UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
SEVENTH REGION

UNITED STATES POSTAL SERVICE

Respondent

and

Cases 07-CA-076394
07-CA-079605
07-CA-079609
07-CA-079614

BRANCH 654, NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

Charging Union

FORMAL SETTLEMENT STIPULATION

I. Introduction

Through this formal settlement stipulation, the parties to this proceeding, the United States Postal Service (Respondent), Branch 654, National Association of Letter Carriers, AFL-CIO (Charging Union), and the Acting General Counsel of the National Labor Relations Board agree that, upon approval of this stipulation by the Board, a Board Order in conformity with its terms will issue and a court judgment enforcing the Order will be entered. The parties also agree to the following:

II. Jurisdiction

1. At all material times, Respondent has provided postal services for the United States and has operated various facilities throughout the United States in the performance of that function, including facilities located at 155 South Main Street, Mt. Clemens, Michigan, herein called the Mt. Clemens Main facility, and 15285 Samohin Dr., Macomb Township, Michigan, herein called the Mt. Clemens Annex, and collectively called Respondent's Mt. Clemens facilities.

2. The Board has jurisdiction over Respondent and this matter by virtue of Section 1209 of Postal Reorganization Act, 39 U.S.C. Sect 101 et. seq., hereafter called PRA.

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III. Labor Organization Status

At all material times, the National Union of Letter Carriers, AFL-CIO, herein called the National Union, and the Charging Union have each been a labor organization within the meaning of Section 2(5) of the Act.

IV. Procedure

1. Filing and Receipt of Charges. On March 12, 2012, the Charging Union filed the charge in Case 07-CA-076394, which was served on Respondent by regular mail on March 13, 2012. On April 25, 2012, the Charging Union filed the charges in Cases 07-CA-079605, 07-CA-079609, and 07-CA-079614, and copies were served on Respondent by regular mail on April 26, 2012. Respondent acknowledges receipt of the charges.

2. Issuance of Second Consolidated Amended Complaint. On July 9, 2012, the Regional Director for Region Seven of the Board issued a Second Order Consolidating Cases and Second Consolidated Amended Complaint in this proceeding, alleging that Respondent violated the National Labor Relations Act. Respondent and the Charging Union each acknowledge receipt of a copy of the Second Order Consolidating Cases and Second Consolidated Amended Complaint, which was served by certified and regular mail on Respondent and by certified mail on the Charging Union on July 9, 2012.

3. Waiver. All parties waive the following: (a) filing of answer; (b) hearing; (c) administrative law judge's decisions; (d) filing of exceptions and briefs; (e) oral argument before the Board; (f) the making of findings of fact and conclusions of law by the Board; and (g) all other proceedings to which the parties may be entitled under the Act and the Board's Rules and Regulations.

4. The Record. The entire record in this matter consists of the following documents: this stipulation; the charges in Cases 7-CA-076394, 7-CA-079605, 7-CA-079609 and 7-CA-079614; and the Second Order Consolidating Cases and Second Consolidated Amended Complaint. Copies of the charges and the Second Order Consolidating Cases and Second Consolidated Amended Complaint are attached as Exhibits A through E, respectively.

5. Entire Agreement. This stipulation constitutes the entire agreement between the parties; there is no agreement of any kind, verbal or otherwise, that alters or adds to it.

6. Scope of the Stipulation and Reservation of Evidence. This stipulation settles only the allegations in the above-captioned cases and does not constitute a settlement of any other cases or matters. It does not preclude persons from filing charges, the Acting General Counsel from prosecuting complaints or the Board and the courts from finding violations with respect to matters that precede the date of the approval of

this stipulation, regardless of whether those matters were known to the Acting General Counsel or were readily discoverable. The Acting General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned cases for any relevant purpose in the litigation of this or any other cases, and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to that evidence.

7. Effective Date. This stipulation is subject to approval by the Board and it does not become effective until the Board has approved it. The Regional Director will file with the Board this stipulation and the documents constituting the record as described above. Once the Board has approved the stipulation, Respondent will immediately comply with the provisions of the order as set forth below.

V. FACTS

1. The following employees of Respondent (the Unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act.

> All full-time and regular part-time city letter carriers employed by Respondent at various facilities throughout the United States, but excluding professional employees, employees engaged in personnel work in other than a purely non-confidential clerical capacity, postal inspection service employees, employees in the supplemental work force, rural letter carriers, mail handlers, maintenance employees, special delivery messengers, motor vehicle employees, postal clerks, managerial employees, supervisory personnel, and security guards as defined in Public Law 9-375, 1201(2).

2. At all material times, the National Union has been the exclusive collective bargaining representative of the Unit for the purposes of collective bargaining with respect to rates of pay, hours of employment, and other terms and conditions of employment, and has been recognized as such representative by the Respondent. This recognition has been embodied in successive collective bargaining agreements, the most recent of which is effective by its terms from November 16, 2006, through November 20, 2011.

3. At all material times, the National Union has been the exclusive collective bargaining representative of the Unit within the meaning of Section 9(a) of the Act.

4. At all material times, the Charging Union has been the designated servicing representative of the National Union for employees in the Unit employed at the Mt. Clemens facilities.

5. (a) The Charging Union requested from Respondent copies of any disciplinary actions issued by Respondent in the Official Personnel File of a certain bargaining unit employee:

(i) on February 6 and February 8, 2012, in writing;

(ii) on February 6, February 8, March 2, and March 9, 2012, orally.

(b) Respondent furnished the information described in paragraph 5(a) to the Charging Union on March 19, 2012.

6. On February 21, 2012, the Charging Union requested, in writing:

(a) A copy of all adjust pay certificates, P.S. Form 2240s, and any and all pay adjustments for all letter carriers at the Mt. Clemens Annex and Mt. Clemens Main facility from January 11, 2011 through December 31, 2011.

(b) A copy of all "no lunch" requests for all letter carriers at the Mt. Clemens Annex and Unit 1 of the Mt. Clemens Main facility from January 11, 2011 through December 31, 2011.

(c) A copy of all clock rings for all letter carriers at the Mt. Clemens Annex from January 11, 2011 through December 31, 2011.

7. (a) Respondent furnished the requested information described in paragraph 6(a) to the Charging Union on May 2 and May 11, 2012.

(b) Respondent furnished the requested information described in paragraph 6(b), for the Mt Clemens Annex, to the Charging Union on April 21, 2012.

(c) Respondent furnished the requested information described in paragraph 6(b), for Unit 1 of the Mt. Clemens Main facility, to the Charging Union on May 1, 2012.

(d) Respondent furnished the requested information described above in paragraph 6(c) to the Charging Union on April 20, 2012.

8. The information requested, as described in paragraphs 5(a) and 6, is necessary for and relevant to the Charging Union's performance of its duties as the servicing representative for the exclusive collective bargaining representative of the Unit.

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9. By the conduct described in paragraphs 5(b) and 7, Respondent unreasonably delayed in furnishing the Charging Union with the information described above in paragraphs 5(a) and 6.

10. By the conduct described in paragraphs 5(b) and 7, Respondent has been failing and refusing to bargain collectively and in good faith with the servicing representative of the exclusive collective-bargaining representative of the Unit, in violation of Section 8(a)(1) and (5) of the Act, and within the meaning of the PRA.

VI. ORDER

Based on this stipulation and the record as described above, and without any further notice of proceedings, the Board may immediately enter an order providing as follows:

Respondent, United States Postal Service, Mt. Clemens, Michigan, its officers, agents, successors, and assigns, shall:

1. Cease and desist from:

(a) unreasonably delaying in furnishing the Charging Union with relevant requested information, or in any like or related manner interfering with, restraining, or coercing its employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) in any like or related manner refusing to bargain collectively and in good faith with the Charging Union as the servicing representative of the exclusive collective bargaining representative of the Unit.

2. Take the following affirmative action:

(a) Promptly provide the Charging Union with relevant information that it requests and, if unable to locate any of the requested information, explain the reasons for the unavailability to the Charging Union.

(b) Within 14 days of service by the Region, post at its Mt. Clemens facilities, copies of the attached notice marked as Appendix A. Copies of the notice, on forms provided by the Region Seven, after being signed by Respondent's authorized representative, shall be posted by Respondent and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, Respondent shall distribute notices electronically, by email, posting on an intranet or internet site, and /or other electronic means, if the Respondent customarily communicates with its employees by

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such means. Respondent will take reasonable steps to ensure that the notices are not altered, defaced, or covered by any other material. In the event that, during the pendency of these proceedings, Respondent has gone out of business or closed any of the facilities involved in these proceedings, Respondent shall duplicate and mail, at its own expense, a copy of the notice to all current employees and former employees employed by Respondent at any time since March 19, 2012.

(c) Within 21 days after service of this order by the Region, file with the Regional Director a sworn certification by a responsible Respondent official attesting to the steps that Respondent has taken to comply.

VII. ENFORCEMENT OF ORDER

The United States Court of Appeals for any appropriate circuit may, on application by the Board, enter its judgment enforcing the Order of the Board in the form set above. Respondent waives all defenses to the entry of the judgment, including compliance with the Order of the Board, and its right to receive notice of the filing of an application for the entry of such judgment, provided that the judgment is in the words set forth above. However, Respondent shall be required to comply with the affirmative provisions of the Board's Order after entry of the judgment only to the extent that it has not already done so.

UNITED STATES POSTAL SERVICE
Respondent

By: [signature]

Title: Attorney USPS

433 W. Harrison 7th Fl
Number and Street

Chicago IL 60699-7000
City State Zip Code

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BRANCH 654, NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO
Charging Union
By: Clarence Blaze III

Title: Branch President

P.O. Box 654
Number and Street

Mt. Clemens, MI 48046
City State Zip Code

Approval recommended:

Date: 7/13/12

Robert Buzaitis, Field Attorney
National Labor Relations Board, Seventh Region
Patrick V. McNamara Federal Building
Room 300, 477 Michigan Avenue
Detroit, Michigan 48226

Approved By:

Date: 7/13/12

Terry Morgan, Regional Director
National Labor Relations Board, Seventh Region
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, Michigan 48226

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-076394	3-12-2012

INSTRUCTIONS:
File an original and 4 copies of this charge 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 United States Postal Service		b. Number of workers employed 1,000's
c. Address (street, city, state, ZIP code) 155 S. Main ST Mt. Clemens, MI 48046	d. Employer Representative Lisa Simon	e. Telephone No. (586) 783-2879 Fax No. (586) 465-1471
f. Type of Establishment (factory, mine, wholesaler, etc.) Postal Service	g. Identify principal product or service Mail Delivery	

h. 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) (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act of 1970.

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

During the past six months, the above-named Employer has failed and refuse to bargain in good faith with the Union by refusing to provide relevant and necessary requested information as follows:

1. Date of the request: February 6, 2012
2. Name and title of the person requesting the information: Dennis Werth, Annex Chief Steward
3. Name and title of the person to whom the information request was submitted: Matt Hines, Acting Station Manager
4. Was the request made orally or in writing? The request was made in writing.
5. Describe generally the requested information that has not been provided: The information requested is any discipline in Judy Wentworth's OPF.
6. Explain the reason for the request (e.g., contract administration, grievance processing, collective bargaining, etc.): The information is needed for contract administration.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
National Association of Letter Carriers Branch 654

4a. Address (street and number, city, state, and ZIP code) P.O. Box 654, Mt. Clemens, MI 48046	4b. Telephone No. (586) 463-0694 Fax No. (586) 741-8296

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)
National Association of Letter Carriers AFL-CIO

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.

Clarence Blaze III
(signature of representative or person making charge)

Union President
(Print/type title or office, if any)

Address: P.O. Box 654
Mt. Clemens, MI 48046

(fax) (586) 741-8296
(586) 463-0694
(Telephone No.)

3-9-12
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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** TOTAL PAGE.02 **

Exhibit A
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FORM EXEMPT UNDER 44 U.S.C. 3512

(11-98)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-079605	Date Filed 4-25-2012

INSTRUCTIONS:
File an original and 4 copies of this charge 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: United States Postal Service
b. Number of workers employed: 1,000's
c. Address (street, city, state, ZIP code): 155 South Main St. Mt. Clemens, MI 48046
d. Employer Representative: Lisa Simon
e. Telephone No. (586) 783-2812 Fax No. (586) 465-1471
f. Type of Establishment (factory, mine, wholesaler, etc.): Postal Service
g. Identify principal product or service: Mail Delivery

h. 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) (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act of 1970.

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

During the past six months, the above-named Employer has failed and refuse to bargain in good faith with the Union by refusing to provide relevant and necessary requested information as follows:

1. Date of the request: February 21, 2012
2. Name and title of the person requesting the information: Clarence Blaze III, Union President
3. Name and title of the person to whom the information request was submitted: John Tarian, Supervisor
4. Was the request made orally or in writing? The request was made in writing.
5. Describe generally the requested information that has not been provided: A Copy of all Adjust Pay Certificates, P.S. Form 2240's and any and all pay adjustments for all letter carriers at the Mt. Clemens Annex and Main from 1-11-11 thru 12-31-11
6. Explain the reason for the request (e.g., contract administration, grievance processing, collective bargaining, etc.): The request was made for contract administration and grievance processing

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization give full name, including local name and number): National Association of Letter Carriers Branch 654
4a. Address (street and number, city, state, and ZIP code): P.O. Box 654 Mt. Clemens, MI 48046
4b. Telephone No. (586) 463-0694 Fax No. (586) 463-3361
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): National Association of Letter Carriers AFL-CIO

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.

Clarence Blaze III (signature of representative or person making charge) — Union President (Print/type title or office, if any)

Address: P.O. Box 654, Mt. Clemens, MI 48046
(fax) (586) 463-3361
(313) 610-9455 (Telephone No.)
4-24-12 (date)

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

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Exhibit 18

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FORM EXEMPT UNDER 44 U.S.C. 3511

FORM NLRB-501 (11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-079609	4-25-2012

INSTRUCTIONS:
File an original and 4 copies of this charge 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: United States Postal Service

b. Number of workers employed: 1,000's

c. Address (street, city, state, ZIP code): 155 South Main St. Mt. Clemens, MI 48046

d. Employer Representative: Lisa Simon

e. Telephone No.: (586) 783-2812
Fax No.: (586) 465-1471

f. Type of Establishment (factory, mine, wholesaler, etc.): Postal Service

g. Identify principal product or service: Mail Delivery

h. 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) (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act of 1970.

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

During the past six months, the above-named Employer has failed and refuse to bargain in good faith with the Union by refusing to provide relevant and necessary requested information as follows:

1. Date of the request: February 21, 2012
2. Name and title of the person requesting the information: Clarence Blaze III, Union President
3. Name and title of the person to whom the information request was submitted: John Tarian, Supervisor
4. Was the request made orally or in writing? The request was made in writing.
5. Describe generally the requested information that has not been provided: A copy all "No lunch" for all letter carriers at the Mt. Clemens-Annex and Main from 1-1-11 thru 12-31-11.
6. Explain the reason for the request (e.g., contract administration, grievance processing, collective bargaining, etc.): The request was made for contract administration and grievance process.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number): National Association of Letter Carriers Branch 654

4a. Address (street and number, city, state, and ZIP code): P.O. Box 654 Mt. Clemens, MI 48046

4b. Telephone No.: (586) 463-0674
Fax No.: (586) 463-3361

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): National Association of Letter Carriers AFL-CIO

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.

Clarence Blaze III
(signature of representative or person making charge)

Union President
(Print/type title or office, if any)

Address: P.O. Box 654 Mt. Clemens, MI 48046

(fax) (586) 463-3361
(313) 610-9455
(Telephone No.)

4-24-12
(date)

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

Exhibit C
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FORM EXEMPT UNDER 44 U.S.C. 3511

(11-88)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-079614	Date Filed 4-25-2012

INSTRUCTIONS:
File an original and 4 copies of this charge 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: United States Postal Service

b. Number of workers employed: 1,000's

c. Address (street, city, state, ZIP code): 155 South Main St. Mt. Clemens, MI 48046

d. Employer Representative: Lisa Simon

e. Telephone No. (586) 783-2812
Fax No. (586) 465-1471

f. Type of Establishment (factory, mine, wholesaler, etc.): Postal Service

g. Identify principal product or service: Mail Delivery

h. 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) (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act of 1970.

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

During the past six months, the above-named Employer has failed and refuse to bargain in good faith with the Union by refusing to provide relevant and necessary requested information as follows:

1. Date of the request: February 21, 2012
2. Name and title of the person requesting the information: Clarence Blaze III, Union President
3. Name and title of the person to whom the information request was submitted: John Tarian, Supervisor
4. Was the request made orally or in writing? The request was made in writing.
5. Describe generally the requested information that has not been provided: A copy of all clock-rings for all letter carriers at the Mt. Clemens-Annex and Main from 1-11-11 thru 12-31-11.
6. Explain the reason for the request (e.g., contract administration, grievance processing, collective bargaining, etc.): The request was made for contract administration and grievance process

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number): National Association of Letter Carriers Branch 654

4a. Address (street and number, city, state, and ZIP code): P.O. Box 654 Mt. Clemens, MI 48046

4b. Telephone No. (586) 463-0694
Fax No. (586) 463-3361

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): National Association of Letter Carriers AFL-CIO

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.

Clarence Blaze III
(signature of representative or person making charge)

Union President
(Print/type title or office, if any)

Address: P.O. Box 654 Mt. Clemens, MI 48046

(fax) (586) 463-3361
(313) 610-9455
(Telephone No.)

4-24-12
(date)

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

Exhibit D

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION SEVEN

UNITED STATES POSTAL SERVICE

Respondent

and

Cases 07-CA-076394
07-CA-079605
07-CA-079609
07-CA-079614

BRANCH 654, NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO

Charging Union

SECOND ORDER CONSOLIDATING CASES AND SECOND CONSOLIDATED AMENDED COMPLAINT

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board, and to avoid unnecessary costs or delay, IT IS ORDERED THAT the charges in Cases 07-CA-079605, 07-CA-079609, and 07-CA-079614, filed by the Charging Union against Respondent are consolidated with the charge in Case 07-CA-079634 filed by the Charging Union against Respondent and upon which a Complaint and Notice of Hearing issued on May 15, 2012.

This Second Order Consolidating Cases and Second Consolidated Amended Complaint, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act, 29 U.S.C. § 151 et seq. (the Act), the Postal Reorganization Act, 39 U.S.C. §101 et seq. (PRA), and Section 102.15 of the Board's Rules and Regulations, and alleges that Respondent has violated the Act by engaging in the following unfair labor practices:

1. (a) The charge in Case 07-CA-076394 was filed by the Charging Union on March 12, 2012, and a copy was served by regular mail on Respondent on March 13, 2012.

(b) The charge in Case 07-CA-079605 was filed by the Charging Union on April 25, 2012, and a copy was served by regular mail on Respondent on April 26, 2012.

CB Exhibit E

(c) The charge in Case 07-CA-079609 was filed by the Charging Union on April 25, 2012, and a copy was served by regular mail on Respondent on April 26, 2012.

(d) The charge in Case 07-CA-079614 was filed by the Charging Union on April 25, 2012, and a copy was served by regular mail on Respondent on April 26, 2012.

2. Respondent provides postal services for the United States and operates various facilities throughout the United States in the performance of that function, including facilities located at 155 South Main Street, Mt. Clemens, Michigan, herein called the Mt. Clemens Main facility, and 15285 Samohin Dr., Macomb Township, Michigan, herein called the Mt. Clemens Annex, and collectively called Respondent's Mt. Clemens facilities.

3. The Board has jurisdiction over Respondent and this matter by virtue of Section 1209 of the PRA.

4. At all material times: the National Association of Letter Carriers, AFL-CIO, herein called the National Union, and the Charging Union have each been a labor organization within the meaning of Section 2(5) of the Act.

5. At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act:

Lisa Simon	Officer in Charge
Matthew Hines	Acting Station Manager
Kate Brooks	Acting Station Manager
John Tarian	Supervisor of Customer Service
Roslyn Dennis	Acting Supervisor
Heather Brady	Supervisor of Customer Services

6. (a) The following employees of Respondent (the Unit) constitute a unit appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

> All full-time and regular part-time city letter carriers employed by Respondent at various facilities throughout the United States, but excluding professional employees, employees engaged in personnel work in other than a purely non-confidential clerical capacity, postal inspection service employees, employees in the

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supplemental work force, rural letter carriers, mail handlers, maintenance employees, special delivery messengers, motor vehicle employees, postal clerks, managerial employees, supervisory personnel, and security guards as defined in Public Law 9-375, 1201(2).

(b) At all material times, the National Union has been the exclusive collective bargaining representative of the Unit for the purposes of collective bargaining with respect to rates of pay, hours of employment, and other terms and conditions of employment, and has been recognized as such representative by the Respondent. This recognition has been embodied in successive collective bargaining agreements, the most recent of which was effective by its terms from November 21, 2006, through November 20, 2011.

(c) At all material times based on Section 9(a) of the Act, the National Union has been the exclusive collective-bargaining representative of the Unit within the meaning of Section 9(a) of the Act.

(d) At all material times, the Charging Union has been the designated servicing representative of the National Union for employees in the Unit employed at Respondent's Mt. Clemens facilities.

7. The Charging Union requested copies of any disciplinary actions issued by Respondent in the Official Personnel File of a certain bargaining unit employee:

(a) On February 6 and February 8, 2012, in writing;

(b) On February 6, February 8, March 2, and March 9, 2012, orally.

8. On about February 21, 2012, the Charging Union requested, in writing:

(a) A copy of all adjust pay certificates, P.S. Form 2240s, and any and all pay adjustments for all letter carriers at the Mt. Clemens Annex and Mt. Clemens Main facility from January 11, 2011 through December 31, 2011.

(b) A copy of all "no lunch" requests for all letter carriers at the Mt. Clemens Annex and Unit 1 of the Mt. Clemens Main facility from January 11, 2011 through December 31, 2011.

(c) A copy of all clock-rings for all letter carriers at the Mt. Clemens Annex from January 11, 2011 through December 31, 2011.

9. The information requested by the Charging Union, as described above in

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paragraphs 7 and 8 is necessary for, and relevant to, the Charging Union's performance of its duties as the designated servicing representative of the exclusive collective-bargaining representative of the Unit.

10. On or about March 19, 2012, Respondent provided the requested information described above in paragraph 7.

11. (a) On or about May 2 and May 11, 2012, Respondent provided the requested information described above in paragraph 8(a).

(b) On or about April 21, 2012, Respondent provided the requested information described above in paragraph 8(b) for the Mt. Clemens Annex.

(c) On or about May 1, 2012, Respondent provided the requested information as described above in paragraph 8(b) for Unit 1 of the Main facility.

(d) On or about April 20, 2012, Respondent provided the requested information described above in paragraph 8(c).

12. By the conduct described in paragraphs 10 and 11, Respondent unreasonably delayed in furnishing the Charging Union with the information described above in paragraphs 7 and 8.

13. By the conduct described above in paragraphs 10 and 11, Respondent has been failing and refusing to bargain collectively and in good faith with the Charging Union as the servicing representative of the exclusive collective-bargaining representative of its employees, in violation of Section 8(a)(1) and (5) of the Act, and within the meaning of the PRA.

WHEREFORE, it is prayed that the Respondent be ordered to:

1. Cease and desist from:

(a) Engaging in the conduct described in paragraphs 10 and 11, or in any like or related manner interfering with, restraining, or coercing its employees in the exercise of rights guaranteed in Section 7 of the Act.

(b) Engaging in the conduct described in paragraphs 10 and 11, or in any like or related manner refusing to bargain collectively and in good faith with the Charging Union as the servicing representative of the exclusive collective-bargaining representative of the Unit.

2. Take the following affirmative action:

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(a) Promptly provide the Charging Union with relevant information that it requests and, if unable to locate any of the requested information, explain the reasons for the unavailability to the Charging Union.

(b) Post appropriate notices at Respondent's Mt. Clemens facilities in which the Charging Union is the designated servicing representative of the exclusive collective bargaining representative of the Unit.

The Acting General Counsel further prays for such other relief as may be just and proper to remedy the unfair labor practices herein alleged.

Dated at Detroit, Michigan, this 9th day of July 2012.

(SEAL)

/s/ Terry Morgan
Terry Morgan, Regional Director
National Labor Relations Board, Region 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 300
Detroit, Michigan 48226

(To be printed and posted on official Board Notice form)

Posted Pursuant to a Stipulation Providing for a Board Order and a Consent Judgment of Any Appropriate United States Court of Appeals

We are posting this Notice to inform you of the rights guaranteed to you by the National Labor Relations Act.

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join or assist a union
Choose representatives to bargain with us on your behalf
Act together with other employees for your benefit and protection
Choose not to engage in any of these protected activities.

We assure you that:

WE WILL NOT refuse to provide timely responses to requests from Branch 654, National Association of Letter Carriers, AFL-CIO (the Union) for information that is necessary for and relevant to the Union's performance of its duties as the designated servicing representative of the exclusive collective-bargaining representative of certain of our employees.

WE WILL NOT in any like or related manner interfere with, restrain or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL promptly provide the Union with the relevant information that it requests and, if we are unable to locate any of the requested information, **WE WILL** explain the reasons for the unavailability to the Union.

UNITED STATES POSTAL SERVICE
(Employer)

Dated: _____ By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlrb.gov.

Patrick V. McNamara Federal Building, 477 Michigan Avenue, Room 300, Detroit, Michigan 48226-2569
(313) 226-3200 Hours: 8:15 a.m. to 4:45 p.m. Mark D. Baines, Compliance Officer, (313) 226-3244

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Appendix A