

FORM NLRB-501 (9-07)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 8-CA-38464	Date Filed 8-17-09

INSTRUCTIONS: File an original together with four copies and a copy for each additional charged party named in item 1 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 General Die Casters, Inc.		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 2150 Highland Road, Twinsburg, OH 44087		e. Telephone No. 330-657-2300
		Fax No. 330-657-2192
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify principal product or service Aluminum and Metal Parts

h. 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), and (5) 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)
Since on or about April, May, and June of 2009, the Employer: 1) Unilaterally changed the call-off procedure and how and when employees can use their vacation days. 2) Change unilaterally the procedure of how workers were paid during a holiday week. 3) Terminated Susan Uphouse without negotiating with the Union. 4) Suspended Lorene Balinski without negotiating with the Union. 5) Suspended Kevin Maze for his union activity, denied him his Weingarten rights and did not negotiate with the Union. 6) Changed the clocking-in and clocking out procedure without negotiating with the Union. 7) Disciplined Mark Albright and Marshall Hamrick for clocking-in early under this procedure without negotiating with the Union. 8) Failed to provide the Union information requested regarding company finances. 9) Failed to provide information to the Union regarding OSHA information. 10) Assigned workers to operate machines during shut-down without negotiating with the Union. 11) Imposed health care costs increases on workers without negotiating with the Union. 12) Disciplined Kevin Maze on about May 1, 2009 for his union activity and did not negotiate with the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local Union No. 24

4a. Address (street and number, city, state, and ZIP code) 727 Grant Street, Akron, OH 44311-2197	4b. Telephone No. 330-434-8126
	Fax No. 330-635-8508

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 Teamsters

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 Rick Kepler
(signature of representative or person making charge) /s/ Rick Kepler
(fax)

Teamsters Joint Council 41 Organizer
(Print/type name and title or office, if any)

Address 1990 Connect Road, Norton, OH 44203
216-401-2014
Fax: 330-745-6358
(Telephone No.)

8-13-09
(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 litigations. 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.