

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

DO NOT WRITE IN THIS SPACE	
Case 20-CB-228385	Date Filed 10/01/2018

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 American Federation of state, County and Municipal Employees		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 2400 O St CA Sacramento 95816-6208		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
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 University of California Davis Medical Center		4a. Tel. No. (916) 734-2847	b. Cell No. (510) 381-9552
		c. Fax No.	d. e-Mail jdalea@ucdavis.edu
5. Location of plant involved (street, city, state and ZIP code) 2315 Stockton Blvd Suite OP730 CA Sacramento 95817-2282		6. Employer representative to contact Jeffrey Aldea Title: Central Processing Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare Facilities	8. Identify principal product or service Sterilization	9. Number of workers employed 11610	
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)			
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) 10/1/2018 09 59:18		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

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 20-CB-228385 10/01/2018

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		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 20-CB-228633	Date filed 10/03/2018
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 SEIU Local 2015		b. Union Representative to Contact Leon Chow	
c. Address 1645 California St. San Francisco, CA 94109		d. Tel. No. (855) 810-2015	e. Cell No.
		f. Fax No.	g. e-Mail R5@seiu2015.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) Within the last six months, the Union has failed or refused to return my calls or provide me with information or help to file a grievance regarding the Employer's ending of its "2 hour lockout" policy.			
3. Name of Employer Homebridge		4a. Tel. No. 415-255-2079	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1035 Market Street San Francisco, CA 94103		6. Employer representative to contact Mark Burns, Executive Director	
7. Type of Establishment (factory, mine, wholesaler) Home Health Care Agency	8. Principal product or service Home Health Care		9. Number of Workers employed Approx. 300
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)			
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)		(b) (6), (b) (7)(C) Individual	Tel No. (b) (6), (b) (7)(C)
(S (b) (6), (b) (7)(C)		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 10/3/2018	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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95:21 WD 8-1000102

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS****DO NOT WRITE IN THIS SPACE**

Case 20-CB-228656	Date Filed 10/4/2018
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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 Plumbers & Fitters UA Local Union 675		b. Union Representative to contact Reginald V. Castanares, Jr. et al	
c. Address (Street, city, state, and ZIP code) 1109 Bethel Street, Lower Level #403 Honolulu, HI 96813-2218		d. Tel. No. 808-536-5454	e. Cell No.
		f. Fax No.	
		g. e-mail	
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) See attached Exhibit "A" 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) See attached Exhibit "A"			
3. Name of Employer Hawaiian Dredging Construction Company, Inc		4a. Tel. No. 808-735-3211	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) Pepeekeo project, Hamakua Coast, Big Island HI		6. Employer representative to contact Valentino Ceria	
7. Type of establishment (factory, mine, wholesaler, etc.) power plant		8. Identify principal product or service electricity	
		9. Number of workers employed 230	
10. Full name of party filing charge Arnold T. Phillips II, Esq. on behalf of (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) 1188 Bishop Street, Ste. 2907, Honolulu HI 95813		11a. Tel. No. 888-467-0555	b. Cell No. 808-781-1414
		c. Fax No. 888-467-0555	
		d. e-mail atp@atphillipslaw.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Arnold T. Phillips II, Esq. (Print/type name and title or office, if any) (Signature of representative or person making charge) Address 1188 Bishop Street Ste. 2907, Honolulu, HI 96813 Date October 3, 2018		Tel. No. 888-467-0555	
		Cell No. 808-781-1414	
		Fax No. 888-467-0555	
		e-mail atp@atphillipslaw.com	

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PRIVACY ACT STATEMENT**

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EXHIBIT "A"

RE: (b) (6), (b) (7)(C) and Plumbers and Fitters UA Local Union 675

This is a complaint of an ongoing unfair labor practice against Local 675 Plumbers and Fitters Union. Party filing the charge is (b) (6), (b) (7)(C) who was a member of Local 675 Plumbers and Fitters UA Local Union 675 and was employed to work on the Hawaiian Dredging Pepeekeo project as a (b) (6), (b) (7)(C)

Because of the actions of (b) (6), (b) (7)(C) on the job at the Pepeekeo project as the (b) (6), (b) (7)(C) and union member the union blacked balled (b) (6), (b) (7)(C) and the union continues to deny (b) (6), (b) (7)(C) employment to perform as a union member to which (b) (6), (b) (7)(C) is entitled. (b) (6), (b) (7)(C) had over (b) (6), (b) (7)(C) years of union service (b) (6), (b) (7)(C) pension and retirement funds were denied (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has not been allowed in the pool of union members in Hawaii and has been forced to work in the war zone in Afghanistan in order to provide for (b) (6), (b) (7)(C) family.

The union's actions included, but were not limited to the following during (b) (6), (b) (7)(C) term of working on this project and are continuing to the present date:

- a. Interfered with and/or restrained (b) (6), (b) (7)(C) employee rights guaranteed under the respective federal and state laws See (HRS 377-6(1), 377-7(1), 89-13(a)(1) or 89-13(b)(1)), also,
- b. The union violated the federal and state law when it failed to represent the interests of all employees without discrimination (HRS 89-13(b)(4), 89-8(a), and 378-51);
- c. Violated the terms of the collective bargaining agreement (HRS 89-13(a)(8), 89-13(b)(5), 377-6(6), 89-13(a)(8), 89-13(b)(5), 377-6(6), and 377-7(3)).
- d. Refusing to process a grievance in retaliation against an employee's criticism of union officers
- e. Maintaining a seniority arrangement with an employer under which seniority is based on the employee's prior representation by the union elsewhere;
- f. Rejecting an application for referral to a job in a unit represented by the union based on the applicant's (b) (6), (b) (7)(C) or union activities;
- g. Refusing referral or giving preference on the basis of (b) (6), (b) (7)(C) or union activities in making job referrals to units represented by the union;
- h. Continued "black balling" (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) criticism of union activities on the job site;
- i. Disciplining (b) (6), (b) (7)(C) for complaining about union action in a union meeting ;
- j. Section 8(b)(1)(A) of the Act (National Labor Relations Act) makes it unlawful for a labor organization or its agents "to restrain or coerce employees in the exercise of the rights guaranteed them in Section 7 of the Act, provided that this paragraph shall not impair the right of a labor organization to prescribe its own rules with respect to the acquisition or retention of membership therein."
- k. Withdraw and manipulated benefits from a member and then threatened to cause (b) (6), (b) (7)(C) discharge for nonpayment of full membership dues.

- I. In this case the following further actions were all actions which the union solely or in conjunction with the employer engaged.
 1. Use violence or threats of violence to coerce employees. This includes violence directed at nonemployees, if employees are present or will hear about it.
 2. Breach your duty to fairly represent employees. Although your conduct is entitled to a wide range of reasonableness, you may not act arbitrarily, discriminatorily, or in bad faith. "Bad faith" means fraud, deceit, or dishonesty.
 3. Photograph or videotape employees engaged in activity protected by Section 7 of the Act, unless you have a legitimate reason to do so and have communicated that reason to the employees in a timely manner.
 4. Discipline a member for filing unfair labor practice charges.
 5. Discipline a member for refusing to engage in unlawful or unprotected activity.
 6. Discipline a member for testifying against other members in a grievance meeting or union meeting proceeding.
 7. Impose discipline on a member that impacts (b) (6) employment.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 20-CB-228756	Date filed 10/4/2018
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 150		Union Representative to Contact Nancy, Business Agent	
c. Address 7120 East Pkwy, Sacramento, CA 95823-2595		d. Tel. No. (916)392-7070	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): Since 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(s) of (b) (6), (b) (7)(C) regarding the below-named employer's failure to pay (b) (6), (b) (7)(C) shift differential and correct wage rate for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer First Transit		4a. Tel. No. (916)874-0505	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 5621 Alan Boyd Dr, Sacramento, CA 95837-1107		6. Employer representative to contact Serenity	
7. Type of Establishment (factory, mine, wholesaler) Transportation	8. Principal product or service Driving Services		9. Number of Workers employed 120
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	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)			
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.	
(signature) (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(C)	Print type name and title or office, if any.	Cell No.	
Address: (b) (6), (b) (7)(C)	Date: 09-29-18	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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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 20-CB-228846	Date filed 10/9/2018
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 International Longshoremen Warehouse Union Local 10		b. Union Representative to Contact Melvin McKay President	
c. Address 400 N Point St, San Francisco, CA 94133-1452		d. Tel. No. (415)776-8100	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), subsection(s) (1)(A) and (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)			
<p>Since about (b) (6), (b) (7)(C) 2018, 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) regarding (b) (6), (b) (7)(C) work (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.</p> <p>Since about April 10, 2018, 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.</p> <p>Since about (b) (6), (b) (7)(C) 2018, the above-named labor organization has refused to refer (b) (6), (b) (7)(C) for employment with Pacific Maritime Association for reasons other than the failure to tender uniformly required initiation fees and periodic dues.</p>			

3. Name of Employer Pacific Maritime Association		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 475 14th Street, Oakland, CA 94612		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Shipping	8. Principal product or service Shipping	9. Number of Workers employed 2000	
10. Full name of party filing charge (b) (6), (b) (7)		11a. Tel. No. (b) (6), (b) (7)	11b. Cell No.
		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)			
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 of person making charge)		(b) (6), (b) (7)	(b) (6), (b) (7)
Print type name and title or office, if any		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 10.9.2018	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

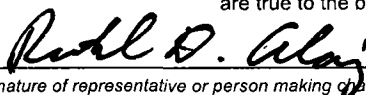
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(b) (6), (b) (7)(C)

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

DO NOT WRITE IN THIS SPACE	
Case 20-CB-228847	Date Filed 10/9/2018

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 UFCW 5		b. Union Representative to contact Jack Landes	
c. Address (Street, city, state, and ZIP code) 28870 Mission Blvd. Hayward, CA 94544		d. Tel. No. 510-889-0870	e. Cell No.
		f. Fax No. 510-889-6415	
		g. e-mail	
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) A 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) On or about October 2, 2018, the union threatened employees at Courage Production, LLC with loss of employment by being removed from their jobs by failing to seek reinstatement or failing to join the union. The union is no longer the exclusive representative of these employees and there is no contractual or other obligation for the employees to pay union dues.			
3. Name of Employer Courage Production LLC		4a. Tel. No. 707-422-6300	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 2475 Courage Dr. Fairfield, CA 94533-6723		6. Employer representative to contact Richard D. Alaniz	
7. Type of establishment (factory, mine, wholesaler, etc.) food processor	8. Identify principal product or service meat		9. Number of workers employed 115
10. Full name of party filing charge Courage Production LLC			
11. Address of party filing charge (street, city, state and ZIP code) 2475 Courage Dr., Fairfield, CA 94533-6723		11a. Tel. No. 702-422-6300	b. Cell No.
		c. Fax No.	
		d. e-mail	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  (signature of representative or person making charge)		Tel. No. 281-833-2200	
Richard D. Alaniz (Print/type name and title or office, if any)		Cell No.	
20333 State Hwy. 249, Suite 272, Houston, TX 77070 Address		Fax No.	
Date 10/5/2018		e-mail ralaniz@a-c-law.com	

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

DO NOT WRITE IN THIS SPACE

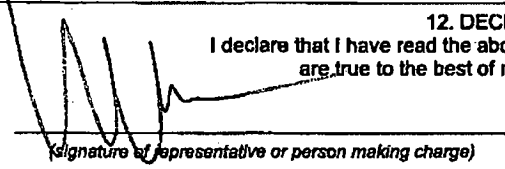
Case

20-CB-229558

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 International Association of Machinists & Aerospace Workers, District Lodge 725		b. Union Representative to contact Steve Van Wie, Area Director/Business Representative	
c. Address (Street, city, state, and ZIP code) 39047 10th Street East Palmdale, CA 93550		d. Tel. No. 661.273.1433	e. Cell No. 951.213.9039
		f. Fax No. 661.273.3813	
		g. e-mail svanwie@iam725.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) 8(b)(3) 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 has unlawfully refused to provide requested information that is relevant to proposals made by the Union in bargaining for a first contract.			
3. Name of Employer The Terminix International Company Limited Partnership		4a. Tel. No. 901.597.1328	b. Cell No. 630.271.1300
		c. Fax No. 901.597.5612	
		d. e-mail marcus.mcdaniel@servicemaster.com	
5. Location of plant involved (street, city, state and ZIP code) 15 Commerce Ct. #150 Chico, CA 95928		6. Employer representative to contact Tanja Thompson Littler Mendelson 901.322.1223 tthompson@littler.com	
7. Type of establishment (factory, mine, wholesaler, etc.) Pest Control Branch	8. Identify principal product or service Pest Control	9. Number of workers employed 9	
10. Full name of party filing charge Marcus A. McDaniel, VP/Associate General Counsel, Labor & Employment, The ServiceMaster Company, LLC			
11. Address of party filing charge (street, city, state and ZIP code) 150 Peabody Place, Memphis, TN 38103-3270		11a. Tel. No. 901.597.1328	b. Cell No. 630.271.1300
		c. Fax No. 901.597.5612	
		d. e-mail marcus.mcdaniel@servicemaster.com	
 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Marcus A. McDaniel, VP/Assoc. GC (Print/type name and title or office, if any)		Tel. No. see above	
		Cell No. see above	
		Fax No. see above	
		e-mail see above	
Address 150 Peabody Place, Memphis, TN 38103-3270		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**

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 may 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		20-CB-229720	10/22/2018
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 SEIU Local 87		b. Union Representative to Contact Olga Miranda, President	
c. Address 240 Golden Gate Avenue, San Francisco, CA 94102		d. Tel. No. 415.885.0087	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), subsection (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) 2018, 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) regarding seniority and transfer for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer ABM Building Maintenance		4a. Tel. No. 415.351.4410	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 600 Harrison St, Ste 600, San Francisco, CA 94107-1390		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Building Maintenance	8. Principal product or service Janitorial		9. Number of Workers employed 1000
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	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.			
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: (b) (6), (b) (7)(C)		Date: 10/22/18	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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SAN FRANCISCO, CA

2018 OCT 22 PM 4:17

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		20-CB-229810	10/23/2018
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 United Health Care Workers, SEIU, Local 250		b. Union Representative to Contact Donna Mapp	
c. Address 560 Thomas L Berkley Way, Oakland CA 94612		d. Tel. No. 510 251 1250	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)			
<p>The Union failed and refused to represent (b) (6), (b) (7)(C) in grievance against the Employer. (b) (6), (b) (7)(C) was a per diem employee in the (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) bid for and was granted a permanent fulltime position in (b) (6), (b) (7)(C). However (b) (6), (b) (7)(C) never received PTO or benefits. The prior HR (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) stated during a Patient Care Committee meeting that (b) (6), (b) (7)(C) was entitled to retroactive benefits and PTO.</p> <p>The Union filed a grievance and promised to pursue a grievance but has violated the duty of fair representation by failing to take action on the grievance, for reasons that are arbitrary and/or invidious. The Union (b) (6), (b) (7)(C) has failed to return phone calls. The Union representative has not taken action on the grievance.</p>			
3. Name of Employer St. Mary's Medical Center		4a. Tel. No. 415 668 1000	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 450 Stanyan Street, SF, CA 94117		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) hospital	8. Principal product or service hospital		9. Number of Workers employed
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 (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 belief.			
By: (b) (6), (b) (7)(C)		Tel. No.	
(signature of representative)		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 10-22-18	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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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 20-CB-229863	Date filed 10/24/2018
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 Service Employees International Union- United Healthcare Workers West		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 1338 Mission St., San Francisco, CA 94103		d. Tel. No. (415) 441-2500	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)			
SEE ATTACHED			

3. Name of Employer Kaiser Permanente		4a. Tel. No. (707) 624-4000	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 1 Quality Dr, Vacaville, CA 95688		6. Employer representative to contact Michael Stover, HR	
7. Type of Establishment (factory, mine, wholesaler) hospital	8. Principal product or service hospital		9. Number of Workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)
		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)			
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.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
An individual			
(signature of representative or person making charge)		Print/type name and title or office, if any	
		Cell No. (b) (6), (b) (7)	
Address: (b) (6), (b) (7)(C)		Date: Oct 24, 2018	
		Fax No. (b) (6), (b) (7)(C)	
		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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Charge against Service Employees International Union-United Healthcare Workers West

ATTACHMENT

The Union failed and refused to represent (b) (6), (b) (7)(C) concerning (b) (6), (b) (7)(C) grievance over the Employer's failure in (b) (6), (b) (7)(C) 2017 to grant (b) (6), (b) (7)(C) return transfer from Vacaville to San Francisco. The Union promised to assist but did not file any grievance in the matter from (b) (6), (b) (7)(C) until (b) (6), (b) (7)(C) 2018. The Union delayed in taking any action on this matter for six months.

The Union failed to pursue grievances concerning (1) the Employer's denial in (b) (6), (b) (7)(C) 2018 of a (b) (6), (b) (7)(C) leave request made to a supervisor in Walnut Creek, (2) the Employer's failure to grant (b) (6), (b) (7)(C) request for a return transfer from Walnut Creek to Vacaville and (3) the Employer's retaliation against (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) Union activity by denying (b) (6), (b) (7)(C) any work hours in Vacaville. See Related case 20-CA-229093

After (b) (6), (b) (7)(C) return transfer to SF was denied in (b) (6), (b) (7)(C) 2017, (b) (6), (b) (7)(C) did not work from November to (b) (6), (b) (7)(C). In June 2018 (b) (6), (b) (7)(C) bid for a job in Walnut Creek. The Walnut Creek (b) (6), (b) (7)(C) failed to grant a leave for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) then sought to return to Vacaville. The Walnut Creek (b) (6), (b) (7)(C) filed the paperwork for the return transfer to Vacaville. The Employer refused to assign any work in Vacaville to (b) (6), (b) (7)(C), and denied (b) (6), (b) (7)(C) request for work, referring (b) (6), (b) (7)(C) to the Union and grievance procedure as its reason for failing to grant (b) (6), (b) (7)(C) hours. The Employer maintains (b) (6), (b) (7)(C) as an active employee in its online HR system but falsely claimed to Unemployment that (b) (6), (b) (7)(C) quit (b) (6), (b) (7)(C) job for (b) (6), (b) (7)(C) reasons.

The Union promised to provide representation but has violated the duty of fair representation by delaying and failing to take action on grievances, for reasons that are arbitrary, capricious and/or invidious.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		20-CB-230031	10/26/2018
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 IATSE LoCal 16		b. Union Representative to Contact James Beaumont President	
c. Address 240 2nd St, Ste 100, San Francisco, CA 94105-3115		d. Tel. No. (415)441-6400	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), 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) Within the last 6 months, the above-named labor organization has attempted to cause and caused the Employer to discharge or lay off (b) (6), (b) (7)(C) for reasons other than the failure to tender uniformly required initiation fees and periodic dues.			

3. Name of Employer PSAV Presentation Services		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 333 O'Farrell Street, San Francisco, CA 94102-2116		6. Employer representative to contact Aaron Guerrero Supervisor	
7. Type of Establishment (factory, mine, wholesaler) Audio Visual Equipment Rental	8. Principal product or service Audio Visual Services	9. Number of Workers employed 50-100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		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)			
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: /s/ (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) Print/type name and title or office, if any	(b) (6), (b) (7)(C) Cell No.
Address: (b) (6), (b) (7)(C)		Date: 10-26-2018	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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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 20-CB-230130	Date filed 10/29/2018
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 SEIU Local 2015, Region 5		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 333 Hegenberger Rd, Ste 400, Oakland, CA 94621-1461		d. Tel. No. (b) (6), (b) (7)(C)	e.e. Cell No.
		f. Fax No.	g. e-Mail (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)(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 6 months, the above-named labor organization, by its agents, officers and representatives, has violated the Act by accepting dues unlawfully deducted from the paycheck of (b) (6), (b) (7)(C) without a proper dues checkoff authorization.			
3. Name of Employer Institute on Aging		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3575 Geary Blvd, San Francisco, CA 94118-3212		6. Employer representative to contact Irish Bernardo Manager	
7. Type of Establishment (factory, mine, wholesaler) Non-profit	8. Principal product or service Elder care 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.
		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.			
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: (b) (6), (b) (7)(C)		Date: 10/29/2018	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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(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 OR ITS AGENTS		20-CB-230285	10/30/2018
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 Painters and Drywall Finishers Local Union 913		b. Union Representative to Contact Tony Tofani West Bay Regional Director	
c. Address 1939 Market St STE B, San Francisco, CA 94103-1011		d. Tel. No. (415)625-0225	e.e. Cell No.
		f. Fax No.	g. e-Mail tony@dc16.us
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) 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) regarding (b) (6) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Gaidano & Sons		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 999 Andersen Dr, Ste 120, San Rafael, CA 94901-5366		6. Employer representative to contact Tony Gaidano Owner	
7. Type of Establishment (factory, mine, wholesaler) Painting and Decorating	8. Principal product or service Painting and Decorating		9. Number of Workers employed 18
10. Full name of party filing charge (b) (6), (b) (7)		11a. Tel. No. (b) (6), (b) (7)	11b. Cell No.
		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)			
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.	
(Signature of person making charge)		(b) (6), (b) (7)(C) Print/type name and title or office, if any	(b) (6), (b) (7) Cell No.
Address: (b) (6), (b) (7)(C)		Date: 10/30/2018	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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(b) (6), (b) (7)(C)