



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17  
8600 Farley St Ste 100  
Overland Park, KS 66212-4677

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (913)967-3000  
Fax: (913)967-3010

May 7, 2020

[REDACTED]

Re: Interim Healthcare of Oklahoma City Inc.  
Case 14-CA-258517

Dear [REDACTED]:

We have carefully investigated and considered your charge that Interim Healthcare of Oklahoma City Inc. (the Employer) has violated the National Labor Relations Act (the Act).

**Decision to Dismiss:** In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

On [REDACTED] 2020, you filed an unfair labor practice charge against the Employer. In the Region's initial correspondence to you when the charge was filed and docketed, you were apprised that it is your responsibility to submit to our representative all evidence you have in support of your charge. Accordingly, you agreed to provide a Board-prepared affidavit via telephone on [REDACTED], 2020. You substantially completed the interview with the Board agent assigned to the investigation on that date. Thereafter, the Board agent sent to you, for your review, a prepared affidavit and gave you a deadline of [REDACTED], 2020, to review, sign and return the prepared affidavit. On [REDACTED], the Board agent sent you a reminder e-mail to return your signed affidavit. However, you failed to keep your commitment to provide our office your reviewed and signed affidavit by [REDACTED] 2020. Thereafter, the Board agent sent you additional emails on [REDACTED] and [REDACTED], providing you another copy of the prepared affidavit for your review and advising that if you did not review and return your signed affidavit by [REDACTED] 2020, it would be recommended to the Regional Director that your charge be dismissed for lack of cooperation. Despite our repeated efforts to contact you, to date, you have failed to return your signed affidavit.

If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

**Charging Party's Right to Appeal:** The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible. Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's

**E-Filing policy are available at [www.nlr.gov](http://www.nlr.gov). See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at [www.nlr.gov](http://www.nlr.gov). If you require additional assistance with E-Filing, please contact [E-File@NLRB.gov](mailto:E-File@NLRB.gov).**

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on **May 21, 2020**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 20, 2020. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 21, 2020**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel **will not consider** any request for an extension of time to file an appeal received after May 21, 2020, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

*/s/ SUSAN A. WADE-WILHOIT*

SUSAN A WADE-WILHOIT  
Acting Regional Director

SWW:kec  
Enclosure

cc: Sharon Collins, Owner  
Interim Healthcare of Oklahoma City Inc.  
3612 NW 56th Street  
Suite 385  
Oklahoma City, OK 73112

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**APPEAL FORM**

To: General Counsel  
Attn: Office of Appeals  
National Labor Relations Board  
1015 Half Street SE  
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

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Case Name(s).

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Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

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*(Signature)*