

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS:

File an original 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 Constellium Rolled Products Ravenswood, LLC	b. Tel. No. 304.273.6301 c. Cell No.
d. Address (street, city, state, and ZIP code) P. O. Box 68 Ravenswood, WV 26164	e. Employer Representative Jerry Carter Vice President – Human Resources
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	f. Fax No. g. E-Mail h. Number of workers employed 700
j. Identify principal product or service Aluminum plate, coil and sheet	

k. 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) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

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

Within the 10(b) period, the employer has violated the Act by conditioning further bargaining on the Union's acceptance of its medical insurance proposal.

Within the 10(b) period, the employer has violated the Act by instigating and providing material assistance to a campaign to encourage employees to resign their union membership and to cross the picket line in the event of a strike.

Within the 10(b) period, the employer has bargained in bad faith by, *inter alia*, refusing to bring a person to the table with authority to bargain and by surface bargaining.

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

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC

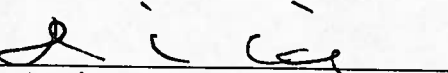
4a. Address (street and number, city, state and ZIP code) Five Gateway Center Room 807 Pittsburgh, PA 15222	4b. Tel. No. 412.562.2518 4c. Cell No. 4d. Fax No. 412/562-2574 4e. E-Mail: dkovalik@usw.org
---	---

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).

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC

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  (signature of representative or person making charge)	Daniel M. Kovalik Senior Associate General Counsel (Print/type name and title or office, if any)	Tel. No. 412.562.2518 Office, if any, Cell No. Fax No. 412/562-2574 e-Mail dkovalik@usw.org
Address: Five Gateway Center, Room 807, Pittsburgh, PA 15222	Date: August 3, 2012	

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

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.