

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
05-CA-187417	

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer SecTek, Inc.		b. Tel. No. (703)435-0970
		c. Cell No.
d. Address (street, city, state ZIP code) 1930 Isaac Newton Square, Suite 100 Reston, VA 20190	e. Employer Representative Thuy Pham, Vice President of Human Resources	f. Fax No. (703)834-0124
		g. e-Mail tpham@sectek.com
		h. Dispute Location (City and State) Washington, DC
i. Type of Establishment (factory, nursing home, hotel) Security contractor	j. Principal Product or Service Security services	k. Number of workers at dispute location 45

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (2), (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 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 attached.

3. Full name of party filing charge (*if labor organization, give full name, including local name and number*)

United Security & Police Officers of America (USPOA)

4a. Address (street and number, city, state, and ZIP code) 5620 Saint Barnabas Road, Suite 314 Oxon Hill, MD 20745-3628		4b. Tel. No. (301)377-9860
		4c. Cell No. (301)377-9860
		4d. Fax No.
		4e. e-Mail ishun.richards.uspoa@gmail.com

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*)

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.		Tel. No. (301)377-9860
By: (signature of representative or person making charge)	Ishun J. Richards, Vice President Print Name and Title	Office, if any, Cell No. (301)377-9860
Address: 5620 Saint Barnabas Road, Suite 314 Oxon Hill, MD 20745-3628	Date:	Fax No.
		e-Mail ishun.richards.uspoa@gmail.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.

2. Basis of the Charge (*set forth a clear and concise statement of the facts constituting the alleged unfair labor practices*)

1. Since about August 16, 2016, SecTek, Inc., herein referred to as the Employer, has violated Section 8(a)(5) of the Act by:
 - a. Withdrawing recognition of United Security & Police Officers of America (USPOA), the exclusive bargaining representative of its security officers and sergeants employed at the Government Printing Office located at 732 North Capitol Street NW in Washington, DC, as certified on December 30, 2015, in Case 05-RC-165375;
 - b. Recognizing a union, International Union, Security, Police and Fire Professionals of America (SPFPA), other than United Security & Police Officers of America (USPOA), the exclusive bargaining representative of the employees;
 - c. Entering into a collective-bargaining agreement with a union, International Union, Security, Police and Fire Professionals of America (SPFPA), other than United Security & Police Officers of America (USPOA), the exclusive bargaining representative of the employees; and
 - d. Failing and refusing to bargain in good faith with United Security & Police Officers of America (USPOA), the exclusive bargaining representative of the employees.
2. Since about August 16, 2016, the Employer has violated Section 8(a)(2) of the Act by engaging in the following conduct with a union, International Union, Security, Police and Fire Professionals of America (SPFPA), other than United Security & Police Officers of America (USPOA), the exclusive bargaining representative of the employees:
 - a. Voluntarily recognizing and bargaining with SPFPA; and
 - b. Entering into a collective-bargaining agreement with SPFPA.
3. Since about August 30, 2016, the Employer has violated Section 8(a)(3) of the Act by enforcing the union-security clause of a collective-bargaining agreement that it entered into with a union, International Union, Security, Police and Fire Professionals of America (SPFPA), other than United Security & Police Officers of America (USPOA), the exclusive bargaining representative of the employees.