



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W Olympic Blvd Ste 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (310)235-7351  
Fax: (310)235-7420

July 31, 2018

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

Re: SEIU UNITED HEALTHCARE  
WORKERS WEST (CEDARS SINAI  
MEDICAL CENTER)  
Case 31-CB-188979

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that SEIU UNITED HEALTHCARE WORKERS WEST has violated the National Labor Relations Act.

**Decision to Dismiss:** On January 31, 2018, I informed you that I would dismiss this charge unless I decided that the Charged Party had committed additional violations of the Act that would make dismissal of your charge inappropriate. Since that has not happened, I am dismissing your charge.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

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Very truly yours,



MORI RUBIN  
Regional Director

Enclosure

SEIU UNITED HEALTHCARE  
WORKERS WEST (CEDARS SINAI  
MEDICAL CENTER)  
Case 31-CB-188979

-3-

cc: (b) (6), (b) (7)(C)  
SEIU United Healthcare Workers-West  
5480 Ferguson Drive  
Los Angeles, CA 90022

Catherine Jeter  
Cedars Sinai Medical Center  
8700 Beverly Blvd  
Los Angeles, CA 90048-1804

Xochitl A. Lopez, Attorney at Law  
Weinberg Roger & Rosenfeld  
1001 Marina Village Parkway Suite 200  
Alameda, CA 94501

Henry E. Farber, Attorney  
Davis Wright Tremaine  
777 108th Ave NE Ste 2300  
Bellevue, WA 98004-5149



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July 27, 2018

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

Re: Southern California Laborers Training  
School (No Employer).  
Case 31-CB-217560

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

We have carefully investigated and considered your charge that Southern California Laborers Training School has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

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**Appeal Due Date:** The appeal is due on **August 10, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 9, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal

must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

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Very truly yours,



MORI RUBIN  
Regional Director

Enclosure

cc: No Employer

Aaron Lawrence, ESQ.  
Reich, Adell & Cvitan  
3550 Wilshire Blvd.  
Suite 2000  
Los Angeles, CA 90010-2421

Scott Gordon, Executive Director  
Southern California Laborers Training  
School  
1385 W Sierra Madre Ave  
Azusa, CA 91702-1651



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July 20, 2018

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

Re: SEIU-UHW United Healthcare Workers  
West (St. John's Pleasant Valley  
Hospital/Dignity Health  
Case 31-CB-217634

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

We have carefully investigated and considered your charge that SEIU United Healthcare Workers - West has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

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**Appeal Due Date:** The appeal is due on **August 3, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than August 2, 2018. **If an appeal is postmarked or given to a**

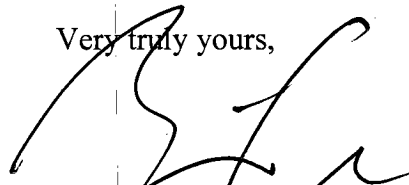
July 20, 2018

**delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

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Very truly yours,



BRIAN D. GEE  
Acting Regional Director

Enclosure

cc: Xochitl A. Lopez, Attorney  
Weinberg Roger & Rosenfeld  
1001 Marina Village Pkwy  
Ste 200  
Alameda, CA 94501

St. John's Pleasant Valley  
Hospital/Dignity Health  
2309 Antonio Ave  
Camarillo, CA 93010-1401

SEIU United Healthcare Workers - West  
5480 Ferguson DR  
Los Angeles, CA 90022-5119



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July 31, 2018

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

Re: Cement Masons, Local 600 (Security  
Paving)  
Case 31-CB-218834

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Cement Masons, Local 600 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union violated Section 8(b)(1)(A) of the Act by operating its hiring hall in a manner that is arbitrary, discriminatory or in bad faith; failing and refusing to file grievances on your behalf; refusing to give you work; hiding paychecks from you; and refusing to recognize your seniority. However, Section 10(b) of the Act provides that no complaint shall issue based upon an unfair labor practice that occurred more than six months prior to the filing and service of the charge. Here, the investigation revealed that you had "clear and unequivocal" knowledge of the Union's alleged misconduct of failing and/or refusing to file a grievance concerning your termination, refusing to give you work, hiding paychecks from you, and refusing to recognize your seniority, more than six months prior to the filing and service of your charge. *Pinter Bros., Inc.*, 263 NLRB 723, 739 (1982).

With respect to the allegation that the Union violated Section 8(b)(1)(A) of the Act by operating its hiring hall in an arbitrary or discriminatory manner or in bad faith, the investigation revealed no evidence that the Union's overall operation of its exclusive hiring hall is arbitrary, discriminatory or in bad faith. Nor is there evidence to show that the Union discriminated against you or that it operated its exclusive hiring hall in the "complete absence of any standards, written rules, or maintenance of an eligibility list" *IATSE Local 413 (Asolo Center)*, 308 NLRB 1081, 1089 (1992). To the extent that you alleged the Union cancelled your work assignment on November 15, 2017, the investigation revealed that the Union had non-discriminatory reasons for doing so, some of which were outside of its control.



Based on the foregoing, I have concluded that further proceedings are unwarranted.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

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Cement Masons, Local 600  
(Security Paving)  
Case 31-CB-218834

-3-

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Very truly yours,



MORI RUBIN  
Regional Director

Enclosure

cc: Jesse Mendez  
Cement Masons, Local 600  
3921 W Burbank Blvd  
Burbank, CA 91505-2118

Security Paving  
13170 Telfair Ave  
Sylmar, CA 91342-3573



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July 31, 2018

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

Re: Service Employees International Union-  
United Healthcare Workers-West, [SEIU-  
UHW-West] (Kaiser Permanente Hospital)  
Case 31-CB-219015

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Service Employees International Union-United Healthcare Workers-West, [SEIU-UHW-West] has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

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Service Employees International Union- -2-  
United Healthcare Workers-West, [SEIU-  
UHW-West] (Kaiser Permanente Hospital)  
Case 31-CB-219015

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Very truly yours,



MORI RUBIN  
Regional Director

Enclosure

Service Employees International Union-  
United Healthcare Workers-West, [SEIU-  
UHW-West] (Kaiser Permanente Hospital)  
Case 31-CB-219015

-3-

cc: Sue Yaller, Human Resources  
Representative  
Kaiser Permanente Hospital  
13651 Willard Street  
Panorama City, CA 91400

Bruce A. Harland, Attorney  
Weinberg Roger & Rosenfeld  
1001 Marina Village Pkwy Suite 200  
Alameda, CA 94501

Monica T. Guizar, Attorney at Law  
Weinberg, Roger & Rosenfeld  
800 Wilshire Blvd., Ste. 1320  
Los Angeles, CA 90017-2623

David Regan, Local President  
Service Employees International Union-  
United Healthcare Workers-West, [SEIU-  
UHW]  
5480 Ferguson Drive  
Commerce, CA 90022-5119



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July 9, 2018.

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

Re: *Teamsters Local 986 (DHL Express)*  
Case 31-CB-219020

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Teamsters Local 986 has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

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July 9, 2018

received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

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Very truly yours,



Joanna Silverman  
Acting Regional Director

Enclosure

cc: DHL Express  
1651 S. Carlos Avenue  
Ontario, CA 91761-7649

Ron Seamans, Business Representative  
Teamsters Local 986  
1430 East Holt Avenue  
Covina, CA 91724-3703



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July 12, 2018

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

Re: *National Association of Letter Carriers Local 24*  
*(United States Postal Service)*  
Case 31-CB-219483

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that National Association of Letter Carriers Local 24 (the Union) has violated the National Labor Relations Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union violated Section 8(b)(1)(A) by breaching its duty of fair representation by refusing to process a grievance. A union breaches its duty of fair representation when its conduct towards a represented employee is arbitrary, discriminatory, or in bad faith. *Vaca v. Sipes*, 386 U.S. 190 (1967). The investigation revealed that the Union filed and processed your grievance and that, after determining there was no contract violation and reaching a settlement of the matter with your employer, it withdrew the grievance. Moreover, the Region's investigation did not disclose that the Union relied on unlawful considerations in its handling of your grievance or that the Union harbored hostility toward you. In light of the above, the burden of establishing that the Union violated the Act, as alleged, could not be sustained.

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- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlrb.gov](http://www.nlrb.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations**



July 12, 2018

**Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001.** Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on **July 26, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than July 25, 2018. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before July 26, 2018**. The request may be filed electronically through the ***E-File Documents*** link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202) 273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after July 26, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Mori Rubin  
Regional Director

Enclosure  
(cc's continued next page)

July 12, 2018

cc: Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
(Law Department - NLRB Unit)  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

United States Postal Service  
7381 La Tijera Blvd.  
Los Angeles, CA 90045

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

National Association of Letter Carriers,  
Local 24  
774 Valencia Street  
Los Angeles, CA 90017-4397

Olivia R. Singer, Attorney at Law  
Cohen, Weiss and Simon, LLP  
900 3rd Avenue, Fl 21  
New York, NY 10022-4869



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W Olympic Blvd Suite 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (310)235-7351  
Fax: (310)235-7420

July 23, 2018

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

Re: American Postal Workers Union (APWU)  
(United States Postal Service)  
Case 31-CB-220778

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that the American Postal Workers Union has violated the National Labor Relations Act and the Postal Reorganization Act.

**Decision to Dismiss:** Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

**Your Right to Appeal:** You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

**Means of Filing:** An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at [www.nlr.gov](http://www.nlr.gov) and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at [www.nlr.gov](http://www.nlr.gov). You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

**Appeal Due Date:** The appeal is due on **August 06, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to

July 23, 2018

a delivery service no later than **August 05, 2018**. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

**Extension of Time to File Appeal:** The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before August 06, 2018**. The request may be filed electronically through the *E-File Documents* link on our website [www.nlr.gov](http://www.nlr.gov), by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **August 06, 2018, even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

**Confidentiality:** We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

  
MORI RUBIN  
Regional Director

Enclosure

cc: William Villa  
American Postal Workers Union  
PO Box 8357  
Goleta, CA 93118-8357

William Villa  
American Postal Workers Union  
400 Storke Road  
Goleta, CA 93199-9997

American Postal Workers Union (APWU)  
(United States Postal Service)  
Case 31-CB-220778

- 3 -

July 23, 2018

cc: (b) (6), (b) (7)(C)

United States Postal Service  
400 Storke Road  
Goleta, CA 93199-9997

Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
(Law Dept. - NLRB Unit)  
1720 Market Street, Room 2400  
Saint Louis, MO 63155-9948