

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 2**

VERIZON BUSINESS

and

Case No. 2-CA-38216

COMMUNICATION WORKERS OF AMERICA

COMPLAINT AND NOTICE OF HEARING

Communication Workers of America, AFL-CIO, herein called the Union, has charged that Verizon Business, herein called Respondent, has been engaging in unfair labor practices as set forth in the National Labor Relations Act, as amended, 29 U.S.C. Section 151 et seq., herein called the Act. Based thereon, the General Counsel, by the undersigned, pursuant to Section 10(b) of the Act and Section 102.15 of the Rules and Regulations of the National Labor Relations Board, herein called the Board, issues this Complaint and Notice of Hearing and alleges as follows:

1 The charge in this proceeding was filed by the Union on April 24, 2007 and a copy thereof was served by regular mail on Respondent on or about April 26, 2007. The first amended charge in this proceeding was filed by the Union on June 6, 2007, and a copy was served by regular mail on Respondent on or about June 7, 2007.

2 (a) At all material times, Respondent, a corporation, with an office and place of business located at 380 Route 59 in Monsey, New York, herein called the Respondent's facility, provides telecommunications services throughout the United States and the World.

(b) Annually, Respondent, in the course and conduct of its business operations described above in subparagraph (a), derives gross revenues in excess of \$100,000.

(b) In or about January or February 2007, Respondent, by Craig Gilbert, enforced the rule described above in subparagraph (a) selectively and disparately by prohibiting union solicitations and distributions, while permitting nonunion solicitations and distributions.

(c) In or about late March 2007, Respondent by Craig Gilbert and John Senechal enforced the rule described above in subparagraph (a) selectively and disparately by prohibiting union solicitations and distributions, while permitting nonunion solicitations and distributions.

(d) Respondent engaged in the conduct described above in subparagraphs (b) and (c) because employees supported and assisted the Union and engaged in concerted activities for the purpose of collective bargaining and to discourage employees from engaging in such activities.

6. (a) From in or about late January 2007 and continuing through at least May 2007, Respondent, by Craig Gilbert on the operations floor of Respondent's facility, engaged in surveillance of employees to discover their union activities.

(b) From in or about late January 2007 and continuing through at least May 2007, Respondent by Craig Gilbert on the operations floor of Respondent's facility, created an impression among its employees that their union activities were under surveillance.

(c) Respondent engaged in the conduct described above in subparagraphs (a) and (b) because employees supported and assisted the Union and engaged in concerted activities for the purpose of collective bargaining and to discourage employees from engaging in such activities.

7. (a) On or about late March 2007, Respondent by Craig Gilbert and John Senechal issued a verbal warning to its employee Christopher Bloncourt.

(b) On or about late March 2007, Respondent by Craig Gilbert issued a verbal warning to its employee Roger Reece.

(c) Respondent engaged in the conduct described above in subparagraphs (a) and (b) because the named employees of Respondent supported and assisted the Union and engaged in concerted activities, and to discourage employees from engaging in these activities.

(8) By the conduct described above in paragraphs 5 and 6, Respondent has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act, in violation of Section 8(a)(1) of the Act.

(9) By the conduct described above in paragraphs 7, Respondent has been discriminating in regard to the hire, tenure, or terms or conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Sections 8(a)(1) and (3) of the Act.

ANSWER REQUIREMENT

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the complaint. The answer must be received by this office on or before September 13, 2007, or postmarked on or before September 12, 2007. Respondent should file an original and four copies of the answer with this office and serve a copy of the answer on each of the other parties.

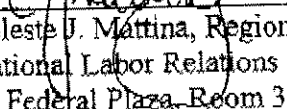
An answer may also be filed electronically by using the E-Filing system on the Agency's website. In order to file an answer electronically, access the Agency's website at <http://www.nlrh.gov>, click on **E-Gov**, then click on the **E-Filing** link on the pull-down menu. Click on the "File Documents" button under "Regional, Subregional and Resident Offices" and then follow the directions. The responsibility for the receipt and usability of the answer rests

exclusively upon the sender. A failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. When an answer is filed electronically, an original and four paper copies must be sent to this office so that it is received no later than three business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on the 5th day of November, 2007, at 9:30 a.m., at the Mary Walker Taylor Hearing Room on the 36th Floor of 26 Federal Plaza, New York, New York and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the allegations in this complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

Dated at New York, New York
August 30, 2007



Celeste J. Martina, Regional Director
National Labor Relations Board, Region 2
26 Federal Plaza, Room 3614
New York, New York 10278-0104

Attachments