

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 07-CA-235594 Date Filed February 7, 2019

INSTRUCTIONS:

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sysco Grand Rapids LLC		b. Tel. No. 616-949-3700
		c. Cell No.
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids Mi. 49512		f. Fax No. 616-977-9452
e. Employer Representative Tom Schaeffer		g. e-Mail
		h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Warehouse and Distribution Center	j. Identify principal product or service Distribution of food products	

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) 8(a) 1, 8(a) 5 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)

Within six (6) months prior to the date of this charge, the above mentioned employer, through its Officers, Agents, and Supervisors, made changes to the employees vacation policy. Until the change to the existing policy, the employees were awarded their vacation time January 1 based upon years of service attained by the employee as of that January 1. The company, without bargaining with the Union, has now changed the vacation policy to an employee has to earn their vacation in that current year.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Ave. S.E. Grand Rapids Mi. 49508		4b. Tel. No. 616-452-1551
		4c. Cell No.
		4d. Fax No. 616-452-6364
		4e. e-Mail

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 Brotherhood of Teamsters

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.		Tel. No. 616-452-1551
By  (signature of representative or person making charge)		Office, if any, Cell No.
Terry Hoogerhyde Business Agent (Print type name and title or office, if any)		Fax No. 616-452-6364
Address 3315 Eastern Ave. S.E. Grand Rapids Mi. 49508		e-Mail terry@teamsters406.org
		02/062019 (date)

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.

Exhibit B

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-207706

October 10, 2017

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
Sysco Grand Rapids LLC

b. Tel. No. (616) 949-3700

c. Cell No.

f. Fax No. 96160 977-0452

g. e-Mail

h. Number of workers employed
161

d. Address (Street, city, state, and ZIP code)
3700 Sysco Court
Grand Rapids MI, 49512

e. Employer Representative
Tom Shaeffer

i. Type of Establishment (factory, mine, wholesaler, etc.)
Food Distribution Center

j. Identify principal product or service
Distribution of food products

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) (5) of the National Labor Relations Act, and these unfair labor 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 September 29, 2017 the above mentioned employer through its officers and agents discharged employee Ken Lester because of his union support

The employer implemented this disciplinary action without providing notification or an opportunity to bargain to the charging party Union, the exclusive representative of Mr. Lester and other employees.

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

General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code)

3315 Eastern Avenue, S.E. Grand Rapids MI 49508

4b. Tel. No. (616) 452-1551

4c. Cell No.

4d. Fax No. (616) 452-6364

4e. e-Mail

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 Brotherhood of Teamsters (IBT)

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.

Tel. No. (616) 452-1551

Office, if any, Cell No.

Fax No. (616) 452-6364

e-Mail

by  (signature of representative of charging party)

Terry Hoogerhyde/Business Agent
(Print type name and title or office, if any)

10-7-2017
(date)

Address 3315 Eastern Avenue S.E. Grand Rapids MI, 49508

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 handle its processing.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE
Case 07-CA-206107 Date Filed September 12, 2017

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 Sysco Grand Rapids, LLC.	b Tel No (616) 949-3700
d Address (Street, city, state, and ZIP code) 3700 Sysco Court, S E Grand Rapids, MI 49512	c Cell No
e Employer Representative Tom Shaeffer	f Fax No (616) 977-9472
i Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	g e-Mail
j. Identify principal product or service Distribution of Food Products	h Number of workers employed 161

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) 8 (a) 1, 8 (a) 5 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)
Within six (6) months prior to the date of this charge, the above mentioned employer, through it's Officers, Agents and Supervisors, made changes to the Warehouse Incentive Pay (WIP), thus diminishing their rate of pay without bargaining in good faith with the Union.

3 Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 408	4b Tel No (616) 462-1661
4a Address (Street and number, city, state, and ZIP code) 3315 Eastern Ave , S E Grand Rapids, Michigan 49508	c Cell No
	4d Fax No (616) 452-8364
	4e e Mail

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 Brotherhood of Teamsters

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	Tel No (616) 462-1551
By  <i>(Signature of representative or person making charge)</i>	Office, if any, Cell No
Terry Hoogerhyde, Business Agent <i>(Print/type name and title or office if any)</i>	Fax No (616) 452-1551
Address: 3315 Eastern Ave., S E, Grand Rapids, MI 49508	e Mail terry hoogerhyde@gmail.com
9-12-2017 <i>(date)</i>	

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 not required by law, but it is necessary to process the charge and to conduct the proceedings.

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-206107	Sept 25, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sysco Grand Rapids, LLC		b. Tel. No. (616)949-3700
d. Address (street, city, state ZIP code) 3700 Sysco Ct SE, Grand Rapids, MI 49512-2083		c. Cell No.
e. Employer Representative Tom Schaeffer		f. Fax No. (616)976-1311
i. Type of Establishment (factory, nursing home, hotel) Food Distribution		g. e-Mail
j. Principal Product or Service Distribution of Food Products		h. Dispute Location (City and State) Grand Rapids, MI
		k. Number of workers at dispute location 161

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or those unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Partial Reorganization Act

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
 (1) Within the previous six months, the Employer, through its officers, agents or supervisors, made changes to the Warehouse Incentive Pay (WIP), thus diminishing their rate of pay without bargaining in good faith with the Union.
 (2) Since about **Sep 12, 2017**, the Employer has failed and refused to furnish information the Union requested that is relevant to employee's terms or conditions of employment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
General Teamsters Union Local No. 406, International Brotherhood of Teamsters

4a. Address (street and number, city, state, and ZIP code) 3315 Eastern Avenue SE, Grand Rapids, MI 49508	4b. Tel. No. (616)446-0455
	4c. Cell No.
	4d. Fax No. (616)452-6364
	4e. e-Mail terry.hoogerhyde@gmail.com

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)

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.	Tel. No. (616)446-0455
By  (signature of representative or person making charge)	Office, if any, Cell No.
Terry Hoogerhyde Business Rep. Print Name and Title	Fax No. (616)452-6364
Address 3315 Eastern Avenue SE, Grand Rapids, MI 49508	e-Mail terry.hoogerhyde@gmail.com
Date: 9-25-2017	

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

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

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

07-CA-2016108

September 12, 2017

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

Sysco Grand Rapids, LLC

b. Tel. No (616) 949-3700

c. Cell No

f. Fax No (616) 977-9472

g. e-Mail

h. Number of workers employed
161

d. Address (Street, city, state and ZIP code)

3700 Sysco Court, S.E.
Grand Rapids, MI 49512

e. Employer Representative

Tom Shaeffer

i. Type of Establishment (factory, mine, wholesaler, etc)
Food Distribution

j. Identify principal product or service
Distribution of Food Products

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) 8 (a) 3, 8 (a) 5 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)

Within six (6) months prior to the date of this charge, the above mentioned employer, through it's Officers, Agents and Supervisors, at its Alanson Depot, stated they had to fire former driver Mark Larson, because if they wouldn't have, the Union would have made a big deal about it

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

General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code)

3315 Eastern Ave., S E
Grand Rapids, Michigan 49508

4b. Tel No (616) 452-1551

4c. Cell No

4d. Fax No (616) 452-8384

4e. e-Mail

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 Brotherhood of Teamsters

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 person making charge)

Terry Hoogerhyde, Business Agent

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

Tel No (616) 452-1551

Office, if any, Cell No

Fax No (616) 452-1551

e-Mail

terry hoogerhyde@gmail.com

Address 3315 Eastern Ave, S E, Grand Rapids, MI 49508

9-12-2017
(date)

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

PRIVACY ACT STATEMENT

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INTERNET
FORM NLRB-501
(2-00)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
07-CA-206108

Date Filed
October 10, 2017

First Amended

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
Sysco Grand Rapids, LLC.

b. Tol No. 616-949-3700

c. Cell No.

f. Fax No. 616-977-9472

g. e-Mail

h. Number of workers employed
161

d. Address (Street, city, state, and ZIP code)

3700 Sysco Court, S.E.
Grand Rapids, Michigan

e. Employer Representative

Tom Shaeffer

i. Type of Establishment (factory, mine, wholesaler, etc.)
Food Distribution

j. Identify principal product or service
Distribution of Food Products

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) (1) of the National Labor Relations Act, and those 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)

Within the previous six months prior to the date of this charge, the above mentioned employer, through its officers, agents and supervisors, at its Alanson depot, stated that it had to terminate former driver Mark Larson because if it hadn't, the Union would have made a big deal about it.

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

General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code)

3315 Eastern Ave., S.E.
Grand Rapids, Michigan 49508

4b. Tol. No. 616-452-1551

4c. Cell No.

4d. Fax No. 616-452-6364

4e. e-Mail

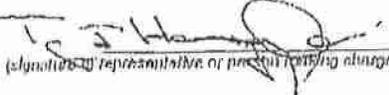
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

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.

Tel. No. 616-452-1551

Office, if any, Cell No.

By  (signature of representative or person filing charge)

Terry Hoogerhyde, Business Agent

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

Fax No. 616-452-6364

e-Mail

terry.hoogerhyde@gmail.com

Address 3315 Eastern Ave., S.E. Grand Rapids, MI 49508

10-7-17
(date)

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

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-206109	Date Filed September 12, 2017

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

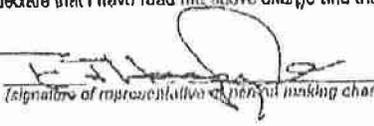
a Name of Employer Sysco Grand Rapids, LLC	b Tel No (616) 949-3700
d Address (Street, city, state, and ZIP code) 3700 Sysco Court, S.E. Grand Rapids, MI 49512	c Cell No
e Employer Representative Tom Shaeffer	f Fax No. (616) 977-9472
i Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	g e-Mail
j Identify principal product or service Distribution of Food Products	h Number of workers employed 161

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) 8 (a) 3, 8 (a) 5 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)
Within six (6) months prior to the date of this charge, the above mentioned employer, through it's Officers, Agents and Supervisors, at its Alanson Depot, threatened an employee that his work hours will be cut in retaliation for his Union and protected concerted activities with respect to their Section 7 rights

3 Full name of party filing charge (if labor organization give full name, including local name and number) General Teamsters Local Union No 406	4b Tel No (616) 452-1551
4a Address (Street and number, city, state, and ZIP code) 3315 Eastern Ave , S E Grand Rapids, Michigan 49508	4c Cell No
	4d Fax No (616) 452-6364
	4e e-Mail

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 Brotherhood of Teamsters

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		5b Tel No (616) 452-1551
By  (Signature of representative of person making charge)	Terry Hoogerhyde, Business Agent (Print/type name and title or office, if any)	5c Office, if any, Cell No
Address 3315 Eastern Ave , S.E , Grand Rapids, MI 49508	9-12-2017 (date)	5d Fax No (616) 452-1551
		5e e-Mail terry hoogerhyde@gmail.com

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

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER
INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-208109	October 20, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

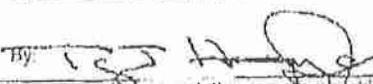
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Sysco Grand Rapids, LLC	b. Tel. No. (616)949-3700	c. Cell No.
d. Address (street, city, state ZIP code) 3700 Sysco Ct SE, Grand Rapids, MI 49512-2083	e. Employer Representative Tom Schaeffer	f. Fax No. (616)975-1311
		g. e-Mail
		h. Dispute Location (City and State) Alanson, MI
i. Type of Establishment (factory, printing house, hotel) Food Distribution	j. Principal Product or Service Distribution of Food Products	k. Number of workers at dispute location 181

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (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 August 20, 2017, the Employer, through Lead Driver Kevin Lauer, made coercive statements to its employees because of their support for a labor organization and in order to discourage union activities and/or membership, in violation of Section 8(a)(1) of the Act.

Within the previous six months, the Employer unlawfully retaliated against Dean Enos, because the employee supported a labor organization and in order to discourage union activities and/or membership, in violation of Section 8(a)(3) of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Union Local No. 406, International Brotherhood of Teamsters	
4a. Address (street and number, city, state, and ZIP code) 3315 Eastern Avenue SE, Grand Rapids, MI 49508	4b. Tel. No. (616)446-0455
	4c. Cell No.
	4d. Fax No. (616)452-6364
	4e. e-Mail terry.hoogerhyde@gmail.com
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)	

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.		Tel. No. (616)446-0455
By:  (Signature of representative or person making charge)		Office, if any, Cell No.
Terry Hoogerhyde Business Rep. Print Name and Title		Fax No. (616)452-6364
Address: 3315 Eastern Avenue SE, Grand Rapids, MI 49508		e-Mail terry.hoogerhyde@gmail.com
Date: 10/17/2017		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
SECOND AMENDED CHARGE AGAINST EMPLOYER
 INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-206109	November 15, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sysco Grand Rapids, LLC		b. Tel. No. (616)949-3700
d. Address (street, city, state ZIP code) 3700 Sysco Ct SE, Grand Rapids, MI 49512-2083		c. Cell No.
e. Employer Representative Tom Schaeffer		f. Fax No. (616)975-1311
		g. e-Mail
		h. Dispute Location (City and State) Alanson, MI
i. Type of Establishment (factory, nursing home, hotel) Food Distribution	j. Principal Product or Service Distribution of Food Products	k. Number of workers at dispute location 161

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or those 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 August 20, 2017, the Employer, through Lead Driver Kevin Lauer, interfered with, restrained or coerced employees in the exercise of their rights guaranteed by Section 7 of the Act by making coercive statements to its employees because of their support for a labor organization and in order to discourage union activities and/or membership.

On or about August 22, 2017, the Employer, through Lead Driver Kevin Lauer, interfered with, restrained or coerced employees in the exercise of their rights guaranteed by Section 7 of the Act whereby it made statements of futility by expressing to employees that the Union would never do anything for them, in order to discourage union activities and/or membership.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
General Teamsters Union Local No. 406, International Brotherhood of Teamsters

4a. Address (street and number, city, state, and ZIP code) 3315 Eastern Avenue SE, Grand Rapids, MI 49508		4b. Tel. No. (616)446-0455
		4c. Cell No.
		4d. Fax No. (616)452-6364
		4e. e-Mail terry.hoogerhyde@gmail.com

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)

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)	Terry Hoogerhyde Business Rep. Print Name and Title	Tel. No. (616)446-0455
	Date: 11-15-2017	Office, if any, Cell No.
Address: 3315 Eastern Avenue SE, Grand Rapids, MI 49508		Fax No. (616)452-6364
		e-Mail terry.hoogerhyde@gmail.com

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

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.

INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

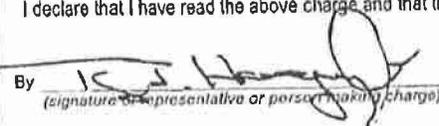
Date Filed

07-CA-197032

April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
	f. Fax No. (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids MI 49512	e. Employer Representative Tom Shaeffer
	g. e-Mail
	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of food products
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 (1st subsections) 8(a)1, 8(a)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 14, 2017 the above mentioned employer through its officers and agents discharged employee Mark Larson a union supporter.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids MI 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail
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 Brotherhood of Teamsters	
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)	Tel. No. (616) 452-1551
Terry Hoogerhyde / Business Agent (Print type name and title or office, if any)	Office, if any, Cell No.
3315 Eastern Avenue, S.E. Grand Rapids MI 49508 Address	Fax No. (616) 452-6364
	e-Mail
	4/5/2017 (date)

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.

INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-197032	Date Filed June 7, 2017

1st Amended

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 Sysco Grand Rapids, LLC		b. Tel. No. (616) 948-3700
		c. Cell No.
		f. Fax No. (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids MI 49512		g. e-Mail
e. Employer Representative Tom Shaeffer		h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution Center	j. Identify principal product or service Distribution of food products	

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 (1st subsections) (3) (5) 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 14, 2017 the above mentioned employer through its officers and agents discharged employee Mark Larson because of his union support.

The Employer implemented this disciplinary action without providing notification or an opportunity to bargain to the charging party Union, the exclusive representative of Mr. Larson and other employees.

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

General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids MI 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail

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 Brotherhood of Teamsters (IBT)

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.		Tel. No. (616) 452-1551
By  (signature of representative department making charge)		Office, if any, Cell No.
Terry Hoogerhyde / Business Agent (Print/type name and title or office, if any)		Fax No. (616) 452-6364
3315 Eastern Avenue, S.E. Grand Rapids MI 49508		e-Mail
Address _____		6-7-17 (date)

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

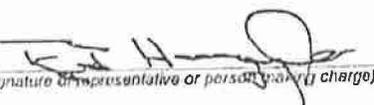
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine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

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-197033	April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids MI.49512	f. Fax No. (616) 977-0452
	g. e-Mail
e. Employer Representative Tom Shaeffer	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of food products
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) 8 (a)(1) 8(a)(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 March 4, 2017 the above mentioned employer through it's officers and agents changed the break times of Union supporters in order to isolate them from talking to other employees while on break about the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue S.E. Grand Rapids MI. 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail
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 Brotherhood Of Teamsters	
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)	Terry Hoogerhyde (Business Agent) (Print/Type name and title or office, if any)
Address 3315 Eastern Avenue S.E. Grand Rapids MI. 49508	
4/5/2017 (date)	
Tel. No. (616) 452-1551	
Office, if any, Cell No.	
Fax No. (616) 452-6364	
e-Mail	

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

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

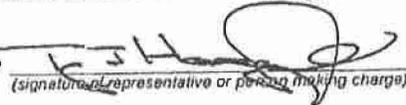
INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-197034	Date Filed April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
	f. Fax No. (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids, MI 49512	e. Employer Representative Tom Shaeffer
	g. e-Mail
	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of Food Products
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) 8 (a) (3) , 8 (a) (5) 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) Within six (6) prior to the date of this charge, the above mentioned employer, through its officers and agents, interfered, restrained, coerced and discriminated against its employees because of his/her engaging in Union and concerted activities with respect to their Section 7 rights.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids, Michigan 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail
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 Brotherhood of Teamsters	
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)	Terry Hoogerhyde, Business Agent (Print type name and title or office, if any)
Address 3315 Eastern Ave. S.E., Grand Rapids, MI 49508	Tel. No. (616) 452-1551
	Office, if any, Cell No.
	Fax No. (616) 452-6364
	e-Mail
	4-5-2017 (date)

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.

INTERNET
FORM NLRB-601
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
07-CA-197034

Date Filed
May 9, 2017

1st AMENDED

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

Sysco Grand Rapids

b. Tel. No. (616) 949-3700

c. Cell No.

f. Fax No. (616) 977-0452

d. Address (Street, city, state, and ZIP code)
3700 Sysco Court
Grand Rapids, Michigan

e. Employer Representative
Tom Shaeffer

g. e-Mail

h. Number of workers employed
161

i. Type of Establishment (factory, mine, wholesaler, etc.)
Food Distribution

j. Identify principal product or service
Distribution of Food Products

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) 8(a)(1), (3), (5) 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 9, 2017, the Employer threatened employees with discharge and unspecified reprisals because of their "negativity." The Employer further interfered with, restrained or coerced employees in the exercise of their Section 7 rights by unilaterally changing the start time of certain warehouse employees without first bargaining with the Union, and in order to isolate them from other employees.

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

General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code)

3315 Eastern Avenue, S.E.
Grand Rapids, Michigan 49508

4b. Tel. No. (616) 452-1551

4c. Cell No.

4d. Fax No. (616) 452-6364

4e. e-Mail

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 Brotherhood of Teamsters

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.

Tel. No. (616) 452-1551

Office, if any, Cell No.

By


(signature of representative of person making charge)

Terry Hoogerhyde, Business Agent
(Print type name and title or office, if any)

Fax No. (616) 452-6364

e-Mail

3315 Eastern Ave, S.E., Grand Rapids, Michigan 49508

5-9-17
(date)

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 of 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 furnish the information will cause the NLRB to decline to conduct its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

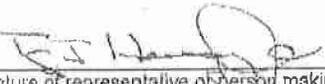
SECOND AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-197034	August 1, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Sysco Grand Rapids, LLC		b. Tel. No. (616)949-3700
		c. Cell No.
d. Address (street, city, state ZIP code) 3700 Sysco Ct SE, Grand Rapids, MI 49512-2083	e. Employer Representative Tom Schaeffer	f. Fax No. (616)976-1311
		g. e-Mail
		h. Dispute Location (City and State) Grand Rapids, MI
i. Type of Establishment (factory, nursing home, hotel) Food Distribution	j. Principal Product or Service Distribution of Food Products	k. Number of workers at dispute location 161
l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) 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 9, 2017, the Employer threatened employees with discharge and unspecified reprisals because of their "negativity." The Employer further interfered with, restrained or coerced employees in the exercise of their Section 7 rights by unilaterally changing the start time of certain warehouse employees without first bargaining in good faith with the Union.		

3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406, International Brotherhood of Teamsters		
4a. Address (street and number, city, state, and ZIP code) 3315 Eastern Avenue SE, Grand Rapids, MI 49508		4b. Tel. No. (616)446-0455
		4c. Cell No.
		4d. Fax No. (616)452-6364
		4e. e-Mail terry.hoogerhyde@gmail.com
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)		
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.		Tel. No. (616)446-0455
By: 		Office, if any, Cell No.
(signature of representative of person making charge)		Terry Hoogerhyde Business Rep.
Address: 3315 Eastern Avenue SE, Grand Rapids, MI 49508		Print Name and Title
Date: 7-31-17		Fax No. (616)452-6364
		e-Mail terry.hoogerhyde@gmail.com

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

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

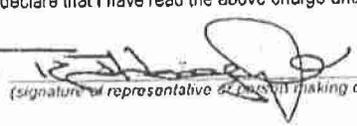
NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-197035	Date Filed April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
	f. Fax No (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids, MI 49512	e. Employer Representative Tom Shaeffer
	g. e-Mail
	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of Food Products
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) 8 (a) (1) , 8 (a) (3) , 8 (a) (4) 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) Within six (6) months prior to the date of this charge, the above mentioned employer, through its officers and agents, changed the Vacation Policy, thus diminishing their seniority without bargaining in good faith with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids, Michigan 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail
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 Brotherhood of Teamsters	
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 of party filing charge)	Terry Hoogerhyde / Business Agent (Printtype name and title or office, if any)
Address 3315 Eastern Ave. S.E. Grand Rapids, MI 49508	Tel. No. (616) 452-1551
	Office, if any, Cell No.
	Fax No. (616) 452-6364
	e-Mail
	4-5-2017 (date)

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.

INTERNET
FORM NLRB-501
(2-06)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
07-CA-197035

Date Filed
May 9, 2017

1st AMENDED

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
Sysco Grand Rapids

b. Tel. No. (616) 949-3700

c. Cell No.

f. Fax No. (616) 977-0452

g. e-Mail

h. Number of workers employed
161

d. Address (Street, city, state, and ZIP code)
3700 Sysco Court
Grand Rapids, Michigan 49512

e. Employer Representative
Tom Shaeffer

i. Type of Establishment (factory, mine, wholesaler, etc.)
Food Distribution

j. Identify principal product or service
Distribution of Food Products

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 (1st subsections) 8(a)(1), (3), (5) 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 November 1, 2016, the Employer unilaterally changed its vacation policy without first bargaining in good faith with the union, and in order to retaliate against employees for their union activities.

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

General Teamsters Local Union No. 406

4a. Address (Street and number, city, state, and ZIP code)

3315 Eastern Avenue S.E.
Grand Rapids, Michigan 49508

4b. Tel. No. (616) 452-1551

4c. Cell No.

4d. Fax No. (616) 452-6364

4e. e-Mail

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 Brotherhood of Teamsters

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 of the person making charge)

Terry Hoogerhyde, Business Agent
(Print name and title or office, if any)

Tel. No. (616) 452-1551

Office, if any. Cell No.

Fax No. (616) 452-6364

e-Mail

Address 3315 Eastern Ave. S.E., Grand Rapids, Michigan 49508

5-9-17
(date)

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 investigate.

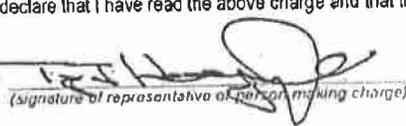
INTERNET
FORM NLRB-501
(2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-197037	Date Filed April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
	f. Fax No. (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids, MI 49512	e. Employer Representative Tom Shaeffer
	g. e-Mail
	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of Food Products
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 (11st subsections) 8 (a) (1) , 8 (a) (3) , 8 (a) (5) 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) Within six (6) months prior to the date of this charge, the above mentioned employer, through its officers and agents, has altered the Warehouse Incentive Plan without bargaining in good faith with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids, Michigan 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail
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 Brotherhood of Teamsters	
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 of person making charge)	Terry Hoogerhyde / Business Agent (Print/Type name and title or office, if any)
Address 3315 Eastern Ave., S.E., Grand Rapids, MI 49508	4-5-2017 (date)
	Tel. No. (616) 452-1551
	Office, if any, Cell No.
	Fax No. (616) 452-6364
	e-Mail

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

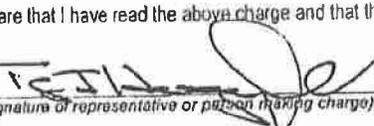
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine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

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-197038	April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
	f. Fax No. (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids, MI 49512	e. Employer Representative Tom Shaeffer
	g. e-Mail
	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of Food Products
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) 8 (a) (1) , 8 (a) (3) , 8 (a) (5) 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) Within six (6) months prior to the date of this charge, the above mentioned employer, through its officers and agents, made changes to the Driver Incentive Pay (DIP), thus diminishing their rate of pay without bargaining in good-faith with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids, Michigan 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616)-452-6364
	4e. e-Mail
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 Brotherhood of Teamsters	
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.	Tel. No. (616) 452-1551
By  (signature of representative or person making charge)	Office, if any, Cell No.
Terry Hoogerhyde / Business Agent (Print type name and title or office, if any)	Fax No. (616) 452-6364
Address 3315 Eastern Ave., S.E. Grand Rapids, MI 49508	e-Mail
	4-5-2017 (date)

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

PRIVACY ACT STATEMENT

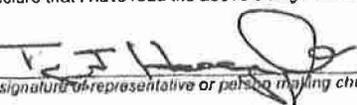
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 07-CA-197039	Date Filed April 17, 2017

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 Sysco Grand Rapids	b. Tel. No. (616) 949-3700
	c. Cell No.
	f. Fax No. (616) 977-0452
d. Address (Street, city, state, and ZIP code) 3700 Sysco Court Grand Rapids, MI 49512	e. Employer Representative Tom Shaeffer
	g. e-Mail
	h. Number of workers employed 161
i. Type of Establishment (factory, mine, wholesaler, etc.) Food Distribution	j. Identify principal product or service Distribution of Food-Products
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) 8 (a) (1) , 8 (a) (3) , 8 (a) (5) 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) Within six (6) months prior to the date of this charge, the above mentioned employer, through its officers and agents, implemented a new Sysco Grand Rapids Cone Policy for the Drivers without bargaining in good faith with the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 406	
4a. Address (Street and number, city, state, and ZIP code) 3315 Eastern Avenue, S.E. Grand Rapids, Michigan 49508	4b. Tel. No. (616) 452-1551
	4c. Cell No.
	4d. Fax No. (616) 452-6364
	4e. e-Mail
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 Brotherhood of Teamsters	
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)	Terry Hoogerhyde / Business Agent (Print/Type name and title or office, if any)
Address 3315 Eastern Ave., S.E., Grand Rapids, MI 49508	Tel. No. (616) 452-1551
	Office, if any, Cell No.
	Fax No. (616) 452-6364
	e-Mail
	4-5-2017 (date)

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

PRIVACY ACT STATEMENT

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

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-197039	August 18, 2017

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sysco Grand Rapids, LLC	b. Tel. No. (616)949-3700
	c. Cell No.
d. Address (street, city, state ZIP code) 3700 Sysco Ct SE, Grand Rapids, MI 49512-2083	e. Employer Representative Tom Schaeffer
	f. Fax No. (616)975-1311
	g. e-Mail
	h. Dispute Location (City and State) Grand Rapids, MI
i. Type of Establishment (factory, nursing home, hotel) Food Distribution	j. Principal Product or Service Distribution of Food Products
	k. Number of workers at dispute location 161

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (5) 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)

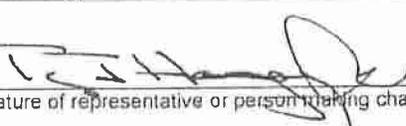
Within the previous six months, the Employer, through its officers and agents, implemented a new Sysco Grand Rapids Cone Policy for its Drivers without first bargaining in good faith with the Union.

Within the previous six months, the Employer has failed or refused to bargain collectively and in good faith with the Union by directly dealing with its employees. Specifically, the Employer distributed an acknowledgement form with regards to its new Cone Policy that employees were required to sign and turn in.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
General Teamsters Union Local No. 406, International Brotherhood of Teamsters

4a. Address (street and number, city, state, and ZIP code) 3315 Eastern Avenue SE, Grand Rapids, MI 49508	4b. Tel. No. (616)446-0455
	4c. Cell No.
	4d. Fax No. (616)452-6364
	4e. e-Mail terry.hoogerhyde@gmail.com

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)

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.	Tel. No. (616)446-0455
	Office, if any, Cell No.
By:  (signature of representative or person making charge)	Terry Hoogerhyde Business Rep. Print Name and Title
Address: 3315 Eastern Avenue SE, Grand Rapids, MI 49508	Date: 8-16-17
	Fax No. (616)452-6364
	e-Mail terry.hoogerhyde@gmail.com

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

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UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
07-CA-168231	January 22, 2016

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 Sysco Grand Rapids	b. Number of workers employed 161	
c. Address (street, city, state, ZIP code) 3700 Sysco Court Grand Rapids, MI 49512	d. Employer Representative Tom Schaeffer	e. Telephone No. (810) 977-3700 Telecopier Number (FAX) (810) 977-0452
f. Type of Establishment (factory, mine, wholesaler, etc.) Food distribution	g. Identify principal product or service Distribution of food products	
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) <u>8(a)(3)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Within six (6) months prior to the date of this charge, the above mentioned employer, through its officers, agents and supervisors, interfered, restrained, coerced and discriminated against its employees because of his/her engaging in union and concerted activities with respect to their Section 7 rights, including but not limited to:</p> <p>1.) On or about January 18, 2016, the above mentioned Employer, through its officers, agents and supervisors, disparagely disciplined Christian Bergsma in retaliation for his union and protected concerted activities.</p> <p>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.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters Local Union No. 408		
4a. Address (street and number, city, state and ZIP code) 3315 Eastern Ave SE Grand Rapids, MI 49508	4b. Telephone No. (616) 446-0455 Facsimile No. (616) 452-6364	
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 Brotherhood of Teamsters		
B. 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  Terry Hoogerhyse Signature of representative of person making charge. Print Name: Terry Hoogerhyse Address 3315 Eastern Ave SE Grand Rapids, MI 49508	Title: Business Agent/Organizer Telephone No. (616) 446-0465	Date: January 22, 2016

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

RECEIVED AT
N.L.R.B.

JAN 22 2016

RESIDENT OFFICE
 GRAND RAPIDS, MI.