

NLRB-501

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

DO NOT WRITE IN THIS SPACE	
Case 8-CA-38042	Date Filed

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 120	
c. Address (street, city, state, ZIP code) 2150 Highland Road, Twinsburg, Ohio 44087-2231	d. Employer Representative Ronald L. Mason	e. Telephone No. (614) 734-9450 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Die Casts	
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) <u>8(a) (1), (3) and (5)</u> 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 about September 22, 2008, the Company has terminated bargaining unit employee Chris St. Aubin without bargaining with the Union. Since on or about October 31, 2008, the Company has terminated bargaining unit employee, Coralie Crim without bargaining with the Union. Since on or about November 3, 2008 the Company issued a disciplinary warning to bargaining unit employee Karl Wolf and on about November 6, 2008 terminated Karl Wolf from employment all without bargaining with the Union. By the same conduct alleged above, the above-named employer, by its officers, agents and representatives disciplined and terminated Chris St. Aubin, Karl Wolf and Coralie Crim because they engaged in concerted activities with other employees of said employer for the purpose of collective bargaining and other mutual aid and protection, and in order to discourage membership in said organization. Further, the Company unilaterally changed its terms and conditions of employment by changing its practices with regard to performance reviews, and denied these employees their opportunity to have a union representative present during their discipline and refused to bargain over their discharge or the respective charge.		
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, Ohio 44311-2197	4b. Telephone No. (330) 434-8126 Fax No.	
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 <u>Brian J. Smith, Esq.</u> Brian J. Smith, Esq.	(fax) _____	Attorney (Print/type name and title or office, if any)
Address <u>4807 Rockside Rd., Ste. 260, Independence Ohio 4131</u>	<u>(216) 867-0246</u> (Telephone No.)	<u>1-16-2009</u> (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT