UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	31-CB-246805	8/16/2019			
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di occurred or is occurring.					
LABOR ORGANIZATION OR ITS AGENTS AGA	UNST WHICH CHARGE IS BRO	DUGHT			
a. Name CWA Local 9003	b. Union Representative to Marisa Remski President	Contact			
c. Address 825 S. Victory Blvd., Burbank, CA	d. Tel. No.	e.e. Celi 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 con-					
Since about a time 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 process the grievance of					
(b) (6), (b) (7)(C) regarding work issues for arbitrary or discriminatory	y reasons or in bad faith				

Name of Employer	,	4a. Tel. No.	4b. Cell No.		
AT&T					
		4c. Fax No.	4d. e-Mail		
5. Location of Plant involved (street, city, state, and ZIP or	ode)	6. Employer representative to contact			
490 Foothill Blvd., Beverly Hills, CA 90210	,	, , ,			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed		
Telecommunications	Telecommunic	cations	50		
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.		
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)			
		11c. Fax No.	11 <u>d e-Mail</u>		
			(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and Z	IP code)				
(b) (6), (b) (7)(C)					
	12. DECLARAT	ION			
I declare that I have read the above charge and	that the statements	therein are true to the	e best of my knowledge and belief.		
(h) (6) (h) (7)(C)			Tel No.		
(b) (6), (b) (7)(C)			<u>.</u>		
	(b) (6), (b)	(7)(C)	(b) (6), (b) (7)(C)		
,g	Print/type nar	ne and title or office, if			
	<u> </u>		(b) (b), (b) (1)(c)		
Address:		Date:	Fax No.		
(b) (6), (b) (7)(C)					
		8.16.50	0[9] 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

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

UNITED STATES OF AMERICA			DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD	)		Cas	e	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			31	-CB-246090	8/1/2019
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	e NLR	B Regional Dir	recto	r of the region in which	n the alleged unfair labor practice
LABOR ORGANIZATION	ORITS	AGENTS AGA			
a. Name SEIU, Local 1877			b. l	Inion Representative to	Contact
c. Address 828 W. Washington Boulevard, Los Angeles,	CAS	90015	d. 1	el. No.	e.e. Cell No.
		Ī	f. F	ax No.	g. e-Mail
<ul> <li>The above-named labor organization or its agents have 8(b)(1)(A) of the National Labor Relations Act, and these the Act, or are unfair practices affecting commerce with</li> </ul>	se unfa nin the	ir labor practice meaning of the	es are	unfair practices affection the Postal Reorgania	ng commerce within the meaning of zation Act.
2. Basis of the Charge (set forth a clear and concise state					-
Within the past six months, the above-named	labo	r organizatio	on ha	as restrained and co	perced employees in the
exercise of rights protected by Section 7 of the	ne Ac	by refusing	to p	rocess the grievand	ces of its members regarding
issues including seniority, pay rate, sick leave			•	•	
in bad faith, and by engaging in other retaliat			•	•	•
Name of Employer     Able Building Maintenance Co.			4a.	Tel. No.	4b. Cell No.
			4c.	Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP co	ode)		6. E	mployer representative	to contact
6200 W. 3rd Street, Los Angeles, CA 90036					
7. Type of Establishment (factory, mine, wholesaler)	8. P	rincipal product	or se	rvice	Number of Workers employed
Service Provider	Ja	initorial			100
10. Full name of party filing charge	•		11a	Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)			(t	) (6), (b) (7)(C)	
		İ	11c	Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP cod	e)			
(b) (6), (b) (7)(C)					
	1	2. DECLARAT	ION		
I declare that I have read the above charge and	that t	ne statements	there	in are true to the best	of my knowledge and belief.
b) (6), (b) (7)(C)					Tel No.
(b) (6), (b) (7)		(b) (6), (b) (7)(	•		(b) (6), (b) (7)(C)
aking charge)		Print/type nan	ne an	d 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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2019 AUG -1 PM 1: 44

TOS ANGELES, CA

UNITED STATES OF AMÉRICA		DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD		Case	Date filed	
CHARGE AGAINST LABOR ORGANIZATION AGENTS	CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		08/01/2019	
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	rector of the region in whic	h the alleged unfair labor practice		
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BR	OUGHT	
a. Name		b. Union Representative to		
SEIU-UHW		Benigno Delgado, U	Inion Representative	
Adding		1 7 1 1 1	0.000	
c. Address 5480 Ferguson Drive		d. Tel. No.	e. Cell No.	
		(323) 734-8399	(323) 336-0709	
Los Angeles, CA 90022		f. Fax No.	g. e-Mail	
h. The above-named labor organization or its agents have	e engaged in and are	engaging in unfair labor prac	tices within the meaning of section	
8(b), subsection(s) (1)(A) of the National Labor Relation				
the meaning of the Act, or are unfair practices affecting				
2. Basis of the Charge (set forth a clear and concise state	ment of the facts cons	stituting the alleged unfair lab	or practices)	
Within the past six months, the above-named	ł labor organizatio	on has restrained and c	oerced employees in the	
exercise of rights protected by Section 7 of th	e Act by failing a	nd refusing to process	the grievance of (b) (6), (b) (7)(C)	
regarding backpay for on 2019 suspens				
bad faith and has failed to communicate with	the Charging Par	ty regarding a request	to file a grievance.	
3: Name of Employer		4a. Tel. No.	4b. Cell No.	
Kaiser Permanente		(323) 311-3241		
		4c. Fax No.	4d. e-Mail	
Location of Plant involved (street, city, state, and ZIP co	-da\	6 Employee consentative	As a section of	
1		6. Employer representative	to contact	
6401 Cadillac Ave., Los Angeles, CA 90034		Lisa Jones		
7. Type of Establishment (factory, mine, wholesaler) 8. Principal produc			Number of Workers employed	
Hospital			200+	
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 Z	IP code)			
(b) (6), (b) (7)(C)				
	12. DECLARAT	TON		
I declare that I have read the above charge and			of my knowledge and ballof	
		mereni are true to the best	Tel No.	
(b) (6), (b) (7)(C)			161.56.	
	4			
	(b) (6), (b) (7)(C)	, An Individual		
(organizate or representative or person making charge)	_	ne and title or office, if any	Cell No.	
by policing charge)	, intrope na	and this or onles, it ally	(b) (6), (b) (7)(C)	
Address:		Date:	Fax No.	
(b) (6), (b) (7)(C)		4.		
			e-Mail	
		07-2419		
			(0) (0), (0) (1)(0)	

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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 AGENTS		31-CB-246642	8/14/2019	
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.				
1. LABOR ORGANIZATION (	OR IT'S AGENTS AGA			
a. Name	ooo! 13	b. Union Representative t	lo Contact	
International Union of Operating Engineers, L	ocai iz	Ron James		
		Business Agent		
c. Address		d, Tel, No.	s.e. Ceil No.	
120 Bernard St., Bakersfield, CA 93305		(626)831-1061		
		f. Fax No.	g. e-Mail	
<ul> <li>The above-named labor organization or its agents have 8(b),(1)(A) of the National Labor Relations Act, and thes the Act, or are unfair practices affecting commerce withing</li> </ul>	e unfair labor praction the meaning of the	ces are unfair practices affect Act and the Postal Reorgan	cting commerce within the meaning of	
2. Basis of the Charge (set forth a clear and concise staten	nent of the facts con	stituting the alleged unfair la	bor practices)	
2. Basis of the Charge (set forth a clear and concise staten Since about 2019, the above-name	d labor organiza	tion has restrained and	coerced employees in the	
exercise of rights protected by Section 7 of the	Act by breachi	ng its duty of fair repre-	sentation regarding (6) (8), (6) (7)(C)	
(b) (6), (b) (7)(C) discharge for arbitrary or discrimina	tani rassans ar	in had faith	21.12.001.10301.201.3	
discharge for atolitary or discretifing	atory reasons or	III Dad tatut.		
		I 4 7-3 Ma	I de Call Da	
3. Name of Employer  Elabiran/Drogandon/Stukut A. Joint Vocature		4a. Tel. No.	4b. Cell No.	
Flatiron/Dragados/Sukut A Joint Venture		4c. Fax No.	4d. e-Mail	
		46. FAX NO.	4d. Grivian	
5. Location of Plant involved (street, city, state, and ZIP cost	de)	6. Employer representative	e to contact	
2959 Eva Ave., Lake Isabella, CA 93240	,	Dave Emrald Supe		
	8. Principal product		9. Number of Workers employed	
Construction	Infrastructure		200	
	minagradia	11a Tel No.	11b. Cell No.	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a Tel No. (b) (6), (b) (7)(C)		
		11c. Fax No.	1id e-Mail (b) (6) (b) (7)(C)	
	III. JERONY III III III III III III III III III I		(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and Zif	code)			
_(b) (6), (b) (7)(C)				
	DECLARAT	TON		
b) (6), (b) (7)(C)	hat the statements	therein are true to the bas	t of my knowledge and belief.	
b) (b), (b) (7)(C)			Tel No.	
			Name of the Control o	
	(b) (6), (b) (	7\(C\	(b) (6), (b) (7)(C)	
			·	
	Print/type nar	ne and title or office, if any	Cell Na.	
(h) (6) (h) (7)(C)	· · · · · · · · · · · · · · · · · · ·	Date:	Fax No.	
(b) (6), (b) (7)(C)			a Meil	
		*	(b) (6), (b) (7)(C)	
		<u></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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INTERNET FORM NLRB-508 (2-08)

#### 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			
31-CB-247388	8/26/2019			

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor pra	ictice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH			
a. Name		b. Union Rep	presentative	to contact
Screen Actors Guild- American Federation of Television and Radio Ar	tists, inc.	David Sco	ott Gregoire	
		Title: SAG	-AFTRA Em	ployee
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	200	e. Cell No.
5757 Wilshire Boulevard 7th Floor		(323) 954-10 f. Fax No.	000	q. e-Mail
CA Los Angeles 90036		I. Fax INO.		david.gregoire@sagaftra org
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 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 allege	d unfair labor	practices)	
0				
See additional page				
Name of Employer		4a. Tel. No.		b. Cell No.
Allied- Universal Security and Talon Security Services, Inc.				
		c. Fax No.		d. e-Mail
Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact
430 North Azusa Avenue			Michael T	. McCormick
CA Covina 91722			Title: Owr	ner
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)	
		c. Fax No.		d. e-Mail
b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)
b) (b), (b) (7)(C)				
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	b) (7)(C)
	(b) (6), (b) (7)(C)	_	No.	
(signature of representative or person making charge) (Print/type	name and title or office, if any		No.	
	Title:	l ax		
(b) (6), (b) (7)(C)		e-N		(1) (7) (6)
Address	(date)_ <sup>08/26/201</sup>	9 19:59:25	(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 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)	®®®®7/2019		

# 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 issuing unlawful fines and or internal charges.

FORM NLRB-508 (4-19)

FEDEX OFFICE

1022

PAGE

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 Date Filed Case 31-CB-247612 08/30/2019

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

	With MEDB Hadigual Duector to the					occurring.
	1. LABOR ORGANIZATION OR ITS	S AGENTS A	AGAINST WHICH CHARC			
a. Name					presentative	to contact
Unite Here Local 11				(b) (6), (b	o) (7)(C)	
c. Address (Street, city, state, and				d. Tel. No. 213-481-8	530	e Cell No. (b) (6), (b) (7)(C)
464 South Lucas Avenue, Sui Los Angeles, CA 90017	te 201			f. Fax. No. 213-481-0	352	
	100			g. e-mail		
(1)(A)	zation has engaged in and is engaged grownerce within the meaning of nization Act.		of the Natio	nal Labor Rei	lations Act, a	nd these unfair labor
2. Basis of the Charge (set forth a	a clear and concise statement of the	e facts const	ituting the alleged unfair l	abor practice	s)	****
protected by Section 7 of the Within the previous six mont protected by Section 7 of the	hs, the above-named labor organical Act by failing to represent the bs, the above-named labor organical Act by engaging in a pattern of or discriminatory reasons or in	Charging P anization ha f retaliation	arty for arbitrary or dis as restrained and coerce	scriminatory ed employe	y reasons or es in the ex	in bad faith. ercise of rights
3. Name of Employer			4a. Tel. No. 310-576-7777	b. Cell No.		c. Fax No.
Fairmont Hotel			d. e-mail			
5. Location of plant involved (stre	et, city, state and ZIP code)			6. Employer	representati	ve to contact
101 Wilshire Blvd. Santa Monica, CA 90401			:		Director of an Resource	Housekeeping es Director
7. Type of establishment <i>(factory,</i> Hotel	mine, wholesaler, etc.)	8. Identify p	rincipal product or service	,	9. Number o ~500	of workers employed
(b) (6), (b) $(7)(C)$	ie -					
(b) (6), (b) (7	treet city state and ZIP code)	(	b) (6), (b) (7)(C)	(b) (6), (b)	(7)(C)	c. Fax No.
			(b) (6), (b) (	(7)(C)		"
(b) (6), (b) (7)	12. DECLARATION e read the above charge to the best of my knowled	and that the	statements	(b	) (6), (b) (	7)(C)
	ZIS the best of my knowled	(b)	(6), (b) (7)(C)	(b	ell No ) (6), (b) (7)	(C)
	king charge)	(Print/type na	me and title or office, if any)	F	ax No.	
$_{Address}$ (b) (6), (b)	(7)(C)		Date <u>8/3</u> 5//	9	) (6), (l	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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INTERNET FORM NLRB-508 (2-08)

#### FORM EXEMPT UNDER 44 U.S.C.3512

### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

# **CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS**

	TOTAL EXEMIT TOTALETT TO O.O.O.O.O.			
DO NOT WRITE IN THIS SPACE				
Case	Date Filed			
31-CB-246349	8/7/2019			

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
Local 399		Ernie Barr	aza	
		Title: Busi	ness Agent	
		240.		
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
47.47.\%		(818) 985-73	374	
4747 Vineland avenue CA North Hollywood 91603-		f. Fax No.		g. e-Mail
CA NOTH FIGHWOOD 9 1005		(818) 985-00	)97	ebarraza@ht399 org
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A), (2) are unfair practices affecting commerce within the meaning of the Act 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	facts constituting the alleged	d unfair labor j	oractices)	
See additional page				
Name of Employer		4a. Tel. No.		b. Cell No.
Universal Studios Hollywood		(818) 622-34	112	
		c. Fax No.		d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact
100 universal city plaza				McNamara
CA Universal city 91608			Title: Lab	or Relations
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)	
		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			No. (b) (c) (b)	N/7VC)
I declare that I have read the above charge and that the statements therein are true to t			(b) (6), (t	5) ( <i>1</i> )(C)
By (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type i	(b) (6), (b) (7)(C) name and title or office, if any	_	No.	
(orgination of representative of person making unarge) (PTIIII/II/I)PET	Title:		No.	
(b) (6) (b) (7)(C)	- 3		1-3	
(b) (6), (b) (7)(C)	09/7/2010	18:40:52		(b) (7)(C)
Address	(date)_08/7/2019	10.45.32	(b) (d)	), (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.

### 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 honor a resignation of union membership.

### 8(b)(1)(A) and 8(b)(2)

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 causing the employer to discriminate against an employee(s) in retaliation for failing to pay union dues.