

FORM NLRB-501 (11-88)	UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		DO NOT WRITE IN THIS SPACE	
			Case 8-CA-38049	Date Filed 11-19-08

INSTRUCTIONS:
File an original and 4 copies of this charge 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 123	
c. Address (street, city, state, ZIP code) 2150 Highland Road Twinsburg, OH 44087-2231		d. Employer Representative James Mathias	e. Telephone No. 330-657-2300
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory		g. Identify principal product or service production and maintenance	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (5) (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the 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 March 17, 2008, the above-named Employer has engaged in actions intended to interfere with, restrain and/or coerce employees in the exercise of the Section 7 rights. Specifically, the Employer assigned Jerome Ivery more onerous job duties in retaliation for his activities on behalf of Teamsters Local Union No. 24.

Since on or about August 8, 2008, and continuing, the above-named Employer has engaged in actions intended to interfere with, restrain and/or coerce employees in the exercise of their Section 7 rights. Specifically, the Employer has threatened to take adverse employment action against Jerome Ivery for exercising his Section 7 rights, and has taken such action through the issuance of discipline against Mr. Ivery.

Since on or about October 21, 2008, the above-named Employer has engaged in actions intended to interfere with, restrain and/or coerce employees in the exercise of the Section 7 rights. Specifically, the Employer has issued multiple disciplinary charges against Jerome Ivery in retaliation for exercising his Section 7 rights, and without bargaining with the Union regarding this discipline.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

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. 3304348126
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5. Full name of national or international organization of which it is an affiliate or constituent unit (to be filed 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 JWM Attorney _____
(signature of representative or person making charge) (title if any)

Address 4807 Rockside, Ste. 260, Independence, Ohio 44131 (216) 867-0246
(Telephone No.)

RECEIVED
 NLRB
 REGION 8
 CLEVELAND, OHIO
 NOV 20 2008
 11/20/08
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