

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

DO NOT WRITE IN THIS SPACE

Case

19-CB-226737

Date Filed

9-4-18

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 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 BROUGHTa. Name **Unite Here Local 8**b. Union Representative to contact
Cindy Richardson, Sec'y-Treas.

c. Telephone No.

(206) 728-2326

d. Address (street, city, state and ZIP code)

2800 First Ave., Room 252, Seattle, WA 98121

e. 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) and (2) of the National Labor Relations Act. and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Charging Party and many similarly situated discriminatees are employed by Bon Appetit Management Co., a division of Compass Group USA, Inc. dba Lewis & Clark College, within a bargaining unit represented by Unite Here Local 8. This union became the representative via a suspect "card check" campaign in approximately May of 2017.

2. Since that time, the employer and the union have entered into a collective bargaining agreement requiring the Charging Party and an entire unit of similarly situated discriminatees to become and remain "members in good standing" in the union.

3. At no time has either the union or the employer adequately or properly informed the Charging Party or any other employees of their right to remain nonmembers of the union, and their parallel right to pay only reduced financial core fees, as required by California Saw and Knife Works, 320 NLRB 224 (1995) and CWA v. Beck, 487 U.S. 735 (1988). The union's membership and dues checkoff form, which the employer gives to employees pursuant to the terms of the CBA, is unlawful and provides inadequate information about employees' rights and options. Neither the union nor the employer has provided financial disclosure to explain or justify any reduced fee calculation.

4. To the contrary, the union and the employer have actually enforced this compulsory unionism clause, informing the Charging Party and similarly situated discriminatees that they would be discharged unless they joined the union, signed payroll deduction authorizations, and paid full union dues, despite their nonmembership in the union and despite their informing the union in writing that they do not wish to be members of the union.

5. As nonmembers, the Charging Party and others should not have to "opt out" of paying full union dues and only pay reduced fees. To the contrary, the union should have to presume that all nonmembers only want to pay the reduced Beck fees, unless and until they affirmatively opt in to paying for the nonrepresentational portion of the dues.

6. These and related acts and omissions restrain and coerce the Charging Party and all similarly situated employees in the exercise of their Section 7 rights to refrain from collective activity, and violate the duty of fair representation the union owes to each employee.

3. Name of Employer **Bon Appetit Management Co., a division of Compass Group USA, Inc. dba Lewis & Clark College**

4. Telephone No.

5. Location of plant involved (street, city, state and ZIP code) **Lewis & Clark College, 0615 SW Palatine Rd., Portland OR 97219**

6. Employer representative to contact

7. Type of establishment (factory, mine, wholesaler, etc.)
Food service8. Identify principal product or service
Food service9. Number of workers employed
approx 4510. 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)

12. Telephone No.

13. 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 Glenn M. Taubman
(signature of representative or person making charge)

Address National Right to Work Legal Defense Foundation
8001 Braddock Rd., Suite 600, Springfield, VA 22160

Attorney

(title or office, if any)

(703) 321-8510

(Telephone No.)

08/27/18

(date)

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

Case

19-CB-226738

Date Filed

9-4-18

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in Item 1 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 **Unite Here Local 8** b. Union Representative to contact
Cindy Richardson, Sec'y-Treas.

c. Telephone No.

(206) 728-2326

d. Address (street, city, state and ZIP code)

2800 First Ave., Room 252, Seattle, WA 98121

e. 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) (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.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

1. Charging Party and many similarly situated discriminatees are employed by Bon Appetit Management Co., a division of Compass Group USA, Inc. dba Lewis & Clark College, within a bargaining unit represented by Unite Here Local 8. This union became the representative via a suspect "card check" campaign in approximately May, 2017.

2. Since that time, the employer and the union have entered into a collective bargaining agreement requiring the Charging Party and an entire unit of similarly situated discriminatees to become and remain "members in good standing" in the union.

3. At no time has either the union or the employer adequately or properly informed the Charging Party or any other employees of their right to remain nonmembers of the union, and their parallel right to pay only reduced financial core fees, as required by California Saw and Knife Works, 320 NLRB 224 (1995) and CWA v. Beck, 487 U.S. 735 (1988). The union's membership and dues checkoff form, which the employer gives to employees pursuant to the terms of the CBA, is unlawful and provides inadequate information about employees' rights and options. Neither the union nor the employer has provided financial disclosure to explain or justify any reduced fee calculation.

4. To the contrary, the unions and the employer have actually enforced this compulsory unionism clause, informing the Charging Party and similarly situated discriminatees that they would be discharged unless they joined the union, signed payroll deduction authorizations, and paid full union dues. The union persists in sending threatening bills for full union dues to the Charging Party and others, despite their nonmembership in the union and despite their informing the union in writing that they do not wish to be members of the union.

5. As nonmembers, the Charging Party and others should not have to "opt out" of paying full union dues and only pay reduced fees. To the contrary, the union should have to presume that all nonmembers only want to pay the reduced Beck fees, unless and until they affirmatively opt in to paying for the nonrepresentational portion of the dues.

6. These and related acts and omissions restrain and coerce the Charging Party and all similarly situated employees in the exercise of their Section 7 rights to refrain from collective activity, and violate the duty of fair representation the union owes to each employee.

3. Name of Employer **Bon Appetit Management Co., a division of Compass Group USA, Inc. dba Lewis & Clark College**

4. Telephone No.

5. Location of plant involved (street, city, state and ZIP code) **Lewis & Clark College, 0615 SW Palatine Rd., Portland OR 97219**

6. Employer representative to contact

7. Type of establishment (factory, mine, wholesaler, etc.)
Food service

8. Identify principal product or service
Food service

9. Number of workers employed
approx 45

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)

12. Telephone No.

13. 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 Glenn M. Taubman
(signature of representative or person making charge)

Attorney

(title or office, if any)

Address National Right to Work Legal Defense Foundation
8001 Braddock Rd., Suite 600, Springfield, VA 22160

(703) 321-8510

(Telephone No.)

08/27/18

(date)

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-226956	Date Filed 9-5-2018

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 Longshore & Warehouse Union ("ILWU") International Longshore & Warehouse Union, Local 19 ("Local 19")		b. Union Representative to contact ILWU: Robert McEllrath, President Local 19: Rich Austin, Jr., President	
c. Address (Street, city, state, and ZIP code) 1188 Franklin Street, 4th Floor, San Francisco, CA 94109 (ILWU) 3440 E. Marginal Way S Seattle, WA 98134 (Local 19)		d. Tel. No. See Attachment A	e. Cell No. See Attachment A
		f. Fax No. See Attachment A	g. e-Mail See Attachment A
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(1)(A) and (b)(2)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			

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 above-named labor organizations have unlawfully accepted recognition and demanded recognition in a bargaining unit consisting of SSA employees at Terminals 18 and 30 of Port of Seattle, Washington.

3. Name of Employer See Attachment A		4a. Tel. No. See Attachment A	b. Cell No. See Attachment A
		c. Fax No. See Attachment A	d. e-Mail See Attachment A
5. Location of plant involved (street, city, state and ZIP code) See Attachment A		6. Employer representative to contact See Attachment A	
7. Type of establishment (factory, mine, wholesaler, etc.) Shipping terminal	8. Identify principal product or service Shipping	9. Number of workers employed 40+	
10. Full name of party filing charge See Attachment A		11a. Tel. No. See Attachment A	b. Cell No. See Attachment A
		c. Fax No. See Attachment A	d. e-Mail See Attachment A
11. Address of party filing charge (street, city, state and ZIP code.) See Attachment A			

12. DECLARATION		Tel. No. (510) 337-1001	
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		Cell No.	
By <u>Caroline N. Cohen, Attorney</u> (signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (510) 337-1023	
Weinberg, Roger & Rosenfeld Address 1001 Marina Village Parkway, # 200, Alameda, CA 94501 (date) <u>9/5/18</u>		e-Mail ccohen@unioncounsel.net drosefeld@unioncounsel.net nlrbnotices@unioncounsel.net	

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

1/985558

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.

ATTACHMENT A

1. International Longshore and Warehouse Union ("ILWU")
Telephone: (415) 775-0533
Fax: (415) 775-1302

International Longshore and Warehouse Union ("Local 19")
Telephone: (206) 623-7461
Fax: (206) 623-8136
Email: businessoffice@ilwulocal19.org
- 3-4. SSA Marine
1133 SW Klickitat Way
Seattle, WA 98134
Telephone: (206) 623-0304
Fax: (206) 623-0179
Email: info@ssamarine.com
5. Terminal 18
1050 SW Spokane St.
Seattle, WA 98134

Terminal 30
2431 East Marginal Way South
Seattle, WA 98134
6. Ed De Nike, Chief Operating Officer
- 10: International Association of Machinists and Aerospace Workers, District Lodge 160,
District Lodge 190, Local Lodge 1546.
- 11 a-d. International Association of Machinists and Aerospace Workers, District Lodge 160
9135 15th Place South
Seattle, WA 98108
Telephone: (206) 762-7990
Fax: (206) 764-0468
Email: dan@iam160.com

International Association of Machinists and Aerospace Workers, District Lodge 190,
Local Lodge 1546
10260 MacArthur Boulevard
Oakland, CA 94605
Telephone: (510) 638-6705
Fax: (510) 638-1840
Email: dcrow441@aol.com

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-227052	Date Filed 9-6-2018

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 IBEW 768		b. Union Representative to contact GEORGE BLAND Title: BUSSINESS MANAGER	
c. Address (Street, city, state, and ZIP code) 347 2nd Ave W MT Kalispell 59901-4893		d. Tel. No. (406) 752-7680	e. Cell No.
		f. Fax No.	g. e-Mail GEORGE.BLAND@IBEW768.COM
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ 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 Various Employers		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Electronic Instr. & Controls	8. Identify principal product or service LOW VOLTAGE CONTROLS HVAC	9. Number of workers employed 12	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		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) 09/6/2018 10 33:12		Tel. No. (b) (6), (b) (7)(C) Cell No. (b) (6), (b) (7)(C) 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

8(b)(1)(A)

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

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CB-227117	9-10-2018

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 Pacific Northwest Ballet Orchestra Players' Organization	b. Union Representative to contact (b) (6), (b) (7)(C) [REDACTED]	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C) 705 Second Ave., Suite 1200 WA Seattle 98104-_____	d. Tel. No. (206) 682-6711	e. Cell No.
	f. Fax No. (206) 682-0401	g. e-Mail jcutler@frankfreed.com
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ 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 Pacific Northwest Ballet	4a. Tel. No.	b. Cell No.
	c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 301 Mercer St WA Seattle 98109-4628	6. Employer representative to contact Terrie Flaming Title: HR	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Performance	9. Number of workers employed 60
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 Amy Phillips Amy Jo Phillips
(signature of representative or person making charge) (Print/type name and title or office, if any)

Title: Attorney

500 Union St Ste 510
Seattle WA 98101-4068

Address

(date) 09/10/2018 11:18:47

Tel. No. (206) 407-3300
Cell No.
Fax No. (206) 407-3097
e-Mail amy@rosenberglawgroup.net

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


PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-227126	9-10-2018
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 UNITE HERE Local 8		b. Union Representative to Contact	
c. Address 2800 1st Ave, Ste 252, Seattle, WA 98121-1114		d. Tel. No.	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 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 working conditions for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Compass Group North America d/b/a Eurest		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3100 112th St SW, Everett, WA 98204-3524		6. Employer representative to contact	
7. Type of Establishment (factory, mine, wholesaler) Food service	8. Principal product or service Food service	9. Number of Workers employed 300	
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.			
By:  (signature of representative of person making charge)		Tel No.	
		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 9-8-17	Fax No.
			e-Mail

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

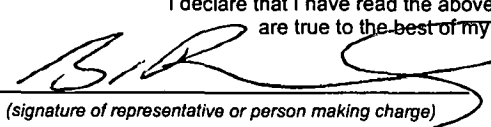
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-227379	Date Filed 9-13-2018

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 6		b. Union Representative to contact Fred Prockiwi	
c. Address (Street, city, state, and ZIP code) 3720 Airport Way South Seattle, WA 98134		d. Tel. No. 206-448-7348	e. Cell No.
		f. Fax No. 206-441-5120	
		g. e-mail fprockiwi@seiu6.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) 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) Refusal to bargain in good faith. The company is in the process of negotiation with SEIU6. At the first meeting, the company proposed a contract for vote by all employees or to meet with some a negotiating team to hear their positions. The meeting was continued so the Union could arrange such meeting and possible vote. The union failed to make such arrangements, and did not allow a vote by the employees. At the next meeting, the union stated that they would not be willing to reduce any commission rate despite the evidence of the company's financial position.			
3. Name of Employer Sammi Beauty Global, Inc.		4a. Tel. No. 253-332-7712	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) Joint Base Lewis McChord JBLM, WA 98438		6. Employer representative to contact Seung Ko	
7. Type of establishment (factory, mine, wholesaler, etc.) Barber Services	8. Identify principal product or service Barber Services		9. Number of workers employed 30
10. Full name of party filing charge Boris Petrenko & Geoffrey Kim			
11. Address of party filing charge (street, city, state and ZIP code) 155 108th Ave NE, Ste 210; Bellevue, WA 98004		11a. Tel. No. 425-223-5637	b. Cell No.
		c. Fax No. 425-223-5731	
		d. e-mail boris@petrenkolaw.com & gkim@amitylegal.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.  (signature of representative or person making charge) Boris Petrenko (Print/type name and title or office, if any)		Tel. No. 425-223-5637	
		Cell No.	
		Fax No. 425-223-5731	
		e-mail boris@petrenkolaw.com	
Address 155 108th Ave NE, Ste 210; Bellevue, WA 98004		Date September 11, 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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-227425	9/13/2018
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 117		b. Union Representative to Contact (b) (6), (b) (7)(C)	
c. Address 14675 Interurban Ave S, Ste 307, Tukwila, WA 98168-4614		d. Tel. No. (206)441-4860	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7) @teamsters117.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) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the last 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 fairly represent (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith by refusing to take action on the Employer's failure to comply with an arbitration decision by not reinstating (b) (6), (b) (7)(C) leave balance.</p>			

3. Name of Employer Swire Coca-Cola		4a. Tel. No. 425-455-2000	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3500 20th St E		6. Employer representative to contact Carol Ann Nelson	
7. Type of Establishment (factory, mine, wholesaler) Distribution Warehouse	8. Principal product or service 1 Cooler Service	9. Number of Workers employed 100 40	
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.			
E (b) (6), (b) (7)(C)		Tel No.	
(b) (6), (b) (7)(C) making charge)		(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)		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	
		Date: 9-7-18	

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

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-227451	Date Filed Sep 13, 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 Union of Operating Engineers, Local 400		b. Union Representative to contact Craig Davis	
c. Address (Street, city, state, and ZIP code) 347 2nd Avenue West, Kalispell, MT 59901		d. Tel. No. 406-949-7552	e. Cell No. 406-949-7552
		f. Fax No. 406-756-7002	
		g. e-mail craig400@oe400.com	
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) (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) Please see attached.			
3. Name of Employer NorthWestern Energy		4a. Tel. No. 406-497-2782	b. Cell No. 406-490-0560
		c. Fax No. 406-497-2083	
		d. e-mail mike.oneil@northwestern.com	
5. Location of plant involved (street, city, state and ZIP code) Dave Gates Generating Station, 241 Willow Glen Road, Anaconda, MT 59711		6. Employer representative to contact dominic.cecere@stinson.com	
7. Type of establishment (factory, mine, wholesaler, etc.) Electric Utility	8. Identify principal product or service Energy		9. Number of workers employed 6 (in bargaining unit)
10. Full name of party filing charge NorthWestern Corporation			
11. Address of party filing charge (street, city, state and ZIP code) 40 E. Broadway, Butte, MT 59701		11a. Tel. No. 406-497-2782	b. Cell No. 406-490-0560
		c. Fax No. 406-497-2083	
		d. e-mail mike.oneil@northwestern.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.  (signature of representative or person making charge) Stinson Leonard Street, Suite 2600 Address 50 South 6th Street, Minneapolis, MN 55402		Tel. No. 612.335.7005	
		Cell No. 612.709.7009	
		Fax No. 612.335.1657	
		e-mail dominic.cecere@stinson.com	
		Date Sep 13, 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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Bad Faith Bargaining in Violation of NLRA Section 8(b)(1) and (3)

Since at least May 1, 2018, and continuing on an ongoing basis, by refusing to send an agent with sufficient authority to make a deal to the bargaining table, intentional delay tactics, its unreasonable withdrawal of a key agreed upon proposal, and other evidence of bad faith, the International Union of Operating Engineers ("Union") has violated Sections 8(b)(1) and (3) by failing to bargain in good faith. *E.g. Atlanta Hilton & Tower*, 271 NLRB 1600 (1984). As examples:

- **Failure to Send Agent with Authority**

- NorthWestern Energy ("NWE") has made accommodations to allow bargaining unit employees to attend negotiations, including allowing these individuals to modify their work schedules so that they do not lose pay for the week.
 - At the first (May 1) and for part of the second (May 29) bargaining sessions, the Union included a bargaining unit employee on its committee.
 - At the third (June 21) and fourth (July 17) bargaining sessions, the Union chose not to include a bargaining unit employee on its committee.
- At the May 1 bargaining session, the Union refused to consider NWE's proposal without discussing with the entire bargaining unit.
- At the May 29, 2018 session, (b) (6), (b) (7)(C) stated that the Union was not able to respond without employee input, yet still did not include a bargaining unit employee on its committee for the entire session.
- At the June 21, 2018 bargaining session, the Union chose not to include a bargaining unit employee on its committee, (b) (6), (b) (7)(C) stated that it was not worth (b) (6), (b) (7)(C) time to meet with the Company, and (b) (6), (b) (7)(C) refused to review proposals without meeting with bargaining unit employees.
- At the July 17 bargaining session (while at the same time not including a bargaining unit employee on its committee) the Union stated that it would not make any decisions without getting bargaining unit input.
- By its words and actions, both by refusing to consider NWE proposals during negotiations, refusing to bring bargaining unit employee(s) to the bargaining table, and indicating that it was powerless to act without bargaining unit employee input, the Union has refused to send agents with authority to enter an agreement to bargaining sessions.

- **Delay Tactics**

- On May 1-2, the parties were scheduled to meet for 2 full days in their first session. After a brief caucus to review NWE's initial proposal, however, the Union refused to respond without discussing the proposal with the entire bargaining unit. The Union ended the previously agreed to 2-day session after just 4 hours.
- On May 29-30, the parties again agreed to meet for 2 full days in their second session. After reviewing NWE's proposal, the Union canceled the remainder of that day and all of the second day.
- On June 21-22, the parties were scheduled to meet for 2 full days in their third session. The Union gave an unredlined proposal to NWE and told NWE it could

figure out what had changed itself. The Union ended the 2-day session after less than a ½ hour.

- On July 17, the parties were scheduled to meet for a full day session. At the Union's request, the session was limited to a 3-hour session from 2:00-5:00 p.m.

- **Withdrawal of a Key Agreed Upon Provision**

- At the July 17 (fourth) bargaining session, the parties reached agreement at the table on benefits language, and NWE agreed to send a revised proposal to the Union containing language that articulated what had been discussed at length and agreed to at the bargaining table. Language relating to benefits and benefit changes has been a key issue during negotiations; this was an important agreement. However, after receiving the revised proposal from the Company on July 20, 2018, (b) (6), (b) (7)(C) withdrew that agreement.

- **Other Evidence of Bad Faith/Delay**

- The Union inexplicably refuses to provide redlined versions of revisions to its proposals despite NWE's repeated reasonable requests.
- The union's second proposal, presented at the May 29 session, was completely different from its first proposal; not a modification of its first proposal but rather a completely different, from scratch, proposal.
- Starting on June 21, the Union delayed negotiations by, for a time, demanding that negotiations take place in Kalispell, Montana (an approximately 3½ hour drive from the location of the bargaining unit the Union chose to represent).
- At the session on June 21, the Union requested that NWE send any counter-proposals by email because it did not want to meet in person to negotiate.
- On July 24, 2018, the Union suggested cancelling the previously agreed to sessions in anticipation of the Union's requested mediation.

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

Case

19-CB-227586

Date Filed

9/18/2018**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 Laborers Local 242		b. Union Representative to contact Mike Whiteside, President	
c. Address (Street, city, state, and ZIP code) 22323 Pacific Hwy South Des Moines, WA 98198		d. Tel. No. 206-441-0470	e. Cell No.
		f. Fax No. 206-728-8756	
		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) 1(A) & 8(b)(2) 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) Within at least the last 6 months, the Union by (b) (6), (b) (7)(C), has not been following the dispatch rules and has been improperly dispatching inexperienced workers while not dispatching more experienced workers to jobs including (b) (6), (b) (7)(C). This has caused (b) (6), (b) (7)(C) to miss work opportunities at various employers. On about (b) (6), (b) (7)(C) 2018, the Union continued to discriminate against (b) (6), (b) (7)(C) by failing and refusing to place (b) (6), (b) (7)(C) on the "Group C" out-of-work list, and by failing and refusing to dispatch (b) (6), (b) (7)(C) to available jobs from the "Group C" and/or "Group D" out-of-work lists.			
3. Name of Employer Various construction industry employers in the Seattle area		4a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code)		6. Employer representative to contact	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product or service		9. Number of workers employed
10. Full name of party filing charge (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) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail	
(b) (6), (b) (7)(C) DECLARATION I declare that the above charge and that the statements made are true to my knowledge and belief. (b) (6), (b) (7)(C) An Individual (C) (b) (6), (b) (7)(C) signature of representative of person making charge Address (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
		e-mail	
Date 9-18-2018			

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-227590	Date Filed 9-18-18

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 National Associate of Letter Carrier		b. Union Representative to contact BJ Hanson Title: President Union	
c. Address (Street, city, state, and ZIP code) 2460 4th Ave S WA Seattle 98134-9301		d. Tel. No. (b) (6), (b) (7)	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 Untied State Post Officw		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 7724 35th Ave NE WA Seattle 98115-_____		6. Employer representative to contact Neil Roa Title: Station Manger	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Mail Delivery	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)	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) 09/18/2018 10:19:33		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.

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-227622	Date Filed 9-18-2018

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 Unite Here Local 8		b. Union Representative to contact Erik Van Rossum, President	
c. Address (Street, city, state, and ZIP code) 2800 First Ave., Room 252 Seattle, WA 98121		d. Tel. No. 206.728.2326	e. Cell No.
		f. Fax No. 206.728.9772	g. e-Mail info@8.unitehere.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>1</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Unite Here Local 8 has violated the Act by: (1) restraining employees' right to revoke union authorization cards by requiring that they do so in person at union offices and through related misrepresentations; (2) demanding, accepting, and utilizing more than ministerial assistance and support from the Employer with soliciting and obtaining authorization cards from employees; (3) demanding and accepting recognition from the Employer as an exclusive representative at a time during which the union lacked the actual, uncoerced, and untainted support of a majority of employees; and (4) through conduct related to the foregoing. Charging Party requests relief for (b) (6), (b) (7)(C) and similarly situated employees, to include temporary injunctive relief.			
3. Name of Employer Embassy Suites by Hilton, Seattle Downtown Pioneer Square		4a. Tel. No. 206.859.4400	b. Cell No. 206.859.4401
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 255 S. King St., Seattle WA 98104		6. Employer representative to contact Alan Model, counsel for the employer	
7. Type of establishment (factory, mine, wholesaler, etc.) Hotel	8. Identify principal product or service Hospitality	9. Number of workers employed Approximately 100	
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
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 <u>William Messenger</u> William Messenger, attorney for CP (signature of representative or person making charge) (Print/type name and title or office, if any) c/o National Right to Work Foundation, 8001 Braddock Address Rd., Suite 600, Springfield, VA 22160 (date) 9/18/18		Tel. No. 703.321.8510 Cell No. Fax No. 703.321.9319 e-Mail wlm@nrtw.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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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-228020	9-21-2018
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 Laborers Local 242		b. Union Representative to Contact Michael Whiteside Dispatcher	
c. Address 22323 Pacific Hwy S, Des Moines, WA 98198-5104		d. Tel. No. (206)441-0470	e.e. Cell No.
		f. Fax No.	g. e-Mail mike@laborerslocal242.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Within the last six months, the above-named labor organization, by the actions set forth below, has restrained and coerced (b) (6), (b) (7)(C) and other hiring hall members 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 by: (1) moving unqualified D list employees onto the C list; (2) giving preferential dispatches to hiring hall members that the Union personally likes; (3) refusing to dispatch hiring hall members that the Union does not like by misplacing Employer dispatches; (4) purposely selects the zip codes that it wishes to dispatch hiring hall members; (5) purposely misrepresents the necessary skills required under by the dispatches; (6) refusing to dispatch correctly; (7) changed (b) (6), (b) (7)(C) dispatch number from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) (8) accepted The Walsh Group's no rehire letter against (b) (6), (b) (7)(C); and (9) breached a prior grievance settlement by refusing to provide (b) (6), (b) (7)(C) with copies of the dispatches that were sent out on September 6, 2018</p>			

3. Name of Employer The Walsh Group		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 16400 Southcenter Pkwy, Ste 501, Tukwila, WA 98188-3323		6. Employer representative to contact Ann Pacheco HR	
7. Type of Establishment (factory, mine, wholesaler) Construction	8. Principal product or service construction	9. Number of Workers employed 500	
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)		Tel No.	
(signature of representative of 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:	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
19-CB-228115

Date Filed
9/24/2018

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 National Associate Of Letter Carrier		b. Union Representative to contact BJ Hansen Title: Union President	
c. Address (Street, city, state, and ZIP code) 2460 4th Ave S WA Seattle 98134-_____		d. Tel. No. (206) 757-6740	e. Cell No.
		f. Fax No.	g. e-Mail bjhansen79@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) (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 United State Post Office		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 7724 35th Ave NE WA Seattle 98115-_____		6. Employer representative to contact Neil Roa Title: Station Manger	
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Mail Delivery	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)	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) 09/24/2018 20:19:47

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

8(b)(1)(A)

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


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

DO NOT WRITE IN THIS SPACE

Case 19-CB-228158 Date Filed 9/25/2018

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 Brotherhood of Teamsters, Local 959		b. Union Representative to contact John Marton	
c. Address (Street, city, state, and ZIP code) 520 E. 24th Ave., Suite 102, Anchorage, Alaska 99503		d. Tel. No. 907-751-8557	e. Cell No.
		f. Fax No. 907-751-8595	
		g. e-mail jmarton@akteamsters.com	
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) (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) Since (b) (6), (b) (7)(C) 2018, Charging Party Apple Bus Company ("Charging Party") has repeatedly and continuously, throughout negotiations, requested copies of all Respondent Teamsters Local 959's ("Respondent") collective bargaining agreements with other school bus companies in Alaska. Such requested information is relevant and necessary for Charging Party because Respondent has contended that Charging Party's proposals would breakdown its Alaska standards and are inconsistent with its other agreements.			
3. Name of Employer Apple Bus Company		4a. Tel. No. 816-618-3310	b. Cell No. 269-830-6176
		c. Fax No. 816-618-3303	
		d. e-mail stephanie.teters@applebuscompany.com	
5. Location of plant involved (street, city, state and ZIP code) 34234 Industrial Street Soldotna, Alaska 99669		6. Employer representative to contact Stephanie Teters Shaw	
7. Type of establishment (factory, mine, wholesaler, etc.) Public school bus transportation	8. Identify principal product or service Transportation Services		9. Number of workers employed > 110
10. Full name of party filing charge W. Terrence Kilroy and Henry J. Thomas			
11. Address of party filing charge (street, city, state and ZIP code) 900 W. 48th Place, Suite 900, Kansas City, MO 64112		11a. Tel. No. (816) 374-0533	b. Cell No.
		c. Fax No.	
		d. e-mail tkilroy@polsinelli.com; hthomas@polsinelli.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.  (signature of representative or person making charge)			Tel. No.
W. Terrence Kilroy and Henry J. Thomas (Print/type name and title or office, if any)			Cell No.
			Fax No.
			e-mail
Address 900 W. 48th Place, Suite 900, Kansas City, MO 64112		Date Sep 25, 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. 74842-43 (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 NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		19-CB-228198	9-27-2018
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 2		b. Union Representative to Contact Bill Rowe	
c. Address PO Box 3745, Butte, MT 59702-3745		d. Tel. No. (406)494-2747	e.e. Cell No.
		f. Fax No. (406)494-4430	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) 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 (6) months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by deducting union dues from employee paychecks without a union security clause or a collective bargaining agreement.			
3. Name of Employer Genesis Healthcare		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2400 Continental Dr, Butte, MT 59701-6500		6. Employer representative to contact Tad Packer HR Manager	
7. Type of Establishment (factory, mine, wholesaler) Healthcare	8. Principal product or service Care Center		9. Number of Workers employed 12
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)		Tel. No.	
(signature of representative) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
Printtype name and title or office, if any		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 9/27/18	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
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-228466	Date Filed 9/27/2018

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 Teamster local #2, (b) (6), (b) (7)(C)		b. Union Representative to contact Bill Rowe		
c. Address (Street, city, state, and ZIP code) 3345 Harrison Ave #A, Butte, MT, 59701		d. Tel. No. 406-494-2747	e. Cell No. (b) (6), (b) (7)(C)	
		f. Fax No. 406-494-4430		
		g. e-mail browe@teamsterlocal2.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) none representation on a holiday pay grievance and not being told it was settled, settled (b) (6), (b) (7)(C) 18 found out it was settled (b) (6), (b) (7)(C) 18 was threatened with physical violence by a union (b) (6), (b) (7)(C) for wanting to know more information on said grievance (b) (6), (b) (7)(C) report filed (b) (6), (b) (7)(C) 18.				
3. Name of Employer UPS		4a. Tel. No.	b. Cell No.	c. Fax No.
		d. e-mail		
5. Location of plant involved (street, city, state and ZIP code) 3029 Airport RD, Helena MT 59601		6. Employer representative to contact Billy Childers		
7. Type of establishment (factory, mine, wholesaler, etc.) shipping	8. Identify principal product or service Shipping		9. Number of workers employed 150	
10. Full name of party filing charge				
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 I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title of officer, if any)			Tel. No.	
			Cell No.	
			Fax No.	
Address (b) (6), (b) (7)(C)			e-mail	
Date 09/17/18				

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

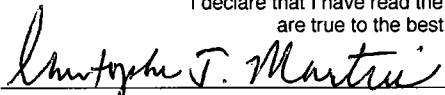
Case

19-CB-228483

Date Filed

9-28-2018

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 Inlandboatmen's Union of the Pacific, Marine Division-International Longshore & Warehouse Union		b. Union Representative to contact Marina V. Secchitano, President	
c. Address (Street, city, state, and ZIP code) 1711 W. Nickerson Street, Suite D Seattle, WA 98119		d. Tel. No. 206-284-6001	e. Cell No. 415-420-1962
		f. Fax No.	
		g. e-mail ibusf@pacbell.net	
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) Within the last six (6) months, the Inlandboatmen's Union of the Pacific, Marine Division-International Longshore & Warehouse Union ("IBU") has engaged in bad faith bargaining in violation of Section 8(b)(3) of the National Labor Relations Act ("Act") in connection with negotiations with Crowley Marine Services, Inc. regarding implementation of agreed-upon changes to the 2018 Rehabilitation Plan. The IBU has, inter alia, refused to sign a writing that incorporates an agreement previously reached, and insisted on an unlawful provision, all in violation of Sec. 8(b)(3) of the Act.			
3. Name of Employer Crowley Marine Services, Inc.		4a. Tel. No. 206-332-8241	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 1102 S.W. Massachusetts Street Seattle, WA 98134		6. Employer representative to contact Lee Eglund	
7. Type of establishment (factory, mine, wholesaler, etc.) Maritime company	8. Identify principal product or service shipping services, logistics, towing/transp.		9. Number of workers employed 204
10. Full name of party filing charge Crowley Marine Services, Inc.			
11. Address of party filing charge (street, city, state and ZIP code) 1102 S.W. Massachusetts Street, Seattle, WA 98134		11a. Tel. No. 206-332-8241	b. Cell No. 206-601-5728
		c. Fax No.	
		d. e-mail lee.egland@crowley.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.  (signature of representative or person making charge) Address <u>4962 El Camino Real, #103, Los Altos, CA 94022</u>		Tel. No. 650-687-5018	
		Cell No. 650-704-9737	
		Fax No.	
		e-mail cjmartinlaw@me.com	
		Date <u>Sep 26, 2018</u>	

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

DO NOT WRITE IN THIS SPACE	
Case 19-CD-226797	Date Filed 9/4/2018

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 Longshore & Warehouse Union, Local 19		b. Union Representative to contact Richard Austin, President	
c. Address (Street, city, state, and ZIP code) 3440 East Marginal Way S. Seattle, WA 98134		d. Tel. No. 425-879-1707	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) (4)(D) 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 above-named labor organization is violating Section 8(b)(4)(D) of the Act by threatening, coercing, and/or restraining the Charging Party in furtherance of an unlawful object. Specifically, the above-named labor organization is attempting to force the Charging Party to recognize it as the exclusive bargaining representative of employees for whom it has presented no evidence of majority support, and/or to assign the disputed work to that labor organization. The Charging Party requests relief under Section 10(k) of the Act.			
3. Name of Employer Kinder Morgan Products Pipeline		4a. Tel. No. 314-802-3940	b. Cell No. 314-791-5709
		c. Fax No. 314-802-3936	
		d. e-mail Timothy.Garnett@odnss.com	
5. Location of plant involved (street, city, state and ZIP code) 2720 13th Ave. SW Seattle, WA 98134		6. Employer representative to contact Timothy Garnett, Esq.	
7. Type of establishment (factory, mine, wholesaler, etc.) Port	8. Identify principal product or service Pipeline Services		9. Number of workers employed 500+
10. Full name of party filing charge Kinder Morgan Products Pipeline			
11. Address of party filing charge (street, city, state and ZIP code) 7700 Bonhomme Avenue, Suite 650, St. Louis, MO 63015		11a. Tel. No. 314-802-3940	b. Cell No. 314-791-5709
		c. Fax No. 314-802-3936	
		d. e-mail Timothy.Garnett@odnss.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. _____ /s/ Timothy Garnett, Esq. (signature of representative or person making charge) _____ Timothy Garnett, Esq. (Print/type name and title or office, if any) Address 7700 Bonhomme Avenue, Suite 650, St. Louis, MO 63105 Date Sep 4, 2018		Tel. No. 314-802-3940	
		Cell No. 314-791-5709	
		Fax No. 314-802-3936	
		e-mail Timothy.Garnett@odnss.com	

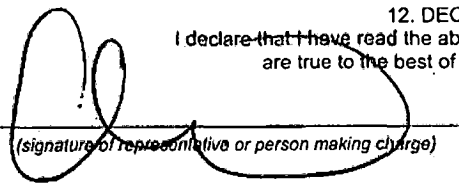
**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CD-228384	9-27-2018

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 Operative Plasterers and Cement Masons International Association Local Union No. 528		b. Union Representative to contact Eric Coffelt, Business Manager	
c. Address (Street, city, state, and ZIP code) 6737 Corson Avenue S Seattle, WA 98108		d. Tel. No. (206) 441-9386	e. Cell No.
		f. Fax No. (206) 441-9018	
		g. e-mail cmp@opcmialocal528.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)(4)(ii)(D) 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) Within the last six months, OPCMIA Local 528 has continued to violate the Act by maintaining an arbitration to obtain work and/or monetary damages in lieu of work. This arbitration is contrary to work awarded to the Washington and Northern Idaho District Council of Laborers by the Board based upon its August 16, 2018 Decision.			
3. Name of Employer Skanska USA Building, Inc.		4a. Tel. No. (206) 726-8000	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 221 Yale Avenue N Seattle, WA 98109		6. Employer representative to contact Christopher L. Hilgenfeld, Attorney for Skanska USA Building, Inc.	
7. Type of establishment (factory, mine, wholesaler, etc.) Construction Contractor	8. Identify principal product or service		9. Number of workers employed
10. Full name of party filing charge Christopher L. Hilgenfeld, Davis, Grimm, Payne & Marra			
11. Address of party filing charge (street, city, state and ZIP code) 701 5th Avenue, Suite 4040, Seattle, WA 98104-7097		11a. Tel. No. (206) 447-0182	b. Cell No.
		c. Fax No. (206) 622-9927	
		d. e-mail chilgenfeld@davisgrimmpayne.com	
 (signature of representative or person making charge) 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. Christopher L. Hilgenfeld, Attorney (Print/type name and title or office, if any)		Tel. No. (206) 447-0182	
		Cell No.	
		Fax No. (206) 622-9927	
		e-mail chilgenfeld@davisgrimmpayne.co	
Address 701 5th Avenue, Suite 4040, Seattle, WA 98104-7097		Date 9/27/18	

**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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