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FAX: 202/434/1426

Judiann Chartier  
General Counsel

July 24, 2020

*Via Electronic Filing Only*

John J. Jack Walsh, Regional Director  
National Labor Relations Board, Region 2  
26 Federal Plaza, Room 3614  
New York, NY 10278

**Re: ABC, Inc.**  
**Unfair Labor Practice Charge**

Dear Regional Director Walsh:

Enclosed for filing please find an unfair labor practice charge against the above employer. Inasmuch as my office has been closed and will remain closed for the foreseeable future, kindly ask the investigator to contact me by email ([jchartier@cwa-union.org](mailto:jchartier@cwa-union.org)) or cell phone (202) 368-9112.

I hereby certify that a copy of the Charge has been served on Respondent on this day by electronic mail. Thank you for your attention to this matter.

Sincerely,

Judiann Chartier

Encl.

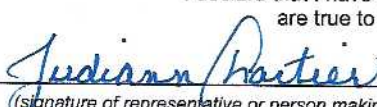
cc: Charlers G. Braico, President, NABET-CWA  
Sean Quinn, Esq., Managing VP - Labor Relations

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 ABC, Inc.	b. Tel. No. (212) 456-6657
	c. Cell No.
	f. Fax No. (212) 456-1003
d. Address (Street, city, state, and ZIP code) 77 West 66th Street New York, NY 100	e. Employer Representative Sean Quinn Managing VP - Labor Relations
	g. e-mail Sean.T.Quinn@abc.com
	h. Number of workers employed ~6000
i. Type of Establishment (factory, mine, wholesaler, etc.) Broadcast Television	j. Identify principal product or service Television Broadcasts
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) and (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 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)  Within the Section 10(b) period, the above employer has violated and continues to violate the Act by unilaterally changing the pay frequency of bargaining unit employees from bi-weekly to weekly, and then from weekly to bi-weekly, on very short notice, and blaming the Union for the changes. The same conduct is discriminatory and retaliatory, and was taken to deter employees from engaging in concerted, protected activity.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) National Association of Broadcast Employees & Technicians - Communications Workers of America, AFL-CIO	
4a. Address (Street and number, city, state, and ZIP code) NABET-CWA, AFL-CIO 501 Third Street NW Washington, DC 20001	4b. Tel. No. (202) 434-1234
	4c. Cell No.
	4d. Fax No. (202) 434-1426
	4e. e-mail jchartier@cwa-union.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) National Association of Broadcast Employees & Technicians - Communications Workers of America, AFL-CIO	
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.	
 (signature of representative or person making charge)	Judiann Chartier, General Counsel (Print/type name and title or office, if any)
501 Third Street NW, Washington, DC 20001 Address	July 24, 2020 Date
	Tel. No. (202) 434-1234
	Office, if any, Cell No.
	Fax No.
	e-mail jchartier@cwa-union.org

**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 may cause the NLRB to decline to invoke its processes.