

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name St. Louis - Kansas City Carpenters Regional Council		b. Union Representative to contact Martin Walter Title: General Counsel	
c. Address ( <i>Street, city, state, and ZIP code</i> )  1401 Hampton Ave MO St. Louis 63139-____		d. Tel. No. (816) 931-3414	e. Cell No.
		f. Fax No. (816) 931-0675	g. e-Mail mwalter@carpdc.org
h. The above-named organization(s) or its agents has ( <i>have</i> ) engaged in and is ( <i>are</i> ) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) ( <i>list subsections</i> ) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair 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 ( <i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i> )  --See additional page--			
3. Name of Employer Associated Electrical Contractors (Reinhold Electric, Power Up, Habco, etc)		4a. Tel. No. (314) 732-1650	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved ( <i>street, city, state and ZIP code</i> ) 8212 Alabama Ave, Ste. B MO St. Louis 63111-____		6. Employer representative to contact Jerry Reinhold Title: President	
7. Type of establishment ( <i>factory, mine, wholesaler, etc.</i> ) Construction	8. Identify principal product or service Electrical Installation and Repair	9. Number of workers employed 300	
10. Full name of party filing charge John Kahrhoff International Brotherhood of Electrical Workers, Local No. 1		11a. Tel. No. (314) 647-5900	b. Cell No.
		c. Fax No.	d. e-Mail john.kahrhoff@ibewlocal1.org
11. Address of party filing charge ( <i>street, city, state and ZIP code.</i> ) 5850 Elizabeth Ave MO St. Louis 63110-____			
<p style="text-align: center;"><b>12. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.</p> <p>By <u>Christopher N. Grant</u> <u>Christopher Grant</u> (<i>signature of representative or person making charge</i>) (<i>Print/type name and title or office, if any</i>)</p> <p style="text-align: center;">Title:</p> <p>Schuchat, Cook &amp; Werner 1221 Locust Street, Suite 250 Address <u>St. Louis MO 63103-____</u> (date) <u>05/18/2020 11:51:48</u></p>		Tel. No. (314) 621-2626	
		Cell No.	
		Fax No.	
		e-Mail cng@schuchatcw.com	

**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(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

<b>Name of the Union Agent/Representative who made the threat</b>	<b>Date the threats were made</b>
Martin Walter	May 13, 2020

## **Additional Information in Support of Charge**

**Charging Party Name :** John Kahrhoff

**Inquiry Number :** 1-2737742161

**Date Submitted :** 05/18/2020 11:51:48

Please provide a brief description of the specific conduct involved in your charge. The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed. After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

### **Additional Information Provided:**

Since on or about May 13, 2020, the above labor organization, by and through its agents and representatives, has restrained and coerced employees in the exercise of Section 7 rights in violation of Section 8(b)(1)(A) of the Act by sending an e-mail to approximately 300 employees employed by employer members of the Associated Electrical Contractors and represented by the labor organization, asking employees why would they support a union (IBEW, Local 1) that could have them unemployed for the next several months, seeking employees to revoke their authorization cards for IBEW, Local 1, directing employees to notify both Local 1 and their employer of the revocation of their card to ensure their representational preference is known and honored, and offering employees assistance in the revocation of their cards. In doing so, the above labor organization has threatened employees with loss of jobs, work, and employment for supporting and choosing IBEW, Local 1 as their bargaining representative, is soliciting employees to revoke their authorization cards, is attempting to ascertain on behalf of it and signatory employers (including Reinhold Electric, Power Up Electrical Contractors, and Habco Partnership, Inc.) whether employees will avail themselves of the right to revoke an authorization card, is monitoring Section 7 activity on behalf of it and signatory employers, is creating the impression of union and employer surveillance of Section 7 activities, is offering unlawful assistance in the revocation of cards, and is creating a situation where employees would tend to feel peril in refraining from revoking their authorization cards for IBEW, Local 1, and is engaging in other acts and conduct that tend to interfere with and coerce employees in the exercise of Section 7 rights.