne and	title or office, if		No. 37)562-5061		
Address:			I	Date:	Fax	No.		
Da Silveira Law Offices LLC				معاصد والرامان		7)281-6689		
Calle Bolivia 433 Suite 203 Hato Rey, PR 00917				November 6, 20	. 1-	·		
material Fix dos in	ato Rey, PR 00917				yaa	ydasilveira@gmail.com		

UNITED STATES OF AMERICA	DO NOT W	OTT IN THE COACE					
		RITE IN THIS SPACE					
NATIONAL LABOR RELATIONS BOARD	Case	Date filed					
CHARGE AGAINST LABOR ORGANIZATION OR ITS	12 CD 220540	N - 1 6 2010					
AGENTS	12-CB-230549	November 6, 2018					
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di	rector of the region in which	h the alleged unfair labor practice					
occurred or is occurring.							
1. LABOR ORGANIZATION OR ITS AGENTS AGA	LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT						
a. Name	b. Union Representative to Contact						
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,	Mike Conforti						
LOCAL UNION NO. 173	Business Agent						
c. Address	d. Tel. No.	e.e. Cell No.					
824 26th Ave E, Bradenton, FL 34208-3750							
	f. Fax No.	g. e-Mail					
h. The above-named labor organization or its agents have engaged in and are	engaging in unfair labor pract	ices within the meaning of section					
8(b), (1)(A) and (2) of the National Labor Relations Act, and these unfair labor							
meaning of the Act, or are unfair practices affecting commerce within the me							
2. Basis of the Charge (set forth a clear and concise statement of the facts con-							
		,					

3. Name of Employer		4a. Tel. No.	4b. Cell No.		
Tropicana, LLC		4c. Fax No.	4d. e-Mail		
5. Location of Plant involved (street, city, state, and ZIP c	5. Location of Plant involved (street, city, state, and ZIP code)		e to contact		
1001 13th Ave E, Bradenton, FL 34208-2656					
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	9. Number of Workers employed		
factory	orange juice				
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.		
			(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C) an Individual		11c. Fax No.	11d e-Mail		
			(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and 2	ZIP code)				
(b) (6), (b) (7)(C)					
	12. DECLARAT	ION			
I declare that I have read the above charge and	I that the statements	therein are true to the bes			
			Tel No.		
(b) (6), (b) (7)(C)					
	(b) (6) (b)	(7)(C)	1		
(signature of representative or person making charge)	(b) (6), (b)	ne and title or office, if any	Cell No.		
(signature of representative of person making drange)			(b) (6), (b) (7)(C)		
Address:	1.167 .	Date	Fax No.		
(b) (6), (b) (7)(C)	A. U.S.	11-3-2018			
	MICHUA - 2	3:28	(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

UNITED STATES OF AMERICA

DO NOT WRITE IN THIS SPACE

NATIONAL LABOR RELATIONS BOARD		Case	Date filed					
CHARGE AGAINST LABOR ORGANIZATION AGENTS	•	12-CB-23055	/ -/ -0					
INSTRUCTIONS: File an original of this charge with the occurred or is occurring. 51. 6010.374	e NLRB Regional Di	rector of the region in	which the alleged unfair labor practice					
1. LABOR ORGANIZATION	OR ITS AGENTS AGE	INST WHICH CHARGE IS	SPROUGHT					
a. Name so to to the Million and	on nonditiona	b. Union Representati						
National Rural Letter Carriers Association		Ronnie Stutts						
c. Address		d. Tel. No.	e. Cell No.					
1630 Duke Street (180)		(703) 684-5545						
Alexandria, Virginia 22314-3467		f. Fax No.	g. e-Mail					
h. The above-named labor organization or its agents have								
8(b), subsection(s) (1)(A) of the National Labor Relation								
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 state								
Since on or about (0) (6), (0) (7)(C) 2018, the abo	ve-named labor o	organization, by its o	officers, agents, or representatives,					
has restrained and coerced employees in the	exercise of right	s protected by Secti	ion 7 of the Act by refusing to					
process the grievance of (b) (6), (b) (7)(C) regard	ling three debts is	оситеd by (b) (6), (b) (7	(C) for arbitrary or discriminatory					
reasons or in bad faith.			,,					
Todasona or in bad raidi.								
	<u></u>							
3. Name of Employer		4a. Tel. No.	4b. Cell No.					
United States Postal Service								
		4c. Fax No.	4d. e-Mail					
			donna.s.houston@usps.gov					
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative to contact						
99 King St,		Donna Houston, Postmaster						
Saint Augustine, FL 32084-9997								
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	9. Number of Workers employed					
Postal Service	Delivering Ma	il	150					
10. Full name of party filing charge	The second second second second second	11a, Tel. No.	11b. Cell No.					
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)						
		11c. Fax No.	11d e-Mail					
		TIC. PAX NO.	(b) (6), (b) (7)(C)					
11. Address of party filing charge (street, city, state, and Z	IP code)		(b) (b), (b) (1)(C)					
(b) (6), (b) (7)(C)								
(3) (3), (3) (1)(3)								
	12. DECLARAT	TON						
(b) (6), (b) (7)(C)								
nd nd	that the statements	therein are true to the	best of my knowledge and belief.					
			Tel No.					
			1					
By:		_						
	(b) (6), (b) (7)		(b) (6), (b) (7)(C)					
(sig	Printtype nar	ne and title or office, if a	Cell No.					
Augreso.		Date	Fax No.					
(b) (6), (b) (7)(C)								
(*) (*), (*) (*)		11112111	e-Mail					
		1 01 100 1 1 1						

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

FORM NLRB-508 (8-18)

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-230587℃	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 I	TS AGENTS	AGAINST WHICH CHAR	GE IS BRO	DUGHT				
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. N (386) 75	6-1756	e. Celi No.			
	·		1	unt@yahoo.c	1,			
The above-named labor organization has engaged in and is enginerations. (list subsections) (3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		of the Natio	nal Labor i	Relations Act, a	and these unfair labor			
 Basis of the Charge (set forth a clear and concise statement of it I.B.E.W. Local No. 756, Inc. (the "Union"), by and through faith concerning mandatory subjects of bargaining; and (ii) 	i(b) (6), ((b) (7)(C)		has (i) faile	d to bargain in good			
3. Name of Employer Palmetto Electric, Inc.		4a. Tel. No. 386-437-3068	b. Cell No).	c. Fax No. 386-437-3079			
		d. e-mail frank@palmettoelectr	ectricinc.com					
5. Location of plant involved (street, city, state and ZIP code) 1150 W. Moody Blvd. Bunnell, Florida 32110			Matthew PO Box	R. Lynn, Esc 9357, Dayton	epresentative to contact Lynn, Esq. 7, Daytona Beach, FL 32120 ;mlynn@halifaxlawgroup.com			
7. Type of establishment (factory, mine, wholesaler, etc.) Construction Contractor	8. Identify p Electrical	rincipal product or service Services		9. Number o	f workers employed			
10. Full name of party filing charge Palmetto Electric, Inc.								
11. Address of party fling charge (street, city, state and ZIP code) 1150 W. Moody Blvd. Bunnell, Florida 32110		11a, Tel, No. 386-437-3068	b. Ceff No	No. c. Fax No. 386-437-3079				
	d. e-mail frank@palmettoelectr				ricine.com			
12. DECLARATION Lifectaire that I have read the above charge are true to the best of my knowled	and that the			Tel. No. 386-437-3068	3			
Lund by the	_	Dudley, President	[Cell No.				
(signature of http://sontative.or person making charge)	(Print/type na	me and tille or office, if any)		Fax No. 386-437-3079)			
Address 1150 W. Moody Blvd. Bunnell, Florida 32110		Date October 31, 2018		e-mail frank@palme	ttoelectricine.com			

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



UNITED STATES OF AMERICA				DO N	<u>10T W</u>	RITE IN TH	IIS SPACE					
NATIONAL LABOR RELATIONS BOARD		Case			Date filed							
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS				30705			NOV 8, 2018					
INSTRUCTIONS: File an original of this charge with t	the NLRB Re	gional	Directo	r of the reg	jion in	which the	alleged unfa	air labor	practice			
occurred or is occurring.	N OR ITS AGE	ENTS AC	TOMIAS	WHICH CH	ARGE	S BROUGH	т					
a. Name	N OK 113 AGI	LIVIOA	NTS AGAINST WHICH CHARGE IS BROUGHT b. Union Representative to Contact									
National Association of Letter Carriers, Local 826					sa, Vi	ce-Presid	ent					
c. Address PO Box 7508				. No. 667-6571		e. Cell No.	•					
Ponce, P.R. 00732			f. Fa	x No.		g. e-Mail ramoncito	089@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 sectice 8(b), subsection (1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within 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 grievance and a complete copy of grievance status report.												
Name of Employer				Tel. No. 4b.								
United States Postal Service							l. e-Mail					
			4c.	4c. Fax No. Elis			isur.clemente@usps.gov					
5. Location of Plant involved (street, city, state, and ZIP	code)		6. E	Employer representative to contact								
585 Roosevelt Avenue			Elisur Clemente, Post Master									
San Juan, P.R. 00936 7. Type of Establishment (factory, mine, wholesaler)	8. Principa	Inroduc	ct or service 9. Number of Workers employed									
Post Office	Mail deliv	•	20 301	VICE	1000							
10. Full name of party filing charge			113	11a. Tel. No.			11b. Cell No.					
(b) (6), (b) (7)(C), an individual							(b) (6), (b) (7)(C)					
			11c. Fax No.				11d e-Mail (b) (6), (b) (7)(C)					
						(10)						
11. Address of party filing charge (street, city, state, and	ZIP code)											
(b) (6), (b) (7)(C)	12 DI	ECLAR	ATION				سد	. 2				
I declare that I have read the above charge an			-	ein are true	to the			and bel	lief.			
(b) (c) (b) (7)(c)						Tel N						
(b) (6), (b) (7)(C)			(7)(C) _{, 8}	an individ	ual	San	•	8- A	KEG!			
_ B ₁	Pı	rint/type	name a	and title or o	ffice, if	Fax	No. non€		- 2 8 7			
		ıy)					2	至	24 24			
							No. non€	က္	ت د			
Address				Date			<u></u>	U				
Address: Same as 11				Date:		e-Ma		7				

UNITED STATES OF AMERICA			DO	NOT WRIT	E IN THIS	SPACE		
NATIONAL LABOR RELATIONS BOARD		Case Dat				Date filed		
CHARGE AGAINST LABOR ORGANIZATIO	N	12-	-СВ-230818			NOV 9,	2018	
INSTRUCTIONS: File an original of this charge with t	he NLRB Re	gional [Director of the re	gion in wh	ich the alle	eged unfai	r labor p	oractice
occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT								
1. LABOR ORGANIZATION	NORTISAG	ENTSAC	b. Union Repres					
UNION GENERAL DE TRABAJADORES	LOCAL	1199	Jose Añeses,					
SEIU								
c. Address			d. Tel. No.		Cell No.			
PO Box 29247, Estación 65 de Infantería			787-760-5050		OC# 140.			
San Juan, P.R 00929			f. Fax No.		e-Mail	(-) (-)		
<u> </u>			787-761-583) (6), (b)			
The above-named labor organization or its agents hat 8(b), subsection (1) (A) of the National Labor Relation meaning of the Act, or are unfair practices affecting contains a subsection of the Act, or are unfair practices.	ns Act, and the ommerce wit	ese unfa hin the m	air labor practices neaning of the Act	are unfair p and the Po	oractices af ostal Reorg	fecting com anization A	merce w	ection vithin the
2. Basis of the Charge (set forth a clear and concise state								fair
Since about (b) (6), (b) (7)(C) 2018, and thereaf								
representation by failing and refusing to e	risure that	(D) (6), (b) (7)(C)	to tile -	obtains t			
bonus as set forth in the collective bargain	ning agree	ment, a	and have falled	to file a	grievano	e on	benaii	
regarding this same matter.								
3. Name of Employer	D'		Tel. No.	4b. Cell No.				
Fresenius Kidney Care Vega Baja Renal	Dialysis C	Jenter						
			4c. Fax No. 4d. e-Mail					
			787-756-6	932	<u>Leslie.ve</u>	lez@tmc	-na.cor	<u>m</u>
5. Location of Plant involved (street, city, state, and ZIP)	code)		6. Employer re	presentativ	ve to contac	zt t		
Edif. Reliable, Montehiedra Office, Carr	9615		Leslie Vel	ez, HR D	Director			
Ave. Los Romeros, Suite 803								
San Juan, P.R. 00926								
7. Type of Establishment (factory, mine, wholesaler)	8. Principa	l produc	t or service	0 Numb	er of Work	ers employ	nd .	
Health care facility	Dialysis (t or service 9. Number of Workers employed 80					
	Dialysis		I da - Tal Na		1115	Call Ma		
10. Full name of party filing charge (b) (6), (b) (7)(C), an individual			11a. Tel. No.		11b. Cell No.			
(b) (b) (1)(b)					(b) (6), (b) (7)(C)			
			11c. Fax No.	11c. Fax No.		11d e-Mail		
					(b) (C)	(b) (7)(6	\	
(b) (6), (b) (7)(0) 11. Address of party filing charge (street, city, state, and ZIP code)					, (b) (7)(C)		
(b) (6), (b) (7)(C)								
	12 N	ECLARA	TION				- 10	
I de desse that he are a date of the second				4 = 4b = 1: :	-4 -E !			
l declare that I have read the above charge and (b) (6), (b) (7)(C)	u that the st	atement	s merein are true	to the be	St of my kr Tel No.	iowiedge a	ma pelle	
			b) (7)(C)	, an	Call Na	-	-6	REC.
individual			b) (7)(C)	, all	same	70	9	275
Syluminary (signature of representative or person making charge	By: Individual			office if		noneS		255
(Signature of representative of person making charge	I	ппитуре ту)	name and title or o	///IOC, II	Fax No	. 110116		\sim ∞
						18	=	<i>4</i>
						918-1		
Address:			Date:		e-Mail	72	N	
Same as 11					same	O		

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-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.							
LABOR ORGANIZATION OR ITS AGENTS AGA		· · · · · · · · · · · · · · · · · · ·					
a. Name	 b. Union Representative to 	Contact					
Union de Tronquistas de Puerto Rico, Local 901							
	Argenis Carrillo, Un	ion President					
c. Address	d. Tel. No.	e.e. Cell No.					
352 Calle del Parque	(787)721-8980	(787)435-0340					
San Juan, PR 00912	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 con							
Since about 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		4a. Tel. No.	4b. Cell No.				
ACI - Herzog, Joint Venture		(787)625-0325					
, ter viermeg, contra pentare		4c. Fax No.	4d. e-Mail				
5. Location of Plant involved (street, city, state, and ZIP co	ode)	Employer represent	ative to contact				
24 Road 21, Guaynabo, Puerto Rico 00966		Luis Villares, G	Luis Villares, General Manager				
7. Type of Establishment (factory, mine, wholesaler)	8. Principa	I product or service	Number of Workers employed				
Passenger Train Service	Servic	e	300 +				
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.				
(b) (6), (b) (7)(C)			(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 Z	IP code)						
(b) (6), (b) (7)(C)							
	12. DE	CLARATION					
I declare that I have read the above charge and	that the sta	tements therein are true to the	best of my knowledge and belief.				
(b) (6), (b) (7)(C)			Tel No.				
(=) (=), (=) (-), (=)	1						
Ву:							
		6), (b) (7)(C) Individual					
(signat	Vtype name and title or office, if a	(b) (6), (b) (7)(C)					
Address:			Fax No.				
(b) (6), (b) (7)(C)		Date: November 9, 2018					
			e-Mail				
		İ	(b) (6), (b) (7)(C)				

•							
UNITED STATES OF AMERICA				RITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case		Date filed			
CHARGE AGAINST LABOR ORGANIZATION AGENTS	N OR ITS	12-CB-23	31014	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.							
LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT							
a. Name		b. Union Represe		Contact			
International Alliance of Theatrical Stage Em		Mark Hardte					
Moving Picture Technicians, Artists and Allie	d Crafts of the	Business Ag	ent				
United States and Canada, Local 835, AFL-0	CIO						
c. Address		d. Tel. No.		e.e. Cell No.			
7131 Grand National Drive, Suite 102		(407)649-96	69	(407)375-0631			
Orlando, FL 32819-8908		f. Fax No.		g. e-Mail			
				markh@iatselocal835.org			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about [5](6),(6),(7)(6) 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 [5](6),(6),(7)(6) and (6),(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(
3. Name of Employer		4a, Tel. No.		4b. Cell No.			
		(407) 857-1	500				
Freeman Decorating Services		4c. Fax No.		4d. e-Mail			
rectian becording dervices		(407) 850-9328					
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative to contact					
200 Consulate Dr., Orlando, FL 32837		William Perun, Director of Operations					
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc			ber of Workers employed			
warehouse	decorator ser	vices		•			
10. Full name of party filing charge		11a. Tel. No.	11b. C	ell No. 6), (b) (7)(C)			

11. Address of party filing charge (street, city, state, and ZIP code)

(b) (6), (b) (7)(C), an Individual

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

Address:

(b) (6),

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.

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

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

Cell No. (b) (6), (b) (7)(C)

Fax No.

Tel No.

11d e-Mail

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

11c. Fax No.

e-Mail (b) (6), (b) (7)(C)

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

Date:

INTERNET FORM NLRB-508 (2-08) 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 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.

LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH	CHARG	EISE	BROUGHT		
a. Name		b. Unior	n Rep	resentative	to contact	
CWA Local 3106		Ann Rivers				
		Title:	Job S	Steward		
c. Address (Street, city, state, and ZIP code)		d. Tel. (904) 3		22	e. Cell No. (904) 703-9901	
4076 Union Hall Pl		f. Fax N			g. e-Mail	
FL Jacksonville 32205-5498		(904) 38		06	ann@cwa3106.org	
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (3) are unfair practices affecting commerce within the meaning of the Ameaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the Act and the Postal Reorganization Act.)		ces are u	r Rela	ations Act, a practices aff	ind these unfair labor practices	
See additional page						
	•					
3. Name of Employer		4a. Tel.			b. Cell No.	
AT&T		(904) 215-4392 c. Fax No.			d. e-Mail	
		0. 1 42.1	10.		ds2290@att.com	
Location of plant involved (street, city, state and ZIP code)					er representative to contact	
2000 Town Center Blvd FL Fleming Island 32003-6319				Debe Rho	ociate Director	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or servic	e	9. Numbe	r of workers employed	
Utilities	Telecommunication			156		
10. Full name of party filing charge		11a. Te		20	b. Cell No.	
Ann Rivers		(904) 38 c. Fax I		22	(904) 703-9901 d. e-Mail	
CWA Local 3106		(904) 38		06	ann@cwa3106.org	
11. Address of party filing charge (street, city, state and ZIP code.) 4076 Union Hall Pt				'		
FL Jacksonville 32205-5498						
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 belie	ef.	Tel.	No. (904) 38	34-2222	
By An Rivers	Ann Rivers	_	Cell	No. (904) 70	13.0001	
(signature of representative or person making charge) (Print/type	r person making charge) (Print/type name and title or office, if any, Title: Job Steward				34-3106	
4076 Union Hall PI			e-M			
Jacksonville FL 32205-5498 (date) 11/13/2018 18:1					wa3106.org	

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

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.

INTERNET FORM NLRB-508 (2-08)

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

	FORM EXEMPT UNDER 44 U.S.C 3512					
DO NOT WRITE IN THIS SPACE						
Case	Date Filed					
12-CB-231211	11/15/18					

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	ctice occurre	ed or is occurring.			
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT				
a. Name		b. Union Rep	resentative	to contact			
Communications Workers of America		Chris Shell	ton				
•,	Title: President CWA National						
c. Address (Street, city, state, and ZIP code)	. , , , , , , , , ,	d. Tel. No. (202) 434-11	00	e. Cell No.			
501 3rd St NW DC Washington 20001		f. Fax No.		g. e-Mail			
<u></u>							
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)							
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)				
See additional page	(
occ additional page							
3. Name of Employer		4a. Tel. No.	·	b. Cell No.			
Centurylink		(303) 992-57	20				
		c. Fax No.		d. e-Mail			
			,				
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact			
931 14th St CO Denver 80202			Leonard S	segreti al Representative			
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service		r of workers employed			
Utilities	Telephone and Internet	01 001 1100	400	or manners ampleyed			
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.			
(b) (6), (b) (7)(C)		(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)			· · · ·				
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 belie	Tel.	No(b) (6), (b) (7)(C)			
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell	No.				
(signature of representative or person making charge) (Print/type	name and title or office, if any	y) Fax	No.				
(b) (6) (b) (7)(C)	Title:						
(b) (6), (b) (7)(C)	44/15/2004	e-M		(b) (7)(C)			
Address	(date)_11/15/201	10.10.07	(D) (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

Basis of the Charge

8	ľh	M	3
•			•

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

<u></u>		. ,					
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-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.							
LABOR ORGANIZATION OR ITS AGENTS A	GAINST WHICH CHARGE IS B	ROUGHT					
a. Name	b. Union Representative	to Contact					
American Postal Workers Union	Juan C. González, President						
c. Address	d. Tel. No.	e.e. Cell No.					
1426 San Rafael Street, San Juan PR 00909	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 a 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor prac- the Act, or are unfair practices affecting commerce within the meaning of	ctices are unfair practices affect	ting commerce within the meaning of					
2. Basis of the Charge (set forth a clear and concise statement of the facts of	onstituting the alleged unfair la	abor practices)					
On or about 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	4a. Tel. No.	4b. Cell No.					

Name of Employer		4a. Tel. No.	4b. Cell No.
United States Postal Service		(787) 622-1637	
		4c. Fax No:	4d. e-Mail
		(787) 622-1657	
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	e to contact
585 F.D Roosevelt Ave. San Juan PR 00936		Ernesto Sanabria, H	IR Manager
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed
Postal Service	Postal Service		100+
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)			(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 2	(IP code)		۲ 60
(b) (6), (b) (7)(C)			NO F
	12. DECLARAT	ION	P - 60-11
I declare that I have read the above charge and	that the statements	therein are true to the bes	
			Tel No. PH
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			<u> </u>
By:	(b) (6), (b)	(7)(C), an individual	Same as 11b ?
(signature of representative or p	Print/type nan	ne and title or office, if any	Cell No. Same as above
			0
Address:		Date:	Fax No. Same as above
Same as above		11.16.18	e-Mail Same as above
	,		C Main Carrie as above

UNITED CTATES OF MEDICA							
NATIONAL LABOR RELATIONS BOARD	UNITED STATES OF AMERICA			DO NOT WRITE IN THIS SPAC			
CHARGE AGAINST LABOR ORGANIZATION OR ITS		re	Case Da		ate filed		
AGENTS		13	12-CB-231309		November 15, 2018		
			ional Director of the rea		,		
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	AGEN	NTS AGAINST WHICH CHA	RGE IS BROUG	SHT		
a. Name			. Union Representative to				
Union Abogados y Abogadas de Servicios			(b) (6), (b) (7)(0	C)			
Legales (UAASL)		1.	(=) (=), (=) (=), (=)	,			
c. Address		1	. Tel. No.	e.e. Cell No.			
Julián Blanco, Santa Rita #11		"			\(7\(C\)		
		-	(b) (6) f. Fax No. g. e-Mail		(1)(0)		
San Juan, PR 00925-2804		١.	rax No.	g. e-Mail	(b) (7)(C)		
				(D)	6), (b) (7)(C)		
h The shows and lebes are shown in the same have		- 4 100					
 h. The above-named labor organization or its agents have 8(b), subsection(s) (3) of the National Labor Relations 							
meaning of the Act, or are unfair practices affecting con							
2. Basis of the Charge (set forth a clear and concise stater							
Since on or about July 3, 2018, the above					-		
• • •			•		•		
bargain in bad faith by engaging in unlaw	•	_	• •		• • •		
agreements without any justification, and	subm	uttir		ith more or	nerous requests.		
Name of Employer			4a. Tel. No.	4b. Cell No			
			(787)728-8686				
Servicios Legales de Puerto Rico, Inc.			Ext. 7255		1		
		Ì	4c. Fax No.	4d. e-Mail			
				aayala	@servicioslegales.org		
			(787)728-0305	'			
5. Location of Plant involved (street, city, state, and ZIP co	ode)		6. Employer representati	ve to contact			
San Juan. PR			Arlene Ayala, Human Resources and Labor				
Carrodan. 1 TC		-	Relations Director				
7. Type of Establishment (factory, mine, wholesaler)	O Deia		product or service	-	Markors analousid		
				9. Number of Workers employed			
Corporation	Leg	<u>al S</u>	ervices	75			
10. Full name of party filing charge			11a. Tel. No.	11b. Cell	No.		
			(787)728-8686				
Arlene Ayala, Human Resources and Lab	oor	1	Ext. 7255				
Relations Director				1			
			11a Fay No	1 444	-il		
			11c. Fax No.	11d e-M			
11. Address of party filing charge (street, city, state, and ZI	ID code		(787)728-0305	aaya	la@servicioslegales.org		
	r code,	'					
PO Box 9134							
San Juan, PR 00908-0134							
			CLARATION				
I declare that I have read the above charge and	that the	e stat	tements therein are true	to the best of			
					Tel No. (797)729 9696 F.+		
, (h)	1			_	(787)728-8686 Ext.		
By: Armus-			ene Ayala, Human l		7255		
an			nd Labor Relations Director				
			type name and title or offi	ce, if any	Cell No.		
			l Counsel				
Address:		\neg	Date:		Fax No.		
PO Box 9134							
San Juan, PR 00908-0134			November 15, 2	018	e-Mail		
·					aayala@serviciosleg		
					ales.org		
			and the second s		alco.org		

David@D Hasserlaw.com

FORM NURB-608 (5-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION ON THE AGENTS

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

OR ITS AGENTS INSTRUCTIONS: File an original with kil.RB Regional Director for the region in which the alleged unfair labor practice cocurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT Union Representative to contact Teamster, local Union 385 Representative below 126 North Kirkman Road Orlando, Fr. 32011 ග අතන් h. The above-named labor organization has engaged in and is engaging in untair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) 2 4 U.S.C. Sec + w 501/2 To 100 The Act, or these untain tabor practices affecting commerce within the meaning of the Act, or these untain tabor practices affecting commerce within the meaning of Ahè National Labor Relations Act, and these unfair labor 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) Spe Attached sheet - breach of fiduciary duty 3. Name of Employer (Un) fed (Parcel Service C. Fax No. 386-334-7475 MP144@ATT. Net 5. Location of plant involved (street, city, state and ZIP code) 425 Fentres Day Fonc Bleach K.

7. Type of establishment flactory, mine, wholesaler, etc.) 8. Identify principal product or service 11. Address of party ting charge (street, 11a Tel Na b. Cell No. c. Fax No. (b) (6), (b) (7)(C) d e-mail 12 DECLARATION 386-252-0175 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Attorney - Representative 386-299-0302

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1891)
PRIVACY ACT STATEMENT

STATEMENT

The employee has been a member of the union for almost vears. works for UPS. The union is the Teamsters local 385.

The employee has been paying dues. had an initial gave the Union withdrawal card such that 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. worked until on or about June 2, 2014. then had another went back to work on or about September 26, 2014. did not notify the Union during this time frame to stop taking dues out of check. thought as the Union had not taken dues out of check after came back to work, did not have to notify them. believed was no longer in the union.

When the employee came back to work in September 2014, the Union started taking double union dues out of 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 wanted to withdraw from the union. They received it on October 1, 2015. There was no response.

On or about September, 206, 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 wanted to withdraw from the union. 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 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 wanted to withdraw. If the employee had been informed, would have known when to withdraw, that being in April, 2016. 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 dd 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

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-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 AGA			
a. Name American Postal Workers Union	b. Union Representative to Jolanda Bell Steward	Contact	
c. Address	d. Tel. No.	e.e. Cell No.	
PO Box 2881,	(904)354-0344		
Jacksonville, FL 32204	f. Fax No.	g. e-Mail	
	<u>}</u>	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 con-			
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	4a. Tel. No.	4b. Cell No.	
United States Postal Service			

Name of Employer United States Postal Service		4a. Tel. No.	4b. Cell No.
Office Otales Fusial Oct Vice		4c. Fax No.	4d. e-Maii gary.d.allen@usps.gov
5. Location of Plant involved (street, city, state, and ZIP of	code)	6. Employer representative to contact	
5785 County Road 305, Elkton, FL 32033-9998		Gary Allen Postma	ster
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed
Postal Service	Delivering mai	1	7
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(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 2 (b) (6), (b) (7)(C)	ZIP code)		
	12. DECLARAT	ION	
I declare that I have read the above charge and	d that the statements	therein are true to the bes	t of my knowledge and bellef.
(b) (6), (b) (7)(C)			Tel No.
By:	(b) (6), (b) (7		(b) (6), (b) (7)(C)
(sigi	Printrype nan	ne and title or office, if any	Ceil No.
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
		libylis	e-Mail (b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT W	RITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD	Case		Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR IT AGENTS	12-	CB-231682	11/27/18	
INSTRUCTIONS: File an original of this charge with the NLRB occurred or is occurring.	Regional Director o	f the region in which	n the alleged unfair labor practice	
1. LABOR ORGANIZATION OR ITS A	GENTS AGAINST W	HICH CHARGE IS BRO	DUGHT	
a. Name IATSE, Local 835	b. Uni	on Representative to 6), (b) (7)(C)		
	ĺ			
c. Address	d. Tel	. No.	e.e. Cell No.	
7131 Grand National Dr., Ste 102			(b) (6), (b) (7)(C)	
Orlando, FL 32819-8908	f. Fax	No.	g. e-Mail	
 The above-named labor organization or its agents have engage 8(b),(1)(A),(2) of the National Labor Relations Act, and these un of the Act, or are unfair practices affecting commerce within the 	nfair labor practices a meaning of the Act a	re unfair practices affi and the Postal Reorga	ecting commerce within the meaning anization Act.	
2. Basis of the Charge (set forth a clear and concise statement of t	the facts constituting	the alleged unfair lab	or practices)	
On or about (b) (6), (b) (7)(C) 2018, the above-named lab	or organizatio <u>n h</u>	as restrained and	coerced employees in the	
exercise of rights protected by Section 7 of the Act t	oy suspending (b) (6), (b) (7)(C) _o	r two (2) months, for arbitrary	
or discriminatory reasons or in bad faith.				
0	h			
On or about October 26, 2018, the above-named lat	_		` -	
exercise of rights protected by Section 7 of the Act t				
Hotel causing to miss work for one weekend, fo	r arbitrary or disc	criminatory reasoi	ns or in bad faith.	
	···········			
Name of Employer Nexxt Show		el. No. 02) 429-9922	4b. Cell No.	
		ax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP code) 6. Employer representative to contact		to contact		
DOIPHN Hotel 1500 EPCOT RESORTS	S/VA Na	ncy Brown, Mana		
7. Xxx of Establishment (factory ratios, wholeseler) 8. Prin	cipal product or serv	ice	Number of Workers employed	
Set Production stage	ge show set-up		Approx. 10+	
10. Full name of party filing charge (b) (6), (b) (7)(C)		Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. f	ax 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		
(b) (6), (b) (7)(C)			Tel No.	
By: X	(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
	Print/type name and		Cell No. (b) (6), (b) (7)(C)	
Address:	Ti	Date: X:	(b) (b), (b) (7)(C)	
(b) (6), (b) (7)(C)		11/25/18	e-Mail	

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

UNITED STATES OF AMERICA	UNITED STATES OF AMERICA DO NOT WRITE IN THIS SI		T WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		12-CB-231839	11-29-18	
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.				
	OR ITS AGE	NTS AGAINST WHICH CHARGE IS		
a. Name	امحامامي	b. Union Representative to C	ontact	
American Federation of State, County and M	• •			
Employees, Local 1782 AFL-CIO		Deputy Administrator		
c. Address		d. Tel. No. (904)888-9048	e.e. Cell No.	
5208 Pearl Street				
Jacksonville, FL 32208		f. Fax No. (904)355-3001	g. e-Mail	
h. The charge proceed labor consciention on the country borro			tjohnson@afscmefl.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 state)				
•				
Within the past six months, the above-named	labor ora	anization by its officers, age	ents and representatives	
breached its duty of fair representation and re	_		•	
•	soli allieu e	and cocreed employees in t	The exercise of rights their dection	
7 rights by:				
1) Failing to communicate with employee (b) (6), (b) (7)(C) regarding discharge grievance for arbitrary or discriminatory reasons or in bad faith.				
2) Failing and refusing to provide relevant information and/or unreasonably delaying in providing information to (b) (6), (b) (7)(C) regarding discharge grievance for arbitrary or discriminatory reasons or in bad faith.				
3) Handling the discharge grievance of (b) (6), (b) (7)(C) in a perfunctory manner.				
3. Name of Employer		4a. Tel. No.	4b. Cell No.	
UF Health - Shands		4c. Fax No.	4d. e-Mail	
, , , , , , , , , , , , , , , , , , , ,		Employer representative t		
			Christy Eads, Employee Relations Specialist	
7. Type of Establishment (factory, mine, wholesaler)	Principal product or service		Number of Workers employed	
Hospital	Medical Services		5000	
(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 Zi	IP code)		(b) (b), (b) (1)(c)	
(b) (6), (b) (7)(C)				
(b) (b) (7)(C)				

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

(b)

, Individual

name and title or office, if any

Tel No. (b) (6), (b) (7)(C)

Cell No. (b) (6), (b) (7)(C

Fax No.

e-Mail (b) (6)

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

By:

(sign

Address:

(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-231844	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.				
LABOR ORGANIZATION OF	R ITS AGENTS AGA	INST WHICH CHARGE IS BRO	OUGHT	
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 stateme	ent of the facts cons	stituting the alleged unfair lab	or practices)	
On or about November 14, 2018, the above-named labor organization failed to provide employee (b) (6), (b) (7)(C), with accurate information as to whether is in good-standing to prevent from running for (b) (6), (b) (7)(C).				
Name of Employer		4a. Tel. No.	4b. Cell No.	
Various Employers				
**		4c. Fax No.	4d. e-Mail	
Location of Plant involved (street, city, state, and ZIP code)		6. Employer representative to contact		
7. Type of Establishment (factory, mine, wholesaler) 8	B. Principal product	or service	Number of Workers employed	
Stevedoring	Stevedoring		·	
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(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)				
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) By:	(h) (6) (h)		Tel No.	
(sig charge)	Print/type name and title or office, if any		(b) (6), (b) (7)(C) Cell No.	
Address		Dete	Env No	
Address: (b) (6), (b) (7)(C)		Date:	Fax No.	
		28 No. 18	e-Mail (b) (6), (b) (7)(C)	