

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE  |                                |
|-----------------------------|--------------------------------|
| Case<br><b>32-CB-252731</b> | Date Filed<br><b>12/2/2019</b> |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |  |   |
|--|--|--|---|
| a. Name<br>APWU  |  | b. Union Representative to contact<br>ED Peralta<br>Title: APWU Steward  |   |
| c. Address (Street, city, state, and ZIP code)<br>1010 4th st<br>CA Gilroy 95020-_____   |  | d. Tel. No.<br>(408) 428-0126  | e. Cell No.<br>(408) 827-7101   |
|  |  | f. Fax No.   | g. e-Mail   |
| h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair 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)<br><br>--See additional page--   |  |  |   |
| 3. Name of Employer<br>United States Postal Service  |  | 4a. Tel. No.<br>(408) 842-8331   | b. Cell No.   |
|  |  | c. Fax No.   | d. e-Mail   |
| 5. Location of plant involved (street, city, state and ZIP code)<br>100 4th street<br>CA Gilroy 95020-_____  |  |  | 6. Employer representative to contact<br>Max Janisch<br>Title: Postmaster |
| 7. Type of establishment (factory, mine, wholesaler, etc.)   | 8. Identify principal product or service | 9. Number of workers employed  |   |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |  | 11a. Tel. No.<br>(b) (6), (b) (7)(C)   | b. Cell No.<br>(b) (6), (b) (7)(C)  |
|  |  | c. Fax No.   | d. e-Mail<br>(b) (6), (b) (7)(C)  |
| 11. Address of party filing charge (street, city, state and ZIP code.)<br>(b) (6), (b) (7)(C)  |  |  |   |
| <b>12. DECLARATION</b><br>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.<br>By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) (Print/type name and title or office, if any)<br>Title:<br>(b) (6), (b) (7)(C)<br>Address _____ (date) 11/30/2019 10:50:15   |  | Tel. No.<br>(b) (6), (b) (7)(C)<br>Cell No.<br>(b) (6), (b) (7)(C)<br>Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |   |

**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.

## **Basis of the Charge**

### **8(b)(1)(A)**

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE  |                                |
|-----------------------------|--------------------------------|
| Case<br><b>32-CB-253218</b> | Date Filed<br><b>12-4-2019</b> |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT   |  |   |   |
|---|--|---|---|
| a. Name<br>Plumbers & Steamfitters Local Union 342  |  | b. Union Representative to contact<br>Chuck Leonard<br>Title: Business agent            |   |
| c. Address (Street, city, state, and ZIP code)<br>935 Detroit<br>CA Concord 94518-_____   |  | d. Tel. No.<br>(925) 686-5880   | e. Cell No.                                     |
|   |  | f. Fax No.  | g. e-Mail<br>Chuckl@ua342.com                   |
| h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (2) _____ of the National Labor Relations Act, and these unfair labor practices are unfair 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)<br><br>--See additional page--  |  |   |   |
| 3. Name of Employer<br>Harder Mechanical  |  | 4a. Tel. No.<br>(510) 620-9351  | b. Cell No.                                     |
|   |  | c. Fax No.  | d. e-Mail                                       |
| 5. Location of plant involved (street, city, state and ZIP code)<br>999 Canal Blvd., Suite C<br>Richmond, CA 94804  |  |   | 6. Employer representative to contact<br>Title: |
| 7. Type of establishment (factory, mine, wholesaler, etc.)  | 8. Identify principal product or service | 9. Number of workers employed   |   |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)   |  | 11a. Tel. No.<br>(b) (6), (b) (7)(C)  | b. Cell No.                                     |
|   |  | c. Fax No.  | d. e-Mail<br>(b) (6), (b) (7)(C)                |
| 11. Address of party filing charge (street, city, state and ZIP code.)<br>(b) (6), (b) (7)(C)   |  |   |   |
| <b>12. DECLARATION</b><br>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.<br>By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) (Print/type name and title or office, if any)<br>Title:<br>(b) (6), (b) (7)(C)<br>Address _____ (date) 12/4/2019 20 32:45   |  | Tel. No.<br>(b) (6), (b) (7)(C)<br>Cell No.<br>Fax No.<br>e-Mail<br>(b) (6), (b) (7)(C) |   |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

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## **Basis of the Charge**

### **8(b)(1)(A) and 8(b)(2)**

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.

|  |  |   |                                |
|--|--|---|--------------------------------|
| UNITED STATES OF AMERICA   |  | DO NOT WRITE IN THIS SPACE  |                                |
| NATIONAL LABOR RELATIONS BOARD   |  | Case  | Date filed                     |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  |  | 32-CB-252862  | 12/04/2019                     |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.   |  |   |                                |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |   |                                |
| a. Name<br>Plumbers and Steamfitters Local 342   |  | b. Union Representative to Contact<br>Robbie Nash, assistant business manager |                                |
| c. Address<br>935 Detroit Ave.<br>Concord, CA 94518  |  | d. Tel. No.<br>925.686.5880   | e.e. Cell No.                  |
|  |  | f. Fax No.  | g. e-Mail<br>robbien@ua342.com |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)  |  |   |                                |

Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization grievance, for arbitrary or discriminatory reasons or in bad faith, has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination

|  |  |   |                                      |
|--|--|---|--------------------------------------|
| 3. Name of Employer<br>Acco Engineered Systems   |  | 4a. Tel. No.  | 4b. Cell No.<br>650.892.5136         |
|  |  | 4c. Fax No.   | 4d. e-Mail<br>sheiden@accoes.com     |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>2661 Alvarado St. San Leandro, CA 94577     |  | 6. Employer representative to contact<br>Steve Heiden, supervisor |                                      |
| 7. Type of Establishment (factory, mine, wholesaler)<br>(b) (6), (b) (7)(C)                                      | 8. Principal product or service<br>(b) (6), (b) (7)(C)                                 |   | 9. Number of Workers employed<br>5   |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |  | 11a. Tel. No.   | 11b. Cell No.<br>(b) (6), (b) (7)(C) |
|  |  | 11c. Fax No.  | 11d. e-Mail<br>(b) (6), (b) (7)(C)   |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)                    |  |   |                                      |
| 12. DECLARATION  |  |   |                                      |
| (b) (6), (b) (7)(C) above charge and that the statements therein are true to the best of my knowledge and belief |  |   |                                      |
| By<br>(b) (6), (b) (7)(C)  |  |   | Tel. No.                             |
| (Signature making charge)  | Print/type name and title or office, if any<br>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) |   | Cell No.<br>(b) (6), (b) (7)(C)      |
| Address:<br>(b) (6), (b) (7)(C)  |  | Date:<br>12/4/19  | Fax No.                              |
|  |  | e-Mail (b) (6), (b) (7)(C)  |                                      |

2019 DEC -4 PM 4:21  
RECEIVED  
NLRB REGION 32  
OAKLAND, CA

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



|  |  |   |                                     |
|--|--|---|-------------------------------------|
| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD   |  | DO NOT WRITE IN THIS SPACE                                      |                                     |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  |  | Case<br>32-CB-252872  | Date filed<br>12-4-2019             |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.   |  |   |                                     |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |   |                                     |
| a. Name<br>United Food Commercial Workers, Wine Distillery and Allied Worker, Local 188D   |  | b. Union Representative to Contact<br>Luis Martell<br>President |                                     |
| c. Address<br>329 Downey Avenue, Modesto, CA 95354   |  | d. Tel. No.<br>(209)524-4245                                    | e. Cell No.<br>(209)604-9895        |
|  |  | f. Fax No.<br>(209)524-7066                                     | g. e-Mail<br>luis@ufcwlocal188d.com |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)  |  |   |                                     |
| <p>Within the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by harassing and issuing fines to employees for discriminatory reasons or in bad faith, and/or in retaliation for their exercise of rights protected by Section 7 of the Act.</p>   |  |   |                                     |

|  |   |   |                            |
|--|---|---|----------------------------|
| 3. Name of Employer<br>The Wine Group  |   | 4a. Tel. No.<br>(209)598-4509   | 4b. Cell No.               |
|  |   | 4c. Fax No.<br>(209)598-4509  | 4d. e-Mail                 |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>17000 E. Hwy. 120, Ripon, CA 95366                      |   | 6. Employer representative to contact<br>Josh Hansen Technical Operations Manager |                            |
| 7. Type of Establishment (factory, mine, wholesaler)<br>Factory  | 8. Principal product or service<br>Wine     | 9. Number of Workers employed<br>300  |                            |
| 10. (b) (6), (b) (7)(C) ling charge  |   | 11a. Tel. No.   | 11. (b) (6), (b) (7)(C)    |
|  |   | 11c. Fax No.  | 1. (b) (6), (b) (7)(C)     |
| 11. (b) (6), (b) (7)(C) and ZIP code)  |   |   |                            |
| 12. DECLARATION  |   |   |                            |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. |   |   |                            |
| By: (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)     | Tel. No.  |                            |
| (sign  | Print/type name and title or office, if any | (b) (6), (b) (7)(C)   |                            |
| Address: (b) (6), (b) (7)(C)   |   | Date: 12-4-19   | Fax No.                    |
|  |   |   | e-Mail (b) (6), (b) (7)(C) |

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(b) (6), (b) (7)(C)

|  |  |  |                         |
|--|--|--|-------------------------|
| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD   |  | DO NOT WRITE IN THIS SPACE   |                         |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  |  | Case<br>32-CB-252914   | Date filed<br>12-4-2019 |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.   |  |  |                         |
| 1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT   |  |  |                         |
| a. Name<br>SEIU-UHW  |  | b. Union Representative to Contact<br>Ana Guardado,<br>Field Coordinator |                         |
| c. Address<br>560 Thomas Berkeley Way, Oakland, CA 94612   |  | d. Tel. No.  | e. Cell No.             |
|  |  | f. Fax No.   | g. e-Mail               |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)   |  |  |                         |
| During the past six month period, the above-named labor organization has attempted to cause and caused Kaiser Permanente Medical Center to discipline and investigate the Charging Party for reasons other than the failure to tender uniformly required initiation fees and periodic dues.  |  |  |                         |

|  |  |  |                                      |
|--|--|--|--------------------------------------|
| 3. Name of Employer<br>Kaiser Permanente Medical Center  |  | 4a. Tel. No.   | 4b. Cell No.                         |
|  |  | 4c. Fax No.  | 4d. e-Mail                           |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>1425 South Main Street, Walnut Creek, CA 94596          |  | 6. Employer representative to contact<br>Reeza Avineh, Manager |                                      |
| 7. Type of Establishment (factory, mine, wholesaler)<br>Acute Health Care  | 8. Principal product or service<br>Health Care | 9. Number of Workers employed<br>1000                          |                                      |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |  | 11a. Tel. No.<br>(b) (6), (b) (7)(C)                           | 11b. Cell No.<br>(b) (6), (b) (7)(C) |
|  |  | 11c. Fax No.   | 11d. e-Mail<br>(b) (6), (b) (7)(C)   |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)                                |  |  |                                      |
| 12. DECLARATION  |  |  |                                      |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. |  |  |                                      |
| By<br>(b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C)                            | Tel. No.<br>(b) (6), (b) (7)(C)                                |                                      |
| (signature of person making charge)  | Print/type name and title or office, if any    | Cell No.<br>(b) (6), (b) (7)(C)                                |                                      |
| Address<br>(b) (6), (b) (7)(C)   | Date<br>12/4/19                                | Fax No.<br>(b) (6), (b) (7)(C)                                 |                                      |
|  |  | e-Mail<br>(b) (6), (b) (7)(C)                                  |                                      |

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(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

| DO NOT WRITE IN THIS SPACE |                          |
|----------------------------|--------------------------|
| Case<br>32-CB-253286       | Date Filed<br>12-12-2019 |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|   |  |   |                                  |
|---|--|---|----------------------------------|
| <b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>  |  |   |                                  |
| a. Name<br>IBEW Local 6   |  | b. Union Representative to contact<br>Matt Bamberger, Asst Business Manager       |                                  |
| c. Address (Street, city, state, and ZIP code)<br>55 Fillmore<br>San Francisco, CA 94117  |  | d. Tel. No.<br>415-861-5752   | e. Cell No.                      |
|   |  | f. Fax No.<br>415-861-0734  | g. e-Mail                        |
| h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(1)(A)</u> of the National Labor Relations Act, and these unfair labor practices are unfair 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.   |  |   |                                  |
| <b>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</b><br>Within the past six months, the above-named Union, by its agents, officers and representatives, violated the duty of fair representation by failing and refusing to represent (b) (6), (b) (7)(C) in filing a grievance over unpaid wages and failing to take action over grievances (b) (6), (b) (7)(C) filed (b) (6), (b) (7)(C) over the unpaid wages. |  |   |                                  |
| 3. Name of Employer<br>Maximum Electric   |  | 4a. Tel. No.<br>209-329-4632  | b. Cell No.                      |
|   |  | c. Fax No.  | d. e-Mail                        |
| 5. Location of plant involved (street, city, state and ZIP code)<br>392 West Larch Road, #8<br>Tracy, CA 95304  |  | 6. Employer representative to contact   |                                  |
| 7. Type of establishment (factory, mine, wholesaler, etc.)<br>electrical contractor   | 8. Identify principal product or service<br>electrical | 9. Number of workers employed<br>15-20  |                                  |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)   |  | (b) (6), (b) (7)(C)   | b. Cell No.                      |
|   |  | c. Fax No.  | d. e-Mail<br>(b) (6), (b) (7)(C) |
| 11. Address of party filing charge (street, city, state and ZIP code.)<br>(b) (6), (b) (7)(C)   |  |   |                                  |
| <b>12. DECLARATION</b><br>I declare (b) (6), (b) (7)(C) at the statements therein are true to the best of my knowledge and belief.<br>By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)<br>(s) (in making charge) (Printtype name and title or office, if any)<br>(b) (6), (b) (7)(C)<br>Address (date) 12/12/19   |  | Tel. No. (b) (6), (b) (7)(C)<br>Cell No.<br>Fax No.<br>e-Mail (b) (6), (b) (7)(C) |                                  |

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|  |  |   |                                     |
|--|--|---|-------------------------------------|
| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD   |  | DO NOT WRITE IN THIS SPACE                                      |                                     |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  |  | Case<br>32-CB-253309  | Date filed<br>12-12-2019            |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.   |  |   |                                     |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |   |                                     |
| a. Name<br>UFCW Local 186D   |  | b. Union Representative to Contact<br>Luis Martell<br>President |                                     |
| c. Address<br>329 Downey Avenue, Modesto, CA 95354   |  | d. Tel. No.<br>(209)524-4245                                    | e.e. Cell No.                       |
|  |  | f. Fax No.  | g. e-Mail<br>luis@ufcwlocal186d.com |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) & (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)<br>Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by fining (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) was an (b) (6), (b) (7)(C) and actively supported an effort to decertify the Union. |  |   |                                     |

|   |  |   |                                      |
|---|--|---|--------------------------------------|
| 3. Name of Employer<br>The Wine Group   |  | 4a. Tel. No.<br>209-599-0343                                      | 4b. Cell No.                         |
|   |  | 4c. Fax No.<br>209-599-5116                                       | 4d. e-Mail                           |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>17,000 4700 E HWY 120, Ripon, CA 95366                                     |  | 6. Employer representative to contact<br>Yelon Alvarez HR Manager |                                      |
| 7. Type of Establishment (factory, mine, wholesaler)<br>Winery  | 8. Principal product or service<br>Production and Bottling of Wine |   | 9. Number of Workers employed<br>400 |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)   |  | 11a. Tel. No.<br>(b) (6), (b) (7)(C)                              | 11b. Cell No.                        |
|   |  | 11c. Fax No.  | 11d. e-Mail<br>(b) (6), (b) (7)(C)   |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)   |  | (b) (6), (b) (7)(C)   | (b) (6), (b) (7)(C)                  |
| 12. DECLARATION<br>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. |  |   |                                      |
| By: (b) (6), (b) (7)(C)   |  | Tel. No.  |                                      |
| (signature) (b) (6), (b) (7)(C)   |  | (b) (6), (b) (7)(C)   |                                      |
| (Print/type name and title or office, if any)   |  | Cell No.  |                                      |
| Address:<br>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)   |  | Date:<br>12/12/19   | Fax No.                              |
| (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)   |  | e-Mail<br>(b) (6), (b) (7)(C)                                     |                                      |

**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.

|  |  |  |   |
|--|--|--|---|
| UNITED STATES OF AMERICA   |  | DO NOT WRITE IN THIS SPACE   |   |
| NATIONAL LABOR RELATIONS BOARD   |  | Case   | Date filed                                |
| <b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>   |  | <b>32-CB-253434</b>  | <b>12-16-2019</b>                         |
| <b>INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.</b>  |  |  |   |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |  |   |
| a. Name<br>Teamsters Local 70  |  | b. Union Representative to Contact<br>Marty Frates,<br>Secretary-Treasurer |   |
| c. Address<br>400 Roland Way, Oakland, CA 94621  |  | d. Tel. No.<br>(510)569-9317   | e.e. Cell No.                             |
|  |  | f. Fax No.   | g. e-Mail<br>mfrates@teamsterslocal70.org |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. |  |  |   |
| 2. Basis of the Charge ( <i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i> )   |  |  |   |
| <p>Within the past six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process and/or arbitrate the grievances of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination and other work issues for arbitrary or discriminatory reasons or in bad faith.</p>  |  |  |   |

|  |   |  |                                       |
|--|---|--|---------------------------------------|
| 3. Name of Employer<br>UPS   |   | 4a. Tel. No.   | 4b. Cell No.                          |
|  |   | 4c. Fax No.  | 4d. e-Mail                            |
| 5. Location of Plant involved ( <i>street, city, state, and ZIP code</i> )<br>8400 Pardee Dr., Oakland, CA 94621             |   | 6. Employer representative to contact<br>Sidney Green Center Manager |                                       |
| 7. Type of Establishment ( <i>factory, mine, wholesaler</i> )<br>Distribution Center   | 8. Principal product or service<br>Parcels and packages |  | 9. Number of Workers employed<br>1000 |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |   | 11a. Tel. No.<br>(b) (6), (b) (7)(C)                                 | 11b. Cell No.                         |
|  |   | 11c. Fax No.   | 11d. e-Mail<br>(b) (6), (b) (7)(C)    |
| 11. Address of party filing charge ( <i>street, city, state, and ZIP code</i> )<br>(b) (6), (b) (7)(C)                       |   |  |                                       |
| <b>12. DECLARATION</b>   |   |  |                                       |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. |   |  |                                       |
| By: (b) (6), (b) (7)(C)  |   |  | Tel. No.                              |
| (signature of representative or person making charge)  | (b) (6), (b) (7)(C)                                     |  | (b) (6), (b) (7)(C)                   |
|  | Print/type name and title or office, if any             |  | Cell No.                              |
| Address:<br>(b) (6), (b) (7)(C)  |   | Date:<br>12/16/2019  | Fax No.                               |
|  |   |  | e-Mail<br>(b) (6), (b) (7)(C)         |

**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.

(b) (6), (b) (7)(C)

|  |  |  |   |
|--|--|--|---|
| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD   |  | DO NOT WRITE IN THIS SPACE   |   |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  |  | Case<br>32-CB-253403   | Date filed<br>12-16-2019                |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.   |  |  |   |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |  |   |
| a. Name<br>Teamsters Local 287   |  | b. Union Representative to Contact<br>Johnny Gallegos<br>Business Representative |   |
| c. Address<br>1452 North 4th Street, San Jose, CA 95112  |  | d. Tel. No.<br>(408)453-0287   | e.e. Cell No.                           |
|  |  | f. Fax No.<br>408-453-2034   | g. e-Mail<br>jgallegos@teamsters287.org |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)  |  |  |   |
| <p>During the past six month period, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act and failed its duty of fair representation by refusing to process the grievance of the Charging Party for arbitrary or discriminatory reasons or in bad faith.</p>  |  |  |   |

|  |   |   |                                      |
|--|---|---|--------------------------------------|
| 3. Name of Employer<br>UPS   |   | 4a. Tel. No.<br>408-744-7937  | 4b. Cell No.                         |
|  |   | 4c. Fax No.<br>408-744-7903   | 4d. e-Mail                           |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>1245 Hammerwood Lane, Sunnyvale, CA 94089               |   | 6. Employer representative to contact<br>Vonda McCall Labor Relations |                                      |
| 7. Type of Establishment (factory, mine, wholesaler)<br>Package delivery   | 8. Principal product or service<br>Package delivery service |   | 9. Number of Workers employed<br>500 |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |   | 11a. Tel. No.<br>(b) (6), (b) (7)(C)                                  | 11b. Cell No.                        |
|  |   | 11c. Fax No.  | 11d. e-Mail<br>(b) (6), (b) (7)(C)   |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)                                |   |   |                                      |
| 12. DECLARATION  |   |   |                                      |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. |   |   |                                      |
| By: (b) (6), (b) (7)(C)  |   | Tel. No.  |                                      |
| (signature) (b) (6), (b) (7)(C)  |   | (b) (6), (b) (7)(C)   |                                      |
| person making charge   |   | Print/type name and title or office, if any                           |                                      |
| Address:<br>(b) (6), (b) (7)(C)  |   | Date:<br>12-13-19   | Fax No.                              |
|  |   | e-Mail<br>(b) (6), (b) (7)(C)   |                                      |

**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.

(b) (6), (b) (7)(C)



| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD   |  | DO NOT WRITE IN THIS SPACE           |                     |
|--|--|--------------------------------------|---------------------|
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS  |  | Case                                 | Date filed          |
|  |  | 32-CB-253459                         | 12-16-2019          |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.   |  |                                      |                     |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |                                      |                     |
| a. Name<br>SEIU-UHW  | b. Union Representative to Contact<br><br>(b) (6), (b) (7)(C)      |                                      |                     |
| c. Address<br>560 Thomas L. Berkley Way<br>Oakland, CA 94612   | d. Tel. No.<br>510.251.1250  | e.e. Cell No.                        |                     |
|  | f. Fax No.   | g. e-Mail<br>(b) (6), (b) (7)(C)     |                     |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) 1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)  |  |                                      |                     |
| <p>Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization, for arbitrary or discriminatory reasons or in bad faith, has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding a wage increase.</p>  |  |                                      |                     |
| 3. Name of Employer<br>Kaiser  | 4a. Tel. No.<br>925.813.3090                                       | 4b. Cell No.                         |                     |
|  | 4c. Fax No.  | 4d. e-Mail                           |                     |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>4501 Sand Creek Road, Antioch, CA 94531   | 6. Employer representative to contact<br>Dory Collier, Manager     |                                      |                     |
| 7. Type of Establishment (factory, mine, wholesaler)<br>Hospital   | 8. Principal product or service<br>Health services                 | 9. Number of Workers employed        |                     |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  | 11a. Tel. No.  | 11b. Cell No.<br>(b) (6), (b) (7)(C) |                     |
|  | 11c. Fax No.   | 11d. e-Mail<br>(b) (6), (b) (7)(C)   |                     |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C)   |  |                                      |                     |
| 12. DECLARATION  |  |                                      |                     |
| and that the statements therein are true to the best of my knowledge and belief.   |  |                                      |                     |
| By:  | (b) (6), (b) (7)(C)  | (b) (6), (b) (7)(C)                  | (b) (6), (b) (7)(C) |
| (sig)  | Print/type name and title or office, if any<br>(b) (6), (b) (7)(C) | Cell No.<br>(b) (6), (b) (7)(C)      |                     |
| Ad   | (b) (6), (b) (7)(C)  | Date:<br>DEC 14,<br>2019             | Fax No.             |
|  |  | e-Mail<br>(b) (6), (b) (7)(C)        |                     |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-508  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

|                      |                          |
|----------------------|--------------------------|
| Case<br>32-CB-253589 | Date Filed<br>12-17-2019 |
|----------------------|--------------------------|

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

|   |  |                               |
|---|--|-------------------------------|
| a. Name<br>Plumbers & Steamfitters Local Union 342  | b. Union Representative to contact<br>Chuck Leonard<br>Title: Business agent |                               |
| c. Address (Street, city, state, and ZIP code)<br>935 Detroit<br>CA Concord 94518-_____   | d. Tel. No.<br>(925) 686-5880  | e. Cell No.                   |
|   | f. Fax No.   | g. e-Mail<br>Chuckl@ua342.com |
| h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A), (2) of the National Labor Relations Act, and these unfair labor practices are unfair 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)

--See additional page--

|  |  |   |
|--|--|---|
| 3. Name of Employer<br>Acco Engineered Systems   | 4a. Tel. No.<br>(510) 346-4300           | b. Cell No.                                     |
|  | c. Fax No.                               | d. e-Mail                                       |
| 5. Location of plant involved (street, city, state and ZIP code)<br>1133 Aladdin Avenue<br>San Leandro, CA 94577 |  | 6. Employer representative to contact<br>Title: |
| 7. Type of establishment (factory, mine, wholesaler, etc.)   | 8. Identify principal product or service | 9. Number of workers employed                   |

|   |                                      |                                  |
|---|--------------------------------------|----------------------------------|
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)   | 11a. Tel. No.<br>(b) (6), (b) (7)(C) | b. Cell No.                      |
|   | c. Fax No.                           | d. e-Mail<br>(b) (6), (b) (7)(C) |
| 11. Address of party filing charge (street, city, state and ZIP code)<br>(b) (6), (b) (7)(C)<br>(b) (6), (b) (7)(C) |                                      |                                  |

## 12. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
(signature of representative or person making charge) (Print type name and title or office, if any)

Title:

(b) (6), (b) (7)(C)

Address

(date) 12/17/2019 20:32:45

|                                 |
|---------------------------------|
| Tel. No.<br>(b) (6), (b) (7)(C) |
| Cell No.                        |
| Fax No.                         |
| e-Mail<br>(b) (6), (b) (7)(C)   |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

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Case 32-CB-253589

Date Filed: 12-17-2019

**Basis of the Charge****8(b)(1)(A) and 8(b)(2)**

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.



|   |  |   |                          |
|---|--|---|--------------------------|
| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD  |  | DO NOT WRITE IN THIS SPACE                                    |                          |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS   |  | Case<br>32-CB-253854  | Date filed<br>12-26-2019 |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  |  |   |                          |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT   |  |   |                          |
| a. Name<br>ILWU Local 10  |  | b. Union Representative to Contact<br><br>(b) (6), (b) (7)(C) |                          |
| c. Address<br>400 North Point Street<br>San Francisco, CA 94133   |  | d. Tel. No.<br>415.776 8100                                   | e. e Cell No.            |
|   |  | f. Fax No.<br>415.441.0610                                    | g. e-Mail                |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A), 8(b)(2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or 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)<br>Within the last six months, the Union has violated the duty of fair representation and Section 8(b)(1)(A) and 8(b)(2) of the NLRA by continuing to fail or refuse to promote me to "A status" from my current "B status," for arbitrary, discriminatory, or other unlawful reasons.                      |  |   |                          |

|  |  |   |                                      |
|--|--|---|--------------------------------------|
| 3. Name of Employer<br>Pacific Maritime Association<br>475 14 <sup>th</sup> Street, Suite 300, Oakland CA 94612              |  | 4a. Tel. No.<br>510-452-1200                  | 4b. Cell No.                         |
|  |  | 4c. Fax No.                                   | 4d. e-Mail                           |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br>Various locations in Bay Area                           |  | 6. Employer representative to contact         |                                      |
| 7. Type of Establishment (factory, mine, wholesaler)<br>Shipping Docks   | 8. Principal product or service<br>Maritime Shipping | 9. Number of Workers employed<br>Approx. 500+ |                                      |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |  | 11a. Tel. No.<br>(b) (6), (b) (7)(C)          | 11b. Cell No.<br>(b) (6), (b) (7)(C) |
|  |  | 11c. Fax No.                                  | 11d. e-Mail<br>(b) (6), (b) (7)(C)   |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br>(b) (6), (b) (7)(C)                                |  |   |                                      |
| 12. DECLARATION  |  |   |                                      |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. |  |   |                                      |
| By: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  |  | Tel No.                                       |                                      |
| (s) (b) (6), (b) (7)(C)  |  | (b) (6), (b) (7)(C)                           |                                      |
| Address: (b) (6), (b) (7)(C)   |  | Print/type name and title or office, if any   |                                      |
|  |  | Cell No.<br>(b) (6), (b) (7)(C)               |                                      |
|  |  | Fax No.                                       |                                      |
|  |  | e-Mail<br>(b) (6), (b) (7)(C)                 |                                      |
|  |  | Date:<br>12-23-19                             |                                      |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**  
**PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)

| UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD  |   | DO NOT WRITE IN THIS SPACE  |                                 |
|---|---|---|---------------------------------|
| <b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>  |   | Case<br><b>32-CB-253863</b>   | Date filed<br><b>12-19-2019</b> |
| INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.  |   |   |                                 |
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT   |   |   |                                 |
| a. Name<br><b>Boilermakers Local Lodge 549</b>  |   | b. Union Representative to Contact<br><b>Timothy Jefferies<br/>Business Agent</b> |                                 |
| c. Address<br><b>2191 Piedmont Way, Pittsburg CA 94565</b>  |   | d. Tel. No.<br><b>(925)427-4121</b>   | e. Cell No.                     |
|   |   | f. Fax No.  | g. e-Mail                       |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. |   |   |                                 |
| i. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><b>Within the last 6 months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by operating a hiring hall in a manner that was arbitrary, discriminatory or in bad faith.</b>                              |   |   |                                 |
| 3. Name of Employer<br><b>Universal Plant Services</b>  |   | 4a. Tel. No.  | 4b. Cell No.                    |
|   |   | 4c. Fax No.   | 4d. e-Mail                      |
| 5. Location of Plant involved (street, city, state, and ZIP code)<br><b>Plant Location: 3485 Pacheco Blvd, Martinez, CA 94553<br/>Headquarters: 806 Seaco Court, Deer Park, TX 77536</b>  |   | 6. Employer representative to contact   |                                 |
| 7. Type of Establishment (factory, mine, wholesaler)<br><b>Maintenance Services</b>   | 8. Principal product or service<br><b>Boilermaker Maintenance</b> | 9. Number of Workers employed<br><b>100</b>                                       |                                 |
| 10. Full name of party filing charge<br><b>(b) (6), (b) (7)(C)</b>  | 11a. Tel. No.<br><b>(b) (6), (b) (7)(C)</b>                       | 11b. Cell No.   |                                 |
|   | 11c. Fax No.  | 11d. e-Mail<br><b>(b) (6), (b) (7)(C)</b>   |                                 |
| 11. Address of party filing charge (street, city, state, and ZIP code)<br><b>(b) (6), (b) (7)(C)</b>  |   |   |                                 |
| 12. DECLARATION   |   |   |                                 |
| I, <b>(b) (6), (b) (7)(C)</b> , declare the statements therein are true to the best of my knowledge and belief.   |   |   |                                 |
| By:   | <b>(b) (6), (b) (7)(C)</b>  | Tel. No.  |                                 |
| (signature of representative or person making charge)   | Print type name and title or office, if any                       | Cell No.  |                                 |
| Address:  | Date:   | Fax No.   |                                 |
| <b>(b) (6), (b) (7)(C)</b>  | <b>12-19-19</b>   | e-Mail<br><b>(b) (6), (b) (7)(C)</b>  |                                 |

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. 4942-43 (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.

**(b) (6), (b) (7)(C)**

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE  |                                 |
|-----------------------------|---------------------------------|
| Case<br><b>32-CB-253820</b> | Date Filed<br><b>12/26/2019</b> |

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT  |  |   |                                       |
|--|--|---|---------------------------------------|
| a. Name<br>California Nurses Association   |  | b. Union Representative to contact<br><br>Lisa Maldonado<br><br>Title: Labor Representative         |                                       |
| c. Address (Street, city, state, and ZIP code)<br><br>155 Grand Ave<br>CA Oakland 94612-____   |  | d. Tel. No.<br>(510) 520-6031   | e. Cell No.                           |
|  |  | f. Fax No.  | g. e-Mail<br>lmaldonado@calnurses.org |
| h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair 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)<br><br>--See additional page--   |  |   |                                       |
| 3. Name of Employer<br>Kaiser  |  | 4a. Tel. No.  | b. Cell No.                           |
|  |  | c. Fax No.  | d. e-Mail                             |
| 5. Location of plant involved (street, city, state and ZIP code)<br>One Kaiser Plaza<br>CA Oakland 94612-____  |  | 6. Employer representative to contact<br><br>Title:   |                                       |
| 7. Type of establishment (factory, mine, wholesaler, etc.)   | 8. Identify principal product or service | 9. Number of workers employed   |                                       |
| 10. Full name of party filing charge<br>(b) (6), (b) (7)(C)  |  | 11a. Tel. No.<br>(b) (6), (b) (7)(C)  | b. Cell No.                           |
|  |  | c. Fax No.  | d. e-Mail<br>(b) (6), (b) (7)(C)      |
| 11. Address of party filing charge (street, city, state and ZIP code.)<br>(b) (6), (b) (7)(C)  |  |   |                                       |
| <b>12. DECLARATION</b><br>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.<br>By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)<br>(signature of representative or person making charge) (Print/type name and title or office, if any)<br><br>Title:<br><br>(b) (6), (b) (7)(C)<br><br>Address _____ (date) 12/25/2019 23:54:29   |  | Tel. No.<br>(b) (6), (b) (7)(C)<br><br>Cell No.<br><br>Fax No.<br><br>e-Mail<br>(b) (6), (b) (7)(C) |                                       |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

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**Basis of the Charge 32-CB-253820 12/26/2019**

**8(b)(1)(A)**

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.