

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
06-CA-252223Date Filed
11-21-19**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 Area Wide Protective (AWP)	b. Tel. No. (304) 494-1761
	c. Cell No. (304) 494-1761
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 1537 Elizabeth Pk WV Mineral Wells 26150-_____	e. Employer Representative Natasha Cooper Assistant Manager
	g. e-Mail ncooper@awptraffic.com
	h. Number of workers employed 95
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service Traffic Safety/Work Zones
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 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)	
--See additional page--	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) DALE MCCRAY Title: International Lead Organizer International Brotherhood of Electrical Workers Local Union 978	
4a. Address (Street and number, city, state, and ZIP code) 25049 VETERANS MEM HWY WV TERRA ALTA 26764-_____	4b. Tel. No. (304) 841-2140
	4c. Cell No. (304) 841-2140
	4d. Fax No.
	4e. e-Mail dale_mccray@ibew.org
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 Electrical Workers	
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 Dale McCray (signature of representative or person making charge)	DALE MCCRAY Title: International Lead Organizer (Print/type name and title or office, if any)
25049 VETERANS MEM HWY Address TERRA ALTA WV 26764-_____	Tel. No. (304) 841-2140
	Office, if any, Cell No. (304) 841-2140
	Fax No.
	e-Mail dale_mccray@ibew.org
	11/21/2019 12:31:46 (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.

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
Michael Mosteller 11	10/10/2019
Bradley McMaster	10/15/2019
Steven Jolley	10/22/2019

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
Michael Mosteller 11	10/10/2019
Bradley McMaster	10/15/2019
Steven Jolley	10/22/2019

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
Michael Mosteller 11	10/10/2019
Bradley McMaster	10/15/2019
Steven Jolley	10/22/2019

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
James Patton	10/17/2019

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by promising better working conditions if employees did not join or support a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
James Patton	10/17/2019

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8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by interrogating employees about their union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
James Patton and subordinates	10/15/2019

8(a)(1)

Within the previous six-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 work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Solicitation and Distribution of Literature
Social Media Use
Media
Mobile Devices/Two-way Radio Policy

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