



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

February 11, 2020

[REDACTED]  
FAULKNER, HOFFMAN  
& PHILLIPS, LLC  
20445 EMERALD PKWY DR STE 210  
CLEVELAND, OH 44135

Re: Midwest Terminals of Toledo International,  
Inc. and Freedom Employment Services,  
LLC, as joint employers  
Case 08-CA-204544

Dear [REDACTED]

We have carefully considered your appeal from the Acting Regional Director's partial refusal to issue complaint. Your appeal is denied.

You allege that the Employer unilaterally changed hiring practices by failing to bargain the 2017 Order of Call and hiring employees directly without consulting the Union. However, the evidence from the Regional Office's investigation was insufficient to show that within the actionable Section 10(b) period the Employer failed to bargain over the 2017 Order of Call or that the Employer changed its hiring practices. Accordingly, your appeal is denied. Our denial of your appeal does not affect the outstanding allegations in your unfair labor practice charge which the Regional Office will continue to process.

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

Midwest Terminals of Toledo International,  
Inc. and Freedom Employment Services,  
LLC, as joint employers  
Case 08-CA-204544

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cc: NORA F. MCGINLEY,  
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