

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case 19-CA-196883

Date Filed 4-13-2017

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 Security Industry Specialists, Inc.		b. Tel. No. (800) 201-3742
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1415 Western Ave WA Seattle 98101-_____	e. Employer Representative Jeff Venturini Director of Human Resources	g. e-Mail jventurini@sis.us
		h. Number of workers employed 800
i. Type of Establishment (factory, mine, wholesaler, etc.) Security Systems & Services	j. Identify principal product or service Security	
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)Sam Finkelstein Title: Organizer
Service Employees International Union**4a. Address (Street and number, city, state, and ZIP code)**3720 Airport Way S
WA Seattle 98134-2217

4b. Tel. No. (312) 545-6871

4c. Cell No.

4d. Fax No.

4e. e-Mail
sam.finkelstein@seiu.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)**

Service Employees International Union

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 Sam Finkelstein
(signature of representative or person making charge)Sam Finkelstein
Title: Organizer
(Print/type name and title or office, if any)Tel. No.
(312) 545-6871

Office, if any, Cell No.

Fax No.

e-Mail
sam.finkelstein@seiu.org3720 Airport Way S
Address Seattle WA 98134-2217

04/13/2017 14:50:04

(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.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against 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 disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
Elmi Mohamad	Suspension	4/13/17
Betiel Desta	Cut hours	4/3/17
Mohad Mohammed	Cut hours	4/3/17