

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

**Charging Party Name :** Steve Maritas

**Inquiry Number :** 1-2341224191

**Date Submitted :** 09/16/2018 13:13:03

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:**

On or about September 15th SPFPA Region 4 Vice President Joseph McCray sent a text message THREATENING Nicholas Bouknight, that he was aware of his communications with LEOSU-DC Organizing Director Steve Maritas, McCray goes on to say that: ' Nick I recommend U disengage your intent, you will see the reality about that union if a petition is filed and if ur behind the petition U will NEVER HOLD OFFICE as a SPFPA Representative". Based on the above THREATS made by SPFPA Region 4 Vice President Joseph McCray clearly violates Nicholas Bouknight Section 7 Rights under the NLRA.

The above threat is supported by the International Union, Security Police & Fire Professionals of America SPFPA, Constitution & ByLaws as noted below.

By their plain language and as reasonably interpreted the other below articles violate § 8(b)(1)(A):

Art. XXI § Section 1 illegally threatens discipline for “engaging in conduct unbecoming a member of the Union” “ Conduct unbecoming a Union member may include actions involving disaffiliation or decertification proceedings or the instigation thereof.”

Art. XXI § Section 13 illegally threatens discipline for “conduct unbecoming a member”.

Art. XXI § Section 14 illegally threatens discipline for “In any case in which it shall appear to the International President that a member or members have engaged in a conspiracy to commit an offense against this International Union, or in those cases where a member or members have caused or instigated disaffiliation or decertification proceedings, the International President may prefer charges against such member or members of this International Union for violation of this Constitution and ByLaws or for conduct unbecoming a member of this International Union.”

Art. XXXI § Initiation Ceremony, illegally threatens discipline for “bringing reproach upon my Union.”

The above threat as noted in SPFPA's Constitution and Bylaws not only threatens Nicholas Bouknight Section 7 rights, but all of its members.