

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 Vista Entertainment Solutions		b. Tel. No. (323) 879-6122
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 621 West Oliver Street Owosso  MI Owosso 48867	e. Employer Representative Crill Brown Service Delivery Manager	g. e-mail  Crill.Brown@vista.co
		h. Number of workers employed 12
i. Type of Establishment (factory, mine, wholesaler, etc.) Software & Programming	j. Identify principal product or service Cinema Software Support	

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) 3,5 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 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)

--See additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Judiann Chartier  
General Counsel  
National Association of Broadcast Employees & Technicians - Communications Workers of America, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code)  NABET-CWA, AFL-CIO 501 Third Street NW DC Washington 20001	4b. Tel. No. (202) 434-1180
	4c. Cell No. (202) 368-9112
	4d. Fax No.
	4e. e-mail jchartier@cwa-union.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)  
National Association of Broadcast Employees & Technicians - Communications Workers of America, 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.



Judiann Chartier  
General Counsel

(signature of representative or person making charge)

(Print/type name and title or office, if any)

NABET-CWA, AFL-CIO 501 Third Street NW

Address Washington DC 20001

Date 05/17/2023 04:17:29 PM

Tel. No.  
(202) 434-1180

Office, if any, Cell No.  
(202) 368-9112

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jchartier@cwa-union.org

**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 may cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
entire workforce	05/12/2023

### 8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
entire workforce	announced office closure	05/12/2023

### 8(a)(5)

Within the previous six months, the Employer failed and refused to recognize the union as the collective bargaining representative of its employees.