

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

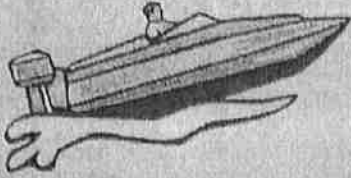
Date Filed

INSTRUCTIONS:

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

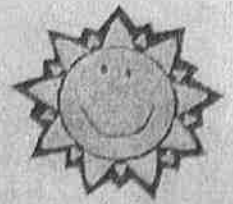
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer United States Postal Service	b. Tel. No. (239)768-8045
	c. Cell No. (239)810-3354
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 14080 Jet Port Loop Ft. Myers, FL 33913	e. Employer Representative Plant Manager - Dorinda Kohlun
	g. e-Mail dorinda.kohlun@usps.gov
	h. Number of workers employed 500+
i. Type of Establishment (factory, mine, wholesaler, etc.) United States Mail	j. Identify principal product or service Mail Processing & Delivery
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) (5) 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 or about February 19, 2015, and continuing to date, the Postal Service has interfered with, restrained and coerced employees in the exercise of their right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; and has sought to undermine the American Postal Workers Union, AFL-CIO, as the representative of employees and engaged in direct dealing with employees by, among other things, falsely informing employees that the APWU has expressed support for employee participation in The Postal Pulse survey to collect employees' views about the workplace and to be used by the Postal Service as a tool to help improve the work environment over time, and by unilaterally instituting the Postal Pulse program. Section 10(j) injunctive relief is requested.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) American Postal Workers Union, AFL-CIO, attn. Tony McKinnon, Director of Industrial Relations	
4a. Address (Street and number, city, state, and ZIP code) 1300 L Street NW Washington, DC 20005	4b. Tel. No. (202) 842-4273
	4c. Cell No.
	4d. Fax No. (202) 371-0992
	4e. e-Mail tmckinnon@apwu.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) American Federation of Labor - Congress of Industrial Organizations	
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  (signature of representative or person making charge)	Attorney, Murphy Anderson PLLC (Print/type name and title or office, if any)
	Tel. No. (202) 223-2620
	Office, if any, Cell No.
	Fax No. (202) 560-5893
	e-Mail ahajjar@murphypllc.com
Address 1300 L St. NW, Suite 1210, Washington, DC 20005	Feb. 25, 2015 (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.



The Postal Pulse

Your Views About Your Workplace



Suncoast District Tips to Propel Success

February 19, 2016

In recent months a few managers have called and said, "I don't have my VOE Surveys, and who do I need to speak with to get them?" The VOE Survey as we knew it has retired. This tip will introduce you to the tool that is taking its place, '**Postal Pulse**.' The new process will collect employee views about the work place and be used as a tool to help improve the work environment over time. The goal of it is to create a workplace that ensures teams and individuals are engaged and work to their fullest potential.

On March 16, 2015, you will have a chance to participate in a census survey for Postal Pulse. Unlike VOE that initially surveyed only career employees, Postal Pulse will survey everyone, career and non career if you were hired before Pay Period 4 FY 2015.

In the preparation phase in January, Headquarters had briefings with unions and management. As a result, the NRLCA, APWU, The League, and NAPUS Unions /Management Associations expressed support for the goals of the Postal Pulse Program. This month is the introductory phase and you will see information in the Postal Bulletin and Link, area Newsletters, and our office. Next month you will receive a postcard regarding participation.

To completely understand the new process, all managers will take various Postal Pulse training courses through the Learning Management System (LMS). The training will cover employee engagement and communication among other things. Until then, below are the benefits of this new and exciting program:

Postal Pulse Benefits:

- More local level reporting so teams and work units can address their own results through actions that are specific and relevant to them
- Supportive resources and tools for supervisors and managers to interpret results and have productive action planning discussions and follow-up
- Increase in our ability to link measurement to outcomes, such as customer satisfaction

04-CA-144446

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INSTRUCTIONS:

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1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service	b. Tel. No. 610-872-5901
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 400 Edgmont Avenue Chester, PA 19013-4425	e. Employer Representative Mike Kulikowski Manager/Labor Relations Philadelphia District
	g. e-Mail michael.s.kulikowski@usps.gov
	h. Number of workers employed appx: 100,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Mail Processing	j. Identify principal product or service U. S. Mail

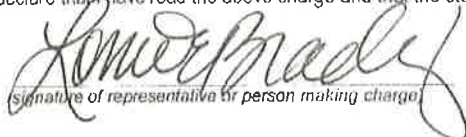
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or 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)
The Employer isolated employees it believed would support the Union's call to boycott the Employer's Voice of the Employee survey in an effort to prevent Union supporters from influencing other employees.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
American Postal Workers Union, AFL-CIO, attn. Tony McKinnon, Director of Industrial Relations

4a. Address (Street and number, city, state, and ZIP code) 1300 L Street NW Washington, DC 20005	4b. Tel. No. 202-842-4273
	4c. Cell No.
	4d. Fax No. 202-371-0992
	4e. e-Mail tmckinnon@apwu.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)
American Postal Workers Union, AFL-CIO, attn. Tony McKinnon, Director of Industrial Relations

6. DECLARATION		Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		202-223-2620
By  (signature of representative or person making charge)	Lorrie E. Bradley	Office, if any, Cell No.
	(Print type name and title or office, if any)	Fax No. 202-560-5893
Address: Murphy Anderson PLLC, 1300 L Street NW, Suite 1210, Washington, DC 20005		e-Mail lbradley@murphypllc.com
		January 14, 2015 (date)

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PRIVACY ACT STATEMENT
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