INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTALETT TO O.O.O.O.O.			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
32-CB-252731	12/2/2019			

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Rep	resentative t	to contact
APWU		ED Peralta	ì	
		Title: APW	/U Steward	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
1010 4th st		(408) 428-01	26	(408) 827-7101
CA Gilroy 95020-		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged	in and is (are)engaging in un	fair labor pract	tices within t	he meaning of section 8(b),
subsection(s) (list subsections) (1)(A)	of the Natio	onal Labor Rel	ations Act, a	nd these unfair labor practices
are unfair practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act.	ct, or these untail labor practi	ces are untair	practices an	ecting commerce within the
Basis of the Charge (set forth a clear and concise statement of the	facts constituting the alleged	d unfair labor n	oractices)	
	Table concurating the anegot			
See additional page				
		4a. Tel. No.		b. Cell No.
3. Name of Employer		4a. Tel. No. (408) 842-83	31	D. Cell No.
United States Postal Service		c. Fax No.	51	d. e-Mail
				u. o man
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
100 4th street			Max Jani	
CA Gilroy 95020			Title: Post	amster
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(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 hest of my knowledge and helic	Tel.	No. (b) (6), (b	()(7)(C)
(b) (6) (b) (7)(C)) (6), (b) (7)(C)	Cell		7(1)(1)
E)	name and title or office, if any	<i>)</i>	(b) (6), (b) (7)(C)
	Title:	Fax	No.	
(b) (6), (b) (7)(C)		e-M	ail	
Address	(date) 11/30/2019			, (b) (7)(C)
	(date)	——I		

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.

INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTALER TO CO.O.O.O.O.			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
32-CB-253218	12-4-2019			

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

INSTRUCTIONS. File an original with NERB Regional Director for the	region in which the alleged u	mair labor pra	cuce occurre	ea or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	resentative	to contact
Plumbers & Steamfitters Local Union 342		Chuck Led	onard	
		Title: Busir	ness agent	
c. Address (Street, city, state, and ZIP code)		d. Tel. No. (925) 686-58	880	e. Cell No.
935 Detroit		f. Fax No.	,,,,	g. e-Mail
CA Concord 94518		i. ruxivo.		Chuckl@ua342.com
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A), (2) are unfair practices affecting commerce within the meaning of the Act meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Rel	ations Act. a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	oractices)	
Con additional page				
See additional page				
Name of Employer		4a. Tel. No.		b. Cell No.
Harder Mechanical		(510) 620-93	351	
		c. Fax No.		d. e-Mail
Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact
999 Canal Blvd., Suite C				
Richmond, CA 94804			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)((C)	4 - 14-9
		c. Fax No.		d. e-Mail (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)				(b) (0), (b) (1)(C)
(b) (b), (b) (r)(c)				
12. DECLARATION		Tel.	No.	
I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	f.	(b) (6), (b	o) (7)(C)
	(b) (6), (b) (7)(C)	Cell	No.	
(signature of representative or person making charge) (Print/type	name and title or office, if any	/) Fax	No	
(b) (6) (b) (7)(C)	Title:	l ax		
(b) (6), (b) (7)(C)		e-M		(b) (7)(6)
Address	(date)_ ^{12/4/2019}	20 32:45	(b) (b)), (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

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 BOAR	D	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATIO AGENTS	N OR ITS	32-CB-252862	12/04/2019
INSTRUCTIONS: File an original of this charge with to occurred or is occurring.	he NLRB Regional D	Director of the region in wh	ich the alleged unfair labor practice
	NOR ITS AGENTS AG	AINST WHICH CHARGE IS B	ROUGHT
a. Name	*******	b. Union Representative	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1
Plumbers and Steamfitters Local 342		Robbie Nash, ass	istant business manager
c. Address		d. Tel. No.	e.e. Cell No.
935 Detroit Ave.		925.686.5880	54) 54
Concord, CA 94518		f. Fax No.	g. e-Mail robbien@ua342.com
 8(b), subsection(s) 1(A) of the National Labor Relation meaning of the Act, or are unfair practices affecting co. 2. Basis of the Charge (set forth a clear and concise state) 	ommerce within the m	eaning of the Act and the Po	estal Reorganization Act.
Since about 2019, the above-name or in bad faith, has restrained and coerced by refusing to process the grievance of (b)	d employees in th	e exercise of rights pro	trary or discriminatory reasons stected by Section 7 of the Act
Name of Employer Acco Engineered Systems		4a. Tel. No.	4b. Cell No. 650.892.5136
5 ,		4c. Fax No.	4d. e-Mail sheiden@accoes.com
5. Location of Plant involved (street, city, state, and ZIP of	code)	6. Employer representativ	e to contact
2661 Alvarado St. San Leandro, CA 94577		Steve Heiden, su	pervisor
7. Type of Establishment (factory, mine, wholesaler) (b) (6), (b) (7)(C)	8. Principal production (b) (6), (b) (7)(0	et or service	Number of Workers employed 5
10 Full name of party filing charge (b) (6), (b) (7)(C)	1	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and 2	ZIP code)	Ale su	
(b) (6), (b) (7)(C)	12. DECLARA	TION	201
(b) (6), (b) (7)(C) above charge and	that the statements	therein are true to the bes	st of my knowledge a belief
Ву			RECEIVE RB REGIO AKLAND, EC -4 PA
(signaking charge)	Print/type na (b) (6), (b) (7)(C)	me and title or office, if any (b) (6), (b) (7)(C)	(b) (6), (b) (7)(c), (c)
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
		12/4/19	e-Mail(b) (6), (b) (7)(C)

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 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	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	32-CB-252872 12-4-2019		
INSTRUCTIONS: File an original of this charge with the NLRS Ragional Di occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AG	AINST WHICH CHARGE IS I	BROUGHT	
 Name United Food Commercial Workers, Wine Distillery and Allied Worker, Local 1860 	b. Union Representative Luis Martelt President	to Contact	
c. Address 329 Downey Avenue, Modesto, CA 95354	d. Tel. No. (209)524-4245	e.e. Cell No. (209)604-9695	
	f. Fax No. (209)524-7066	g. e-Mail luis@ufcwlocal188d.com	
h. The above-named labor organization or its agents have engaged in and are 8(b), subsection(s) (1)(A) and (5) of the National Labor Relations Act, and t within the meaning of the Act, or are unfair practices affecting compense within the meaning of the Act.	hese unfair labor practices	are unfair practices affecting commerc	
Basis of the Charge (set forth e clear and concise statement of the facts con			
Within the past six months, the above-named labor organization exercise of rights protected by Section 7 of the Act by harassi			

3. Name of Employer	PROFES	4e. Tel. No.	4b. Cell No.			
The Wine Group		(209)598-4509				
		4c. Fax No. (209)599-4509	4d. e-Mail			
5. Location of Plant involved (street, city, state, and ZIP	code)	6. Employer representative	to contact			
17000 E. Hwy. 120, Ripon, CA 95366			Josh Hansen Technical Operations Manager			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal p	roduct or service	9. Number of Workers employed			
Factory	Wine		300			
1 (b) (6), (b) (7)(C) ling charge		11a. Tel. No.	†(b) (6), (b) (7)(C)			
	0 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	11c. Fex No.	(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)	ZIP code)	100				
	12. DECL	ARATION	1000			
I declare that I have read the above charge an	d that the states	musts therein are true to the best	t of my knowledge and belief.			
(b) (6), (b) (7)(C)			Tel No.			
By:	(1)	// / / / / / / / / / / / / / / / / / / /				
	annelli de	, (b) $(7)(C(b)(6), (b)(7)(C)$				
(sign	Printly	pe name and title or office, if any	(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)		Caste:	Fex No.			
		12-4-19	e-Mail			
			<u>L</u> (b) (6), (b) (7)(C)_			

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, faither 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		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	32-CB-252914	12-4-2019		
INSTRUCTIONS: File an original of this charge with the NLRB Region	al Director of the region in wh	ich the alleged unfair labor practice		
occurred or is occurring. 1 LABOR ORGANIZATION OR ITS AGENTS	ACKINGT WHICH CHADGE IS B	POLICUT		
a. Name	b. Union Representative			
SEIU-UHW Ana Guardado,				
3210-07111	Field Coordinator			
	Pied Cooldinator			
c Address	d Tel. No.	e e. Cell No		
560 Thomas Berkeley Way, Oakland, CA 94612				
	f. Fax No	g. e-Mail		
h. The above-named labor organization or its agents have engaged in and		<u> </u>		
meaning of the Act, or are unfair practices affecting commerce within the Basis of the Charge (set forth a clear and concise statement of the facts.) During the past six month period, the above-named labor Permanente Medical Center to discipline and investigate the tender uniformly required initiation fees and periodic dues.	oconstituting the alleged unfair in organization has attempted the Charging Party for rea	ebor practices) ed to cause and caused Kaiser		
Name of Employer	l 4a. Tel. No.	4b. Cell No		
Kaiser Permanente Medical Center	1			
	4c Fax No.	4d e-Mail		
5 Location of Plant involved (street, city, state, and ZIP code)	6. Employer representati	ve to contact		
1425 South Main Street, Walnut Creek, CA 94596		Reeza Avineh, Manager		
	oduct or service	Number of Workers employed		
		, , , , , , , , , , , , , , , , , , , ,		

11a Tel No (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 11c. Fax No Address of party filing charge (street, city, state, and ZiP code) (6), (b) 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. (b) (6), (b) (7)(C) Ву (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature o rson making charge) Print/type name and title or office, if any Cell No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C) (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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INTERNET FORM NURB-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 35			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
32-CB-	253286 12-12-2019			

INSTRUCTIONS: File an original with NLRB Regional Director for the 1. LABOR ORGANIZATION OR IT	Market Committee of the			
a. Name		b. Union Rep		
IBEW Local 6		Matt Bami	berger, <i>i</i>	Asst Business Manager
c. Address (Street, city, state, and ZIP code)		d. Tel. No. 415-861-5	752	e. Cell No.
55 Fillmore		f. Fax No.		g. e-Mail
San Francisco, CA 94117		415-861-0		g. Vinda
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Na	Infair labor practional Labor Rel	tices within	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	he facts constituting the allege	ed unfair labor o	rectices)	
representation by failing and refusing to represent action over grievances filed with the company of the unpartition of the company of the co				
200 A 200 A	e e			8
3. Name of Employer	487	4a. Tal. No. 209-329-4	e30	b. Cell No.
Maximum Electric		c. Fax No.	UUZ	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 392 West Larch Road, #8 Tracy, CA 95304		<u> </u>	6. Empl	oyer representative to contact
7. Type of establishment (factory, mine, wholesaler, etc.) electrical contractor	8. Identify principal product electrical	t or service	9. Num 15-20	ber of workers employed
(f) Full name of party filing charge (b) (6), (b) (7)(C)		(b) (6), (b) (7	7)(C)	b. Cell No.
<u> </u>		c. Fax No.		d. e-Mail
11 Address of party filling charge (street city state and ZIP code.) (b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)
(b) (6), (b	o the best of my knowledge and bel) (7)(C) e name and title or office, if an	Cell	No.	(6), (b) (7)(C)

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 principel use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or intigation. 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. 20/20 3944

NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION	OR ITS	32-CB-253309	12-12-2019
AGENTS INSTRUCTIONS: File an original of this charge with the	NLRB Regional Direc	tor of the region in which	h the alleged unfair labor prac
occurred or is occurring.			
LABOR ORGANIZATION OF			
a. Name UFCW Local 186D	["	 Union Representative to Luis Martell 	Contact
OFCVV EOCAL 100D		President	
		FIGSIGORE	
c. Address	.6	I, Tel. No.	e.e. Cell No.
329 Downey Avenue, Modesto, CA 95354	<u> </u>	(209)524-4245	
	'	Fax No.	g. e-Mall
h. The above-named labor organization or its agents have e	Annaced in and are an	gaging in unfair labor pred	luis@ufcwlocal186d.c
8(b)(1)A) & (5) of the National Labor Relations Act, and the	thèse unfair labor prac	tices are unfair practices a	ffecting commerce within the me
of the Act, or are unfair practices affecting commerce with	hin the meaning of the	Act and the Postal Reorg	anization Act
2. Basis of the Charge (set forth a clear and concise stateme	ent of the facts constit	uting the alleged unfair lat	por practices)
Since about 2019, the above-name	ed labor organ <u>izati</u>	<u>on nas restra</u> ineo ani	a <u>coe</u> rcea employees in in
exercise of rights protected by Section 7 of the	e Act by fining (b) (o), (b) (7)(C) _{because}	was an(b) (6), (b) (7)(C
actively supported an effort to decertify the Uni			
3. Name of Employer		ta. Tel. No.	4b. Cell No.
The Wine Group		ዾ፝ዾኇ፟-፞፟፟፟፟ጜ፝፞፞፞፞፞፞ኇኇ- ዾኌ፞፞፞፞ጜ	
The same and and		c. Fax No.	4d. e-Mail
		09-599-5116	
5. Location of Plant involved (street, city, state, and ZIP code	te) . (. Employer representative	to contact
4700 E HWy 120, Ripon, CA 95366		Velon Alva	rez HR Mone
	8. Principal product of		9. Number of Workers emplo
Winery	Production and	Bottling of Wine	400
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
	<u> </u>	1c. Fax No.	11d e Mail
	[]	III. I da IIQ.	11d e-Maii (b) (6), (b) (7)(0 (b) (6), (b) (7)(0
11. Address of party filing charge (street, city, state, and ZIP,	code) (b) (6), (b) (7)(C)	(b) (6) (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
(b) (b), (b) (1)(b)	17.	N	
I declare that I have read the above charge and th	hat the etataments to		
(b) (6), (b) (7)(C)	nat uie statements th	erein are true to the bes	Tel No.
			15.116.
By:	(b) (6), (b) (7)(C)	
59.	(2) (3), (3) (1		(b) (6), (b) $(7)(C)$
(signati	Print/type name	and title or office, if any	Cell No.
and analgay	i instype tiame	with the or difficult in party	vali ito.
Address:		Date:	Fax No:
(b) (6), (b) (7)(C) (b) (6)	6), (b) (7)(C)	340.	I MA ING:
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (c) (7)(C)		12/12/10	e-Mail
(a) (b) (b) (b) (c) (c)		14/14/11	(b) (6), (b) (7)(C
			\perp (b) (c), (b) (1)(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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ZZ68-Z96--60Z 12/12/2016 12:38

DO NOT WRITE IN THIS SPACE

UNITED STATES OF AMERICA

UNITED STATES OF AMERICA	DO NOT W	RITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	32-CB-253434	12-16-2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di	rector of the region in which	h the alleged unfair labor practice
occurred or is occurring.		
LABOR ORGANIZATION OR ITS AGENTS AGA		
a. Name	b. Union Representative to	Contact
Teamsters Local 70	Marty Frates,	
	Secretary-Treasurer	
c. Address	d. Tel. No.	e.e. Cell No.
400 Roland Way, Oakland, CA 94621	(510)569-9317	
,	f. Fax No.	g. e-Mail
		mfrates@teamsterslocal70.o
		rg
 h. The above-named labor organization or its agents have engaged in and are 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfithe meaning of the Act, or are unfair practices affecting commerce within the 2. Basis of the Charge (set forth a clear and concise statement of the facts constitution). Within the past six months, the above-named labor organization. 	air labor practices are unfair permeaning of the Act and the Fatiuting the alleged unfair labor	practices affecting commerce within Postal Reorganization Act. or practices)
exercise of rights protected by Section 7 of the Act by refusing regarding termination and other work issues for arbi	to process and/or arbit	rate the grievances of (b)(6),(b)(7)(

Name of Employer		4a. Tel. No.	4b. Cell No.		
UPS					
		4c. Fax No.	4d. e-Mail		
5 Leasting of Planting about 1/4mart after state and 7/10		0. 5	1		
5. Location of Plant involved (street, city, state, and ZIP of	coae)	Employer representative to contact			
8400 Pardee Dr., Oakland, CA 94621		Sidney Green Cent	er Manager		
7. Type of Establishment (factory, mine, wholesaler)	Principal product	t or service	Number of Workers employed		
Distribution Center	Parcels and p	ackages	1000		
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)			
		11c. Fax No.	11d e-Mail		
			(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and 2	ZIP code)				
(b) (6), (b) (7)(C)					
	12. DECLARAT	TON			
I declare that I have read the above charge and	d that the statements	therein are true to the bes	t of my knowledge and belief.		
			Tel No.		
(b) (6), (b) (7)(C)					
By:		<u></u>			
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
(signature of representative or person making charge)	Print/type nar	me and title or office, if any	Cell No.		
Address:		Date:	Fax No.		
(b) (6), (b) (7)(C)					
		12/16/2019	e-Mail		
		1	(b) (6) (b) (7)(C)		

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 V	VRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	32-CB-253403	12-16-2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional D occurred or is occurring.		
1. LABOR ORGANIZATION OR ITS AGENTS AG		
a. Name Teamsters Local 287	b. Union Representative to Johnny Gallegos	
	Business Represer	itative
c. Address 1452 North 4th Street, San Jose, CA 95112	d. Tel. No. (408)453-0287	e.e. Cell No.
19	1. Fax No. 408-453-203	g. e-Maii jgallegos@teamsters287. / org
h. The above-named labor organization or its agents have engaged in and are 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unit the meaning of the Act, or are unfair practices affecting commerce within the	lair labor practices are unfair	practices affecting commerce within
2. Basis of the Charge (set forth a clear and concise statement of the facts con	stituting the alleged unfair la	bor practices)
During the past six month period, the above-named labor organ exercise of rights protected by Section 7 of the Act and failed its grievance of the Charging Party for arbitrary or discriminatory re	duty of fair representa	

3. Name of Employer	Add Bullion	4a. Tel. No.	4b. Cell No.
UPS		408-744-7939	
*		Ac. Fax No 7903	4d. e-Mail
5. Location of Plant involved (street, city, state, and	I ZIP code)	6. Employer representative	to contact
1245 Hammerwood Lane, Sunnyvale, C	CA 94089	Vonda McCall Labor	
7. Type of Establishment (factory, mine, wholesaler			9. Number of Workers employed
Package delivery	Package deli	very service	500
10. Full name of party filing charge		11a. Tel. No	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mall
		1	(b) (6), (b) (7)(C)
Address of party filing charge (street, city, state,	and ZIP code)		
(b) (6), (b) (7)(C)		s.	
	12. DECLARA	TION	
I declare that I have read the above charg	e and that the statements	s therein are true to the best	of my knowledge and belief.
(b) (6), (b) (7)(C)			Tel No.
Ву:	(b) (6), (b) (7	7)(C)	(b) (6), (b) (7)(C)
(signatu person making charg	ge) Print/type na	ame and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
		12-13-19	e-Mail (b) (6) (b) (7)(C)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NI.RA), 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		DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD)	Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATION AGENTS	N OR ITS	32-CB-253459	12-16-2019	
INSTRUCTIONS: File an original of this charge with the	e NI RR Regional Di	rector of the region in whi	ch the alleged unfair t	abor practice
occurred or is occurring.	ic NERO Regional Di	icolor of the legion in win	on the threget timen	
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BE	ROUGHT	All the desired and the second second second second second second second
a. Name		b. Union Representative t	to Contact	
SEIU-UHW				
		(b) (6), (b) (7)(C)		
c. Address		d. Tel. No.	e.e. Cell No	
560 Thomas L. Berkley Way		510.251.1250		diagram, and the constituting the processor of the con-
Oakland, CA 94612		f. Fax No.	g. e-Mail (b) (6), (b) ((7)(C)
h. The above-named labor organization or its agents have	e engaged in and are	engaging in unfair labor pra		. / /
8(b), subsection(s) 1(A) of the National Labor Relations				
meaning of the Act, or are unfair practices affecting co	mmerce within the me	aning of the Act and the Pos	stal Reorganization Act	
2. Basis of the Charge (set forth a clear and concise state	ement of the facts con-	stituting the alleged unfair la	bor practices)	
			a a constant	
Since about (b) (6), (b) (7)(C) 2019, the abov	e-named labor or	ganization for arbitrary	v or discriminatory	reasons or
in bad faith. has restrained and coerced er				
refusing to process the grievance of (b) (6),			ied by Section 7 of	tile Act by
relusing to process the ghevance of toron	(b) (t-)(b) Tegaluli	ig a wage increase.		
3. Name of Employer	75	4a. Tel. No.	4b. Cell No.	
Kaiser		925.813.3090		
114,000		4c. Fax No.	4d. e-Mail	E
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	e to contact	
4501 Sand Creek Road, Antioch, CA 94531		Dory Collier, Mana	ager	
7. Type of Establishment (factory. mine, wholesaler)	ype of Establishment (lactory. mine, wholesaler) 8. Principal produc		ct or service 9. Number of World	
Hospital	Health service	es	- Indiana	19
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)	
		11c. Fax No.	11d e-Mail	
		III. Fax NO.	(b) (6), (b) (7	7)(C)
11 Address of party filing charge (street_city_state_and 2 (b) (6), (b) (7)(C)	(IP code)			2.00.000
(b) (6), (b) (7)(C)	12. DECLARAT	ION		
nd	that the statements	therein are true to the bes (C) (b) (6), (b) (7)(C)	t of my knowledge ar	d belief.
	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (b) (6)	(b) (7)(C)
			(B) (S)	, (5) (1)(5)
By:				
(sig		ne and title or office, if any	Cell No.	
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C	
Ad		Date:	Fax No.	
(b) (6), (b) (7)(C)		DEC 14,		
		2019	e-Mail	(7)(0)
		00[1]	(b) (6), (b)	(7)(C)

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 will cause the NLRB to decline to invoke its processes.

MAIL N MORE

PAGE 02/03

INTERNET FORM NLRB-508 (2-08)

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

7072051526

	FORM EXEMPT UNDER 44 U.S.C 3512			
DO NOT WRITE IN THIS SPACE				
Case 32-CB-253589	Date Filed 12-17-2019			

INSTRUCTIONS: File an original with NLR8 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 BROUGI	tT	
a. Name				live to contact	
Plumbers & Steamfitters Local Union 342		Chuck Leonard			
		Vildo	K Econard		
		Title:	Business age	nt	
c. Address (Street, city, state, and ZIP code)		d. Tel. N	lo.	e. Cell No.	
C. Address (Street, City, state, and Zir Gode)			86-5880	e. Cell No.	
935 Detroit		f. Fax No		g. e-Mail	
CA Concord 94518		1		Chuckl@us342.com	
h. The above-named organization(s) or its agents has (have) engaged in subsection(s) (list subsections) (1)(A), (2) of the National Labor Rei within the meaning of the Act, or these unfair labor practices are un- Reorganization Act.	ations Act, and these unfair	abor practi	ces are unfai	r practices affecting commerce	
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting the	əlləgəd ur	nfair labor pr	actices)	
Can additional name					
See additional page				•	
				•	
3. Name of Employer		4a. Tei.	No.	b. Cell No.	
Acco Engineered Systems			46-4300		
Theo Engineered Systems		c. Fax N	0.	d. e-Mail	
		İ		}	
5. Location of plant involved (street, city, state and ZIP code)			6. Em	ployer representative to contact	
1133 Aladdin Avenue					
San Leandro, CA 94577	1		Title:		
Type of establishment (factory, mlne, wholeseler, etc.)	8. Identify principal produ	ct or servi	ce 9. Nu	mber of workers employed	
10. Full name of party filing charge		112 Tel	No (b) (7)(C)	b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), ((b) (7)(C)		
		c. Fax N	0.	d e-Mail	
14. Address of party filles shaws (atmost air, plate and 7/D		4		(b) (6), (b) (7)(C)	
11. Address of party filling charge (street, city, state and ZiP code. (b) (6), (b) (7)(C)					
(b) (6), (b) (7)(C)					
12. DECLARATION		1	Tel. No.		
declare that I have mad the above charge and that the statements therein are to (b) (6), (b) (7)(C)	rue to the best of my knowledge	and belief.	(b) (6	i), (b) (7)(C)	
Ву		- 1	Ceil No.		
(signature of representative or person making charge) (Print/type	name and title or office, if an	· .	C 21		
	Title:	J	Fax No.		
(b) (6), (b) (7)(C)		ł	e-Mail		
Address	(date) 12/4/201	9.20-32-45		(6), (b) (7)(C)	
700	(Vale) 124/20	v EV.3E.713	(10)	(5), (6) (1),(5)	

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 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.

12/17/2019 15:43 7072051526 MAIL N MORE PAGE 03/03

Case 32-CB-253589

Basis of the Charge

Date Filed: 12-17-2019

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	Casé	Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	32-CB-253854	12-26-2019	
INSTRUCTIONS: File an original of this charge with the NLRB Regions occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS	AGAINST WHICH CHARGE IS	BROUGHT	
a. Name ILWU Local 10	b. Union Representative (b) (6), (b) (7)(0	<u> </u>	
c. Address 400 North Point Street San Francisco, CA 94133	d. Tel. No. 415.776 8100 f. Fax No. 415.441.0610	g. e-Maii	
h. The above-named labor organization or its agents have engaged in and 8(b), subsection(s) (1)(A), 8(b)(2) of the National Labor Relations Act, a within the meaning of the Act, or are unfair practices affecting commerce	and these unfair labor practices	are unfair practices affecting commerce	
Basis of the Charge (set forth a clear and concise statement of the facts Within the last six months, the Union has violated the duty of the NLRA by continuing to fall or refuse to promote me to	constituting the alleged unfair of fair representation an	labor prectices) d Section 8(b)(1)(A) and 8(b)(2)	
discriminatory, or other unlawful reasons.	-		

	N		Company of the Compan
Name of Employer		4a. Tel. No.	4b. Çeli No.
Pacific Maritime Association		510-452-1200	
475 14th Street, Suite 300, Oakland CA 9	4612	4c. Fax No	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative	e to contact
Various locations in Bay Area			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	or service	9. Number of Workers employed
Shipping Docks	Maritime Sh	ipping	Approx. 500+
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
n n		11c. Fax No.	11d e-Mail
11. Address of party filing charge (street, city, state, and Z	ID code)	A HITTER AND A SAME OF THE SAM	(b) (6), (b) (7)(C)
	in code)		
(b) (6), (b) (7)(C)	12. DECLARAT	TON	
I declare that I have read the above charge and	that the statements	therein are true to the best	
(b) (6) (b) (7)(0)			Tel No.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (c) (b) (7) (O) (b) (6) (b) (7)(C)	
By: (3) (3) (4) (4)	(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
.(s	Print/type nar	ne and title or office, if any	Cell No.
A 44	-1	1-4	
Address: (b) (6) (7)(C)		Date;	rax No.
(b) (b), (b) (7)(C)		12 12 10	o Mail
2		1122211	
Address: (b) (6), (b) (7)(C)		Date:	(b) (6), (b) (7)(C) Fax No. e-Mail (b) (6), (b) (7)(C)

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				
NATIONAL LABOR RE			Case	Date filed
CHARGE AGAINST LABOR O AGENTS		RITS	32-CB-253863	12-19-2019
INSTRUCTIONS: File an original of the accurred or is occurring.		RB Regional Dir	ector of the region in whic	h the alleged unfair labor practice
1. LABOR	ORGANIZATION OR	ITS AGENTS ÅGAL	NST WHICH CHARGE IS BR	QUGHT
a, Name			 Union Representative to 	Contact
Boilermakers Local Lodge 549	1		Timothy Jefferies	
	ŀ		Business Agent	
c. Address			d. Tel. No.	e.e. Celi No.
2191 Piedmont Way, Pittsburg	CA 94565	i	(925)427-4121	
,	l	ļ	t. Fax No.	g. e-Mail
	İ			
h. The above-named labor organization	or its agents have en	gaged in and are o	engeging in unfair tobor prac	tices within the meaning of section
8(b), subsection(s) (1) of the National meaning of the Act, or are unfair prac	Labor Relations Act.	and these untain t	abor practices are untain pra	ctices affecting commerce within the
Basis of the Charge (set forth a clear)	tices angeling comme trei concise statemen	are want marrie	shing of the Act and the Pos tinition the alleged unfair lat	or newtrons)
Within the last 6 months, the a			-	
exercise of rights protected by		A-		. ,
		are by obeigning	g arminig nam mia man	mer mac was aromary.
discriminatory or in bad faith.				
3. Name of Employer	~	· · ·	4a. Tel. No.	4b. Cell No.
Universal Plant Services				
			4¢. Fex No.	4d. e-Mail
	C Bright Control			
5. Location of Plant involved (street, cit.	1			
Plant Location: 3485 Pacheco				
Headquarters: 806 Seaco Cou				La Nicota and Alleria
7. Type of Establishment (factory, mins	* 1			9. Number of Workers employed
Maintenance Services		Boilermaker Maintenance		100
(b) (6), (b) (7)(C)			11a. Tel. No.	11b. Cell No.
(b) (b), (b) (7)(C)			(b) (6), (b) (7)(C)	
- 		i	11c. Fax No.	11d e-Mail
				1 া ্ =-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (stred.	city, state, and ZIP co	ode)		
(b) (6), (b) (7)(C)				
	-	12. DECLARAT	IDN	
(I-) (C) (I-) (2) (C)		tino statements	therein are true to the best	of my knowledge and belief.
(b) (6), (b) (7)(C)		Account to	atorom are due to one see	Tel No.
By:		(I-) (C) (I-)	(7)(0)	(1) (2) (7) (2)
		(b) (6), (b)	(7)(C)	(b) (6), (b) (7)(C)
(signature of representative or person ru	aking charge)	Printitype ram	e and title of office. if any	Cell Nu
/b//6) /b) /7)/6)		··············	Date:	Fzx No.
(b) (6), (b) (7)(C)				
			12-19-19	(b) (6), (b) (7)(C)
			17-11-11	(2) (3), (2) (1)(3)
·				.

Solicitation of the information on this torus is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 or 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 Rigidian. The souther uses for the information are fully set forth to the Federal Register, 71 Fed. Reg. 4942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this intermedian to the NLRB is violation; however, faither (o supply the information will cause the NLRB to decline to invoke its processes.

INTERNET FORM NLRB-508 (2-08)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
32-CB-253820	12/26/2019		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	infair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	oresentative	to contact
California Nurses Association		Lisa Mald	onado	
		Title: Labo	or Represent	ative
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	024	e. Cell No.
155 Grand Ave		(510) 520-60 f. Fax No.	J31	g. e-Mail
CA Oakland 94612		I. Fax No.		Imaldonado@calnurses.org
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Re	lations Act, a	and these unfair labor practices
Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor i	practices)	
	racio concutating and amoget		.,,	
See additional page				
		14- T-LN-		L. O-IINI-
3. Name of Employer		4a. Tel. No.		b. Cell No.
Kaiser		c. Fax No.		d. e-Mail
E. Longtion of plant involved (atract sity state and 7/D code)			6 Employ	us rapragantativa to contact
Location of plant involved (street, city, state and ZIP code) One Kaiser Plaza			o. Employ	ver representative to contact
CA Oakland 94612			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
,	or racinary principal product			,
10. Full name of party filing charge		11a. Tel. No	1	b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)		D. GONTIO.
(b) (b), (b) (1)(C)		c. Fax No.		d. e-Mail
11 Address of party filing charge (street, city, state and 7/P code.)				(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (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 belie		No. (b) (6), (t	p) (7)(C)
(b) (c) (b) (7)(c)	(b) (c) (b) (7)(c)	Cell	No.	
By(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	_		
Бу	name and title or office, if any	<u>y)</u>	No.	
(signature of representative or person making charge) (Print/type		<u>y)</u>	No.	
Бу	name and title or office, if any	y) Fax	1ail), (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 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.