

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

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|---------------------------------|
| Case 27-CB-230391 | Date Filed 11/02/2018 |

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 local union 105 | | b. Union Representative to contact Ron Ruggiero Title: | |
| c. Address (Street, city, state, and ZIP code) 2525 w alameda ave CO denver 80219-____ | | d. Tel. No. (720) 276-1919 | e. Cell No. |
| | | f. Fax No. | g. e-Mail ruggiero@seiu105.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)(A), (3)</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) --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.) Others | 8. Identify principal product or service cleaning services | 9. Number of workers employed 550 | |
| 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 | | Tel. No. (b) (6), (b) (7)(C) | |
| 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) | | Cell No. | |
| <i>(signature of representative or person making charge)</i> | | Fax No. | |
| (b) (6), (b) (7)(C) | | e-Mail (b) (6), (b) (7)(C) | |
| <i>(Print/type name and title or office, if any)</i> | | Title: | |
| (b) (6), (b) (7)(C) | | Address _____ (date) ^{11/2/2018 14 57:32} | |

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 27-CB-230391 11/02/2018

8(b)(1)(A)

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

8(b)(3)

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

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

| DO NOT WRITE IN THIS SPACE | |
|-----------------------------|--------------------------------|
| Case 27-CB-230548 | Date Filed 11/6/2018 |

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

| | | | |
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| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT | | | |
| a. Name Pride City branch 229 National Association of Letter Carriers | | b. Union Representative to contact (b) (6), (b) (7)(C) Title: | |
| c. Address (Street, city, state, and ZIP code) 1240 Lake Ave CO Pueblo 81004-2865 | | d. Tel. No. (719) 543-6609 | e. Cell No. |
| | | f. Fax No. (719) 543-0598 | g. e-Mail |
| h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) <u>(1)(A)</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) --See additional page-- | | | |
| 3. Name of Employer United States Postal Service | | 4a. Tel. No. (719) 263-5260 | b. Cell No. |
| | | c. Fax No. | d. e-Mail |
| 5. Location of plant involved (street, city, state and ZIP code) 34191 County Road 3.5 CO Fowler 81039-9998 | | | 6. Employer representative to contact Title: |
| 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) | | 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) | | | |
| <p style="text-align: center;">12. DECLARATION</p> <p>I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.</p> | | Tel. No. (b) (6), (b) (7)(C) | |
| 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) | | Cell No. | |
| Title: | | Fax No. | |
| Address (b) (6), (b) (7)(C) | | e-Mail (b) (6), (b) (7)(C) | |
| | | (date) 11/6/2018 09:47:04 | |

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

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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.

| | | | |
|--|--|---|--|
| UNITED STATES OF AMERICA | | DO NOT WRITE IN THIS SPACE | |
| NATIONAL LABOR RELATIONS BOARD | | Case | Date filed |
| CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS | | 27-CB-230576 | 11-6-2018 |
| 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 Union No. 455 | | b. Union Representative to Contact John Hennelly Business Agent | |
| c. Address 10 Lakeside Ln., Ste. 3A, Denver, CO 80212-7430 | | d. Tel. No. (303)458-1600 | e.e. Cell No. (303)881-1597 |
| | | f. Fax No. | g. e-Mail jhennelly@teamsterslocal455.org |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) | | | |
| Within the past six months, I learned that the Union has failed to represent the undersigned employee when, it failed to present a harassment grievance to the Company, in writing, in accordance with the grievance procedure. The grievance was not signed by either the company or union as required. Nor have I received a disposition letter on this grievance. | | | |

| | | | |
|---|--|--|--|
| 3. Name of Employer The Denver Post LLC | | 4a. Tel. No. (303)243-2777 | 4b. Cell No. (303)243-2777 |
| | | 4c. Fax No. | 4d. e-Mail dgrismore@denverpost.com |
| 5. Location of Plant involved (street, city, state, and ZIP code) 5990 Washington St., Denver, CO 80216-1300 | | 6. Employer representative to contact Dee Anna Grismore Sr. HR Dir. | |
| 7. Type of Establishment (factory, mine, wholesaler) Print | 8. Principal product or service Newspaper media | | 9. Number of Workers employed 45+ |
| 10. Full name of party filing charge (b) (6), (b) (7)(C) | | 11a. Tel. No. | 11b. Cell No. (b) (6), (b) (7)(C) |
| | | 11c. Fax No. | 11d e-Mail (b) (6), (b) (7)(C) |
| 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) | | | |

| | | | |
|--|---|---------------------------------|-------------------------------|
| 12. DECLARATION | | | |
| I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. | | | |
| By: (b) (6), (b) (7)(C) | (b) (6), (b) (7)(C) | Tel. No. (b) (6), (b) (7)(C) | |
| | | Cell No. (b) (6), (b) (7)(C) | |
| (Signature) | Print/type name and title or office, if any | | Fax No. |
| Address: (b) (6), (b) (7)(C) | | Date: 10-29-18 | 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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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE | |
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| Case 27-CB-230728 | Date Filed 11-8-2018 |

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

| | | | |
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| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT | | | |
| a. Name United Food and Commercial Workers, Local 7 | | b. Union Representative to contact Kim Cordova, president | |
| c. Address (Street, city, state, and ZIP code) 1120 N. Circle Blvd., Suite 140, Colorado Springs, CO 80909-3101 | | d. Tel. No. (719) 528-1572 | 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) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) | | | |
| Since at least on or about (b) (6), (b) (7)(C) 2018, I asked the union (b) (6), (b) (7)(C) at the store repeatedly and another union official at least once to file a grievance about derogatory comments that are made toward me and because I'm singled out for certain work. The union has ignored my requests. | | | |
| 3. Name of Employer Safeway | | 4a. Tel. No. 719-591-0880 | b. Cell No. |
| | | c. Fax No. | |
| | | d. e-mail | |
| 5. Location of plant involved (street, city, state and ZIP code) 1425 S Murray Blvd, Colorado Springs, CO 80916 | | 6. Employer representative to contact Barney Davaris, store manager | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) grocery store | | 8. Identify principal product or service groceries and merchandise | |
| | | 9. Number of workers employed 50 | |
| 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 | |
| 12. DECLARATION I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) my knowledge and belief. (b) (6), (b) (7)(C) <hr/> (Print/type name and title or office, if any) | | Tel. No. (b) (6), (b) (7)(C) | |
| | | Cell No. | |
| | | Fax No. | |
| | | e-mail | |
| Address (b) (6), (b) (7)(C) | | Date 11-5-18 | |

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

| DO NOT WRITE IN THIS SPACE | |
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| Case 27-CB-231150 | Date Filed 11/15/2018 |

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

| | | | |
|---|--|---|------------------------------------|
| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT | | | |
| a. Name American Postal Workers Union, Denver Metro Local #229 | | b. Union Representative to contact David Suwalski, Craft Director | |
| c. Address (Street, city, state, and ZIP code) 15677 E. 17th Ave. Aurora, CO 80011 | | d. Tel. No. (303) 365-1524 | e. Cell No. |
| | | f. Fax No. (303) 365-0096 | |
| | | g. e-mail (b) (6), (b) (7)(C) | |
| h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b), subsections (1) and (list subsections) (A) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | | |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization has failed and refused to provide the undersigned employee, upon request, with copies of grievances filed on (b) (6) behalf, including any possible class action grievance affecting (b) (6) craft. | | | |
| 3. Name of Employer United States Postal Service | | 4a. Tel. No. (303) 433-6477 | b. Cell No. |
| | | c. Fax No. | |
| | | d. e-mail | |
| 5. Location of plant involved (street, city, state and ZIP code) 3700 Tennyson St. Denver, CO 80212 | | 6. Employer representative to contact Jim Stein, Acting Manager | |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Post office | | 8. Identify principal product or service mail delivery | |
| | | 9. Number of workers employed 10+ | |
| 10. Full name of party filing charge (b) (6), (b) (7) | | | |
| 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. (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 (b) (6), (b) (7)(C) of my knowledge and belief. (b) (6), (b) (7) (b) (6), (b) (7)(C) Address _____ Date 11/15/18 | | Tel. No. | |
| | | 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**

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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 | | 27-CB-231390 | 11-20-2018 |
| 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 Denver Theatrical Stage, Film and Exhibition Employees' Union, Local 7 | | b. Union Representative to Contact John Doyle president | |
| c. Address 1475 Curtis St, Denver, CO 80202-2346 | | d. Tel. No. (303)534-2423 | e.e. Cell No. |
| | | f. Fax No. | g. e-Mail |
| h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) 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 a loss of earnings grievance (for completed work) of (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith. | | | |
| 3. Name of Employer (b) (6), (b) (7)(C) AD.M. PRODUCTION, INC | | 4a. Tel. No. (516) 484-6900 | 4b. Cell No. |
| | | 4c. Fax No. | 4d. e-Mail |
| 5. Location of Plant involved (street, city, state, and ZIP code) 40 SPAUSEN BLVD. PORT WASHINGTON, NY 11050 | | 6. Employer representative to contact | |
| 7. Type of Establishment (factory, mine, wholesaler) Audio visual production | 8. Principal product or service Audio visual services | 9. Number of Workers employed 15 | |
| 10. Full name of party filing charge (b) (6), (b) (7)(C) | | 11a. Tel. No. (b) (6), (b) (7)(C) | 11b. Cell No. |
| | | 11c. Fax No. | 11d. e-Mail |
| 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) | | | |
| 12. DECLARATION | | | |
| (b) (6), (b) (7)(C) and that the statements therein are true to the best of my knowledge and belief. | | | |
| By: (signature) | (b) (6), (b) (7)(C) | Printtype name and title or office, if any | Tel No. (b) (6), (b) (7)(C) |
| Address: (b) (6), (b) (7)(C) | | Date: 10 OCT 18 | Cell No. (b) (6), (b) (7)(C) |
| | | | Fax No. |
| | | | e-Mail |

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