

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-253078Date Filed  
12-9-19**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 WW Mineral Wells 26150-_____	e. Employer Representative Natasha Cooper	g. e-Mail ncooper@awptraff.com
		h. Number of workers employed 95
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service Traffic/Work Zone Control	
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  
WW TERRA ALTA 26764-\_\_\_\_\_4b. Tel. No.  
(304) 841-21404c. 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)Tel. No.  
(304) 841-2140Office, if any, Cell No.  
(304) 841-2140

Fax No.

e-Mail  
dale\_mccray@ibew.orgAddress 25049 VETERANS MEM HWY  
TERRA ALTA WW 26764-12/9/2019 09:51:12  
(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.

RECEIVED  
NLRB  
REGION 6

2019 DEC -9 AM 11:50

PITTSBURGH, PA

## 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
Michelle French	12/05/2019

### 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
Michelle French	12/05/2019

### 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
Michelle French	12/05/2019

RECEIVED  
NLRB  
REGION 6

2019 DEC -9 AM 11:50

PITTSBURGH, PA