

Please Review the Following
Important Information
Before Filling Out a Charge Form!

- Please call an Information Officer in the Regional Office nearest you for assistance in filing a charge. The Information Officer will be happy to answer your questions about the charge form or to draft the charge on your behalf. Seeking assistance from an Information Officer may help you to avoid having the processing of your charge delayed or your charge dismissed because of mistakes made in completing the form.
- Please be advised that not every workplace action that you may view as unfair constitutes an unfair labor practice within the jurisdiction of the National Labor Relations Act (NLRA). Please click on the Help Desk button for more information on matters covered by the NLRA.
- The section of the charge form called, "Basis of Charge," seeks only a brief description of the alleged unfair labor practice. You should **NOT** include a detailed recounting of the evidence in support of the charge or a list of the names and telephone numbers of witnesses.
- After completing the charge form, be sure to sign and date the charge and mail or deliver the completed form to the appropriate Regional Office.
- A charge should be filed with the Regional Office which has jurisdiction over the geographic area of the United States where the unfair labor practice occurred. For example, an unfair labor practice charge alleging that an employer unlawfully discharged an employee would usually be filed with the Regional Office having jurisdiction over the worksite where the employee was employed prior to his/her discharge. An Information Officer will be pleased to assist you in locating the appropriate Regional Office in which to file your charge.
- The NLRB's Rules and Regulations state that it is the responsibility of the individual, employer or union filing a charge to timely and properly serve a copy of the charge on the person, employer or union against whom such charge is made.
- By statute, only charges filed and served within **six (6) months** of the date of the event or conduct, which is the subject of that charge, will be processed by the NLRB.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

INSTRUCTIONS:

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Abhe & Svoboda, Inc.		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) PO Box 251 Prior Lake, MN 55372-0251	e. Employer Representative Jake Svoboda	g. e-Mail
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) construction	j. Identify principal product or service general construction - painting	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), 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 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 February 16, 2017, the above named Employer discriminated against employee Omar Rubi by terminating him in retaliation for him engaging in union and/or protected activity.

From about February 7, 2017 through February 15, 2017, the Employer did not provide work for Rubio in retaliation for him engaging in protected, concerted activity.

Within the past six months, the above named Employer has issued threats, including the threat to check on immigration status, prohibited employees from discussing working conditions and conditioned any complaints dealing with the employees' working conditions to first go through the Employer, prohibited employees from talking about the Union, threatened termination for talking about the Union, interrogated employees about their Union support and activities and gave the employees the impression of surveillance in retaliation for the employees engaging in union and/or protected activity or to prevent the employees from engaging in such activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Union of Painters and Allied Trades, District Council 5

4a. Address (Street and number, city, state, and ZIP code) 6770 E Marginal Way S Bldg. E Ste. 321 Seattle WA 98108-3405	4b. Tel. No. 206-794-1240
	4c. Cell No. 206-856-9682
	4d. Fax No. 206-448-6478
	4e. e-Mail omar@iupatdc5.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Union of Painters and Allied Trades, District Council 5

6. DECLARATION

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

By _____
(signature of representative or person making charge) (Print/type name and title or office, if any)Address 33035 18th Pl. S D-101, Federal Way WA 98003 _____
(date)

Tel. No. 206-794-1240

Office, if any, Cell No. 206-856-9682

Fax No. (206) 448-6478

e-Mail
omar@iupatdc5.org**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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