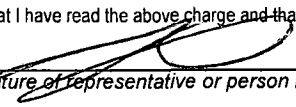


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case <b>32-CB-228526</b>	Date Filed <b>10-01-2018</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 <b>United Food and Commercial Workers Union 8 - Golden State</b>		b. Union Representative to contact <b>David Holsberry, attorney for Union (see box C for address)</b>	
c. Address (Street, city, state, and ZIP code) <b>McCracken Stemmermen &amp; Holsberry LLP 595 Market Street, Suite 800 San Francisco, CA 94105</b>		d. Tel. No. <b>415-597-7200</b>	e. Cell No.
		f. Fax No. <b>415-597-7201</b>	g. e-Mail <b>wdh@msh.law</b>
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); (3) _____ 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)  Within the 6 month period prior to the date hereof, the above-named labor organization, through their officers, representatives, and/or agents have violated the Act and the current Collective Bargaining Agreement by repeatedly abusing access onto the Winery during working time in working areas and by intentionally interfering with the workers performance of their duties and by taking access in such a way as to violate reasonable safety and health codes for a production winery. Further the Union has refused to bargain about the access issue and has intentionally repeatedly taken access during working times while intentionally causing the workers to stop working in essence causing intermittent illegal work stoppages in violation of the no strike clause in the Collective Bargaining Agreement.			
3. Name of Employer <b>Gibson Wine Company, a California Non-Profit Cooperative Corporation</b>		4a. Tel. No. <b>559-875-2505</b>	b. Cell No.
		c. Fax No. <b>559-875-4761</b>	d. e-Mail <b>walbrecht@gibsonwine.com</b>
5. Location of plant involved (street, city, state and ZIP code) <b>1720 Academy Avenue Sanger, CA 93657</b>		6. Employer representative to contact <b>Wayne Albrecht, General Manager</b>	
7. Type of establishment (factory, mine, wholesaler, etc.) <b>Winery</b>	8. Identify principal product or service <b>Wine</b>	9. Number of workers employed <b>11-16</b>	
10. Full name of party filing charge <b>Gibson Wine Company, a California Non-Profit Cooperative Corporation</b>		11a. Tel. No. <b>559-875-2505</b>	b. Cell No.
		c. Fax No. <b>559-875-4761</b>	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) <b>1720 Academy Avenue Sanger, CA 93657</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.  By <u></u> <b>Eric M. Kapigian, Attorney</b> (signature of representative or person making charge) (Print/type name and title or office, if any)  <b>1685 N. Helm Avenue</b> Address <b>Fresno, CA 93727</b> (date) <b>9/26/2018</b>		Tel. No. <b>559-255-1637</b>  Cell No.   Fax No. <b>559-252-9617</b>  e-Mail <b>tcampagne@campagnelaw.com</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. 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 NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 32-CB-228547	Date filed 10-01-2018
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 American Postal Workers Union Local 78		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 7901 Oakport St, Ste 2300, Oakland, CA 94621-2010		d. Tel. No. (510) 635-8497	e.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)(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) 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 the grievance of (b) (6), (b) (7)(C), and otherwise represent (b) (6), (b) (7)(C) fairly, regarding (b) (6), (b) (7)(C) return to work in a timely manner, ongoing harassment, and an assault that took place at work, for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer USPS		4a. Tel. No. (510) 874-8666	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1675 7th Street, Oakland, CA 94615		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Post office	8. Principal product or service Mail services	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	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 ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
12. DECLARATION the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel. No.	
		(b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address: (b) (6), (b) (7)(C)		Date:	e-Mail (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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2018 OCT -1 PM 4:20  
OAKLAND, CA.  
RECEIVED  
REGION 32  
(b) (6), (b) (7)(C)

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>		32-CB-228555	10-02-2018
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 Teamsters Local 853		b. Union Representative to Contact Ray Torres	
c. Address 7750 Pardee Ln, Oakland, CA 94621-1497		d. Tel. No. (510)895-8853	e.e. Cell No.
		f. Fax No. (510)895-6853	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)(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)			
Within the Section 10(b) period, 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 continue to process the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination of employment for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer T. Marzetti - Marzetti West		4a. Tel. No.	4b. Cell No.
		4c. Fax No. (408)263-0441	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 876 Yosemite Dr, Milpitas, CA 95035-5437		6. Employer representative to contact Carmen Fomin Human Resources Generalist	
7. Type of Establishment (factory, mine; wholesaler) Food Processing	8. Principal product or service Food Processing	9. Number of Workers employed 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail	
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 belief.			
B (b) (6), (b) (7)(C)		Tel. No.	
(s (b) (6), (b) (7)(C) making charge)	(b) (6), (b) (7)(C)	Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
			e-Mail

**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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RECEIVED  
NLRB REGIONAL  
OAKLAND  
2018 OCT 10 11:25  
(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 32-CB-228690	Date Filed 10/2/2018

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 La Union Es Para Todos Staff Union (LUEPTSU)		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail launionesparatodos@gmail.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) (3) _____ 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 United Farm Workers of America		4a. Tel. No. (661) 823-6105	b. Cell No. (661) 364-7567
		c. Fax No. (661) 578-6972	d. e-Mail aelenes@ufw.org
5. Location of plant involved (street, city, state and ZIP code) PO Box 62 CA Keene 93531-0062		6. Employer representative to contact Armando Elenes Title: 3rd Vice President	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Labor Union Representation	9. Number of workers employed 10	
10. Full name of party filing charge Armando Elenes United Farm Workers of America		11a. Tel. No. (661) 823-6105	b. Cell No. (661) 364-7567
		c. Fax No. (661) 578-6972	d. e-Mail aelenes@ufw.org
11. Address of party filing charge (street, city, state and ZIP code.) PO Box 62 CA Keene 93531-0062			
<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 Armando Elenes (signature of representative or person making charge)		Armando Elenes (Print/type name and title or office, if any) Title: 3rd Vice President	
PO Box 62 Keene CA 93531-0062 Address _____ (date) 10/2/2018 12:47:22		Tel. No. (661) 823-6105 Cell No. (661) 364-7567 Fax No. (661) 578-6972 e-Mail aelenes@ufw.org	

**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)(3)**

Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.

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

DO NOT WRITE IN THIS SPACE	
Case 32-CB-229019	Date Filed 10-10-2018

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 Seiu 1021		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 100 Oak St CA Oakland 94607-4510		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		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)  --See additional page--			
3. Name of Employer Alameda health system		4a. Tel. No. (510) 437-4800	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 7677 Oakport St Ste 1100 CA Oakland 94621-1969		6. Employer representative to contact Athe B Title: Director of labor relations	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service	9. Number of workers employed 2000	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (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) (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) 10/10/2018 08:14:42		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (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**

### **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.



FORM NLRB-508  
(8-18)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	32-CB-229533
Date Filed	10-18-2018

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 Seiu UHW-Oakland		b. Union Representative to contact Salvador Marroquin	
c. Address (Street, city, state, and ZIP code) 560 Thomas L Berkley Way Oakland, CA 94612		d. Tel. No. (510) 251-1250	e. Cell No. (707) 2175940
		f. Fax No. (510) 763-2680	
		g. e-mail smarroquin@seiu-uhw.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The Union (b) (6), (b) (7)(C) is violating the contract by not allowing the Union Stewards at Eden Medical center to have their monthly Steward Council meeting. Contract Section 45.5 (b) (6), (b) (7)(C) has cancelled two of the meetings without no clear explanation. The Stewards have been very clear and vocal on the importance and need for the monthly meeting.			
3. Name of Employer Eden Medical Center		4a. Tel. No. (510) 727-8264	b. Cell No.
		c. Fax No.	
		d. e-mail EggletP@sutterhealth.org	
5. Location of plant involved (street, city, state and ZIP code) 20103 Lake Chabot Rd. Castro Valley, Ca 94546		6. Employer representative to contact Peter Eggleton-HR Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Center	8. Identify principal product or service medicine	9. Number of workers employed 1000 +	
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	
		d. e-mail (b) (6), (b) (7)(C)	
12. DECLARATION (b) (6), (b) (7)(C) and that the statements are true and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
		Date Oct 18, 2018	

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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