UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

NAT	ional labi	or rela	TIONS BOARD	
CHARGE	AGAINST	LABOR	ORGANIZATI	01
	An r	YE AGE	ITC	

			PL/PER	1	UMAJE!!	44 U.S.U	ж.
		-		-	-		
DO	NOT	WRITE	IN THIS	SPAC	E		

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:	10	an	01	 					_		

OR ITS AGENTS	· 19-C	CB-2493/8	- 1	10-1-2019
NSTRUCTIONS: File an original with NLRB Regional Director for		_		The state of the s
1, LABOR ORGANIZATION OF	RITS AGENTS AGAINST WHICH			
a. Name		b. Union Reg	resembliv	e to contact
JFCW International Union				
. Address (Street, city, state, and ZIP code) 403 Lakewood dr W Tacoma wa 98467		d. Tel. No. 25358903	67	e. Cell No.
		f. Fax No.		g. e-Mail
The above-named organization(s) or its agents has (have) enga subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the act and the Postal Reorganization Act.	of the Nat	ional Labor Re	lations Act	, and these unfair labor practice
2. Besis of the Charge (set forth a clear and concise statement of Within the last six (6) months, the above-named laboration	or organization has breach	ed its duty of	of fair rep	
failing and/or refusing to file or process grievances				
cheduling practices in the department and its failing to itself maintain up-to-date seniority lists for	corresponding violations of the Safeway	f unit memb	ers' seni /ees it re	iority rights; presents and
ailing/refusing to provide copies of its up-to-date sen				
failing to hold (b) (6), (b) (7)(C) apprentice board meeting	s required by the State so	that repres	ented en	nployees can retain their
o) (6), (b) (7)(C) certifications; and (b) (b) (7)(C)				
failing to timely respond to (b) (6), (b) (7)(C) and other	r members' inquiries about	t the status of	of the ab	ove and other related
natters.				
3. Name of Employer		4a. Tel. No.		b. Cell No.
Safeway Inc		88825622	69	
•		c. Fax No.		d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) pierce county stores		<u> </u>	6. Empk	oyer representative to contact
		 	0.15	
7. Type of establishment (factory, mine, wholesaler, etc.) Grocery	Identify principal produc	t or service	9. NUTE	ber of workers employed
0. Full name of party filing charge b) (6), (b) (7)(C), an Individual			(7)(C)	b. Cell No.
, an individual		c. Fax No.		d. e-Mai
 Address of party fliing charge (street, city, state and ZIP code (b) (6), (b) (7)(C) 	2.}			(b) (6), (b) (7)(C)
tectaire th ((b) (6), (b) (7)(C) (b) (6), (b) (7)(C) ATION therein are tr		Tel	. No(b) (6	i), (b) (7)(C)
(1) (0)	, (b) (7)(C), an Individual	Cet	No.	,, (a) (1)(0)
By (D)	type name and title or office, if ar		No.	
(b) (6), (b) (7)(C)		1	(b) hel	(6), (b) (7)(C)
Address	(date) 10/01	1/2019	,	

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 Religions Act (NLRA) 29 U.S.C. § 151 et seq. The principal use of the information is to establish Religions Board (NLRB) in processing unlaw tabor practice and reliated proceedings or stigation. The routine uses for the information are fully set forth in the Federal Register 71 Fed. Reg. 7494243 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Declosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to revoke its processes.

FORM EXEMPT UNDER 44 U.S.C 3512

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

DO NOT WRITE IN THIS SPACE					
Case 19-CB-249338	Date Filed 10/2/2019				

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	infair labor j	oractice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE	IS BROUGHT	
a. Name		b. Union F	Representative	to contact
Teamsters Local 117		(b) (6), (b) (7)(0	i	
		Title:	•	
c. Address (Street, city, state, and ZIP code)		d. Tel. No).	e. Cell No.
14675 Interurban Ave S # 307		(206) 441		
WA Tukwila 98168		f. Fax No.		g. e-Mail
		(206) 441	-3153	}
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (3) are unfair practices affecting commerce within the meaning of the A	of the Natio	onal Labor I	Relations Act a	and these unfair labor practices
meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labo	or practices)	
See additional page				
eee aaamena. page				
A New of Contract		4a. Tel. N	0.	b. Cell No.
3. Name of Employer US FOODS		(253) 620		
03 10003		c. Fax No		d. e-Mail
		(253) 620-	9000	
Location of plant involved (street, city, state and ZIP code)		<u></u>	6 Employ	ver representative to contact
2204 70th Ave E #100,			G. Employ	of representative to verificati
WA Fife 98424			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
Others	Retail Food Distribution		140	
10. Full name of party filing charge		11a. Tel. I	No.	b. Cell No.
		(b) (6), (b)		
(b) (6), (b) (7)(C)		c. Fax No		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)		1		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)				
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie		el. No.	(b) (7)(C)
	b) (6), (b) (7)(C)		ell No.	
By (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type				
, and a second s	Title:		ax No.	
(b) (6), (b) (7)(C)	(date) 10/2/2019	12:42:52	-Mail (b) (6).	(b) (7)(C)
Address	(date)		(10) (0),	

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

8(b)(3)

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

. 3

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
19-CB-249747	10-7-2019			

FORM EXEMPT UNDER 44 U.S.C 3512

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair iabor pra	ctice occurre	a or is occurring.		
LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH	CHARGE IS	BROUGHT			
a. Name		b. Union Rep	resentative	to contact		
International Association of Machinists and Aerospace Workers, District 160, Local Lodge 289			Daniel R. Morgan, Business Representative John Sagen, Business Representative			
c. Address (Street, city, state, and ZIP code) 9135 15th PI South ,2nd Floor,		d. Tel. No. 206-762-7	990	e. Cell No.		
		f. Fax No.		g. e-Mail		
Seattle, WA 98108		1. 1 dx 140.		g. c mai		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Rel	ations Act, a	nd these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)			
Within the last six (6) months, the above-named labor of has restrained and coerced its members in the exercise members.	rganization, through (b) (6), (b) (7)(C) al	nd other U			
3. Name of Employer		4a. Tel. No.		b. Cell No.		
Hexcel Corporation		(253) 872-	0838			
·		c. Fax No.		d. e-Mail		
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	er representative to contact		
19819 84th Ave S, Kent, WA 98032			Fehi Cof	fin, Human Resource		
			Gereralis	st		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Number	r of workers employed		
Manufacturing	airplane parts		1700			
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7		b. Celi No.		
		c. Fax No.		d. e-Mail		
11. Address of party filing charge (street, city, state and ZIP code.)			ĺ	(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)						
declar (b) (6), (b) (7)(C) CLARATION ements therein are true to	the best of my knowledge and belie	f. Tel.	No. (b) (6), (b) (7)(C)		
ву	o) (6), (b) (7)(C)	_ Cell	No.			
(si charge) (Print/type	name and title or office, if any	Fax	No.			
(b) (6), (b) (7)(C)		e-M	ail (b) (6),	(b) (7)(C)		
Address	(date)/0 ~ 9	-19				

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 libigation. 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.

FORM EXEMPT UNDER 44 U.S.C.3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE					
Case	Date Filed				
19-CB-249799	10/7/2019				

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor pra	ctice occurre	ed or is occurring.		
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH					
a. Name		b. Union Rep	oresentative	to contact		
APWU Local 28 and (b) (6), (b) (7)(C) APWU		Myrna Umali				
		Title: Pres	ident			
		J. T.I. N.		I - O-IIN-		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.(206) 241-6	083	e. Cell No.		
P.O Box 48148		f. Fax No.		g. e-Mail		
WA Burien 98148				mymacumali@yahoo.com		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A), (3) are unfair practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Re	lations Act, a	and these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor	oractices)			
See additional page						
Gee additional page						
3. Name of Employer		4a. Tel. No.		b. Cell No.		
USPS		c. Fax No.		d. e-Mail		
Location of plant involved (street, city, state and ZIP code)			6 Employ	ver representative to contact		
10700 27 Th Ave S			o. Employ	to representative to contact		
WA Seattle 98168			Title:			
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed		
10. Full name of party filing charge		11a. Tel. No		b. Cell No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)	(C)	d - Ma-3		
		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)				(5) (0), (5) (1)(0)		
(b) (c), (b) (1)(c)						
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie		No. (b) (6), (t	o) (7)(C)		
By (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	l l	No.			
(signature of representative or person making charge) (Print/type	· · · ·		No.			
(b) (6), (b) (7)(C)	Title:					
		1 o N	1ail			
Address —	(date)(, (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.

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.

8(b)(3)

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

FORM NLRB-508 (4-19)

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

DO NOT WRITE IN THIS SPACE					
	Date Filed				
19-CB-249846	10-7-2019				

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

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CH	ARGE IS BROUGHT
a. Name	b. Union Representative to contact
TEAMSTERS 589	MARK FULLER
c. Address (Street, city, state, and ZIP code)	d. Tel. No. e. Cell No.
11871 SILVERPALE WY NW	366-613-4062
SILVERDALE WA STE HILL	1. Fax. No. 360 698-0629
98383	g. e-mail KIMKE transfers 589
practices are practices affecting commerce within the meaning of the Act, or these unfair labor practice and the Postal Reorganization Act.	ational Labor Relations Act, and these unfair labor tices affecting commerce within the meaning of
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unit (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Continues to not vepre Violations of contract and my greavan	fair labor practices) sent me in UPS
is done	ices; 100 common marie (
3. Name of Employer 4a. Tel. No.	b. Cell No. c. Fax No.
UNITED PARCEL SERVICE 360 792	
SCOOL ERNER PO BREW. ERTEN WA 95312 5. Location of plant involved (street, city, state and ZIP code)	0775
5. Location of plant involved (street, city, state and ZIP code)	Employer representative to contact
8800 WERNER RD	ADRIAN
BREMERTON, WA 98312	PRAGNELL
7. Type of establishment (lactory, mine, wholesaler, etc.) 8. Identify principal product or set REELENHL DISTRIBUTION PACKAGE DE	
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
	(6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (c) (d. (b) (6), (b) (7)(C))(C)
12. DECLARATION (b) (6), (b) (7)(C) 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) (b) (6), (b) (7)(C)	
charge) (Print/type name and title or office, if a	Fax No.
(b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	119 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 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	Date Filed 10-2-2019		
19-CR-249338	1st AMD: 10-11-2019		

FORM EXEMPT UNDER 44 U.S.C 3512

1st Amended

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a: Name Teamsters Local 117	*	b. Union Rep (b) (6), (b) (7)(C)	resentative	to contact
c. Address (Street, city, state, and ZIP code) 14675 Interurban Ave S #307		d. Tel. No. (206) 441-	-4860	e. Cell No.
Tukwila, WA 98168		f. Fax No. (206) 441-	3153	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	nat I shor Pel	atione Act a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the Within the last 6 months, the above-named labor organi Foods bargaining unit member (b) (6), (b) (7)(C) and oth acquired FSA, the Union abruptly informed the unit that Foods seniority list, which is likely to bump many original putting them at risk of layoff. The Union has failed to fail this manner in part due to a conflict of interest, as certain are relatives of current employees of FSA.	zation breached its duty ner existing unit member it plans to "dovetail" the al US Foods employees dy represent (b) (6), (b) (7)(C)	of fair repr rs who work incoming f to lower po and other	esentation of for US F FSA emplo sitions on original US	oods. After US Foods oyees onto the US the seniority list, S Foods employees in
Name of Employer US Foods		4a. Tel. No. (253) 620- c. Fax No.	9000	b. Cell No.
5. Location of plant involved (street, city, state and ZIP code) 2204 70th Ave E #100 Fife, WA 98424				ver representative to contact
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service		r of workers employed
warehouse	food distribution		140	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (c. Fax No.	7)(C)	b. Cell No. d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			4	(b) (6), (b) (7)(C)
	o) (7)(C)(b) (6), (b)	Cell		(b) (7)(C)
(b) (6), (b) (7)(C)	, =-•	Fax		, (b) (7)(C)
Address	(date)			

UNITED STATES OF AMERICA		1 DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-250781	10-25-2019		
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	s NLRB Regional Di	rector of the region in Wi	sich the alleged unfair labor practice		
	OR ITS AGENTS AGA	INST WHICH CHARGE IS E	ROUGHT		
a. Name Teamsters Local 2		b. Union Representative Bill Rowe			
c. Address (d. Yel. No.	e.e. Cell No.		
3345 Harrison Ave. Suite A, Butte, MT 59701	L	(406)494-2747			
		t. Fex No. (406)494-4430	(b) (6), (b) (7)(C)		
h. The above named labor organization or its agents have 8(b)(1)(A) of the National Labor Relations Act, and the the Act, or are unfair practices affecting commerce with	se unfair labor practic	es are untair practices affe Act and the Postal Reord	cting commerce within the meaning of: entration Act.		
Basis of the Chambridget forth a clear and concise state Since about 2019, the above named lat of rights protected by Section 7 of the Act by employee staffing for arbitrary or discriminate	oor organization to refusing to proce	as restrained and coo ss the grievances tha	erced employees in the exercise (b) (6), (b) (7)(C) related to		
3. Name of Employer		4a. Tel. No.	4b. Cel No.		
UPS					
		4c. Fex No.	4d. e-Mail		
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative to contact			
3029 Airport Rd., Helena, MT 59601		Christine Irish HR Manager			
7. Type of Establishment (factory, mine, wholesaler) 8. Principal produc			9. Number of Workers employed		
Bulk mail delivery	Bulk mail		100+		
1(b) (6), (b) (7)(C) (thing charge		11a, Tel. No. (b) (6), (b) (7)(C)	13b. Ceff No.		
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and 2 (b) (6), (b) (7)(C)					
(b) (6), (b) (7)(C)	12. DECLARA that the statements		est of my knowledge and belief.		
(b) (6), (b) (7)(C)					
	(b) (6), (b) ((b) (6), (b) (7)(C)		
(sig	Тиндропа	me and title or office, if any	CEITNO.		
(b) (6), (b) (7)(C)		Date: 10/1/19	Fact No.		
		10/11/17	(b) (6), (b) (7)(C)		

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

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№0003/0004

INTERNET FORM NLRB-508 (2-08)

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

	FORM EXEMPT UNDER 44 U.S.C 3512
DO NOT WRIT	E IN THIS SPACE
Case	Date Filed
19-CB-249883	10/15/2019

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occum	ed or is occurring.
LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	, "" ."
a. Name		b. Union Rep		to contact
UNITEHERE! Local 8		(b) (6), (b) (7)(C)	
	<u> </u>			
c. Address (Street, city, state, and ZIP code)		d Tel Nn (b) (6), (b)	(7)(C)	e. Cell No.
1125 SE Madison Street, Suite 209				14-2
Portland, OR 97214		f. Fax No.		(b) (6), (b) (7)(C)
 h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) 				the meaning of section 8(b), and these unfair labor practices
are unfair practices affecting commerce within the meaning of the Ameaning of the Act and the Postal.Reorganization Act.	ct, or these unfair labor practi	ces are unfair	practices at	feeting commerce within the
2. Basis of the Charge (set forth a clear and concise statement of the	a facts constituting the alleged	l unfair labor _i	oractices)	" '
Within the last six months, the above-named Union has	failed in its duty of fair r	epresentat	ion of (b)	(6), (b) (7)(C)
for arbitrary or discriminatory reasons or in bad faith.	•			
	• •			
	, ,			
				-
·				
			-,	
				1
Name of Employer		4a. Tel. No. 503-228-2		b. Cell No.
The Benson Hotel		c. Fax No.		d. e-Mait
		C. FAX NO.		u. e-wan
5. Location of plant involved (street, city, state and ZIP code)		•	6. Employ	yer representative to contact
309 SW Broadway, Portland OR 97205			George	Schweitzer, Managing
			Director	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
Hotel	Hospitality		About 1	, -
	Поэрпанту	11a. Tel. No	<u>'</u>	
10. Full name of party filing chame (b) (6), (b) (7)(C)		Trac. Tel. No.		(b) (6), (b) (7)(C)
		c. Fax No.		d. e-Mail
				(1) (2) (1) (7) (2)
(b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		1.5.	**	
t TION herein are true to	the best of my knowledge and belie		. No.	•
(b) (6), (l	o) (7)(C)		l No _{((b), (6)}	, (b) (7)(C)
) (Print/type	name and title or office, if en	9)		, (o) (r)(o)
		Fax	No.	
(b) (6), (b) (7)(C)		e-N	Mall (b) (6)), (b) (7)(C)
Address	(date)		(3) (3)	
7001699	(oate)(<u>\</u>	,4/14		

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.

FORM EXEMPT LINDER 44 LLS C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTALER 44 0.0.0 0012		
DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
19-CB-249987	10/15/2019		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor prac	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	resentative	to contact
SEIU 49		Carlotta Fr	anklin	
		Title:		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
, , , , , , , , , , , , , , , , , , , ,		(503) 236-49	49	
3536 SE 26th venue OR Portland 97202-		f. Fax No.		g. e-Mail
OR Folialid 97202				
h. The above-named organization(s) or its agents has (have) engaged	in and is (are)engaging in un	fair lahor pract	icos within t	he meaning of section 8(h)
subsection(s) (list subsections) (1)(A)	of the Natio	onal Labor Rela	ations Act, a	and these unfair labor practices
are unfair practices affecting commerce within the meaning of the A	ct, or these unfair labor practi	ces are unfair	practices aff	fecting commerce within the
meaning of the Act and the Postal Reorganization Act.				
Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)	
See additional page				
ooo adamonan pago				
3. Name of Employer		4a. Tel. No.		b. Cell No.
Kaiser Permanente Northwest (800) 813-2000			00	
		c. Fax No.		d. e-Mail
Location of plant involved (street, city, state and ZIP code)		l	6. Employ	er representative to contact
500 NE Multnomah			. ,	·
OR Portland 97232			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
Healthcare	Health Care		4000	. ,
	Ticalui Care	11a. Tel. No.	1000	b. Cell No.
10. Full name of party filing charge		(b) (6), (b) (7)(C)	D. CEILING.
(b) (6), (b) (7)(C)		c. Fax No.	,	d. e-Mail
		o. rax no.		(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				
(b) (b), (b) (1)(b)				
12. DECLARATION		Tel.	No	
I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie		(b) (6), (b	o) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell	No.	
	name and title or office, if any			
	Title:	Fax	No.	
(b) (6), (b) (7)(C)		e-M	ail	
	(date)	9 18:38:24		, (b) (7)(C)
Address	(date)		(3)	, (-) (-)

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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8(b)(1)(A)

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

FORM NLRB-508 (4-19)

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-250278	10/21/2019	

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

1. LABOR ORGANIZATION OR IT	TS AGENTS	AGAINST WHICH CHARC	SE IS BRO	UGHT			
a. Name OFNHP AFT, Local 5017				Union Representative to contact dricnne Enghouse			
c. Address (Street, city, state, and ZIP code)			d, Tel, N (503) 65		e, Cell No,		
1500 NE Irving St. Portland, OR 97232			f. Fax. N	0,			
			g. e-mail				
h. The above-named labor organization has engaged in and is enga Subsection (3) and Section 8(g) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		of the Nation	nal Labor f	Relations Act, a	nd these unfair labor		
2. Basis of the Charge (set forth a clear and concise statement of th	e facts const	ituting the alleged unfair le	bor practi	ces)			
On October 16, 2019, Oregon Federation of Nurses & Health 5017 (the "Union") engaged in picketing at PeaceHealth Sobargaining agreements in effect between the Union and the Employer notice of its intended picketing in violation Section	outhwest Me Employer a	edical Center (the "Em nd Section 8(b)(3) of the	ployer")	in violation o	f the collective		
3. Name of Employer PeaceHeath,d/b/a, PeaceHealth Southwest Medical Center		4a. Tel. No. 360-729-1083	b. Cell N	o	c, Fax No.		
d. e-mail CArmstrong3@peacehealth.org				g			
5. Location of plant involved (street, city, state and ZIP code)				er representati	ve to contact		
400 NE Mother Joseph Place Vancouver, WA 98664		:	Lorna Jo Craig A	emstrong			
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Center	8. Identify p	rincipal product or service		9. Number of 3400	of workers employed		
10. Full name of party filing charge Lorna Jones, System Director - Labor & Caregiver Relation	ıs						
1. Address of party filing charge (street, city, state and ZIP code) 115 SE 164th Avenue, Vancouver, WA 98683 110. Tel. No. (925) 783-0280		b. Cell No. c. Fax No.		c. Fax No.			
d. e-mail ljones1@peacchealth.org; CArmstrong3@peacchealth.				acchealth.org			
12. DECLARATION lectare that There read the above charge and that the statements			Tel. No. (925) 783-0280				
are true to the best of my knowledge and belief. Lorna Jones, System Director, LR			Cell No.				
(Print/type name and little or office, if any)				Fax No.			
Address 1115 SE 164th Avenue, Vancouver, WA 98683		Date 10/21/2019		e-mail ljones l@peacehealth.org			

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.

FORM NLRB-508 (4-19)

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-250371	10/22/2019			

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

1. LABOR ORGANIZATION OR IT	S AGENTS A	AGAINST WHICH CHARC	SE IS BRO	UGHT		
				o. Union Representative to contact Adrienne Enghouse		
c. Address (Street, city, state, and ZIP code)			d. Tel. No (503-657		e. Cell No.	
1500 NE Irving Street Portland, OR 97232			f. Fax. No).		
			g. e-mail			
 h. The above-named labor organization has engaged in and is engaged. (3) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 		of the Nation	nal Labor F	Relations Act, a	nd these unfair labor	
2. Basis of the Charge (set forth a clear and concise statement of the	e facts const	ituting the alleged unfair la	bor practic	es)		
On October 16, 2019, Oregon Federation of Nurses & Healt 5017 (the "Union") engaged in picketing at PeaceHealth So bargaining agreements in effect between the Union and the	outhwest Me	edical Center (the "Em nd Section 8(b)(3) of the	ployer") i		f the collective	
 Name of Employer PeaceHealth, d/b/a, PeaceHealth Southwest Medical Center 		4a, Tel, No. 360-729-1083	b. Cell No) .	c. Fax No.	
		d, e-mail CArmstrong3@peace	health.org	3		
5. Location of plant involved (street, city, state and ZIP code) 400 NE Mother Joseph Place Vancouver, WA 98664		6. Employer representative to contact Craig Armstrong or Lorna Jones		ve to contact		
7. Type of establishment (factory, mine, wholosaler, etc.) Medical Center	8. Identify p Healthcare	rincipal product or service		9. Number of 3400	of workers employed	
10. Full name of party filing charge Lorna Jones, System Director, Labor & Caregiver Relations						
11. Address of party filing charge (street, city, state and ZIP code) 1115 SE 164th Avenue, Vancouver, WA 98683 11a. Tel. No. 360-729-1083			b, Cell No. c, Fax No.			
d, e-mail CArmstrong3@peacehealth.org; ljones1@peacehealth.org					eacehealth.org	
12. DECLARATION I declare that I have read the above charge and that the statements Tel. No. 360-729-1083				3		
are true to the best of my knowledge and belief. Lorna Jones, System Director, LR Cell No.						
(signature of représentative or person making charge)	(Print/type na	me and lille or office, if any)	Ť	Fax No.		
Address 1115 SE 164th Avenue, Vancouver, WA 98683 Date Oct 21, 2019 e-mail ljones1@peacchealth.org			cchealth.org			

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 those 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.

FORM: NLRB-508 (4-19)

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-CG-250372	10/22/2019		

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

1, LABOR ORGANIZATION OR IT	SAGENTS	AGAINST WHICH CHARG	SE IS BRO	UGHT	
a. Name OFNHP AFT, Local 5017				Representative Enghouse	to contact
Portland, OR 97232			d. Tel, No 503-657- f. Fax. No	9974	e. Cell No.
		-	g, e-mail		
h. The above-named labor organization has engaged in and is enga 8G practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		of the Nation	nal Labor R	elations Act, a	ind these unfair labor
2. Basis of the Charge (set forth a clear and concise statement of th	e facts const	ituting the alleged unfair la	abor practic	es)	
On October 16, 2019, Oregon Federation of Nurses & Healt 5017 (the "Union") engaged in picketing at PeaceHealth Sobargaining agreements in effect between the Union and the picketing in violation Section 8(g) of the Act.	outhwest Me	edical Center (the "Em	ployer") i	n violation o	f the collective
3. Name of Employer PeaceHealth,d/b/a, PeaceHealth Southwest Medical Center		4a. Tel. No. 360-729-1083	b. Cell No. c. Fax No.		c. Fax No.
		d. e-mail CArmstrong3@peace	health.org	,	
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	er representat	ive to contact
400 NE Mother Joseph Place Vancouver, WA 98664			Lorna Jones or Craig Armstrong		
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Center	8. Identify parties that the salth care	rincipal product or service c		9. Number of 3400	of workers employed
10. Full name of party filing charge Lorna Jones, System Director - Labor & Caregiver Relation	s			<u>'</u>	
11. Address of party filing charge (street, city, state and ZIP code) 1115 SE 164th Avenue, Vancouver, WA 98683		11a, Tel. No.	b. Cell No		c. Fax No.
d. e-mail CArmstrong3@peacehealth.org; ljones1@peachcalth.org					eachcalth.org
12. DECLARATION I declare that I have read the above charge and that the statements				Tel, No. 360-729-1083	
are true to the best of my knowledge and belief. Lorna Jones, System Director, LR				Cell No.	
(Print/lype name and title or office, if any)				Fax No.	
Address 1115 SE 164th Avenue, Vancouver, WA 98683 Date Oct 22, 2019				e-mail	2

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 W	RITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD	Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	19-CB-250460	10/22/2019		
INSTRUCTIONS: File an original of this charge with the NLRB Regional Descurred or is occurring.				
1. LABOR ORGANIZATION OR ITS AGENTS AG				
a. Name International Association of Sheet metal, Air, Rall and Transportation Workers Local Union No. 23	b. Union Representative to Randy Golding	Contact		
c. Address 1317 E. 75th Ave #4	d. Tel. No. (907)277-5313	e.e. Cell No.		
Anchorage, AK 99518	f. Fax No. (907)277-2457	g. e-Mail randygolding@aklocal23, 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)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices effecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) 				
During the last six months, the above-named labor organization has restrained and colby: (1) refusing to allow employees it represents to participate in collective bargaining issues regarding representation, (3) retaliating against employees it represents for raising a manner that was arbitrary, discriminatory or in bad faith. Charges to include: (1) Union not collective bargaining in good faith. (2) The union in already held a CBA. (3) Not refunding over paid union dues from the time of the decile Management on a contract. (5) Requesting money back for training after the union filing	erced employees in the exercise of (2) threatening to retaliate again ing issues regarding representation of collective bargaining on behalf aration of no interest (4) Having I	frights protected by Section 7 of the Act ast employees it represents for raising in, and otherwise representing members in of the employees to a company that		
3. Name of Employer	4a. Tel. No.	4b. Cell No.		

3. Name of Employer		4a. Tel. No.	4b. Cell No.			
Sun-Air Sheetmetal, Inc.	_	(907)456-8766				
		4c. Fax No.	4d. e-Mail donna@sunairsheetmetal.			
		(907)456-3494	com			
5. Location of Plant involved (street, city, state, and ZIP of	ode)	8. Employer representative to contact				
3250 Easy St.	}	Donna Robertson, President				
Fairbanks, AK 99701						
	}					
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product of	or service	9. Number of Workers employed			
Construction Contractor	HVAC		4			
10. Full name of party filing charge		11a. Tel. No.	11b. Ceil No.			
(b) (6), (b) (7)(C)	1	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			
		11c. Fax No.	11d e-Mail			
			(b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state, and 2 (b) (6), (b) (7)(C)	(IP code)					
	12. DECLARATIO	NI				
(b) (6), (b) (7)(C)	that the statements th	terein are true to the bes	t of my knowledge and belief.			
			TEI NO.			
By:						
, by,	(b) (6), (b)	(7)(C)	(b) (6), (b) (7)(C)			
(sig	Print/type name	and title or office, if any	Ce ^{III No} (b) (6), (b) (7)(C)			
Address:		Date:	Fax No.			
(b) (6), (b) (7)(C)		10/22/2019	- Mail			
			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) (5), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case Date Filed				
19-CB-250789	10-25-2019			

INSTRUCTIONS: File an existing with NLDD Regional Director for the region in which the alleged unfair labor practice accurred or is accurring

INSTRUCTIONS. File all original with NERB Regional Director for the				or is occurring.	
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH				
a. Name		b. Union Re	presentative	to contact	
International Association of Sheet Metal, Air, Rail and Transportation Workers LU#23		Randy Golding			
		Title: Bus	siness Manag	er	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.	
		(907) 277-	5313		
1317 E 75th Ave #4 AK Anchorage 99518		f. Fax No.		g. e-Mail	
Alt Alicitorage 35310		(907) 277-2	457	randygolding@aklocat23.org	
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (3) are unfair practices affecting commerce within the meaning of the Admeaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor R	elations Act, a	and these unfair labor practices	
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair laboi	practices)		
See additional page					
oce additional page					
	····				
3. Name of Employer		4a. Tel. No		b. Cell No.	
Sun-Air Sheet Metal, Inc.		(907) 456-	3766	(907) 388-7822	
		c. Fax No.		d. e-Mail	
		(907) 456-3	1494	donna@sunairsheetmetal.com	
5. Location of plant involved (street, city, state and ZIP code)		·	6. Employ	er representative to contact	
3250 Easy ST		Donna Brady Robertson			
AK Fairbanks 99701			Title: Pre	sident	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed	
Construction	HVAC Sheet Metal		4		
10. Full name of party filing charge		11a. Tel. N	lo.	b. Cell No.	
	•	(907) 456-8766		(907) 388-7822	
Donna Brady Robertson Sun-Air Sheet Metal, Inc.		c. Fax No.		d. e-Mail	
· · · · · · · · · · · · · · · · · · ·	 	(907) 456-	3494	donna@sunairsheetmetal.com	
Address of party filing charge (street, city, state and ZIP code.) 3250 Easy ST		·			
AK Fairbanks 99701-					
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the hest of my knowledge and belie	ef. Te	el. No. (907) 4	56-8766	
Donna Brady Robertson Do	onna Brady Robertson		ell No.		
Ву	name and title or office, if an			88-7822	
(militype	Title: President		x No.	50 0404	
2050 5-00 CT	.ms. r rosidoni			56-3494 ———————————————————————————————————	
3250 Easy ST Fairbanks AK 99701	40,000	•	Mail	Mounairahaatmatal aam	
Address	(date)(date)	9 17:02:42	aonna	@sunairsheetmetal.com	
1				TITLE 10 SECTION 1001)	

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.

8(b)(3)

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

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATIO

CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
19-CB-250734	10/28/2019			

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

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor pra	ectice occurre	ea or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS	BROUGHT	
a. Name		b. Union Re	presentative	to contact
Oregon Federation of Nurses and Health Professionals		Presiden	: Adrienne	e Enghouse, RN
c. Address (Street, city, state, and ZIP code) 1500 NE Irving St., Portland, OR 97232		d. Tel. No. 503-657-	9974	e. Cell No.
1500 NE IIVIIIg St., Portland, OR 97232		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	nal Labor Re	lations Act, a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	unfair labor	oractices)	
Within the last six (6) months, the above-named labor o	rganization, through(b)	(6), (b) (7)(C) _{and}	other Union
representatives have restrained and coerced its member				
process grievances of its members.				raming arrangements
Name of Employer		4a. Tel. No.		b. Cell No.
Kaiser Permanente		503-813-3	3860	
Naiser remailence		c. Fax No.		d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact
500 NE Multnomah Street, Portland, OR 97232				
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or conside	Q Numbe	er of workers employed
Healthcare	patient services	or service	1000	i di Workers employed
10. Full name of party filing charge	paudik daritida	11a. Tel. No),	b. Cell No.
(b) (6), (b) (7)(C)		c. Fax No.	//(0)	d. e-Mail
				(1) (0) (1) (7)(0)
 Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C) 				(b) (6), (b) (7)(C)
42 DECLARATION		Te	No	·
(b) (b), (b) (1)(c)	the best of my knowledge and belie		. No. (b) (6),	(b) (7)(C)
	o) (6), (b) (7)(C) name and title or office, if any	,		
		1	(No.	(b) (7)(C)
(b) (6), (b) (7)(C) Address	(date)	1/9 e-1	_{Mail} (b) (6),	(b) (7)(C)
				ı

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.

FORM NLRB-508 (4-19)

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-250856	10-28-2019				

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

1 LABOR ORGANIZATION OR II		<u>-</u>				
1. LABOR ORGANIZATION OR IT	IS AGENTS /	AGAINST WHICH CHARC				
a. Name International Brotherhood of Teamsters ("Teamsters") Local 117	and Local 3	13	John Scea	Representative rcy, Secretary- Donald, Secret	to contact Treasurer, Local 117 ary-Treasurer, Local 313	
Topmstory Local 117			d. Tel. No 206.441.4 253.627.0	4860 0103	e. Cell No.	
Tukwila, WA 98168			f. Fax. No	206.441. 253.627.		
Teamsters Local 313 220 South 27th Street Tacoma, WA 98402			g. e-mail	john.scearcy@ bob@teamste	Dteamsters117.org ers313.org	
h. The above-named labor organization has engaged in and is engaged	aging in unfai	r labor practices within the	meaning o	of	(list subsections)	
Sections 8(b)(1)(A), 8(b)(2) and 8(b)(3)		of the Nation	nal Labor R	Relations Act, a	nd these unfair labor	
practices are practices affecting commerce within the meaning of	f the Act, or th	nese unfair labor practices	affecting o	commerce with	n the meaning of	
the Act and the Postal Reorganization Act.						
2. Basis of the Charge (set forth a clear and concise statement of the	ne facts const	tituting the alleged unfair la	abor practio	es)		
See Attachment.						
3. Name of Employer		4a. Tel. No.	b. Cell No).	c. Fax No.	
United Natural Foods, Inc.		202.739.5565	773.255.7112		202.739.3001	
Officed Natural 1 0003, Inc.		d. e-mail	l			
		philip.miscimarra@mor	ganlewis.co	om		
5. Location of plant involved (street, city, state and ZIP code)		<u> </u>	6. Employ	er representati	ve to contact	
4002 Galvin Road, Centralia, WA 98531			Philip A	. Miscimarra, C	ounsel	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify p	rincipal product or service)	9. Number of	of workers employed	
Distribution Center	Wholesal	e Grocery Distribution		Approx. 5	00 employees	
10. Full name of party filing charge United Natural Foods, Inc.	<u> </u>					
11. Address of party filing charge (street, city, state and ZIP code)		11a. Tel. No. 202.739.5565	1		c. Fax No. 202.739.3001	
4002 Galvin Road, Centralia, WA 98531				200.7112	202.733.3001	
d. e-mail philip.miscimarra@mo			norganlewis.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.				Tel. No. 202.739.556	5	
Philip a. Mindinana Philip				Cell No. 773.255.711	2	
(signature of representative or person making charge)	(Print/type na	ame and title or office, if any)		Fax No. 202.739.300	1	
Morgan, Lewis & Bockius LLP Address 1111 Pennsylvania Avenue NW, Washington, DC 20004 Date October 28, 2019 philip.miscimarra@morga						

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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Attachment to Charge Against Teamsters Local 117 and 313

Since on or about April 28, 2019, the International Brotherhood of Teamsters ("Teamsters") Local 117 and Local 313 (collectively the "Unions"), by their officers, agents and representatives, have violated Sections 8(b)(1)(A), 8(b)(2) and 8(b)(3) of the National Labor Relations Act ("NLRA" or "Act") by (i) restraining and coercing employees of United Natural Foods, Inc. ("UNFI" or the "Company") in the exercise of rights guaranteed in Section 7 of the Act, (ii) causing or attempting to cause UNFI to discriminate against an employee in violation of Section 8(a)(3) of the Act, and (iii) violating the Unions' duty to bargain collectively with UNFI as defined in Section 8(d) of the Act.

The above violations include but are not limited to the following actions by Teamsters Local 117 and Local 313:

- (a) imposing on UNFI employees at the UNFI distribution center located in Centralia, Washington, collective bargaining agreements and/or terms of those agreements that were negotiated and entered into between UNFI's predecessor, SuperValu, Inc., and Locals 117 and 313, respectively, in relation to employees at the UNFI distribution center located in Tacoma, Washington, and when Locals 117 and 313 have not been certified or recognized as the representative of Centralia employees in an appropriate bargaining unit under Section 9(a) of the Act;
- (b) imposing union representation by Locals 117 and 313 at the UNFI distribution center located in Centralia, Washington, when Locals 117 and 313 have not been certified or recognized as the representative of Centralia employees for purposes of collective bargaining in an appropriate bargaining unit under Section 9(a) of the Act;
- (c) taking the actions described in subsections (a) and (b) above when there has been no determination regarding what is an "appropriate" unit of Centralia employees for purposes of collective bargaining as required by Section 9(a) of the Act, and when the circumstances establish that a unit or units limited to former Tacoma employees who were previously represented by Locals 117 and 313 would not be an "appropriate" unit;
- (d) requiring UNFI to discriminate among employees at the Centralia distribution center in regard to their hire or tenure of employment or one or more terms or conditions of employment, and to encourage or discourage membership in any labor organization, by imposing collective bargaining agreements and/or terms of those agreements on Centralia employees who were previously represented at the UNFI Tacoma distribution center by Locals 117 and 313, respectively, when the same collective bargaining agreements and terms have no application to other Centralia employees and were not negotiated by any union authorized to represent such other employees;
- (e) insisting that UNFI modify, alter and expand existing employee bargaining units represented by Locals 117 and 313 at the UNFI distribution center located in Tacoma, Washington, by making those bargaining units encompass employees at the UNFI distribution center located in Centralia, Washington;
- (f) pursuing, invoking, maintaining, enforcing, reaffirming and seeking to apply (i) grievances filed by Locals 117 and 313, (ii) an arbitration award issued by arbitrator Joseph W. Duffy, dated October 7, 2019 (the "Award"), and (iii) contract provisions relied upon in those grievances and the Award, that would purport to require UNFI to take the above actions, which are contrary and repugnant to the requirements of the Act.

UNITED STATES OF AMERICA DO NOT WRITE IN THIS SPACE

NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
19-CB-250851	10/28/2019			

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

INSTRUCTIONS: File an original with NERB Regional Director for the	region in which the alleged d	maii labor prac	Alice Occurre	d of is occurring.
 LABOR ORGANIZATION OR ITS 	AGENTS AGAINST WHICH	CHARGE IS E	BROUGHT	
a. Name		b. Union Rep	resentative t	to contact
international laborers union of north america		mike white	side II	
		Title: union		
		Title: union	пер	
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
c. Address (Sireer, City, State, and Zir Code)		(206) 441-04	81	o. och mo.
100th st		f. Fax No.		g. e-Mail
WA seattle 98174				
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	nal Labor Rela	ations Act, a	nd these unfair labor practices
Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)	
2. Subject the original for the distance and control of the	radio deriolitating the thought	, amair idagor p	, 400,000,	
See additional page				
3. Name of Employer		4a. Tel. No.		b. Cell No.
Various Employers	'			
. ,		c. Fax No.		d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)		<u></u>	6. Employ	er representative to contact
			Title:	
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
Construction Services	builders		32	
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b)(0), (b)(1)(0)		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)				
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	f. Tel.	No. (b) (6), (t	p) (7)(C)
By (b) (6), (b) (7)(C) (c) (d) (d), (e) (f) (f) (e) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f				
(signature of representative or person making charge) (Print/type name and title or office, if any)				
	Title:	Fax	NO.	
(b) (6), (b) (7)(C)		e-M	ail	
Address	(date) 10/28/201	9 10:11:18		(b) (7)(C)
	(0016)			

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PRIVACY ACT STATEMENT

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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 threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	06191991

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.