

FORM NLRB-501  
3512

FORM EXEMPT UNDER 44 U.S.C.

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

Case 34-CA-12906	Date Filed Feb. 4, 2010
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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 occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

1a. Name of Employer <b>Student Transportation of America</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>106 Commerce Road Stamford, CT 06902</b>		d. Employer Representative <b>John Spang, Dir. of Operations</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>school bus yard</b>		e. Telephone No. <b>(203) 967-9100</b> Facsimile No <b>(203) 967-3739</b> Cell No. <b>(203) 918-6332</b>
g. Identify principal product or service <b>school bus transportation</b>		
h. The above-named employers have engaged in and are engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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)**

Within the past six months, and at all material times, the Employer has, by maintaining and enforcing the policies in the Driver/Monitor Handbook, including

- a. Use of This Handbook Section: Third, this handbook and the information in it should be treated as confidential.
- b. Section A, Number 5 Confidential Nature of Work policy;
- c. Section A, Protection and Proper Use of STA Assets policy;
- d. Section B, Number 11 Loyalty to the Company policy;
- e. Section G, The use of electronic communication and/or social media in manner that may target, offend, disparage, or harm customers, passengers, or employees; or in a manner that violate any other company policy;
- f. Section G, Disruption of the work place operations caused by deliberate actions and/or statements, causing serious morale problems among fellow employees and/or undermining supervision, company policies or rules. Making demeaning/derogatory statements about the company, fellow employees or its customers.
- g. Section K, Computer, Email, and Internet Policy;

and by other policies, has interfered with, restrained and coerced its employees in the exercise of the rights guaranteed in Section 7 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 in Section 7 of the Act

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

**Connecticut State Employees Association, Local 2001, SEIU**

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

**760 Capitol Avenue, Hartford, CT 06106**

**4b. Telephone No. (860) 951-8816**

**Facsimile No (860)951-8817**

**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.)**

**Service Employees International Union**

**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 Bob Randall  
Signature of representative or person making charge (Bob Randall)

Title Organizer

Address: **760 Capitol Avenue  
Hartford, CT 06106**

Tel.No. **(860) 951-8816**

Fax.No **(860)951-8817**

Date Feb. 04, 2010

**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.

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