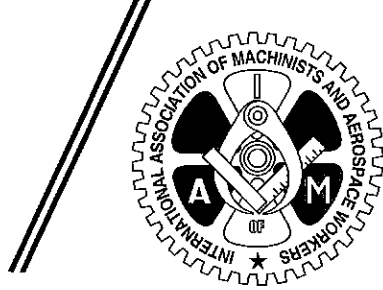


**International  
Association of  
Machinists and  
Aerospace Workers**



9000 Machinists Place  
Upper Marlboro, Maryland 20772-2687

Area Code 301  
967-4500



Office of the  
**GENERAL VICE PRESIDENT**  
1111 West Mockingbird Lane, Suite 1357  
Dallas, Texas 75247  
(214) 638-6543  
FAX (214) 638-6092

May 25, 2006

Subject: Mercedes-Benz US International  
Vance, AL  
ULP Charge

**VIA FACSIMILE TRANSMITTAL and U. S. Mail**

Mr Martin M. Arlook, Regional Director  
National Labor Relations Board, Reg. 10  
233 Peachtree Street N.E., Suite 1000  
Atlanta, GA 30303-1531

Dear Mr. Arlook:

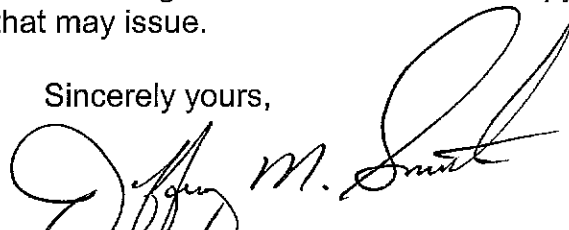
Enclosed is an original and four copies of an Unfair Labor Practice Charge against the above-subject Employer. In compliance with the Act, a copy of this Charge will be mailed to the Employer via Certified Mail.

When an agent of your office has been assigned to investigate, please have them contact the following:

Don Barker, GLR  
20000 Hwy. 11, Suite 18  
Woodstock, AL 35188  
Tel.: (205) 938-5190  
Cell: (210) 602-0419

He will assist your agent in the investigation of this charge and should receive a copy of any correspondence and/or documentation that may issue.

Sincerely yours,



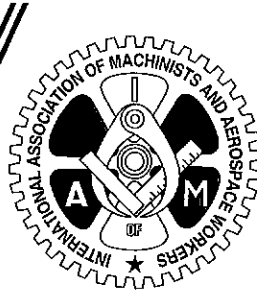
Jeffery M. Smith  
Grand Lodge Representative

JMS/pa

Enclosures

cc: Martinez, G.V.P.  
Buffenbarger, I.P.  
Herrnstadt, Dir. Trade & Globalization  
Barker, G.L.R.

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May 25, 2006

**Certified Mail #7005 1160 0000 1520 1678 - Return Receipt Requested**

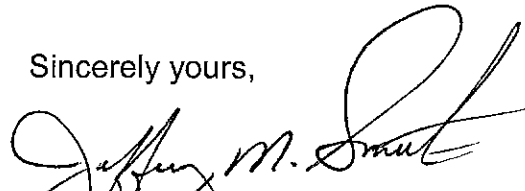
Mercedes-Benz US International  
1 Mercedes Dr.  
Vance, AL 35490

Dear Sir:

You will find enclosed a copy of an Unfair Labor Practice Charge against Mercedes-Benz US International, 1 Mercedes Dr., Vance, AL 35490.

This copy is being furnished you in accordance with the Rules and Regulations of the National Labor Relations Board.

Sincerely yours,



Jeffery M. Smith  
Grand Lodge Representative

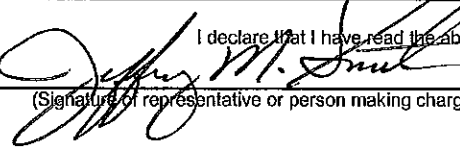
JMS/pa  
Enclosure  
cc: R. Martinez, G.V.P.  
T. Buffenbarger, I.P.  
O. Hernstadt, Dir. Trade & Globalization  
Barker, G.L.R.  
NLRB Region 16

United States of America  
National Labor Relations Board  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

**INSTRUCTIONS:**

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

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer <b>MERCEDES-BENZ US INTERNATIONAL</b>	b. Number of workers employed <b>APPROX. 3000</b>
c. Address (Street, city, state, and ZIP code) <b>1 MERCEDES DR. VANCE, AL 35490</b>	d. Employer Representative <b>BILL TAYLOR, PRESIDENT &amp; CEO</b>
	e. Telephone No. <b>(205) 507-2151</b> Fax No. <b>(205) 507-3301</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>MANUFACTURING</b>	g. Identify principal product or service <b>AUTOMOTIVE ASSEMBLY</b>
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) <u>8(a) (1)</u> of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.	
<p><b>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</b></p> <p>Within the last six months, the above-named Employer, through its officers, agents and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing employees of Mercedes-Benz US International in the exercise of their rights guaranteed in Section 7 of the Act.</p> <p>Since on or about April 3, 2006, the Employer, through its officers, agents or representatives, has interfered with, restrained or coerced employees in the exercise of their rights guaranteed in Section 7 of the Act by banning employees from entering the Mercedes Automotive Assembly Plant in Vance, Alabama when they engaged in concerted activities in behalf of the International Association of Machinists and Aerospace Workers, AFL-CIO, a labor organization.</p> <p>Since on or about April, 6, 2006, the Employer, through its officers, agents or representatives, has interfered with, restrained or coerced employees in the exercise of their rights guaranteed in Section 7 of the Act by conducting a campaign of harassment against employees through singling out pro-union supporters and ordering them not to speak to co-workers, while other similarly situated employees are permitted to do so or were engaged in the same conversation.</p> <p><b>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.</b></p>	
<p><b>3. Full name of party filing charge (if labor organization, give full name, including local name and number)</b></p> <p><b>INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO</b></p>	
4a. Address (street and number, city, state, and ZIP code) <b>1111 W. MOCKINGBIRD LANE, SUITE 1357, DALLAS, TX 75247</b>	4b. Telephone No. <b>(214) 638-6543</b> Fax No. <b>(214) 638-6092</b>
<p><b>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)</b></p> <p><b>INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO</b></p>	
<p><b>6. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p>	
<p>By <u></u> (Signature of representative or person making charge)</p> <p><b>Jeffery M. Smith, Grand Lodge Representative</b> (Print/type name and title or office, if any)</p>	<p>Telephone No. <u>(214) 638-6543</u> Facsimile No. <u>(214) 638-6092</u></p>
<p>Address <u>1111 W. Mockingbird Lane, Suite 1357</u> <b>Dallas, TX 75247</b></p>	<p>Date <u>May 25, 2006</u></p>