

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  O.P. Henry Co.	b. Tel. No. 252-555-4321		
c. Cell No.			
d. Address ( <i>Street, city, state, and ZIP code</i> )  100 Textile Mill Drive Henleyville, NC 27870		e. Employer Representative  Leroy Mason, Plant Manager	f. Fax. No.
		g. e-mail lmason@ophenry.com	
		h. Number of workers employed 3000	
i. Type of Establishment ( <i>factory, mine, wholesaler, etc.</i> ) Factory	j. Identify principal product or service Textiles		

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) 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*)**

The Employer, to discourage membership in a labor organization, has discriminated in regard to the hire and tenure of employment and the terms and conditions of employment, by firing employees Norma Rae Wilson and Lucius White in retaliation for their membership in the Textile Workers Union of America and for engaging in protected concerted activity under Section 7 of the Act. By its actions, the Employer has interfered with, restrained, and coerced its employees in the exercise of their rights as 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*)**  
Textile Workers of America

4a. Address ( <i>Street and number, city, state, and ZIP code</i> )  2121 Commonwealth Avenue Charlotte, NC 28205	4b. Tel. No. 704-555-6789
4c. Cell No.	
4d. Fax No.	
4e. e-mail rwarshowsky@twuanc.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*)****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.

*Reuben Warshowsky*

(signature of representative or person making charge)

Reuben Warshowsky, Organizing Director

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

Address 2121 Commonwealth Ave., Charlotte, NC 28205 Date December 1, 2025

Tel. No.  
704-555-6789

Office, if any, Cell No.

Fax No.

e-mail  
rwarshowsky@twuanc.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, [89 FR 24869 \(April 9, 2024\)](#). 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.