

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 10**

**MERCEDES-BENZ U.S. INTERNATIONAL, INC.
(MBUSI)**

and

**Cases 10-CA-112406,
10-CA-115917**

KIRK GARNER, an Individual

and

**INTERNATIONAL UNION, UNITED
AUOMOBLIE, AEROSPACE & AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA**

**ORDER CONSOLIDATING CASES, CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, IT IS ORDERED THAT Case 10-CA-112406 and Case 10-CA-115917, which are based on a charge filed by Kirk Garner and a charge filed by INTERNATIONAL UNION, UNITED AUOMOBLIE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (Union), respectively, against MERCEDES-BENZ U.S. INTERNATIONAL, INC. (Respondent) are consolidated.

This Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act, 29 U.S.C. § 151 et seq. (the Act) and Section 102.15 of the Board's Rules and Regulations, and alleges Respondent has violated the Act as described below:

1.

(a) Charge 10-CA-112406 was filed by Charging Party Garner on September 3, 2013, and a copy was served by regular mail on Respondent on the same date.

(b) Charge 10-CA-115917 was filed by the Union October 25, 2013, and a copy was served by regular mail on Respondent on October 30, 2013.

(c) The First Amended Charge in 10-CA-115917 was filed by the Union on November 22, 2013, and a copy was served by regular mail on Respondent on November 25, 2013.

2.

At all material times, Respondent has been a corporation with an office and place of business in Vance, Alabama, Respondent's facility, and has been engaged in the manufacture and the nonretail sale of automobiles.

3.

In conducting its operations during the last twelve months, Respondent sold and shipped from its Vance, Alabama facility goods valued in excess of \$50,000 directly to points outside the State of Alabama.

4.

At all material times, the Charging Party Union has been a labor organization within the meaning of Section 2(5) of the Act.

5.

At all material times, the following individuals held the positions set forth opposite their respective names and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act):

- (a) Joel Stewart - Group Leader
- (b) Jason Vick - Group Leader
- (c) Dawn Burton - HR Representative
- (d) Octave Roberts - HR Representative
- (e) Dave Foreman - HR Representative

6.

About May 19, 2013, Respondent, by Joel Stewart, at Respondent's facility, threatened its employees with discipline if they talked about the union during work time while permitting employees to talk about other non-work subjects.

7.

About May 21, 2013, Respondent, by Dawn Burton and Jason Vick, at Respondent's facility:

- (a) Prohibited employees from talking about the union during working time while permitting employees to talk about other non-work subjects.
- (b) Threatened employees with discipline up to and including termination if they discussed the union during work time and inside the plant while permitting employees to discuss other non-work subjects.
- (c) Threatened employees with discipline up to and including termination if they solicited for the union anywhere inside the plant.

8.

At all material times, Respondent has maintained the following rule:

SOLICITATION AND DISTRIBUTION OF MATERIALS

It is the goal of MBUSI to produce the highest quality vehicle at the most competitive cost. Activities, which interfere with these efforts, cannot be permitted. MBUSI prohibits solicitation and/or distribution of non-work related materials by Team Members during work time or in working areas. Solicitation and distribution on Company property by those who are not Team Members is strictly prohibited at all times. Examples of prohibited solicitation and distribution of materials include the following:

- Buying and selling of goods, services, materials, or memberships. Solicitation for charitable contributions outside of MBUSI sponsored charities and selling tickets and chances to activities as stated above.
- Distribution of handbills, notices, literature, etc., during working time or in work areas.
- Personal, written, telephone, e-mail or distribution/posting of non-work, related materials.

9.

About June 20, 2013, Respondent, by Octave Roberts, enforced the rule described above in paragraph 8 selectively and disparately by prohibiting union solicitation and distribution in the Team Center, an area used both as a non-work area and a work area, while permitting non-union solicitations and distributions.

10.

About August 30, 2013, Respondent, by Dave Foreman and Octave Roberts, enforced the rule described above in paragraph 8 selectively and disparately by prohibiting union solicitations and distributions, while permitting non-union solicitations and distributions.

11.

By the conduct described above in paragraphs 6 - 10, 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.

12.

The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) 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 consolidated complaint. The answer must be **received by this office on or before January 14, 2014, or postmarked on or before January 13, 2014**. 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.

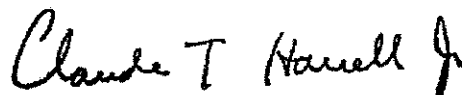
An answer may also be filed electronically through the Agency's website. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, 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. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by

traditional means within three (3) 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, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the consolidated complaint are true.

NOTICE OF HEARING

PLEASE TAKE NOTICE THAT on April 7, 2014, at 10:00 a.m., in the C. Douglas Marshall Hearing Room, National Labor Relations Board, Region 10 – Birmingham Resident Office, 1130 22nd Street S, Birmingham, Alabama, 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 consolidated 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 this 31st day of December, 2013



CLAUDE T. HARRELL JR.
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD
REGION 10
233 Peachtree St NE
Harris Tower Ste 1000
Atlanta, GA 30303-1504

Attachments

**SUMMARY OF STANDARD PROCEDURES IN FORMAL HEARINGS HELD
BEFORE THE NATIONAL LABOR RELATIONS BOARD
IN UNFAIR LABOR PRACTICE PROCEEDINGS PURSUANT TO
SECTION 10 OF THE NATIONAL LABOR RELATIONS ACT**

The hearing will be conducted by an administrative law judge of the National Labor Relations Board who will preside at the hearing as an independent, impartial finder of the facts and applicable law whose decision in due time will be served on the parties. The offices of the administrative law judges are located in Washington, DC; San Francisco, California; New York, N.Y.; and Atlanta, Georgia.

At the date, hour, and place for which the hearing is set, the administrative law judge, upon the joint request of the parties, will conduct a "prehearing" conference, prior to or shortly after the opening of the hearing, to ensure that the issues are sharp and clearcut; or the administrative law judge may independently conduct such a conference. The administrative law judge will preside at such conference, but may, if the occasion arises, permit the parties to engage in private discussions. The conference will not necessarily be recorded, but it may well be that the labors of the conference will be evinced in the ultimate record, for example, in the form of statements of position, stipulations, and concessions. Except under unusual circumstances, the administrative law judge conducting the prehearing conference will be the one who will conduct the hearing; and it is expected that the formal hearing will commence or be resumed immediately upon completion of the prehearing conference. No prejudice will result to any party unwilling to participate in or make stipulations or concessions during any prehearing conference.

(This is not to be construed as preventing the parties from meeting earlier for similar purposes. To the contrary, the parties are encouraged to meet prior to the time set for hearing in an effort to narrow the issues.)

Parties may be represented by an attorney or other representative and present evidence relevant to the issues. All parties appearing before this hearing who have or whose witnesses have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603, and who in order to participate in this hearing need appropriate auxiliary aids, as defined in 29 C.F.R. 100.603, should notify the Regional Director as soon as possible and request the necessary assistance.

An official reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the administrative law judge for approval.

All matter that is spoken in the hearing room while the hearing is in session will be recorded by the official reporter unless the administrative law judge specifically directs off-the-record discussion. In the event that any party wishes to make off-the-record statements, a request to go off the record should be directed to the administrative law judge and not to the official reporter.

Statements of reasons in support of motions and objections should be specific and concise. The administrative law judge will allow an automatic exception to all adverse rulings and, upon appropriate order, an objection and exception will be permitted to stand to an entire line of questioning.

All exhibits offered in evidence shall be in duplicate. Copies of exhibits should be supplied to the administrative law judge and other parties at the time the exhibits are offered in evidence. If a copy of any exhibit is not available at the time the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the administrative law judge before the close of hearing. In the event such copy is not submitted, and the filing has not been waived by the administrative law judge, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

Any party shall be entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. In the absence of a request, the administrative law judge may ask for oral argument if, at the close of the hearing, it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.

(OVER)

In the discretion of the administrative law judge, any party may, on request made before the close of the hearing, file a brief or proposed findings and conclusions, or both, with the administrative law judge who will fix the time for such filing. Any such filing submitted shall be double-spaced on 8 1/2 by 11 inch paper.

Attention of the parties is called to the following requirements laid down in Section 102.42 of the Board's Rules and Regulations, with respect to the procedure to be followed before the proceeding is transferred to the Board: No request for an extension of time within which to submit briefs or proposed findings to the administrative law judge will be considered unless received by the Chief Administrative Law Judge in Washington, DC (or, in cases under the branch offices in San Francisco, California; New York, New York; and Atlanta, Georgia, the Associate Chief Administrative Law Judge) at least 3 days prior to the expiration of time fixed for the submission of such documents. Notice of request for such extension of time must be served simultaneously on all other parties, and proof of such service furnished to the Chief Administrative Law Judge or the Associate Chief Administrative Law Judge, as the case may be. A quicker response is assured if the moving party secures the positions of the other parties and includes such in the request. All briefs or proposed findings filed with the administrative law judge must be submitted in triplicate, and may be printed or otherwise legibly duplicated with service on the other parties.

In due course the administrative law judge will prepare and file with the Board a decision in this proceeding, and will cause a copy thereof to be served on each of the parties. Upon filing of this decision, the Board will enter an order transferring this case to itself, and will serve copies of that order, setting forth the date of such transfer, on all parties. At that point, the administrative law judge's official connection with the case will cease.

The procedure to be followed before the Board from that point forward, with respect to the filing of exceptions to the administrative law judge's decision, the submission of supporting briefs, requests for oral argument before the Board, and related matters, is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be served on the parties together with the order transferring the case to the Board.

Adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations. If adjustment appears possible, the administrative law judge may suggest discussions between the parties or, on request, will afford reasonable opportunity during the hearing for such discussions.