

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

And

Case 14-CA-232234

NAT WELAGE, an Individual

and

Case 14-CA-232256

KATLYN SHUCKHART, an Individual

and

Case 14-CA-234201

MICHELLE FITE, an Individual

**MOTION TO TRANSFER PROCEEDINGS TO THE BOARD AND MOTION FOR
DEFAULT JUDGMENT BASED ON RESPONDENT'S WITHDRAWAL OF ANSWER**

Counsel for the General Counsel, pursuant to Sections 102.20, 102.24, and 102.50 of the Board's Rules and Regulations, Series 8, as amended, moves that the proceeding in the above-captioned case be transferred to the Board for final determination on the merits. The General Counsel asserts she is entitled to judgment pursuant to Section 102.20 of the Board's Rules and Regulations, inasmuch as Respondent has withdrawn the Answer it filed to the Consolidated Complaint and Notice of Hearing in its entirety. *Windward Roofing and Construction Co., Inc.*, 333 NLRB 658, 658-59 (2001); *U.S. Telefactores Corporation*, 293 NLRB 567, 567 (1989). Withdrawal of an answer has the same effect as the failure to file an answer, i.e., the allegations in the complaint must be considered true. *Rock Technologies, Inc.*, 346 NLRB No. 68 (2006).

Counsel for the General Counsel further moves that, upon transfer of this proceeding to the Board, the Board issue an appropriate Order to Show Cause why this Motion should not be granted.

Counsel for the General Counsel further moves that unless Respondent shows good cause, why this Motion should not be granted, all allegations contained in the Consolidated Complaint be deemed to be true and that an order be entered providing for an appropriate remedy for the violations alleged, without holding a hearing and without evidence in support thereof.

In support of said motion, Counsel for the General respectfully submits the following:

1. Pursuant to unfair labor practice charges filed by Nat Welage (Welage) on December 6, 2018 in Case 14-CA-232234, Katlyn Shuckhart (Shuckhart) on December 6, 2018 in Case 14-CA-232256, and Michelle Fite (Fite) on January 16, 2019 in Case 14-CA-234201, the Regional Director for Region 14 issued an Order Consolidating Cases, Consolidated Complaint and Notice of Hearing (Consolidated Complaint) on April 5, 2019. A copy of the charge filed by Welage and the Affidavit of service for the charge are attached as Exhibits 1 and 2, respectively. A copy of the charge filed by Shuckhart and the Affidavit of Service of the charge are attached as Exhibits 3 and 4, respectively. A copy of the charge filed by Fite and the Affidavit of Service of the charge are attached as Exhibits 5 and 6, respectively. A copy of the Consolidated Complaint and an Affidavit of Service for the Consolidated Complaint are attached as Exhibits 7 and 8, respectively.
2. Pursuant to the Board's Rules and Regulations, said Consolidated Complaint described in paragraph (1) above advised Respondent that if Respondent failed to file an Answer to said Consolidated Complaint by April 19, 2019, within 14 days of service thereof, as required under Section 102.20 of the Board's Rules and Regulations, all allegations in the Consolidated Complaint would be deemed to be admitted true and that a Motion for Default Judgment would be filed with the Board.

3. Pursuant to the Board's Rules and Regulations, an Answer to the Consolidated Complaint was filed by Respondent on April 18, 2019, as required under Sections 102.20 and 102.21 of the Board's Rules and Regulations. A copy of the Answer is attached as Exhibit 9.

4. On July 9, 2019, Respondent filed a Motion for Withdrawal of Answer to Consolidated Complaint (Respondent's Motion). Respondent's Motion requests that the Board order any and all such further relief as is appropriate, equitable, and available. A copy of Respondent's Motion is attached as Exhibit 10.

5. On July 10, 2019, the Region issued an Order Postponing the Hearing Indefinitely. A copy of the Order and the Affidavit of Service of that Order are attached as Exhibits 11 and 12.

6. On July 10, 2019, the Regional Director for Region 14 issued an Order Approving Respondent's Motion. A copy of said Order and the Affidavit of Service for the Order are attached as Exhibits 13 and 14.

WHEREFORE, Counsel for the General Counsel submits that the matter is appropriate for final determination upon default judgment without a hearing, and that a final order should be entered, in accordance with the allegations of the Complaint, without taking evidence.

Dated: July 10, 2019



Rochelle K. Balentine, Counsel for the
General Counsel
National Labor Relations Board
Region 14
1222 Spruce Street, Room 8.302
Saint Louis, MO 63103-2829

CERTIFICATE OF SERVICE

I hereby certify that a copy of the Counsel for the General Counsel's Motion to Transfer Proceedings to the Board and Motion for Default Judgment Due to Withdrawal of Answer was serviced via electronic mail, Email and regular mail on this 10th day of July, 2019, upon the following parties:

E-Filed:

Executive Secretary
National Labor Relations Board

E-Mail and Regular Mail

William Rilenge, COO
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos and Pet Event Pros
555 Washington Avenue, Suite 310, Rm 16
Saint Louis, MO 63103
Email: wbr@peteventpros.com

Stephen D. Coffin
2705 St. Peters-Howell Rd. Ste. A
St. Peters, MO 63376
Email: scoffin@tsblc.com

Katlyn Shuckhart
5031 Oleatha Ave., Apartment 1E
Saint Louis, MO 63139-1301
Email: kshuckhart93@gmail.com

Nat Welage
5031 Oleatha Ave., Apartment 1E
Saint Louis, MO 63139-1301
Email: nwelage611@gmail.com

Michelle Fite
7215 Delta Ave.
Saint Louis, MO 63117-22322
Email: mjjoanf@gmail.com



Rochelle K. Balentine, Counsel for the
General Counsel
National Labor Relations Board
Region 14
1222 Spruce Street, Room 8.302
Saint Louis, MO 63103-2829

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CA-232234	12/6/18

INSTRUCTIONS:

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 Amazing Pet Expositions LLC d/b/a Amazing Pet Expos		b. Tel. No. (314)750-6329
		c. Cell No.
d. Address (street, city, state ZIP code) 555 Washington Avenue, Suite 310, Rm 16, St. Louis, MO 63103	e. Employer Representative William Rilenge Owner	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Saint Louis, MO
i. Type of Establishment (factory, nursing home, hotel) expo coordinator	j. Principal Product or Service pet expositions	k. Number of workers at dispute location 7

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 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 November 20, 2018 the Employer discriminated against employee Nat Welage by discharging them in retaliation for and or in order to discourage protected concerted activities.

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

Nat Welage

4a. Address (street and number, city, state, and ZIP code) 5031 Oleatha Ave, Apartment 1E, Saint Louis, MO 63139-1301	4b. Tel. No.
	4c. Cell No. (314)599-8288
	4d. Fax No.
	4e. e-Mail nwelage611@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.

By: Nat Welage
 (signature of representative or person making charge)

Nat Welage
 Print Name and Title

Office, if any, Cell No.
 (314)599-8288

Fax No.

Address: 5031 Oleatha Ave, Apartment 1E,
 Saint Louis, MO 63139-1301

Date: 12/6/2018

e-Mail
 nwelage611@gmail.com

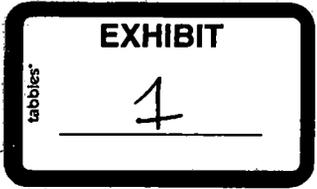
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRB) 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 involve its processes.

1-2395621161

RECEIVED
 NLRB REGIONAL OFFICE
 ST. LOUIS, MO



UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS**

Charged Party

and

NAT WELAGE

Charging Party

Case 14-CA-232234

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 7, 2018, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

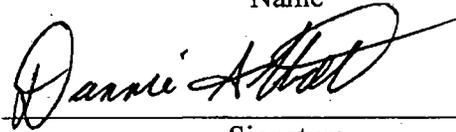
William Rilenge, Owner
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos
555 Washington Avenue, Suite 310, Rm 16
St. Louis, MO 63103

December 7, 2018

Date

Dannie Abbott, Designated Agent of
NLRB

Name



Signature

EXHIBIT

tabbles

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UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14 CA-232256	12/6/18

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 Amazing Pet Expositions LLC d/b/a Amazing Pet Expos		b. Tel. No: (314)750-6329
		c. Cell No.
d. Address (street, city, state ZIP code) 555 Washington Avenue, Suite 310, Rm 16, St. Louis, MO 63103	e. Employer Representative William Rilenge Owner	f. Fax No.
		g. e-Mail
		h. Dispute Location (City and State) Saint Louis, MO
i. Type of Establishment (factory, nursing home, hotel) expo coordinator	j. Principal Product or Service pet expositions	k. Number of workers at dispute location 7

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 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 November 20, 2018 the Employer discriminated against employee Katlyn Shuckhart by discharging her in retaliation for and or in order to discourage protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Katlyn Shuckhart	
4a. Address (street and number, city, state, and ZIP code) 5031 Oleatha Ave, Apartment 1E, Saint Louis, MO 63139-1301	4b. Tel. No.
	4c. Cell No. (314)599-8291
	4d. Fax No.
	4e. e-Mail kshuckhart93@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.
By: <i>Katlyn Shuckhart</i> (signature of representative or person making charge)	Katlyn Shuckhart Print Name and Title
Address: 5031 Oleatha Ave, Apartment 1E, Saint Louis, MO 63139-1301	
Date: 12-6-18	Office, if any, Cell No. (314)599-8291
e-Mail kshuckhart93@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.

1-2395591931

SAINT LOUIS, MO 63103

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RECEIVED
NLRB REGIONAL OFFICE
SAINT LOUIS, MO



UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS**

Charged Party

and

KATLYN SHUCKHART

Charging Party

Case 14-CA-232256

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 7, 2018, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

William Rilenge, Owner
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos
555 Washington Avenue, Suite 310, Rm 16
St. Louis, MO 63103

December 7, 2018

Date

Dannie Abbott, Designated Agent of
NLRB

Name

Dannie Abbott

Signature

EXHIBIT

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UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
14-CA-234201	1/16/19

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 Amazing Pet Expositions LLC d/b/a Amazing Pet Expos and Pet Event Pros		b. Tel. No. (800)977-3609
d. Address (street, city, state ZIP code) 7750 Maryland Ave, Unit 11272, Saint Louis, MO 63105-5505		c. Cell No. (314)818-9024
e. Employer Representative William Rilenge COO		f. Fax No. (314)202-6127
i. Type of Establishment (factory, nursing home, hotel) expo coordinator		g. e-Mail wbr@peteventpros.com
j. Principal Product or Service event production		h. Dispute Location (City and State) Saint Louis, MO
		k. Number of workers at dispute location 6

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 these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

Since about the past 6 months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining a work rule which prohibits employees from discussing salary information.

Since about November 13, 2018, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by telling employees that other employees would be terminated because they engaged in protected concerted activities.

On November 26, 2018 the Employer discriminated against employee Michelle Fite by discharging her in retaliation for and or in order to discourage protected concerted activities.

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

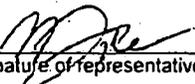
Michelle Fite

4a. Address (street and number, city, state, and ZIP code) 7215 Delta Ave, Saint Louis, MO 63117-2322		4b. Tel. No.
		4c. Cell No. (314)540-8190
		4d. Fax No.
		4e. e-Mail mnjoanf@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.
Office, if any, Cell No. (314)540-8190
Fax No.
e-Mail mnjoanf@gmail.com

By: 
 (signature of representative or person making charge) Michelle Fite
 Print Name and Title

Address: 7215 Delta Ave, Saint Louis, MO 63117-2322 Date: 1/16/2018

RECEIVED
 NLRB REGIONAL OFFICE
 SAINT LOUIS, MO 63103
 2019 JAN 15 PM 2:10

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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EXHIBIT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS

Charged Party

and

MICHELLE RITE

Charging Party

Case 14-CA-234201

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on January 18, 2019, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

William Rilenge, COO
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos and Pet Event Pros
7750 Maryland Ave., Unit 11272
Saint Louis, MO 63105-5505

January 18, 2019

Date

, Designated Agent of NLRB

Name

Dannie Albert

Signature

EXHIBIT

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**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

and

Case 14-CA-232234

NAT WELAGE, an Individual

and

Case 14-CA-232256

KATLYN SHUCKHART, an Individual

and

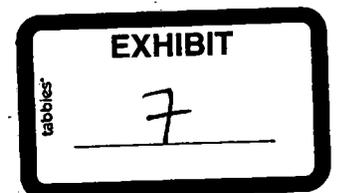
Case 14-CA-234201

MICHELLE FITE, an Individual

**ORDER CONSOLIDATING CASES,
CONSOLIDATED COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board), and to avoid unnecessary costs or delay, IT IS ORDERED THAT Case 14-CA-232234, Case 14-CA-232256, and Case 14-CA-234201, which are based on charges filed by Nat Welage, an individual (Welage), a charge filed by Katlyn Shuckhart, an individual (Shuckhart), and a charge filed by Michelle Fite, an individual (Fite), respectively, against Amazing Pet Expositions LLC d/b/a Amazing Pet Expos and Pet Event Pros (Respondent) are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Rules and Regulations of the Board and alleges that Respondent has violated the Act as described below.



1

A. The charge in Case 14-CA-232234 was filed by Welage on December 6, 2018, and a copy was served on Respondent by U.S. mail on December 7, 2018.

B. The charge in Case 14-CA-232256 was filed by Shuckhart on December 6, 2018, and a copy was served on Respondent by U.S. mail on December 7, 2018.

C. The charge in Case 14-CA-234201 was filed by Fite on January 16, 2019, and a copy was served on Respondent by U.S. mail on January 18, 2019.

2

A. At all material times, Respondent has been a limited liability company with an office and place of business in Saint Louis, Missouri, Respondent's facility, and has been engaged in the business of event production.

B. In conducting its operations during the 12-month period ending February 28, 2019, Respondent performed services valued in excess of \$50,000 in States other than the State of Missouri.

C. At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3

A. 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:

William Rilenge	-	Chief Operating Officer
Sheila Rilenge	-	Chief Executive Officer

B. At all material times, Ethan Barnett held the position of Respondent's Vice-President of Show Logistics and has been an agent of Respondent within the meaning of Section 2(13) of the Act.

4.

Since about June 6, 2018, Respondent has maintained the following Employee Confidentiality and Non-Compete Agreement:

2. It is understood and agreed that the Company may provide certain information that is, and must be kept, confidential at all times... "Confidential Information" can be defined as... payroll or compensation details... regardless of whether such information is designated as Confidential Information at the time of its disclosure.

3. This.... The Recipient shall keep secret and shall not use or disclose, reveal, transfer, reproduce, sell, capitalize upon or take advantage of such Confidential Information relating to Discloser [the Company], its subsidiaries, affiliates, past, current or future customers, exhibitors, sponsors, clients, associates, suppliers, vendors or any other third party that does business with or has a business relationship with Discloser [the Company] without the express written and notarized consent of Discloser [the Company].

4. Recipient.... The Recipient also agrees to not share or in any way disseminate – either verbally or in writing – the personal financial or other internal and generally-accepted to be sensitive details of his/her employment with Recipient, all of which will also be termed Confidential Information.

6. The Recipient agrees to not disclose the Confidential Information obtained from the Discloser [the Company] to anyone unless required by law or court order or generally available to the public other than by unauthorized disclosure. Further, Recipient agrees not to discuss, disseminate or otherwise share any information of a financial nature with anyone other than Discloser's [the Company's] ownership or financial management regardless of it being deemed Confidential Information.

Respondent, by William Rilenge:

A. About November 12, 13, 14, and 15, 2018, at Respondent's facility, told employees that because it was unlawful to terminate employees for going on strike, Respondent would have to find another reason to terminate striking employees.

B. About November 16 and 19, 2018; at Respondent's facility, told employees not to talk around returning strikers because they might be recording conversations.

C. About November 26, 2018, at Respondent's facility, told employees not to talk about pay around other employees.

A. About October 26, October 30, and November 9, 2018, Respondent's employees Welage, Shuckhart, and Fite engaged in concerted activities with each other for the purposes of mutual aid and protection, by discussing Respondent's pay practices.

B. About November 11, 2018, Respondent's employees Welage and Shuckhart engaged in concerted activities with each other for the purposes of mutual aid and protection, by demanding unpaid wages and telling Respondent that they would not return to work until they received unpaid wages.

C. About November 12, 13, 14, and 15, 2018, Welage and Shuckhart engaged in concerted activities with each other for the purposes of mutual aid and protection, by going on strike.

D. About November 15, 2018, Welage engaged in concerted activities for the purposes of mutual aid and protection, by notifying Barnett that Welage and Shuckhart intended to report Respondent to the Department of Labor.

E. About November 20, 2018, Respondent discharged Welage and Shuckhart.

F. About November 26, 2018, Respondent's employee Fite concertedly complained to Respondent regarding the wages, hours, and working conditions of Respondent's employees, by complaining to Respondent about unpaid wages.

G. About November 26, 2018, Respondent discharged Fite.

H. Respondent engaged in the conduct described above in paragraphs 6E and 6G, because Welage, Shuckhart, and Fite engaged in the conduct described above in paragraphs 6A-6D, and 6F, and to discourage employees from engaging in these or other concerted activities.

I. Respondent engaged in the conduct described above in the paragraph 6G because Respondent interpreted the overly broad rule described in paragraph 4 to prohibit Fite from engaging in concerted activities and to discourage employees from engaging in these or other concerted activities.

7

By the conduct described above in paragraphs 4, 5, and 6, Respondent has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.

8

The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the complaint. The answer must be **received by this office on or before April 19, 2019, or postmarked on or before April 18, 2019.** Respondent

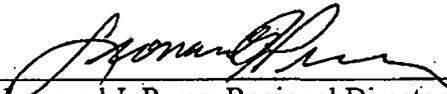
should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on **July 30, 2019, 10:00 a.m. in the hearing room located at 1222 Spruce Street, Room 8.302, St. Louis, MO 63103-2829**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated: April 5, 2019



Leonard J. Perez, Regional Director
National Labor Relations Board, Region 14
1222 Spruce Street, Room 8.302
Saint Louis, MO 63103-2829

Attachments

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Case 14-CA-232234

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements *will not be granted* unless good and sufficient grounds are shown *and* the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b);
- (2) Grounds must be set forth in *detail*;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Nat Welage
5031 Oleatha Ave, Apartment 1E
Saint Louis, MO 63139-1301

Katlyn Shuckhart
5031 Oleatha Ave., Apartment 1E
Saint Louis, MO 63139-1301

Michelle Fite
7215 Delta Ave
Saint Louis, MO 63117-2322

William Rilenge , COO
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos and Pet Event Pros
7750 Maryland Ave., Unit 11272
Saint Louis, MO 63105-5505
Stephen D. Coffin
2705 St. Peters-Howell Rd, Ste. A
St. Peters, MO 63376

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

and

Case 14-CA-232234

NAT WELAGE, an Individual

and

Case 14-CA-232256

KATLYN SHUCKHART, an Individual

and

Case 14-CA-234201

MICHELLE FITE, an Individual

**AFFIDAVIT OF SERVICE OF: Order Consolidating Cases, Consolidated Complaint
and Notice of Hearing (with forms NLRB-4338 and
NLRB-4668 attached)**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on **April 5, 2019**, I served the above-entitled document(s) by **certified or regular mail**, as noted below, upon the following persons, addressed to them at the following addresses:

William Rilenge , COO
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos and Pet Event Pros
7750 Maryland Ave., Unit 11272
Saint Louis, MO 63105-5505

**CERTIFIED MAIL, RETURN RECEIPT
REQUESTED**

Stephen D. Coffin
2705 St. Peters-Howell Rd, Ste. A
St. Peters, MO 63376 -

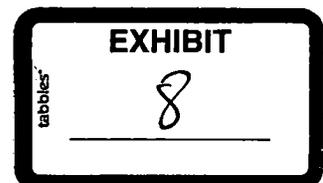
FIRST CLASS MAIL

Nat Welage
5031 Oleatha Ave., Apartment 1E
Saint Louis, MO 63139-1301

CERTIFIED MAIL

Michelle Fite
7215 Delta Ave.
Saint Louis, MO 63117-2322

CERTIFIED MAIL



Katlyn Shuckhart
5031 Oléatha Ave.
Apartment 1E
Saint Louis, MO 63139-1301

CERTIFIED MAIL

April 5, 2019

Date

Philip J. Wells, Jr., Designated Agent of
NLRB

Name

A handwritten signature in black ink, appearing to read "Philip J. Wells, Jr.", written over a horizontal line.

Signature

**UNITED STATE OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

and

Case 14-CA-232234

NAT WETLAGE, an Individual

and

Case 14-CA-232256

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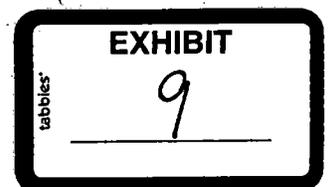
and

Case 14-CA-234201

RESPONDENT'S ANSWER TO CONSOLIDATED COMPLAINT

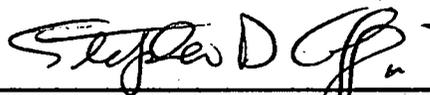
Respondent hereby answers the Consolidated Complaint as follows:

1. Respondent admits the allegations contained in paragraphs 1A, 1B, and 1C of the Complaint.
2. Respondent admits the allegations contained in paragraph 2A of the Complaint.
Respondent denies the allegations contained in paragraphs 2B and 2C of the Complaint.
3. Respondent admits the allegations contained in paragraphs 3A and 3B of the Complaint.
4. Respondent admits the allegations contained in paragraph 4 of the Complaint.
5. Respondent denies the allegations contained in paragraphs 5A, 5B, and 5C of the Complaint.



6. Respondent is without sufficient knowledge to either affirm or deny the allegations contained in paragraphs 6A, 6B, 6C, and 6D of the Complaint, and therefore denies the same.
7. Respondent admits the allegations contained in paragraph 6E of the Complaint.
8. Respondent denies the allegations contained in paragraph 6F of the Complaint.
9. Respondent admits the allegations contained in paragraph 6G of the Complaint.
10. Respondent denies the allegations contained in paragraphs 6H and 6I of the Complaint.
11. Respondent denies the allegations contained in paragraph 7 of the Complaint.
12. Respondent denies the allegations contained in paragraph 8 of the Complaint.

Respectfully submitted,



Stephen D. Coffin # 31700
The Small Business Law Center®
Attorney for Responent
2705 St. Peters-Howell Rd, Ste A
St. Peters, MO 63376
(636) 244-5252 office
(636) 486-1788 facsimile
scoffin@tsblc.com

Certificate of Service

The undersigned hereby certifies that on April 18, 2019, a copy of the foregoing was served by first-class U.S. mail, postage prepaid, upon: Nat Welage, 5031 Oleatha Ave, Apt. 1E, St. Louis, MO 63139-1301; Katlyn Shuckhart, 5031 Oleatha Ave, Apt. 1E, St. Louis, MO 63139-1301; and Michelle Fite, 7215 Delta Ave, St. Louis, MO 63117-2322.



Stephen D. Coffin

UNITED STATE OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14

AMAZING PET EXPOSITIONS LLC D/B/A
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and

Case 14-CA-232234

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and

Case 14-CA-232256

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and

Case 14-CA-234201

RESPONDENT'S WITHDRAWAL OF ANSWER TO CONSOLIDATED COMPLAINT

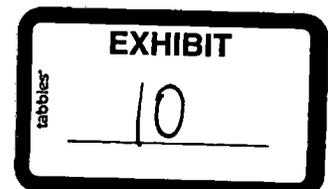
Respondent hereby withdraws its Answer to Consolidated Complaint previously filed in the above-captioned case.

WHEREFORE, Respondent prays that the National Labor Relations Board order any and all such further relief as is appropriate, equitable, and available.

Respectfully submitted,



Stephen D. Coffin # 31700J
The Small Business Law Center®
Attorney for Respondent
2705 St. Peters-Howell Rd, Ste A
St. Peters, MO 63376
(636) 244-5252 office
(636) 486-1788 facsimile
scoffin@tsblc.com



Certificate of Service

The undersigned hereby certifies that on July 9, 2019, a copy of the foregoing was served by electronic mail upon: Rochelle Balentine, Field Attorney, NLRB, Region 14, at Rochelle.Balentine@nlrb.gov; Nat Welage at nwelage611@gmail.com; Katlyn Shuckhart at kshuckhart93@gmail.com; and Michelle Fite at mnjoanf@gmail.com.


Stephen D. Coffin

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

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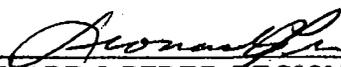
MICHELLE FITE, an Individual

ORDER POSTPONING HEARING INDEFINITELY

Counsel for Respondent, Amazing Pet Expositions LLC d/b/a Amazing Pet Expos and Pet Event Expos and Pet Event Pros filed a motion to withdraw its answer that it had filed in response to the Order Consolidating Cases, Consolidated Complaint and Notice of Hearing that issued on April 5, 2019, in this matter. Further, counsel for Respondent asserts Respondent will not oppose Counsel for the General Counsel's Motion for Default Judgment based on its Withdrawal of Answer. Accordingly, it is no longer necessary to conduct an evidentiary hearing.

IT IS ORDERED that the hearing in the above matter set for July 30, 2019 is postponed indefinitely pending the Board's decision on the above-mentioned motion.

Dated: July 10, 2019


LEONARD J. PEREZ, REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
REGION 14
1222 SPRUCE ST
RM 8.302
SAINT LOUIS, MO 63103-2829



**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

and

Case 14-CA-232234

NAT WELAGE, an Individual

and

Case 14-CA-232256

KATLYN SHUCKHART, an Individual

and

Case 14-CA-234201

MICHELLE FITE, an Individual

AFFIDAVIT OF SERVICE OF: Order Postponing Hearing Indefinitely, dated July 10, 2019

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on July 10, 2019, I served the above-entitled document(s) by **regular mail** upon the following persons, addressed to them at the following addresses:

Nat Welage
5031 Oleatha Ave
Apartment 1E
Saint Louis, MO 63139-1301

William Rilenge, Owner
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos
555 Washington Avenue, Suite 310, Rm 16
St. Louis, MO 63103

Stephen D. Coffin
2705 St. Peters-Howell Rd, Ste. A
St. Peters, MO 63376

Michelle Fite
7215 Delta Ave
Saint Louis, MO 63117-2322



William Rilenge, COO
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos and Pet Event Pros
7750 Maryland Ave., Unit 11272
Saint Louis, MO 63105-5505

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5031 Oleatha Ave
Apartment 1E
Saint Louis, MO 63139-1301

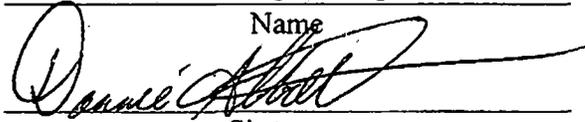
William Rilenge, Owner
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos
555 Washington Avenue, Suite 310, Rm 16
St. Louis, MO 63103

July 10, 2019

Date

Dannie Abbott, Designated Agent of NLRB

Name

A handwritten signature in black ink, appearing to read "Dannie Abbott", written over a horizontal line.

Signature

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14

AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS

and

Case 14-CA-232234

NAT WELAGE, an Individual

and

Case 14-CA-232256

KATLYN SHUCKHART, an Individual

and

Case 14-CA-234201

MICHELLE FITE, an Individual

**ORDER APPROVING RESPONDENT'S MOTION
FOR WITHDRAWAL OF ANSWER**

A Order Consolidating Cases, Consolidated Complaint and Notice of Hearing issued in the above-captioned matter on April 5, 2019. Pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, an Answer to the Consolidated Complaint and Notice of Hearing was filed by Respondent on April 18, 2019.

On July 9, 2019, Respondent filed a Motion for Withdrawal of Answer (Respondent's Motion). Respondent's Motion requests that the Board order any and all such further relief as is appropriate, equitable, and available.

IT IS HEREBY ORDERED that Respondent's Motion for Withdrawal of Answer is granted.

Dated: July 10, 2019



Leonard J. Perez, Regional Director
National Labor Relations Board, Region 14
1222 Spruce Street
Room 8.302
Saint Louis, MO 63103-2829

EXHIBIT

tabbles

13

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 14**

**AMAZING PET EXPOSITIONS LLC D/B/A
AMAZING PET EXPOS AND PET EVENT PROS**

and

Case 14-CA-232234

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and

Case 14-CA-232256

KATLYN SHUCKHART, an Individual

and

Case 14-CA-234201

MICHELLE FITE, an Individual

**AFFIDAVIT OF SERVICE OF: Order Approving Respondent's Motion for Withdrawal
of Answer, dated July 10, 2019.**

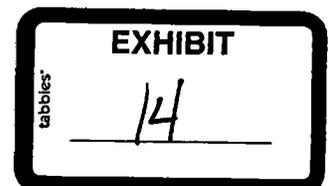
I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on July 10, 2019, I served the above-entitled document(s) by **regular mail** upon the following persons, addressed to them at the following addresses:

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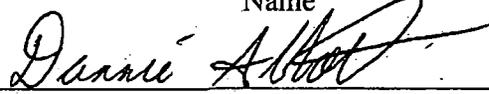
William Rilenge, Owner
Amazing Pet Expositions LLC d/b/a Amazing
Pet Expos
555 Washington Avenue, Suite 310, Rm 16
St. Louis, MO 63103

July 10, 2019

Date

Dannie Abbott, Designated Agent of NLRB

Name



Signature

