



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

October 20, 2010

Lester A. Heltzer, Executive Secretary e-filed
National Labor Relations Board
1099 14th Street, N.W.
Washington, DC 20570

Re: Global Sign Industries, LLC.
 Cases 4-CA-35947 and 4-CA-36062

Dear Executive Secretary Heltzer:

Enclosed please find an original copy of Counsel for the Acting General Counsel's Motion for Consideration of Summary Judgment (including attachments thereto) in the above-referenced cases.

Copies of the above Motion have been served this day by e-mail on the persons below.

Very truly yours,

CHARLES S. STRICKLER, Jr.
Counsel for the Acting General Counsel

cc:

Michael Seserko, Melissa Seserko, (MelissaSeserko@comcast.net, mgentner@integratedsignsolutions.com)
Bruce E. Endy, Esquire, (bendy@spearwilderman.com)

CSS/dma

H:\r04com\04 C Cases\04-CA-035947\Formal Documents\LTR.04-CA-035947.letter_to_ExecSecy-re-Motion_fo_Consideration_of_Summary_Judgment-October20,2010.doc

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

GLOBAL SIGN INDUSTRIES, LLC

and

Cases 4-CA-35947 and
4-CA-36062

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

MOTION FOR CONSIDERATION OF SUMMARY JUDGMENT

Now comes Charles S. Strickler, Jr., Counsel for the Acting General Counsel, pursuant to Sections 102.24 and 102.50 of the Rules and Regulations of the National Labor Relations Board, herein called the Rules and the Board, respectively, and moves the Board to consider the Summary Judgment granted by the Board on September 25, 2009.

In support of this Motion, Counsel for the Acting General Counsel states as follows;

1. On February 11, 2008, Sheet Metal Workers' International Association Local 19, AFL-CIO, herein called the Union, filed a charge in Case 4-CA-35947 alleging that Global Sign Industries, LLC, herein called Respondent, was violating Section 8(a)(1) and (3) of the Act. A copy of the charge and the affidavit of service are attached as Exhibit 1 and Exhibit 2, respectively.
2. On February 13, 2008, the Union filed the first amended charge in Case 4-CA-35947 alleging that Respondent was violating Section 8(a)(1) and (3) of the Act. A copy of the

first amended charge and the affidavit of service are attached as Exhibit 3 and Exhibit 4, respectively.

3. On April 23, 2008, the Union filed the second amended charge in Case 4-CA-35947 alleging that Respondent was violating Section 8(a)(1) and (3) of the Act. A copy of the this second amended charge and the affidavit of service are attached as Exhibit 5 and Exhibit 6, respectively.

4. On May 12, 2008, the Union filed the third amended charge in Case 4-CA-35947 alleging that Respondent was violating Section 8(a)(1), (3) and (5) of the Act. A copy of the the third amended charge and the affidavit of service are attached as Exhibit 7 and Exhibit 8, respectively.

5. On March 28, 2008, the Union filed a charge in Case 4-CA-36062 alleging that Respondent was violating Section 8(a)(1) of the Act. A copy of the the charge and the affidavit of service are attached as Exhibit 9 and Exhibit 10, respectively.

6. On September 5, 2008, following the investigation of the matters raised by the charges and amended charges, an Order Consolidating Cases, Consolidated Complaint and Notice of Hearing issued, a copy of which is attached as Exhibit 11. The affidavit of service is attached as Exhibit 12.

7. On September 18, 2008, Respondent's attorney submitted a letter referencing the Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, denying "...the material allegations of the above referenced complaint" and noting that Respondent "has been forced to close due to economic hardship." A copy of this letter is attached as Exhibit 13.

8. On September 22, 2008, a letter was sent to Respondent's attorney notifying her that her letter did not comport with Section 102.20 of the Rules and that, unless an appropriate Answer was filed by September 29, 2008, a Motion for Default Judgment would be filed. A copy of this letter is attached as Exhibit 14. Respondent did not file a further Answer.

9. On September 30, 2008, after Respondent had failed to file a further Answer to the Consolidated Complaint, Counsel for the General Counsel filed a Motion for Default or Summary Judgment, copy of which (without Exhibits) is attached as Exhibit 15.

10. On October 6, 2008, the Board issued its Order Transferring Proceeding to the Board and Notice to Show Cause [until October 20, 2008], a copy of which is attached as Exhibit 16.

11. On October 15, 2008, Counsel for the General Counsel requested withdrawal of the Motion for Default or Summary Judgment to further consider the Union's request for a remedial bargaining order under *NLRB v. Gissel Packing Co.*, 395 U.S. 575 (1969). A copy of the request for withdrawal of the Motion is attached as Exhibit 17.

12. On October 27, 2008, the Board granted the request for withdrawal of the Motion. A copy of the Board's Order granting the request is attached as Exhibit 18.

13. On November 7, 2008, an Amended Consolidated Complaint and Notice of Hearing issued, and it contained allegations supporting the issuance of a remedial bargaining order. A copy of the Amended Consolidated Complaint and Notice of Hearing is attached as Exhibit 19.

14. When Respondent failed to file an Answer to the Amended Consolidated Complaint, a letter was sent to Respondent on November 21, 2008, advising that a Motion for

Default Judgment would be filed if Respondent did not file its Answer by November 28, 2008. A copy of the letter to Respondent is attached as Exhibit 20.

15. On December 4, 2008, Counsel for the General Counsel filed a Motion for Default or Summary Judgment with the Board, a copy of which is attached as Exhibit 21. The Board then issued an Order, dated October 6, 2008, transferring the proceeding to the Board and a Notice to Show Cause why the Motion should not be granted. Respondent did not respond to the Motion and, on September 25, 2009, Chairman Liebman and Member Schaumber issued a Decision and Order (354 NLRB No. 81) finding that Respondent violated Section 8(a)(1) and (3) of the Act. Chairman Liebman and Member Schaumber denied the request for a *Gissel* bargaining order, but they did so “without prejudice to the General Counsel’s right to renew the request if he maintained that such relief was necessary.” *Id.* At slip op. p.4, fn. 13.¹

16. On June 17, 2010, the United States Supreme Court issued a decision in *New Process Steel, L.P. v. NLRB*, holding that all decisions of the two-member panel of Chairman Liebman and Member Schaumber from January 28, 2008 to March 2010 were invalid as the Board did not have the required three-member quorum. 130 S. Ct. 2635 (2010). Among these decisions was the Summary Judgment described in paragraph 15, above.

17. In light of the Supreme Court’s decision in *New Process Steel*, Counsel for the Acting General Counsel respectfully requests that the Board consider the Amended Consolidated Complaint for purposes of issuing a Decision and Order by a duly constituted Board.

¹ Consistent with the Board’s Decision and Order, Counsel for the General Counsel reserves the right to renew the request for a *Gissel* bargaining order.

18. Based on Respondent's original failure to file an Answer comporting with the Board's Rules, it is appropriate for the Board to issue a Decision and Order without affording the parties an opportunity for a hearing.

WHEREFORE, Counsel for the Acting General Counsel respectfully requests that the Board grant this Motion for Summary Judgment with respect to the Amended Consolidated Complaint. The Board is requested to deem all the allegations of the Amended Consolidated Complaint to be true and, further, to issue an appropriate Decision and Order.

Signed at Philadelphia, Pennsylvania on this 20th day of October, 2010.



CHARLES S. STRICKLER, JR.

Counsel for the Acting General Counsel
National Labor Relations Board, Fourth Region
615 Chestnut Street, 7th Floor
Philadelphia, PA 19106
Tel. 215 597 7657
Fax. 215 597 7658
Email charles.strickler@nrb.gov

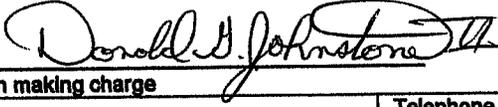
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 4-CA-35947	Date Filed 2-11-08

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign, Inc		b. Number of workers employed ten (10)
c. Address (street, city, state, ZIP code) 913 William Leigh Drive, Unit I Tullytown PA 19007		d. Employer Representative Michael Seserko
e. Telephone No. 215-269-9700		f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer
g. Identify principal product or service Indoor & Outdoor Signs		h. The above-named employer has engaged in and is engaging in 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 unfair practices affecting commerce within the meaning of the Act.
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about, Monday, February 11, 2008, the above named employer terminated Patrick Velenger and Leo Josepayt, for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Sheet Metal Workers' Local #19		
4a. Address (street and number, city, state and ZIP code) 1301 S Columbus Blvd Philadelphia PA 19147		4b. Telephone No. 215-952-1999
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). Sheet Metal Workers' International Association-AFL-CIO		
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.		
By <u>Donald Johnstone, II</u>  Signature of representative or person making charge		Title : Area Marketing Representative
Address 1301 S Columbus Blvd Philadelphia PA 19147		Telephone No. 215-952-1999
		Date 2/11/08

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

February 12, 2008

Mr. Michael Seserko
Global Sign, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign, Inc.
Case 4-CA-35947

Dear Mr. Seserko:

A charge has been filed with this office alleging that you have engaged and are engaging in unfair labor practices within the meaning of the National Labor Relations Act, as amended. A copy of the charge is herewith served upon you. Also enclosed is a copy of Form NLRB 4541, pertaining to our investigation and voluntary adjustment procedures, and a memorandum outlining procedures and practices for electronic communications with Regional Offices. Assistance is available from the National Labor Relations Board for persons with limited English proficiency. Requests for such assistance should be communicated to the assigned Board Agent as early in the course of the proceeding as possible.

Attention is called to your right, and the right of any party, to be represented by counsel or other representative in any proceedings before the National Labor Relations Board and the Courts. In the event you choose to have a representative appear on your behalf, please have your representative complete Form NLRB 4701 and forward it promptly to this office.

Please be advised that under the Freedom of Information Act, unfair labor practice charges and representation petitions are subject to prompt disclosure to members of the public upon request. In this regard, you may have received a solicitation by organizations or persons who have obtained public information concerning this matter and who seek to represent you before our Agency. You may be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board; their information regarding this matter is only that which must be made available to any member of the public.

Your cooperation with this office is invited so that all facts of the case may be considered. Accordingly, you are requested to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge. However, the submission of a position letter, or memorandum, or the submission of affidavits not taken by a Board Agent does not constitute full and complete cooperation. Full cooperation consists of permitting the assigned Board Agent to take sworn affidavits from relevant witnesses. Absent your willingness to submit such evidence, the Regional Office will decide the merits of this matter on the evidence available.

Please be advised that evidence and statements of position submitted by the parties will be used by the Agency without qualification or condition. If conditions are incorporated into position statements or evidence submitted during the investigation, they will be disregarded and such position statements or evidence will be considered in the investigation and may be introduced into the record in the event the matter is litigated.

All communications and submissions should be made to the Board Agent indicated below.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Case assigned to: Joseph M. Cionzynski
Telephone Number: (215)597-7653
Email: Joseph.Cionzynski@nlrb.gov

cc:

Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147

DLMD/kt

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Kay Trouton

Subscribed and sworn before me *KT:\H:\R04COM\REGION 04 C CASES\04-CA-35947\CORRESPONDENCE\LTR.-04-CA-35947.DOCKETLTR-C.DOCT:\H:\R04COM\REGION 04 C CASES\04-CA-35947\CORRESPONDENCE\LTR.-04-CA-35947.DOCKETLTR-C.DOC.*

Gene Alessandrini

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 4-CA-35947	Date Filed 2-13-08

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign, Inc		b. Number of workers employed ten (10)
c. Address (street, city, state, ZIP code) 913 William Leigh Drive, Unit I Tullytown PA 19007	d. Employer Representative Michael Seserko	e. Telephone No. 215-269-9700
f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer	g. Identify principal product or service Indoor & Outdoor Signs	

h. The above-named employer has engaged in and is engaging in 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 unfair practices affecting commerce within the meaning of the Act.

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

On or about, Monday, February 11, 2008, the above named employer terminated Robert Holt for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Sheet Metal Workers' Local #19

4a. Address (street and number, city, state and ZIP code) 1301 S Columbus Blvd Philadelphia PA 19147	4b. Telephone No. 215-952-1999
--	--

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).
Sheet Metal Workers' International Association-AFL-CIO

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.

By Donald Johnstone, II Signature of representative or person making charge		Title : Area Marketing Representative	
Address 1301 S Columbus Blvd Philadelphia PA 19147	Telephone No. 215-952-1999	Date 2/12/08	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001)



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

February 14, 2008

Mr. Michael Seserko
Global Sign, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign, Inc.
Case 4-CA-35947

Dear Mr. Seserko:

This is to inform you that the charge in the above matter has been amended. A copy of the Amended Charge is attached hereto.

Please continue to address all communications to Board Agent Joseph M. Cionzynski, the staff member assigned to this case. His telephone number is (215)597-7653.

Very truly yours,

Dorothy L. Moore-Duncan
DOROTHY L. MOORE-DUNCAN
Regional Director

Enclosure
cc:

Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147

DLMD/kt

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Kay Trouton

Subscribed and sworn before me February 14, 2008.

Janie Alessandrini

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

DO NOT WRITE IN THIS SPACE

Case
4-CA-35947

Date Filed
4-23-08

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign Industries, LLC		b. Number of workers employed 10
c. Address (street, city state, ZIP code) 913 William Leigh Drive, Unit 1, Tullytown, PA 19007	d. Employer Representative Michael Seserko, President	e. Telephone No. 215/269-9700
f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer	g. Identify principal product or service Indoor and Outdoor Signs	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1st subsections) (3) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

On or about Monday, February 11, 2008, the above-named employer terminated Robert Holt and Patrick Velenger for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Sheet Metal Workers' International Association Local 19

4a. Address (street and number, city, state and ZIP code) 1301 South Columbus Blvd, Phila., PA 19147	4b. Telephone No. 215-952-1999
--	--

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)
Sheet Metal Workers International Association, AFL-CIO

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.

By:  BRUCE E. ENDY, ESQUIRE
(signature of representative or person making charge)

Attorney
(title, if any)

Address: 230 South Broad Street, Suite 1400, Phila, PA 19102

215/732-0101
(Telephone No.)

04-23-08
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

April 24, 2008

Mr. Christopher T. Borruso
Criterion Workforce Solutions, LLC
323 Mariners Way
Copiague, NY 11726

Re: Global Sign Industries, LLC
Case 4-CA-35947

Dear Mr. Borruso:

This is to inform you that the charge in the above matter has been further amended. A copy of the further Amended Charge is attached hereto.

Please continue to address all communications to Board Agent Joseph M. Cionzynski, the staff member assigned to this case. His telephone number is (215)597-7653.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Enclosure

cc:
Mr. Michael Seserko
Global Sign Industries, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147

Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street
Suite 1400
Philadelphia, PA 19102

DLMD/kt

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Key Trautman

Subscribed and sworn before me April 24, 2008.

Sean Alessandrini

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

DO NOT WRITE IN THIS SPACE

Case 4-CA-3594	Date Filed 5-12-08
--------------------------	------------------------------

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign Industries, LLC		b. Number of workers employed 10
c. Address (street, city state, ZIP code) 913 William Leigh Drive, Unit 1, Tullytown, PA 19007	d. Employer Representative Michael Seserko, President	e. Telephone No. 215/269-9700
f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer	g. Identify principal product or service Indoor and Outdoor Signs	
h. The above-named employe has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) AND (5) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

The employer has engaged in unlawful surveillance of employees during the course of the run-up to the scheduled election in Case No 4-RC-21397 in violation of the act.

The employer has promised certain employees promotions during the course of the run-up to the scheduled election in Case No. 4-RC-21397 in violation of the act.

The employer has threatened to close its business if the union is elected in the election that was scheduled in 4-RC-21397 in violation of the act.

On or about Monday, February 11, 2008, the above-named employer terminated Robert Holt and Patrick Velenger for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.

- (a) in or about mid February, late March and in early April interrogated employees about their support for the Union.
- (b) in mid February, mid March and in early April interrogated employees about the Union activities of other employees,
- (c) in mid February told employees that they would not benefit from joining the Union,
- (d) in late March told employees that the Employer would never sign a collective bargaining agreement with the Union,
- (e) in mid February and on a day in March solicited the grievances of employees,
- (f) on March 20 and on another day in March told employees that wages and benefits are frozen because of the Union's organizing campaign,
- (g) on a day in late March promised employees a day's pay if they did not support the Union,
- (h) on days in February or March promised employees raises if they did not support the Union,
- (i) in late March promised and/or implied that employees would get raises if they withdrew their Union authorization cards, and
- (j) in late March and in early April coerced employees to sign documents requesting to withdraw their Union authorization cards.

The union is hereby requesting a bargaining order under Gissel and injunctive relief under section 10(j).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
 Sheet Metal Workers' International Association Local 19

4a. Address (street and number, city, state and ZIP code) 1301 South Columbus Blvd, Phila., PA 19147	4b. Telephone No. 215-952-1999
--	--

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)
 Sheet Metal Workers International Association, AFL-CIO

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.

By:  **BRUCE E. ENDY, ESQUIRE** _____
 (signature of representative or person making charge) Attorney (title, if any)

Address: 230 South Broad Street, Suite 1400, Phila, PA 19102 _____ 215/732-0101 _____ 05/12/2008
 (Telephone No.) (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001)**



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

May 13, 2008

Mr. Michael Seserko
Global Sign Industries, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign Industries, LLC
Case 4-CA-35947

Dear Mr. Seserko:

This is to inform you that the charge in the above matter has been further amended. A copy of the further Amended Charge is attached hereto.

Please continue to address all communications to Board Agent Barbara C. Joseph, the staff member assigned to this case. Her telephone number is (215)597-7638.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Enclosure

cc:

Mr. Christopher T. Borruso
Criterion Workforce Solutions, LLC
323 Mariners Way
Copiague, NY 11726

EXHIBIT 8

**Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147**

**Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street
Suite 1400
Philadelphia, PA 19102**

DLMD/jp

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
4-CA-36062

Date Filed
3-28-08

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign Industries, LLC		b. Number of workers employed 10
c. Address (street, city state, ZIP code) 913 William Leigh Drive. Unit 1, Tullytown, PA 19007	d. Employer Representative Michael S. Seseerko, President	e. Telephone No. 215/547-2946
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturer & Installer of Signs	g. Identify principal product or service Outdoor and Indoor Signage	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

The employer has engaged in unlawful surveillance of employees during the course of the run-up to the scheduled election in Case No 4-RC-21397 in violation of the Act.

The employer has promised certain employees promotions during the course of the run-up to the scheduled election in Case No. 4-RC-21397 in violation of the Act.

The employer has threatened to close its business if the union is elected in the election that was scheduled in 4-RC-21397 in violation of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Sheet Metal Workers' International Association Local 19

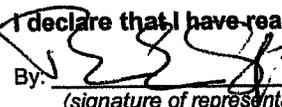
4a. Address (street and number, city, state and ZIP code)
1301 South Columbus Blvd, Phila., PA 19147

4b. Telephone No.
215-952-1999

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)
Sheet Metal Workers International Association, AFL-CIO

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.

By:  BRUCE E. ENDY, ESQUIRE
(signature of representative or person making charge)

Attorney
(title, if any)

Address: 230 South Broad Street, Suite 1400, Phila, PA 19102

215/732-0101

(Telephone No.)

03-28-08

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

March 28, 2008

Michael Seserko, President
Global Sign Industries, LLC
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign Industries, LLC
Case 4-CA-36062

Dear Mr. Seserko:

A charge has been filed with this office alleging that you have engaged and are engaging in unfair labor practices within the meaning of the National Labor Relations Act, as amended. A copy of the charge is herewith served upon you. Also enclosed is a copy of Form NLRB 4541, pertaining to our investigation and voluntary adjustment procedures, and a memorandum outlining procedures and practices for electronic communications with Regional Offices. Assistance is available from the National Labor Relations Board for persons with limited English proficiency. Requests for such assistance should be communicated to the assigned Board Agent as early in the course of the proceeding as possible.

Attention is called to your right, and the right of any party, to be represented by counsel or other representative in any proceedings before the National Labor Relations Board and the Courts. In the event you choose to have a representative appear on your behalf, please have your representative complete Form NLRB 4701 and forward it promptly to this office.

Please be advised that under the Freedom of Information Act, unfair labor practice charges and representation petitions are subject to prompt disclosure to members of the public upon request. In this regard, you may have received a solicitation by organizations or persons who have obtained public information concerning this matter and who seek to represent you before our Agency. You may be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board; their information regarding this matter is only that which must be made available to any member of the public.

Your cooperation with this office is invited so that all facts of the case may be considered. Accordingly, you are requested to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge. However, the submission of a position letter, or memorandum, or the submission of affidavits not taken by a Board Agent does not constitute full and complete cooperation. Full cooperation consists of permitting the assigned Board

Agent to take sworn affidavits from relevant witnesses. Absent your willingness to submit such evidence, the Regional Office will decide the merits of this matter on the evidence available.

Please be advised that evidence and statements of position submitted by the parties will be used by the Agency without qualification or condition. If conditions are incorporated into position statements or evidence submitted during the investigation, they will be disregarded and such position statements or evidence will be considered in the investigation and may be introduced into the record in the event the matter is litigated.

All communications and submissions should be made to the Board Agent indicated below.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Case assigned to: Joseph M. Cionzynski
Telephone Number: (215)597-7653
Email: Joseph.Cionzynski@nlrb.gov

cc:

Mr. Fred Braker
Sheet Metal Workers' International
Association Local 19, AFL-CIO
1301 South Columbus Blvd.
Philadelphia, PA 19147

Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street
Suite 1400
Philadelphia, PA 19102

DLMD/jtj

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Grant C. Jackson

Subscribed and sworn before me March 28, 2008.

Christine M. Murray

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

GLOBAL SIGN INDUSTRIES, LLC

and

Cases 4-CA-35947 and
4-CA-36062

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

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

Sheet Metal Workers' International Association Local 19, AFL-CIO, herein called the Union, has charged in Cases 4-CA-35947 and 4-CA-36062, respectively, that Global Sign Industries, LLC, herein called Respondent, has been engaging in unfair labor practices as set forth in the National Labor Relations Act, 29 U.S.C. Section 151 *et seq.*, herein called the Act. Based thereon, and in order to avoid unnecessary costs or delay, the General Counsel, by the undersigned, pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board, herein called the Board, **ORDERS** that these cases are consolidated.

These cases having been consolidated, the General Counsel, by the undersigned, pursuant to Section 10(b) of the Act and Section 102.15 of the Board's Rules and Regulations, issues this Order Consolidating Cases, Consolidated Complaint and Notice of Hearing and alleges as follows:

1. (a) The charge in 4-CA-35947 was filed by the Union on February 11, 2008, and a copy was served by first class mail on Respondent on February 11, 2008.
- (b) The first amended charge in 4-CA-35947 was filed by the Union on February 13, 2008, and a copy was served by first class mail on Respondent on February 14, 2008.
- (c) The second amended charge in 4-CA-35947 was filed by the Union on April 23, 2008, and a copy was served by first class mail on Respondent on April 24, 2008.
- (d) The third amended charge in 4-CA-35947 was filed by the Union on May 12, 2008, and a copy was served by first class mail on Respondent on May 13, 2008.
- (e) The charge in 4-CA-36062 was filed by the Union on March 28, 2008, and a copy was served by first class mail on Respondent on March 28, 2008.

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2. (a) At all material times, Respondent, a corporation, with a facility in Tullytown, Pennsylvania, herein called the facility, has been engaged in the fabrication, installation and repair of signs.

(b) During the past year, Respondent, in conducting its business operations described above in subparagraph (a), purchased and received at the facility goods valued in excess of \$50,000 directly from points outside the Commonwealth of Pennsylvania.

(c) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

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

4. (a) 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:

Michael S. Seserko	—	President
Jennifer Marcolina	—	Office Manager/Personnel Manager
Tom Henry	—	Shop Manager

(b) At all material times until on or about 2008, Cynthia Montero was Respondent's Project Manager and an agent of Respondent within the meaning of Section 2(13) of the Act.

5. Respondent, by Michael Seserko, engaged in the following conduct at the facility:

(a) On or about February 8, 2008, interrogated certain of its employees concerning their Union activities.

(b) On or about February 12, 2008, interrogated an employee concerning the employee's Union activities and sympathies and the Union activities of other employees.

(c) On or about February 15, 2008, interrogated an employee concerning the employee's Union activities and the Union activities of other employees.

(d) In mid-March 2008, a more precise date being unknown to the General Counsel, interrogated an employee concerning the Union activities and sympathies of other employees.

(e) In late March 2008, a more precise date being unknown to the General Counsel, demanded that an employee give to him a tape recording of Respondent's anti-Union meeting with employees, and thereafter refused to return the tape and tape recorder to the employee.

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(f) On or about March 20, 2008: (1) created the impression among its employees that their Union activities were under surveillance by telling an employee the names of employees who still supported the Union; (2) interrogated the employee concerning the employee's Union sympathies and the Union sympathies of other employees, and (3) promised a benefit to the employee to discourage the employee from supporting the Union.

(g) On or about March 20, 2008: (1) requested employees to give false testimony that an employee was a manager; (2) announced that terms and conditions of employment were frozen, would not change and that Respondent would never sign a contract with the Union; (3) promised promotions to employees in order to discourage them from supporting the Union; and (4) told employees that he had drawn up papers for them to sign withdrawing their Union authorization cards.

(h) On or about April 2, 2008, told an employee to resign because the employee continued to support the Union.

(i) On or about April 4, 2008, solicited its employees to sign forms withdrawing their Union authorization cards.

(j) On or about April 11, 2008, threatened to close its installation department and/or to subcontract the work employees were performing there.

6. (a) On or about February 11, 2008, Respondent discharged its employee Patrick Velenger.

(b) On or about February 11, 2008, Respondent discharged its employee Robert Holt.

(c) Respondent engaged in the conduct set forth in subparagraphs (a) and (b) because Patrick Velenger and Robert Holt supported and assisted the Union.

7. By the conduct described above in paragraph 5, 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.

8. By the conduct described above in paragraph 6, Respondent has been discriminating in regard to the hire or tenure or terms or conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Section 8(a)(1) and (3) of the Act.

9. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE, as part of the remedy for the unfair labor practices alleged above in paragraphs 6 and 8, the General Counsel seeks an Order requiring that Respondent pay interest on any back pay or other monetary awards on a compounded, quarterly basis. The General

Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

NOTICE OF HEARING

PLEASE TAKE NOTICE that commencing at 10:00 a.m. on **November 5, 2008**, and on consecutive days thereafter until concluded, a hearing will be conducted in a hearing room of the National Labor Relations Board, Region 4, 615 Chestnut Street, 7th Floor, Philadelphia, Pennsylvania 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.

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 September 19, 2008, or postmarked on or before September 18, 2008.** Respondent shall 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.nlr.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 Consolidated Complaint are true.

Signed at Philadelphia, Pennsylvania on this 5th day of September, 2008.


DOROTHY L. MOORE-DUNCAN
Regional Director, Fourth Region
National Labor Relations Board

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

GLOBAL SIGN INDUSTRIES, INC.

and

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

Case 4-CA-35947 and
4-CA-36062

Date of Mailing: October 21, 2008

**AFFIDAVIT OF SERVICE OF: ORDER CONSOLIDATING CASES, CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, depose and say that on the date indicated above I served the above-entitled document by post-paid certified mail upon the following persons, addressed to them at the following addresses:

Michael Seserko, President
Global Sign Industries, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007
(C. 7007 2560 0001 8594 1948 RRR)

Amy M. Culver, Esquire
Louis P. DiLorenzo, Esquire
Bond, Schoeneck & King PLLC
330 Madison Avenue
New York, NY 10017-5001
(C. 7007 2560 0001 8594 1955 RRR)

Mr. Fred Braker
Sheet Metal Workers' International
Association Local 19, AFL-CIO
1301 South Columbus Boulevard
Philadelphia, PA 19147
(C. 7007 2560 0001 8594 1962)

Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street, Suite 1400
Philadelphia, PA 19102
(C. 7007 2560 0001 8594 1979)

Subscribed and sworn to before me this

5th day of September, 2008

Designated Agent

/s/ Renai J. Dunmyer

NATIONAL LABOR RELATIONS BOARD

7007 2560 0001 8594 1979

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Postmark Here
Re: Global Sign
CA-35947, 36062

Compl + Not *RAS*

Sent To _____
 Street, Apt. No., or PO Box No. _____
 City, State, ZIP+4 _____

PS Form 3800, August 2006 See Reverse for Instructions

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Total Postage & Fees	\$	

Postmark Here
Re: Global Sign
CA-35947, 36062

Compl + Not *RAS*

Sent To _____
 Street, Apt. No., or PO Box No. _____
 City, State, ZIP+4 _____

PS Form 3800, August 2006 See Reverse for Instructions

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Mr. O'Brien

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Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$	

Postmark Here
Re: Global Sign
CA-35947, 36062

Compl + Not *RAS*

Sent To _____
 Street, Apt. No., or PO Box No. _____
 City, State, ZIP+4 _____

PS Form 3800, August 2006 See Reverse for Instructions

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U.S. Postal Service TM
CERTIFIED MAIL TM RECEIPT
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For delivery information visit our website at www.usps.com

OFFICIAL USE
Mr. O'Brien

Postage	\$	
Certified Fee		
Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$	

Postmark Here
Global Sign Industries, Inc.

Compl + Not *RAS*

Sent To _____
 Street, Apt. No., or PO Box No. _____
 City, State, ZIP+4 _____

PS Form 3800, August 2006 See Reverse for Instructions



BOND, SCHOENECK & KING, PLLC
ATTORNEYS AT LAW ■ NEW YORK FLORIDA KANSAS

AMY MARIE CULVER
Direct: 646-253-2325
culvera@bsk.com

September 18, 2008

FOUR COPIES BY CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Dorothy L. Moore-Duncan
Regional Director, Fourth Region
National Labor Relations Board
Region Four
615 Chestnut Street, 7th Floor
Philadelphia, PA
19106-4404

Re: *Order Consolidating Cases, Consolidated Complaint and Notice of Hearing*
Cases 4-CA-35947 and 4-CA-36062

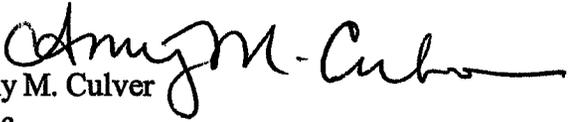
Dear Ms. Moore-Duncan:

While Respondent, Global Sign Industries, LLC denies the material allegations of the above referenced complaint, it has been forced to close due to economic hardship. In winding-up its operations, respondent is having its financial state evaluated in consideration of the possibility of escrowing a sum representative of back pay.

Thank you.

Sincerely,

BOND, SCHOENECK & KING, PLLC


Amy M. Culver
/amc

330 Madison Avenue, New York, NY 10017-5001 ■ Phone: 646-253-2300 ■ Fax: 646-253-2301 ■ www.bsk.com

EXHIBIT #13

21217.1 9/18/2008

Dorothy L. Moore-Duncan
September 18, 2008
Page 2

cc: Ms. Barbara Joseph (1 copy certified)
National Labor Relations Board
Region Four
615 Chestnut Street, 7th Floor
Philadelphia, PA 19106-4404

Mr. Fred Braker (1 copy certified)
Sheet Metal Workers' International Association
Local 19, AFL-CIO
1301 South Columbus Boulevard
Philadelphia, PA 19147

Bruce E. Endy, Esq. (1 copy certified)
Spear Wilderman
230 South Broad Street, Suite 1400
Philadelphia, PA 19102



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658
Email: Region4@NLRB.GOV

September 22, 2008

Amy M. Culver, Esquire
Bond, Schoeneck & King, PLLC
330 Madison Avenue
New York, NY 10017-5001

Re: Global Sign Industries, LLC
Cases 4-CA-35947 and 4-CA-36062

Dear Ms. Culver:

On September 5, 2008 an Order Consolidating, Consolidated Complaint and Notice of Hearing issued in the above-captioned cases. An Answer to the Consolidated Complaint was due on September 19, 2008.

We received your letter dated September 18 stating that Respondent denies the material allegations contained in the above referenced Complaint. The Answer does not specifically admit, deny or explain each of the facts alleged in the Consolidated Complaint as required by Section 102.20 of the Board's Rules and Regulations. A copy of Section 102.20 of the Board's Rules and Regulations is enclosed. Therefore, this is to advise you that, unless an appropriate Answer to the Consolidated Complaint is filed by September 29, 2008, a Motion for Default Judgment will be filed with the Board.

If you have any questions, I can be reached at (215) 597-7615.

Very truly yours,

DANIEL E. HALEVY
Regional Attorney

Enclosure

DEH/dma

H:\r04com\Region 04 C Cases\04-CA-35947\Formal Documents\LTR.04-CA-35947etal.MotionforDefaultJudgmentltr-F.doc

ANSWER

Sec. 102.20 Answer to complaint; time for filing; contents; allegations not denied deemed admitted.—The respondent shall, within 14 days from the service of the complaint, file an answer thereto. The respondent shall specifically admit, deny, or explain each of the facts alleged in the complaint, unless the respondent is without knowledge, in which case the respondent shall so state, such statement operating as a denial. All allegations in the complaint, if no answer is filed, or any allegation in the complaint not specifically denied or explained in an answer filed, unless the respondent shall state in the answer that he is without knowledge, shall be deemed to be admitted to be true and shall be so found by the Board, unless good cause to the contrary is shown.

Sec. 102.21 Where to file; service upon the parties; form.—An original and four copies of the answer shall be filed with the Regional Director issuing the complaint. Immediately upon the filing of his answer, respondent shall serve a copy thereof on the other parties. An answer of a party represented by counsel or non-attorney representative shall be signed by at least one such attorney or non-attorney representative of record in his/her individual name, whose address shall be stated. A party who is not represented by an attorney or non-attorney representative shall sign his/her answer and state his/her address. Except when otherwise specifically provided by rule or statute, an answer need not be verified or accompanied by affidavit. The signature of the attorney or non-attorney party representative constitutes a certificate by him/her that he/she has read the answer; that to the best of his/her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay. If an answer is not signed or is signed with intent to defeat the purpose of this section, it may be stricken as sham and false and the action may proceed as though the answer had not been served. For a willful violation of this section an attorney or non-attorney party representative may be subjected to appropriate disciplinary action. Similar action may be taken if scandalous or indecent matter is inserted.

Sec. 102.22 Extension of time for filing.—Upon his own motion or upon proper cause shown by any other party, the Regional Director issuing the complaint may by written order extend the time within which the answer shall be filed.

Sec. 102.23 Amendment.—The respondent may amend his answer at any time prior to the hearing. During the hearing or subsequent thereto, he may amend his answer in any case where the complaint has been amended, within such period as may be fixed by the administrative law judge or the Board. Whether or not the complaint has been amended, the answer may, in the discretion of the administrative law judge or the Board, upon motion, be amended upon such terms and within such periods as may be fixed by the administrative law judge or the Board.



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

September 30, 2008

Lester A. Heltzer, Executive Secretary
National Labor Relations Board
1099 14th Street, N.W.
Washington, DC 20570

Re: Global Sign Industries, LLC.
Cases 4-CA-35947 and 4-CA-36062

Dear Executive Secretary Heltzer:

Enclosed please find an original and seven (7) copies of Counsel for the General Counsel's Motion for Default or Summary Judgment (including attachments thereto) in the above-referenced cases. The hearing in this matter is scheduled to begin on November 5, 2008.

Copies of the above Motion have been served this day on the persons below by first class mail.

Very truly yours,

Charles S. Strickler, Jr.
CHARLES S. STRICKLER, Jr.
Counsel for the General Counsel

cc:

Amy M. Culver, Esquire, Bond, Schoeneck & King, PLLC, 330 Madison Avenue, New York, NY 10017-5001

Bruce E. Endy, Esquire, Spear, Wilderman, PC, 230 South Broad Street, Suite 1400, Philadelphia, PA 19102

CSS/dma

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

GLOBAL SIGN INDUSTRIES, LLC

and

Cases 4-CA-35947 and
4-CA-36062

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

MOTION FOR DEFAULT OR SUMMARY JUDGMENT

Counsel for the General Counsel, pursuant to Sections 102.24 and 102.50 of the Rules and Regulations of the National Labor Relations Board (herein called the Board's Rules and the Board, respectively), hereby moves for Default or Summary Judgment and requests the Board to transfer, and continue before the Board, the Consolidated Complaint issued herein and the proceedings related thereto. In support of the Motion, Counsel for the General Counsel avers as follows:

1. The charge in Case 4-CA-35947 was filed by Sheet Metal Workers' International Association Local 19, AFL-CIO, herein called the Union, on February 11, 2008. A copy of the charge was served on Global Sign Industries, LLC, herein called Respondent, on February 11, 2008. First, second and third Amended charges were filed by the Union in Case 4-CA-35947 on February 14, 2008, April 23, 2008, and May 12, 2008, respectively. Copies of the charge, the first amended charge, the second amended charge and the third amended charge were served on Respondent on February 11, 2008, February 13, 2008, April 24, 2008, and May 13, 2008, respectively. Copies of the charge, first amended

charge, second amended charge and third amended charge, and the affidavits of service thereof are attached hereto and marked as Exhibits 1 through 8, respectively.

2. The charge in Case 4-CA-36062 was filed by the Union on March 28, 2008, and a copy was served on Respondent on March 28, 2008. Copies of the charge and the affidavit of service thereof are attached hereto and marked as Exhibits 9 and 10.

3. On September 5, 2008, the Regional Director for the Fourth Region of the Board issued an Order Consolidating Cases, Consolidated Complaint and Notice of Hearing in this matter alleging that Respondent has engaged in conduct in violation of Section 8(a)(1) and (3) of the National Labor Relations Act, as amended, herein called the Act. Respondent was directed to file an answer to the Complaint within fourteen (14) days from the service thereof (on or before September 19, 2008) as required by Sections 102.20 and 102.21 of the Board's Rules. The hearing on the Consolidated Complaint is currently scheduled to begin on November 5, 2008. Copies of the Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, the Affidavit of Service thereof, and the Postal Service Domestic Return Receipt are attached hereto and marked as Exhibits 11, 12 and 13, respectively.

4. On September 22, 2008, a letter from Respondent's Counsel dated September 18, 2008, and responding to the Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, herein called Respondent's Answer, was received in the Board's Regional Office in Philadelphia, Pennsylvania. A copy of Respondent's Answer is attached hereto and marked as Exhibit 14.

5. By letter dated September 22, 2008, a letter was sent to Respondent's Counsel notifying her that Respondent's Answer did not admit, deny or explain each of the facts alleged in the Consolidated Complaint as required by Section 102.20 of the Board's Rules

and that a Motion for Default Judgment would be filed with the Board unless Respondent filed an appropriate Answer by September 29, 2008. A copy of this letter is attached hereto as Exhibit 15.

6. Respondent has failed to file an adequate Answer to the Consolidated Complaint comporting with the Board's Rules.

7. It is therefore submitted that Respondent has failed to comply with the Rules concerning the filing of an Answer and, accordingly, the allegations of the Consolidated Complaint should be deemed to be found to be true pursuant to Section 102.20 of the Rules. See *Wanex Electrical Services, Inc.*, 338 NLRB 111, 112 (2002); *Triple H Fire Protection, Inc.*, 326 NLRB 463, 464 (1998).

NOW THEREFORE, the undersigned Counsel for the General Counsel moves that:

(1) the Consolidated Complaint in this proceeding be transferred to and continued before the Board; (2) the Board find the allegations of the Consolidated Complaint to be true; (3) the Board issue a Decision and Order finding and concluding that Respondent has violated Section 8(a)(1) and (3) of the Act as alleged in the Consolidated Complaint, and requiring Respondent, inter alia, to offer reinstatement to employees Patrick Velenger and Robert Holt and to make them whole, and to post an appropriate notice; and (4) the Board grant such other and further relief as may be appropriate.

Signed at Philadelphia, Pennsylvania this 30th day of September, 2008.

12/ CSS
CHARLES S. STRICKLER, Jr.
Counsel for the General Counsel
National Labor Relations Board
Fourth Region
(215) 597-7657

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Case 4-CA-35947	Date Filed 2-11-08
---------------------------	------------------------------

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign, Inc		b. Number of workers employed ten (10)
c. Address (street, city, state, ZIP code) 913 William Leigh Drive, Unit I Tullytown PA 19007		d. Employer Representative Michael Seserko
f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer		e. Telephone No. 215-269-9700
		g. Identify principal product or service Indoor & Outdoor Signs

h. The above-named employer has engaged in and is engaging in 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 unfair practices affecting commerce within the meaning of the Act.

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

On or about, Monday, February 11, 2008, the above named employer terminated Patrick Velenger and Leo Josepayt, for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.

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

Sheet Metal Workers' Local #19

4a. Address (street and number, city, state and ZIP code)

**1301 S Columbus Blvd
Philadelphia PA 19147**

4b. Telephone No.

215-952-1999

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.)

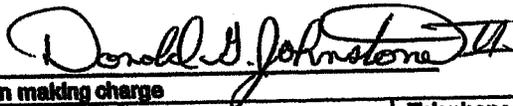
Sheet Metal Workers' International Association-AFL-CIO

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.

By Donald Johnstone, II

Signature of representative or person making charge



Title : Area Marketing Representative

Address

**1301 S Columbus Blvd
Philadelphia PA 19147**

Telephone No.

215-952-1999

Date

2/11/08

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

EXHIBIT # 1



United States Government

NATIONAL LABOR RELATIONS BOARD

Region Four

**615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404**

**Telephone: (215) 597-7601
Fax: (215) 597-7658**

February 12, 2008

**Mr. Michael Seserko
Global Sign, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007**

**Re: Global Sign, Inc.
Case 4-CA-35947**

Dear Mr. Seserko:

A charge has been filed with this office alleging that you have engaged and are engaging in unfair labor practices within the meaning of the National Labor Relations Act, as amended. A copy of the charge is herewith served upon you. Also enclosed is a copy of Form NLRB 4541, pertaining to our investigation and voluntary adjustment procedures, and a memorandum outlining procedures and practices for electronic communications with Regional Offices. Assistance is available from the National Labor Relations Board for persons with limited English proficiency. Requests for such assistance should be communicated to the assigned Board Agent as early in the course of the proceeding as possible.

Attention is called to your right, and the right of any party, to be represented by counsel or other representative in any proceedings before the National Labor Relations Board and the Courts. In the event you choose to have a representative appear on your behalf, please have your representative complete Form NLRB 4701 and forward it promptly to this office.

Please be advised that under the Freedom of Information Act, unfair labor practice charges and representation petitions are subject to prompt disclosure to members of the public upon request. In this regard, you may have received a solicitation by organizations or persons who have obtained public information concerning this matter and who seek to represent you before our Agency. You may be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board; their information regarding this matter is only that which must be made available to any member of the public.

Your cooperation with this office is invited so that all facts of the case may be considered. Accordingly, you are requested to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge. However, the submission of a position letter, or memorandum, or the submission of affidavits not taken by a Board Agent does not constitute full and complete cooperation. Full cooperation consists of permitting the assigned Board Agent to take sworn affidavits from relevant witnesses. Absent your willingness to submit such evidence, the Regional Office will decide the merits of this matter on the evidence available.

Please be advised that evidence and statements of position submitted by the parties will be used by the Agency without qualification or condition. If conditions are incorporated into position statements or evidence submitted during the investigation, they will be disregarded and such position statements or evidence will be considered in the investigation and may be introduced into the record in the event the matter is litigated.

All communications and submissions should be made to the Board Agent indicated below.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Case assigned to: Joseph M. Cionzynski
Telephone Number: (215)597-7653
Email: Joseph.Cionzynski@nlrb.gov

cc:

Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147

DLMD/kt

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Key Tranton

Subscribed and sworn before me *KT:VH:R04COMREGION 04 C CASES04-CA-35947CORRESPONDENCELTR-04-CA-35947.DOCKETLTR-C.DOCKT:H:R04COMREGION 04 C CASES04-CA-35947CORRESPONDENCELTR-04-CA-35947.DOCKETLTR-C.DOC.*

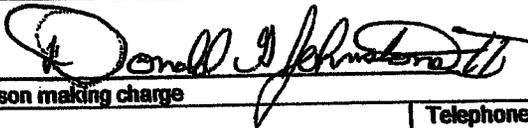
Steve Alexander

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 4-CA-35947	Date Filed 2-13-08

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Global Sign, Inc		b. Number of workers employed ten (10)
c. Address (street, city, state, ZIP code) 913 William Leigh Drive, Unit I Tullytown PA 19007	d. Employer Representative Michael Seserko	e. Telephone No. 215-269-9700
f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer	g. Identify principal product or service Indoor & Outdoor Signs	
h. The above-named employer has engaged in and is engaging in 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 unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about, Monday, February 11, 2008, the above named employer terminated Robert Holt for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
Sheet Metal Workers' Local #19		
4a. Address (street and number, city, state and ZIP code) 1301 S Columbus Blvd Philadelphia PA 19147		4b. Telephone No. 215-952-1999
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.)		
Sheet Metal Workers' International Association-AFL-CIO		
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.		
By <u>Donald Johnstone, II</u>  Signature of representative or person making charge		Title : Area Marketing Representative
Address 1301 S Columbus Blvd Philadelphia PA 19147	Telephone No. 215-952-1999	Date 2/13/08

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001)



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

February 14, 2008

Mr. Michael Seserko
Global Sign, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign, Inc.
Case 4-CA-35947

Dear Mr. Seserko:

This is to inform you that the charge in the above matter has been amended. A copy of the Amended Charge is attached hereto.

Please continue to address all communications to Board Agent Joseph M. Cionzynski, the staff member assigned to this case. His telephone number is (215)597-7653.

Very truly yours,

Dorothy L. Moore-Duncan
DOROTHY L. MOORE-DUNCAN
Regional Director

Enclosure
cc:

Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147

DLMD/kt

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Kay Trouton

Subscribed and sworn before me February 14, 2008.

Luis Alessandrini

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

DO NOT WRITE IN THIS SPACE

Case 4-CA-35947	Date Filed 4-23-08
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INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign Industries, LLC		b. Number of workers employed 10
c. Address (street, city state, ZIP code) 913 William Leigh Drive, Unit 1, Tullytown, PA 19007	d. Employer Representative Michael Seerko, President	e. Telephone No. 215/269-9700
f. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer	g. Identify principal product or service Indoor and Outdoor Signs	

h. The above-named employer has engaged in and is engaging in 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 unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

On or about Monday, February 11, 2008, the above-named employer terminated Robert Holt and Patrick Velenger for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed

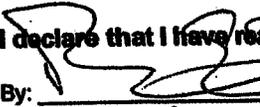
3. Full name of party filing charge (if labor organization, give full name, including local name and number)
 Sheet Metal Workers' International Association Local 19

4a. Address (street and number, city, state and ZIP code) 1301 South Columbus Blvd, Phila., PA 19147	4b. Telephone No. 215-952-1999
--	--

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)
 Sheet Metal Workers International Association, AFL-CIO

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.

By:  **BRUCE E. ENDY, ESQUIRE** _____
 (signature of representative or person making charge) Attorney (title, if any)

Address: 230 South Broad Street, Suite 1400, Phila. PA 19102 _____ 215/732-0101 _____ 04-23-08
 (Telephone No.) (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001)**



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

April 24, 2008

Mr. Christopher T. Borruso
Criterion Workforce Solutions, LLC
323 Mariners Way
Copiague, NY 11726

Re: Global Sign Industries, LLC
Case 4-CA-35947

Dear Mr. Borruso:

This is to inform you that the charge in the above matter has been further amended. A copy of the further Amended Charge is attached hereto.

Please continue to address all communications to Board Agent Joseph M. Cionzynski, the staff member assigned to this case. His telephone number is (215)597-7653.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Enclosure

cc:
Mr. Michael Seserko
Global Sign Industries, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

**Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147**

**Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street
Suite 1400
Philadelphia, PA 19102**

DLMD/kt

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Key Trautman

Subscribed and sworn before me April 24, 2008.

Janie Bersenbren

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

DO NOT WRITE IN THIS SPACE

Case 4-CA-3594 Date Filed 5-12-08

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

i. Name of Employer Global Sign Industries, LLC		b. Number of workers employed 10
j. Address (street, city state, ZIP code) 913 William Leigh Drive, Unit 1, Tullytown, PA 19007		e. Telephone No. 215/269-9700
k. Type of Establishment (factory, mine, wholesaler, etc.) Sign Manufacturer & Installer		g. Identify principal product or service Indoor and Outdoor Signs
h. The above-named employe has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) AND (5) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

The employer has engaged in unlawful surveillance of employees during the course of the run-up to the scheduled election in Case No 4-RC-21397 in violation of the act.

The employer has promised certain employees promotions during the course of the run-up to the scheduled election in Case No. 4-RC-21397 in violation of the act.

The employer has threatened to close its business if the union is elected in the election that was scheduled in 4-RC-21397 in violation of the act.

On or about Monday, February 11, 2008, the above-named employer terminated Robert Holt and Patrick Velenger for meeting with the union area marketing representative on Saturday, February 9, 2008 about unionizing the company.

- (a) in or about mid February, late March and in early April interrogated employees about their support for the Union.
- (b) in mid February, mid March and in early April interrogated employees about the Union activities of other employees,
- (c) in mid February told employees that they would not benefit from joining the Union,
- (d) in late March told employees that the Employer would never sign a collective bargaining agreement with the Union,
- (e) in mid February and on a day in March solicited the grievances of employees,
- (f) on March 20 and on another day in March told employees that wages and benefits are frozen because of the Union's organizing campaign,
- (g) on a day in late March promised employees a day's pay if they did not support the Union,
- (h) on days in February or March promised employees raises if they did not support the Union,
- (i) in late March promised and/or implied that employees would get raises if they withdrew their Union authorization cards, and
- (j) in late March and in early April coerced employees to sign documents requesting to withdraw their Union authorization cards.

The union is hereby requesting a bargaining order under Gissel and injunctive relief under section 10(j).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Sheet Metal Workers' International Association Local 19

4a. Address (street and number, city, state and ZIP code) 1301 South Columbus Blvd, Phila., PA 19147	4b. Telephone No. 215-952-1999
---	-----------------------------------

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)
Sheet Metal Workers International Association, AFL-CIO

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.

By: BRUCE E. ENDY, ESQUIRE Attorney
 (signature of representative or person making charge) (title, if any)

Address: 230 South Broad Street, Suite 1400, Phila, PA 19102 215/732-0101 05/12/2008
 (Telephone No.) (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
 (U.S. CODE, TITLE 18, SECTION 1001)**



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

May 13, 2008

Mr. Michael Seserko
Global Sign Industries, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign Industries, LLC
Case 4-CA-35947

Dear Mr. Seserko:

This is to inform you that the charge in the above matter has been further amended. A copy of the further Amended Charge is attached hereto.

Please continue to address all communications to Board Agent Barbara C. Joseph, the staff member assigned to this case. Her telephone number is (215)597-7638.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Enclosure

cc:

Mr. Christopher T. Borruso
Criterion Workforce Solutions, LLC
323 Mariners Way
Copiague, NY 11726

**Donald G. Johnstone, Area Marketing Rep.
Sheet Metal Workers International Association
Local 19, AFL-CIO
1301 S. Columbus Boulevard
Philadelphia, PA 19147**

**Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street
Suite 1400
Philadelphia, PA 19102**

DLMD/jp

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
4-CA-36062

Date Filed
3-28-08

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Global Sign Industries, LLC		b. Number of workers employed 10
c. Address (street, city state, ZIP code) 913 William Leigh Drive. Unit 1, Tullytown, PA 19007	d. Employer Representative Michael S. Seseerko, President	e. Telephone No. 215/547-2946
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturer & Installer of Signs	g. Identify principal product or service Outdoor and Indoor Signage	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

The employer has engaged in unlawful surveillance of employees during the course of the run-up to the scheduled election in Case No 4-RC-21397 in violation of the Act.

The employer has promised certain employees promotions during the course of the run-up to the scheduled election in Case No. 4-RC-21397 in violation of the Act.

The employer has threatened to close its business if the union is elected in the election that was scheduled in 4-RC-21397 in violation of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Sheet Metal Workers' International Association Local 19

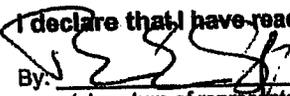
4a. Address (street and number, city, state and ZIP code)
1301 South Columbus Blvd, Phila., PA 19147

4b. Telephone No.
215-952-1999

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)
Sheet Metal Workers International Association, AFL-CIO

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.

By:  BRUCE E. ENDY, ESQUIRE
(signature of representative or person making charge)

Attorney
(title, if any)

Address: 230 South Broad Street, Suite 1400, Phila. PA 19102

215/732-0101

(Telephone No.)

03-28-08

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

March 28, 2008

Michael Seserko, President
Global Sign Industries, LLC
913 William Leigh Drive
Unit 1
Tullytown, PA 19007

Re: Global Sign Industries, LLC
Case 4-CA-36062

Dear Mr. Seserko:

A charge has been filed with this office alleging that you have engaged and are engaging in unfair labor practices within the meaning of the National Labor Relations Act, as amended. A copy of the charge is herewith served upon you. Also enclosed is a copy of Form NLRB 4541, pertaining to our investigation and voluntary adjustment procedures, and a memorandum outlining procedures and practices for electronic communications with Regional Offices. Assistance is available from the National Labor Relations Board for persons with limited English proficiency. Requests for such assistance should be communicated to the assigned Board Agent as early in the course of the proceeding as possible.

Attention is called to your right, and the right of any party, to be represented by counsel or other representative in any proceedings before the National Labor Relations Board and the Courts. In the event you choose to have a representative appear on your behalf, please have your representative complete Form NLRB 4701 and forward it promptly to this office.

Please be advised that under the Freedom of Information Act, unfair labor practice charges and representation petitions are subject to prompt disclosure to members of the public upon request. In this regard, you may have received a solicitation by organizations or persons who have obtained public information concerning this matter and who seek to represent you before our Agency. You may be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board; their information regarding this matter is only that which must be made available to any member of the public.

Your cooperation with this office is invited so that all facts of the case may be considered. Accordingly, you are requested to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge. However, the submission of a position letter, or memorandum, or the submission of affidavits not taken by a Board Agent does not constitute full and complete cooperation. Full cooperation consists of permitting the assigned Board

Agent to take sworn affidavits from relevant witnesses. Absent your willingness to submit such evidence, the Regional Office will decide the merits of this matter on the evidence available.

Please be advised that evidence and statements of position submitted by the parties will be used by the Agency without qualification or condition. If conditions are incorporated into position statements or evidence submitted during the investigation, they will be disregarded and such position statements or evidence will be considered in the investigation and may be introduced into the record in the event the matter is litigated.

All communications and submissions should be made to the Board Agent indicated below.

Very truly yours,

Dorothy L. Moore-Duncan

DOROTHY L. MOORE-DUNCAN
Regional Director

Case assigned to: Joseph M. Cionzynski
Telephone Number: (215)597-7653
Email: Joseph.Cionzynski@nlrb.gov

cc:

Mr. Fred Braker
Sheet Metal Workers' International
Association Local 19, AFL-CIO
1301 South Columbus Blvd.
Philadelphia, PA 19147

Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street
Suite 1400
Philadelphia, PA 19102

DLMD/jtj

I certify that I served the above referred to charge this day by postpaid first class mail on the addressee(s) named above, together with a transmittal letter to which this is a true copy.

Robert C. Jackson

Subscribed and sworn before me March 28, 2008.

Christine M. Murray

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

GLOBAL SIGN INDUSTRIES, LLC

and

Cases 4-CA-35947 and
4-CA-36062

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

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

Sheet Metal Workers' International Association Local 19, AFL-CIO, herein called the Union, has charged in Cases 4-CA-35947 and 4-CA-36062, respectively, that Global Sign Industries, LLC, herein called Respondent, has been engaging in unfair labor practices as set forth in the National Labor Relations Act, 29 U.S.C. Section 151 *et seq.*, herein called the Act. Based thereon, and in order to avoid unnecessary costs or delay, the General Counsel, by the undersigned, pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board, herein called the Board, **ORDERS** that these cases are consolidated.

These cases having been consolidated, the General Counsel, by the undersigned, pursuant to Section 10(b) of the Act and Section 102.15 of the Board's Rules and Regulations, issues this Order Consolidating Cases, Consolidated Complaint and Notice of Hearing and alleges as follows:

1. (a) The charge in 4-CA-35947 was filed by the Union on February 11, 2008, and a copy was served by first class mail on Respondent on February 11, 2008.
- (b) The first amended charge in 4-CA-35947 was filed by the Union on February 13, 2008, and a copy was served by first class mail on Respondent on February 14, 2008.
- (c) The second amended charge in 4-CA-35947 was filed by the Union on April 23, 2008, and a copy was served by first class mail on Respondent on April 24, 2008.
- (d) The third amended charge in 4-CA-35947 was filed by the Union on May 12, 2008, and a copy was served by first class mail on Respondent on May 13, 2008.
- (e) The charge in 4-CA-36062 was filed by the Union on March 28, 2008, and a copy was served by first class mail on Respondent on March 28, 2008.

2. (a) At all material times, Respondent, a corporation, with a facility in Tullytown, Pennsylvania, herein called the facility, has been engaged in the fabrication, installation and repair of signs.

(b) During the past year, Respondent, in conducting its business operations described above in subparagraph (a), purchased and received at the facility goods valued in excess of \$50,000 directly from points outside the Commonwealth of Pennsylvania.

(c) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

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

4. (a) 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:

Michael S. Seserko	—	President
Jennifer Marcolina	—	Office Manager/Personnel Manager
Tom Henry	—	Shop Manager

(b) At all material times until on or about 2008, Cynthia Montero was Respondent's Project Manager and an agent of Respondent within the meaning of Section 2(13) of the Act.

5. Respondent, by Michael Seserko, engaged in the following conduct at the facility:

(a) On or about February 8, 2008, interrogated certain of its employees concerning their Union activities.

(b) On or about February 12, 2008, interrogated an employee concerning the employee's Union activities and sympathies and the Union activities of other employees.

(c) On or about February 15, 2008, interrogated an employee concerning the employee's Union activities and the Union activities of other employees.

(d) In mid-March 2008, a more precise date being unknown to the General Counsel, interrogated an employee concerning the Union activities and sympathies of other employees.

(e) In late March 2008, a more precise date being unknown to the General Counsel, demanded that an employee give to him a tape recording of Respondent's anti-Union meeting with employees, and thereafter refused to return the tape and tape recorder to the employee.

(f) On or about March 20, 2008: (1) created the impression among its employees that their Union activities were under surveillance by telling an employee the names of employees who still supported the Union; (2) interrogated the employee concerning the employee's Union sympathies and the Union sympathies of other employees, and (3) promised a benefit to the employee to discourage the employee from supporting the Union.

(g) On or about March 20, 2008: (1) requested employees to give false testimony that an employee was a manager; (2) announced that terms and conditions of employment were frozen, would not change and that Respondent would never sign a contract with the Union; (3) promised promotions to employees in order to discourage them from supporting the Union; and (4) told employees that he had drawn up papers for them to sign withdrawing their Union authorization cards.

(h) On or about April 2, 2008, told an employee to resign because the employee continued to support the Union.

(i) On or about April 4, 2008, solicited its employees to sign forms withdrawing their Union authorization cards.

(j) On or about April 11, 2008, threatened to close its installation department and/or to subcontract the work employees were performing there.

6. (a) On or about February 11, 2008, Respondent discharged its employee Patrick Velenger.

(b) On or about February 11, 2008, Respondent discharged its employee Robert Holt.

(c) Respondent engaged in the conduct set forth in subparagraphs (a) and (b) because Patrick Velenger and Robert Holt supported and assisted the Union.

7. By the conduct described above in paragraph 5, 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.

8. By the conduct described above in paragraph 6, Respondent has been discriminating in regard to the hire or tenure or terms or conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Section 8(a)(1) and (3) of the Act.

9. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE, as part of the remedy for the unfair labor practices alleged above in paragraphs 6 and 8, the General Counsel seeks an Order requiring that Respondent pay interest on any back pay or other monetary awards on a compounded, quarterly basis. The General

Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

NOTICE OF HEARING

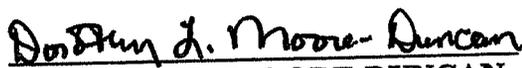
PLEASE TAKE NOTICE that commencing at 10:00 a.m. on **November 5, 2008**, and on consecutive days thereafter until concluded, a hearing will be conducted in a hearing room of the National Labor Relations Board, Region 4, 615 Chestnut Street, 7th Floor, Philadelphia, Pennsylvania before an Administrative 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.

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 September 19, 2008, or postmarked on or before September 18, 2008.** Respondent shall 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.nlr.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 Consolidated Complaint are true.

Signed at Philadelphia, Pennsylvania on this 5th day of September, 2008.


DOROTHY L. MOORE-DUNCAN
Regional Director, Fourth Region
National Labor Relations Board

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

GLOBAL SIGN INDUSTRIES, INC.

and

**SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO**

Case 4-CA-35947 and
4-CA-36062

Date of Mailing: September 5, 2008

**AFFIDAVIT OF SERVICE OF: ORDER CONSOLIDATING CASES, CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, depose and say that on the date indicated above I served the above-entitled document by post-paid certified mail upon the following persons, addressed to them at the following addresses:

Michael Seserko, President
Global Sign Industries, Inc.
913 William Leigh Drive
Unit 1
Tullytown, PA 19007
(C. 7007 2560 0001 8594 1948 RRR)

Amy M. Culver, Esquire
Louis P. DiLorenzo, Esquire
Bond, Schoeneck & King PLLC
330 Madison Avenue
New York, NY 10017-5001
(C. 7007 2560 0001 8594 1955 RRR)

Mr. Fred Braker
Sheet Metal Workers' International
Association Local 19, AFL-CIO
1301 South Columbus Boulevard
Philadelphia, PA 19147
(C. 7007 2560 0001 8594 1962)

Bruce E. Endy, Esquire
Spear Wilderman
230 South Broad Street, Suite 1400
Philadelphia, PA 19102
(C. 7007 2560 0001 8594 1979)

Subscribed and sworn to before me this
day of , 2003

Designated Agent
/s/
NATIONAL LABOR RELATIONS BOARD

7007 2560 0001 8594 1979

U.S. Postal Service
CERTIFIED MAIL RECEIPT
 (Domestic Mail Only; No Insurance Coverage Provided)

For delivery information visit our website at www.usps.com

OFFICIAL USE

Postage		Postmark Here Re: Global Signs CA-35947, 36062
Certified Fee		
Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$	

Sent to: *Comp & Not* RAS

Street, Apt. No., or PO Box No.
 City, State, ZIP+4

PS Form 3800, August 2006 See Reverse for Instructions

7007 2560 0001 8594 1955

U.S. Postal Service
CERTIFIED MAIL RECEIPT
 (Domestic Mail Only; No Insurance Coverage Provided)

For delivery information visit our website at www.usps.com

OFFICIAL USE

Postage		Postmark Here Re: Global Signs CA-35947, 36062
Certified Fee		
Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$	

Sent to: *Comp & Not* RAS

Street, Apt. No., or PO Box No.
 City, State, ZIP+4

PS Form 3800, August 2006 See Reverse for Instructions

7007 2560 0001 8594 1962

U.S. Postal Service
CERTIFIED MAIL RECEIPT
 (Domestic Mail Only; No Insurance Coverage Provided)

For delivery information visit our website at www.usps.com

OFFICIAL USE

Postage		Postmark Here Re: Global Signs CA-35947, 36062
Certified Fee		
Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$	

Sent to: *Comp & Not* RAS

Street, Apt. No., or PO Box No.
 City, State, ZIP+4

PS Form 3800, August 2006 See Reverse for Instructions

7007 2560 0001 8594 1948

U.S. Postal Service
CERTIFIED MAIL RECEIPT
 (Domestic Mail Only; No Insurance Coverage Provided)

For delivery information visit our website at www.usps.com

OFFICIAL USE

Postage		Postmark Here
Certified Fee		
Return Receipt Fee (Endorsement Required)		
Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees	\$	

Sent to: *Comp & Not* RAS

Street, Apt. No., or PO Box No.
 City, State, ZIP+4

PS Form 3800, August 2006 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

- Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired.
- Print your name and address on the reverse so that we can return the card to you.
- Attach this card to the back of the mailpiece, or on the front if space permits.

1. Article Addressed to:
Ony L. Culver, Esquire
Louis P. de Lorenzo, Esquire
 Re: *Global Signs*
CA 35947, 36062

COMPLETE THIS SECTION ON DELIVERY

A. Signature Agent Addressee
x/Grace Rodriguez

B. Received by (Printed Name) Agent Addressee
Grace Rodriguez

C. Date of Delivery *5/8*

D. Is delivery address different from item 1? Yes No
 If YES, enter delivery address below:

3. Service Type
 Certified Mail Express Mail
 Registered Return Receipt for Merchandise
 Insured Mail C.O.D.

4. Restricted Delivery? (Extra Fee) Yes

2. Article Number (Transfer from service label) **7007 2560 0001 8594 1955**

UNITED STATES POSTAL SERVICE



First-Class Mail
 Postage & Fees Paid
 USPS
 Permit No. G-10

• Sender: Please print your name, address, and ZIP+4 in this box •

NATIONAL LABOR RELATIONS BOARD - REGION 4
 SEVENTH FLOOR, ONE INDEPENDENCE MALL
 615 CHESTNUT STREET
 PHILADELPHIA, PENNSYLVANIA 19106





BOND, SCHOENECK & KING, PLLC
ATTORNEYS AT LAW ■ NEW YORK FLORIDA KANSAS

AMY MARIE CULVER
Direct: 646-253-2325
culvera@bsk.com

September 18, 2008

FOUR COPIES BY CERTIFIED MAIL
RETURN RECEIPT REQUESTED

Dorothy L. Moore-Duncan
Regional Director, Fourth Region
National Labor Relations Board
Region Four
615 Chestnut Street, 7th Floor
Philadelphia, PA
19106-4404

Re: *Order Consolidating Cases, Consolidated Complaint and Notice of Hearing*
Cases 4-CA-35947 and 4-CA-36062

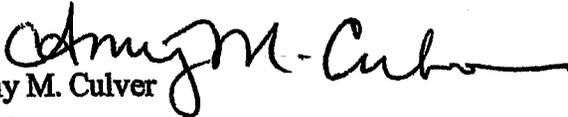
Dear Ms. Moore-Duncan:

While Respondent, Global Sign Industries, LLC denies the material allegations of the above referenced complaint, it has been forced to close due to economic hardship. In winding-up its operations, respondent is having its financial state evaluated in consideration of the possibility of escrowing a sum representative of back pay.

Thank you.

Sincerely,

BOND, SCHOENECK & KING, PLLC


Amy M. Culver
/amc

330 Madison Avenue, New York, NY 10017-5001 ■ Phone: 646-253-2300 ■ Fax: 646-253-2301 ■ www.bsk.com

EXHIBIT # 14

21217.1 9/18/2008

Dorothy L. Moore-Duncan
September 18, 2008
Page 2

cc: Ms. Barbara Joseph (1 copy certified)
National Labor Relations Board
Region Four
615 Chestnut Street, 7th Floor
Philadelphia, PA 19106-4404

Mr. Fred Braker (1 copy certified)
Sheet Metal Workers' International Association
Local 19, AFL-CIO
1301 South Columbus Boulevard
Philadelphia, PA 19147

Bruce E. Endy, Esq. (1 copy certified)
Spear Wilderman
230 South Broad Street, Suite 1400
Philadelphia, PA 19102



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658
Email: Region4@NLRB.GOV

September 22, 2008

Amy M. Culver, Esquire
Bond, Schoeneck & King, PLLC
330 Madison Avenue
New York, NY 10017-5001

Re: Global Sign Industries, LLC
Cases 4-CA-35947 and 4-CA-36062

Dear Ms. Culver:

On September 5, 2008 an Order Consolidating, Consolidated Complaint and Notice of Hearing issued in the above-captioned cases. An Answer to the Consolidated Complaint was due on September 19, 2008.

We received your letter dated September 18 stating that Respondent denies the material allegations contained in the above referenced Complaint. The Answer does not specifically admit, deny or explain each of the facts alleged in the Consolidated Complaint as required by Section 102.20 of the Board's Rules and Regulations. A copy of Section 102.20 of the Board's Rules and Regulations is enclosed. Therefore, this is to advise you that, unless an appropriate Answer to the Consolidated Complaint is filed by September 29, 2008, a Motion for Default Judgment will be filed with the Board.

If you have any questions, I can be reached at (215) 597-7615.

Very truly yours,

DANIEL E. HALEVY
Regional Attorney

Enclosure

DEH/dma

H:\r04com\Region 04 C Cases\04-CA-35947\Formal Documents\LTR.04-CA-35947etal.MotionforDefaultJudgmentltr-F.doc

ANSWER

Sec. 102.20 Answer to complaint; time for filing; contents; allegations not denied deemed admitted.—The respondent shall, within 14 days from the service of the complaint, file an answer thereto. The respondent shall specifically admit, deny, or explain each of the facts alleged in the complaint, unless the respondent is without knowledge, in which case the respondent shall so state, such statement operating as a denial. All allegations in the complaint, if no answer is filed, or any allegation in the complaint not specifically denied or explained in an answer filed, unless the respondent shall state in the answer that he is without knowledge, shall be deemed to be admitted to be true and shall be so found by the Board, unless good cause to the contrary is shown.

Sec. 102.21 Where to file; service upon the parties; form.— An original and four copies of the answer shall be filed with the Regional Director issuing the complaint. Immediately upon the filing of his answer, respondent shall serve a copy thereof on the other parties. An answer of a party represented by counsel or non-attorney representative shall be signed by at least one such attorney or non-attorney representative of record in his/her individual name, whose address shall be stated. A party who is not represented by an attorney or non-attorney representative shall sign his/her answer and state his/her address. Except when otherwise specifically provided by rule or statute, an answer need not be verified or accompanied by affidavit. The signature of the attorney or non-attorney party representative constitutes a certificate by him/her that he/she has read the answer; that to the best of his/her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay. If an answer is not signed or is signed with intent to defeat the purpose of this section, it may be stricken as sham and false and the action may proceed as though the answer had not been served. For a willful violation of this section an attorney or non-attorney party representative may be subjected to appropriate disciplinary action. Similar action may be taken if scandalous or indecent matter is inserted.

Sec. 102.22 Extension of time for filing.—Upon his own motion or upon proper cause shown by any other party, the Regional Director issuing the complaint may by written order extend the time within which the answer shall be filed.

Sec. 102.23 Amendment.—The respondent may amend his answer at any time prior to the hearing. During the hearing or subsequent thereto, he may amend his answer in any case where the complaint has been amended, within such period as may be fixed by the administrative law judge or the Board. Whether or not the complaint has been amended, the answer may, in the discretion of the administrative law judge or the Board, upon motion, be amended upon such terms and within such periods as may be fixed by the administrative law judge or the Board.

BEFORE THE NATIONAL LABOR RELATIONS BOARD

GLOBAL SIGN INDUSTRIES, LLC

and

Case 4-CA-35947 and
4-CA-36062

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

**ORDER TRANSFERRING PROCEEDING TO THE BOARD
and
NOTICE TO SHOW CAUSE**

On October 1, 2008, the General Counsel filed with the Board a Motion for Default or Summary Judgment on the ground that the Respondent has failed to file an adequate answer to the Consolidated Complaint and Notice of Hearing. Having duly considered the matter,

IT IS ORDERED that the above-entitled proceeding be transferred to and continued before the Board in Washington, D.C., and the hearing scheduled for November 5, 2008 be postponed indefinitely.

NOTICE IS GIVEN that cause be shown, in writing, filed with the Board in Washington, D.C., on or before October 20, 2008 (with affidavit of service on the parties to this proceeding), why the General Counsel's Motion should not be granted. Any briefs or statements in support of the motion shall be filed by the same date.

Dated, Washington, D.C., October 6, 2008.

By direction of the Board:

Lester A. Heltzer

Executive Secretary



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658

October 15, 2008

Lester A. Heltzer, Executive Secretary
National Labor Relations Board
1099 14th Street, N.W.
Washington, DC 20570

Re: Global Sign Industries, LLC
Cases 4-CA-35947 and 4-CA-36062

Dear Executive Secretary Heltzer:

On September 30, 2008, Counsel for the General Counsel filed a Motion for Default or Summary Judgment in the above-referenced matter. On October 6, 2008, the Board issued an Order Transferring Proceeding to the Board and Notice to Show Cause. The Board set October 20, 2008 as the date by which responses must be filed. The charge in Case 4-CA-35947, as amended, contains a request by the Charging Party Union for a remedial bargaining order under *NLRB v. Gissel Packing Co.*, 395 U.S. 575 (1969). This issue remains under consideration and will not likely to be resolved by the October 20, 2008 deadline. Accordingly, Counsel for the General Counsel hereby requests withdrawal of its Motion for Default or Summary Judgment and asks the Board to remand of this matter.

Copies of the above request have been served this day on the persons listed below by first class mail and by facsimile transmission.

Very truly yours,


CHARLES S. STRICKLER, JR.
Counsel for the General Counsel

cc:

Amy M. Culver, Esquire, Bond, Schoeneck & King, PLLC, 330 Madison Avenue, New York, NY 10017-5001 (fax # 646-253-2301)
Michael Seserko, President, Global Sign Industries, LLC, 913 William Leigh Drive, Unit 1, Tullytown, PA 19007 (fax # 215 547-2946)
Michael Seserko, 4267 Arbor Lane, Doylestown, PA 18902-6246 (fax # 215 547-2946)
Bruce E. Endy, Esquire, Spear Wilderman, PC, 230 Broad Street, Suite 1400, Philadelphia, PA 19102 (fax # 215-732 7790)



United States Government

NATIONAL LABOR RELATIONS BOARD
1099 14th STREET NW
WASHINGTON DC 20570

October 27, 2008

Re: Global Sign Industries, LLC
Cases 4-CA-35947 et al.

ORDER

Counsel for the General Counsel's request to withdraw his Motion for Default Judgment is granted. Accordingly, this matter is remanded to the Regional Director for Region 4 of the National Labor Relations Board. By direction of the Board:

Richard D. Hardick
Richard D. Hardick
Associate Executive Secretary

cc: Parties

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

GLOBAL SIGN INDUSTRIES, LLC

and

Cases 4-CA-35947 and
4-CA-36062

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION
LOCAL 19, AFL-CIO

**AMENDED CONSOLIDATED
COMPLAINT AND NOTICE OF HEARING**

An Order Consolidating Cases, Consolidated Complaint and Notice of Hearing having issued on September 5, 2008,

ITS IS ORDERED, pursuant to Section 102.17 of the Board's Rules and Regulations that the above Consolidated Complaint is amended as follows:

1. (a) The charge in Case 4-CA-35947 was filed by the Union on February 11, 2008, and a copy was served by first class mail on Respondent on February 11, 2008.

(b) The first amended charge in Case 4-CA-35947 was filed by the Union on February 13, 2008, and a copy was served by first class mail on Respondent on February 14, 2008.

(c) The second amended charge in Case 4-CA-35947 was filed by the Union on April 23, 2008, and a copy was served by first class mail on Respondent on April 24, 2008.

(d) The third amended charge in Case 4-CA-35947 was filed by the Union on May 12, 2008, and a copy was served by first class mail on Respondent on May 13, 2008.

(e) The charge in Case 4-CA-36062 was filed by the Union on March 28, 2008, and a copy was served by first class mail on Respondent on March 28, 2008.

2. (a) At all material times, Respondent, a corporation, with a facility in Tullytown, Pennsylvania, herein called the facility, has been engaged in the fabrication, installation and repair of signs.

(b) During the past year, Respondent, in conducting its business operations described above in subparagraph (a), purchased and received at the facility goods valued in excess of \$50,000 directly from points outside the Commonwealth of Pennsylvania.

(c) At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6) and (7) of the Act.

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

4. (a) 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:

Michael S. Sesorco	—	President
Jennifer Marcolina	—	Office Manager/Personnel Manager
Tom Henry	—	Shop Manager

(b) At all material times until on or about 2008, Cynthia Montero was Respondent's Project Manager and an agent of Respondent within the meaning of Section 2(13) of the Act.

5. Respondent, by Michael Sesorco, its President and sole owner, engaged in the following conduct at the facility:

(a) On or about February 8, 2008, interrogated certain of its employees concerning their Union activities.

(b) On or about February 12, 2008, interrogated an employee concerning the employee's Union activities and sympathies and the Union activities of other employees.

(c) On or about February 15, 2008, interrogated an employee concerning the employee's Union activities and the Union activities of other employees.

(d) In mid-March 2008, a more precise date being unknown to the General Counsel, interrogated an employee concerning the Union activities and sympathies of other employees.

(e) In late March 2008, a more precise date being unknown to the General Counsel, demanded that an employee give to him a tape recording of Respondent's anti-Union meeting with employees, and thereafter refused to return the tape and tape recorder to the employee.

(f) On or about March 20, 2008: (1) created the impression among its employees that their Union activities were under surveillance by telling an employee the names

of employees who still supported the Union; (2) interrogated the employee concerning the employee's Union sympathies and the Union sympathies of other employees, and (3) promised a benefit to the employee to discourage the employee from supporting the Union.

(g) On or about March 20, 2008: (1) requested employees to give false testimony that an employee was a manager; (2) announced that terms and conditions of employment were frozen, would not change and that Respondent would never sign a contract with the Union; (3) promised promotions to employees in order to discourage them from supporting the Union; and (4) told employees that he had drawn up papers for them to sign withdrawing their Union authorization cards.

(h) On or about April 2, 2008, told an employee to resign because the employee continued to support the Union.

(i) On or about April 4, 2008, solicited its employees to sign forms withdrawing their Union authorization cards.

(j) On or about April 11, 2008, threatened to close its installation department and/or to subcontract the work employees were performing there.

6. (a) On or about February 11, 2008, Respondent discharged its employee Patrick Velenger, the leading employee Union organizer.

(b) On or about February 11, 2008, Respondent discharged its employee Robert Holt, a prominent employee Union supporter.

(c) Respondent engaged in the conduct set forth in subparagraphs (a) and (b) because Patrick Velenger and Robert Holt supported and assisted the Union.

7. By the conduct described above in paragraph 5, 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.

8. By the conduct described above in paragraph 6, Respondent has been discriminating in regard to the hire or tenure or terms or conditions of employment of its employees, thereby discouraging membership in a labor organization in violation of Section 8(a)(1) and (3) of the Act.

9. (a) The following employees of Respondent, at all material times consisting of as many as 12 employees on or about February 9, 2008, and as few as three employees on or about September 30, 2008, have constituted a unit, herein called the Unit, appropriate for purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full time and regular part-time sign fabricators, installers, service employees, painters, CAD operators, vinyl applicators, shipping & receiving employees, craters and drivers working at the facility,

excluding all millwrights, office clerical employees, guards and supervisors as defined in the Act.

(b) As of February 9, 2008, a majority of the Unit had designated and selected the Union as their representative for the purposes of collective bargaining with Respondent. At all times since on or about February 9, 2008, based on Section 9(a) of the Act, the Union has been the exclusive collective bargaining representative of the Unit.

(c) The conduct described above in paragraphs 5 through 8 is so serious and substantial in character that the possibility of erasing the effects of these unfair labor practices and of conducting a fair election by the use of traditional remedies is slight, and the employees' sentiments regarding representation, having been expressed through authorization cards would, on balance, be protected better by issuance of a bargaining order than by traditional remedies alone.

(d) The allegations described above in subparagraph (c) requesting the issuance of a bargaining order are supported by, among other things, the following:

(1) Michael Seserko, at all material times Respondent's highest ranking official, is responsible for the discriminatory conduct described above in paragraphs 5 through 8;

(2) The conduct described above in paragraphs 5 through 8 has not been retracted;

(3) The conduct described above in paragraphs 5 through 8 was immediately directed at approximately seven Unit employees;

(4) In addition to the seven employees referred to above in subparagraph (d)(3), five Unit employees learned or were likely to learn of the conduct described above in paragraphs 5 through 8;

(5) the conduct described above in paragraphs 5 through 8 followed immediately on the heels of Respondent's knowledge of the Union's campaign; and

(6) the employees named above in paragraphs 6 and 8 were leading organizers for the Union.

10. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

WHEREFORE, as part of the remedy for the unfair labor practices alleged above in paragraphs 6 and 8, the General Counsel seeks an Order requiring that Respondent pay interest on any back pay or other monetary awards on a compounded, quarterly basis. The General Counsel further seeks all other relief as may be just and proper to remedy the unfair labor practices alleged.

NOTICE OF HEARING

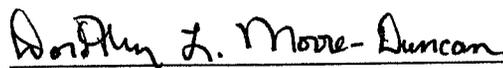
PLEASE TAKE NOTICE that commencing at 10:00 a.m. on **January 26, 2009**, and on consecutive days thereafter until concluded, a hearing will be conducted in a hearing room of the National Labor Relations Board, Region 4, 615 Chestnut Street, 7th Floor, Philadelphia, Pennsylvania before an Administrative 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 Amended 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.

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 Amended Consolidated Complaint. The Answer must be **received by this office on or before November 21, 2008, or postmarked on or before November 20, 2008.** Respondent shall 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.nlr.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 Amended Consolidated Complaint are true.

Signed at Philadelphia, Pennsylvania on this 7th day of November, 2008.


DOROTHY L. MOORE-DUNCAN
Regional Director, Fourth Region
National Labor Relations Board



United States Government
NATIONAL LABOR RELATIONS BOARD
Region Four
615 Chestnut Street - Seventh Floor
Philadelphia, PA 19106-4404

Telephone: (215) 597-7601
Fax: (215) 597-7658
Email: Region4@NLRB.GOV

November 21, 2008

Amy M. Culver, Esquire
Bond, Schoeneck & King, PLLC
330 Madison Avenue
New York, NY 10017-5001

via fax # (646) 253-2325

Re: Global Sign Industries, LLC
Cases 4-CA-35947 and 4-CA-36062

Dear Ms. Culver:

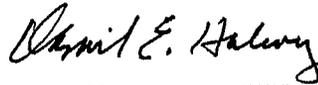
When I last sent correspondence to you on September 22, 2002, I advised you that our Office had received your letter of September 18, 2008, and that, to the extent that Respondent considered the letter to be its Answer to the Order Consolidating Cases, Consolidated Complaint and Notice of Hearing, issued in this matter on September 5, 2008, our position was that the letter did not comport with the Board's Rules concerning the requirements for filing an appropriate Answer. A copy of Section 102.20 of the Board's Rules and Regulations was enclosed with my letter to you. My letter further advised you that, unless an appropriate Answer to the Consolidated Complaint was filed by September 29, 2008, a Motion for Default Judgment would be filed with the Board.

We received no further correspondence from you or from Respondent. Accordingly, we filed a Motion for Default or Summary Judgment on October 15, 2008. Thereafter, we requested withdrawal of our Motion and our request was granted on October 27, 2008. Our request for withdrawal was made because the above-referenced unfair labor practice charges included a request for a *Gissel* bargaining order and that issue remained under investigation. On November 6, 2007, a determination was made that the bargaining order should be sought and that the Consolidated Complaint should be amended. An Amended Consolidated Complaint and Notice of Hearing issued on November 7, 2008, and it was sent to you as Counsel of record and upon all addresses know to us at which Respondent has been doing business, including at the residence of Respondent's owner and President. We have learned that personal service of the Amended Consolidated Complaint and Notice of Hearing was made on Respondent's President, Michael Seserko, on November 7, 2008. An Answer to the Amended Consolidated Complaint was due on November 20, 2008, but no Answer has been received.

This is to advise you that, unless an appropriate Answer is filed with our Office by November 28, 2008, we intend to file a new Motion for Default of Summary Judgment in this matter.

If you have any questions, I can be reached at (215) 597-7615.

Very truly yours,



DANIEL E. HALEVY
Regional Attorney

cc:

Michael Seserko, President, Global Sign Industries, LLC, 913 William Leigh Drive, Unit 1,
Tullytown, PA 19007 (fax # 215 547-2946)

Michael Seserko, 4267 Arbor Lane, Doylestown, PA 18902-6246

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