

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
NOTICE

Case 07-CA-270953 & 07-CA-271951

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements ***will not be granted*** unless good and sufficient grounds are shown ***and*** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in ***detail***;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

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**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION SEVEN**

**LOCAL #295, DETROIT DISTRICT AREA,
AMERICAN POSTAL WORKERS UNION,
(APWU), AFL-CIO**

Respondent

**Cases 07-CA-270953 and
 07-CA-271951**

and

**LOCAL 243, INTERNATIONAL BROTHERHOOD
OF TEAMSTERS (IBT)**

Charging Party

**ORDER CONSOLIDATING CASES, CONSOLIDATED COMPLAINT
AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, **IT IS ORDERED THAT** Cases 07-CA-270953 and 07-CA-271951, which are based on charges filed by the Charging Party, are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Board's Rules and Regulations, and alleges Respondent has violated the Act as described below.

1. (a) The charge in Case 07-CA-270953 was filed by the Charging Party on January 4, 2021, and a copy was served on Respondent by U.S. mail on January 6, 2021.

 (b) The amended charge in Case 07-CA-270953 was filed by the Charging Party on February 16, 2021, and a copy was served on Respondent by U.S. mail on February 17, 2021.

2. The charge in Case 07-CA-271951 was filed by the Charging Party on January 28, 2021, and a copy was served on Respondent by U.S. mail on January 29, 2021.

3. (a) At all material times, Respondent, a labor organization, has been an unincorporated association with a place of business in Detroit, Michigan (Detroit facility), where it represents employees in bargaining with the United States Postal Service.

(b) At all material times, Respondent has been chartered by and is an integral part of a multistate labor organization, American Postal Workers Union (APWU), that maintains its national headquarters in Washington, D.C.

4. In conducting its operations during the calendar year ending December 31, 2020, Respondent collected and received dues and initiation fees in excess of \$500,000, and remitted from its Detroit, Michigan facility to the Washington D. C. facility of the American Postal Workers Union (APWU) per capita taxes, dues, and initiation fees in excess of \$50,000.

5. At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

6. At all material times, the Charging Party has been a labor organization within the meaning of Section 2(5) of the Act.

7. At all material times, the following individuals held the position set forth opposite their respective names, and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act:

Keith Combs	President
Tamika Johnson-Smith	Secretary Treasurer

8. (a) The following employees of Respondent (the Unit) constitute a unit appropriate for the purpose of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time secretaries 1 and 2, as referenced in Schedule A, Article 1, Section 1 of the collective bargaining agreement described in paragraph 8(b) below.

(b) Since about 2001, and at all material times, Respondent has recognized the Charging Party as the exclusive collective-bargaining representative of the Unit. This recognition has been embodied in successive collective-bargaining agreements, the most recent of which was effective by its terms from March 30, 2014 through March 29, 2017, and thereafter extended to June 4, 2018.

(c) At all material times, based on Section 9(a) of the Act, the Charging Party has been the exclusive collective-bargaining representative of the Unit.

9. At various times from November 11, 2019 through January 27, 2021, via email, the Charging Party requested that Respondent meet and bargain with the Charging Party for the purposes of negotiating a successor collective bargaining agreement with respect to wages, hours, and other terms and conditions of employment.

10. During the period described above in paragraph 9, Respondent has failed and refused to bargain with the Charging Party as the exclusive collective-bargaining representative of the Unit.

11. Since about October 2, 2020, the Charging Party has requested by e-mail and by private carrier that Respondent furnish the Charging Party with the following information:

- a. A copy of any and all financial documents for the last three years, including but not limited to:
- b. A copy of the last three (3) fiscal years complete financial statements including accounts' report and note.
- c. 2019 complete LM-2 tax returns with all schedules.
- d. 2019 complete 990 income tax returns with all schedules.
- e. A copy of the most current interim financial statements.
- f. A copy of details regarding related-party transactions and entities, such as:
 - i. Equipment used by the Local
 - ii. Real estate used by the Local
 - iii. Loans receivable from officers
 - iv. Loans payable due to officers
 - v. Automobile used by offices (including any auto allowances)
- g. Projections for future operations that may have been prepared.
- h. Minutes of any and all meeting for the last three years.
- i. Bank reconciliation, bank statement and cancelled checks for the last three (3) years.
- j. Cash receipt journal for the last three (3) years.
- k. Cash disbursement journal for the last three (3) years.
- l. General ledger for the last three (3) years.
- m. Payroll records and payroll tax returns for the last three (3) years.
- n. A copy of any and all checks issued by the Local for the last three (3) years.

12. About January 28, 2021, the Charging Party by e-mail, renewed its request that the Respondent furnish the information as described above in paragraph 11(a) through (n).

13. The information requested by the Charging Party, as described above in paragraphs 11 and 12 is necessary for, and relevant to, the Charging Party's performance of its duties as the exclusive collective-bargaining representative of the Unit.

14. Since October 2, 2020, Respondent has failed and refused to furnish the Charging Party with the information requested by it as described above in paragraphs 11(a), (b), and (c) through (n).

15. From October 2, 2020 to January 14, 2021, Respondent unreasonably delayed in furnishing the Charging Party with the information requested by it as described in paragraphs 11 (c) and (d).

16. By the conduct described above in paragraphs 10, 14 and 15, Respondent has been failing and refusing to meet and bargain collectively and in good faith with the Charging Party of the exclusive collective-bargaining representatives of the Unit, in violation of Section 8(a)(1) and (5) of the Act.

17. The unfair labor practices of the Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE, it is prayed that Respondent be ordered to:

1. Cease and desist from:

(a) engaging in the conduct described in paragraphs 10, 14, 15 and 16, or in any like or related manner interfering with, restraining, or coercing its employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) engaging in the conduct described in paragraphs 10, 14, 15 and 16, or in any like or related manner failing and refusing to meet and bargain collectively and in good faith with the Charging Party as the exclusive bargaining representative of the Unit.

2. Take the following affirmative action:

(a) Provide the Charging Party with the information requested in paragraphs 11(a), (b) and (e) through (n).

(b) Upon request, bargain collectively and in good faith with the Charging Party.

(c) Upon request from the Charging Party, meet and bargain in accordance with a bargaining schedule of at least 20 hours per calendar month for at least 4 hours per session, until a complete collective-bargaining agreement or good-faith impasse in negotiations is reached.

(d) Provide a monthly written report to the Regional Office regarding the status of the negotiations described above in subparagraph (c).

(e) Post appropriate notices.

The Acting General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the consolidated complaint. The answer must be **received by this office on or before May 5, 2021**. Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answers rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically, is a .pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a .pdf file containing the required signature, then the E-Filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on **July 19, 2021 at 10:00 am**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board via ZOOM videoconference. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this consolidated complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated: April 21, 2021



Terry Morgan, Regional Director
National Labor Relations Board - Region 7
Patrick V. McNamara Federal Building
477 Michigan Avenue, Room 05-200
Detroit, Michigan 48226

Attachments

Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf.

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at www.nlr.gov, click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement. The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

in evidence. If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.