

INTERNET
FORM NLRB-501
(2-08)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

Covanta Energy Corporation

b. Tel. No. 973-882-9000

c. Cell No. n/a

f. Fax No. 973-882-7276

d. Address (Street, city, state, and ZIP code)
40 Lane Road
Fairfield, NJ 07007e. Employer Representative
Anthony Orlando
Chief Executive Officer

AOrlando@covantaenergy.com

g. e-Mail

h. Number of workers employed
approx. 100i. Type of Establishment (factory, mine, wholesaler, etc.)
Power Plantj. Identify principal product or service
Electric Power

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 (list subsections) 8(a)(1) 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)

In the company-wide employee handbook, distributed to employees at the Company's SEMASS facility, and as many as 50 or more other facilities across the country, Covanta has promulgated overly broad workplace rules that tend to chill employees' exercise of Section 7 rights. The areas to which these overly broad workplace rules apply include, inter alia, solicitation/distribution of printed material, fraternization at social gatherings, disclosure of wage/salary information and contact with outside attorneys and investigators.

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

Local 369, Utility Workers Union of America, AFL-CIO

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

120 Bay State Drive
Braintree, MA 02184

4b. Tel. No. 781-848-3740

4c. Cell No. n/a

4d. Fax No. 781-848-4108

4e. e-Mail

leonardi.david@gmail.com

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) Utility Workers Union of America

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



Louis A. Mandarini

(signature of representative or person making charge)

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

Tel. No.

617-742-0208

Office, if any, Cell No.

Fax No. 617-742-2187

e-Mail

lmandarini@segalroitman.com

Address Segal Roitman, 111 Devonshire St., 5th Fl., Boston, MA 02109

9/4/08

(date)

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.