



UNITED STATES GOVERNMENT  
**NATIONAL LABOR RELATIONS BOARD**  
OFFICE OF THE GENERAL COUNSEL  
Washington, DC 20570

December 4, 2019

[REDACTED]

Re: AT&T  
Case 07-CA-243752

Dear [REDACTED]

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied.

The evidence disclosed by the Regional Office's investigation was insufficient to establish a violation of the National Labor Relations Act. The charge alleged that the Employer terminated your employment in retaliation for your protected activities. The evidence does not establish that you engaged in any union, recent grievance filing or protected concerted activity. Rather it appears that the recent misconduct that you engaged in along with your prior disciplines while working with the Employer were the reason for your discharge. Consequently, the evidence supports that the Employer's decision to terminate you was based on legitimate business reasons. Accordingly, further proceedings are not warranted.


Sincerely,

Peter Barr Robb  
General Counsel

A handwritten signature in black ink that reads "Mark E. Arbesfeld".

By: \_\_\_\_\_  
Mark E. Arbesfeld, Director  
Office of Appeals

cc: TERRY MORGAN  
REGIONAL DIRECTOR  
NATIONAL LABOR RELATIONS  
BOARD  
PATRICK V. MCNAMARA FEDERAL  
BLDG  
477 MICHIGAN AVE RM 05-200  
DETROIT, MI 48226

  
AT&T  
225 W RANDOLPH ST 25TH FL  
CHICAGO, IL 60606

  
AT&T  
54 N MILL ST  
PONTIAC, MI 48342

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