

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

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
25-CA-185622	

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 ALORICA, INC. and EGS GLOBAL SOLUTIONS, as single and/or joint employers		b. Tel. No. 815-654-6791
		c. Cell No.
d. Address (street, city, state ZIP code) ALORICA: 5 Park Place Plaza, Irvine, CA 92614 EGS: 7180 Spring Brook Road, Rockford, IL 61114	e. Employer Representative Katie Aldrich, Human Resources Director	f. Fax No. g. e-Mail h. Dispute Location (City and State) Rockford, IL
i. Type of Establishment (factory, nursing home, hotel) Call Center	j. Principal Product or Service Customer Services	k. Number of workers at dispute location over 1,000

1. The above-named employer has engaged in and is engaging unfair labor practices within the meaning of section 8(a), subsections (1) and (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*)
 Within the last six months, the above-named Employer(s), by its officers, representatives and agents, has interfered with, restrained and coerced employees in the exercise of rights guaranteed under Section 7 of the Act by:

- A. Maintaining overly broad and coercive work rules and policies including those requiring employees, as a condition of their employment, to waive rights guaranteed under Section 7 of the Act;
- B. Coercing and requiring employees, as a condition of their employment, to enter into mandatory arbitration agreements and waivers of class action, collective action, representative action and other Section 7 rights including to file unfair labor practice charges with the NLRB;
- C. Threatening employees with discharge and prosecution for exercising rights protected by Section 7 of the Act;
- D. Violating employee rights under Weingarten, including by denying employees the right to have an employee or representative present during meetings which could lead to discipline or discharge; and
- E. Terminating the employment of Jennifer Fultz for exercising Section 7 rights and engaging in protected concerted activities, including the refusal to waive rights guaranteed by Section 7 of the Act.

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

4a. Address (street and number, city, state, and ZIP code) 265 West 14th Street, 6th Floor New York, NY 10011		4b. Tel. No. 646-460-1309
		4c. Cell No. 646-460-1309
		4d. Fax No. 212-463-9479
		4e. e-Mail sgold352002@icloud.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. 646-460-1309
By:  (signature of representative or person making charge)	Seth Goldstein, Esq. Print Name and Title	Office, if any, Cell No. 646-460-1309
Address: 265 West 14 th Street, 6 th Floor New York, NY, 10011		Fax No. 212-463-9479
Date: 11/4/16		e-Mail sgold352002@icloud.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.