

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		18-CB-243239	June 13, 2019
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 Bakery, Confectionery, Tobacco, and Grain Millers Union Local 167G Unit 405		b. Union Representative to Contact John Risky	
c. Address 100 N. 3rd St., Ste 50, Grand Forks, ND 58203		d. Tel. No. (701)672-6133	e. Cell No. (701)520-0459
		f. Fax No.	g. e-Mail jgriskey167g@gwestoffice.net
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) (3) 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)			
For about the last six months and continuing, the above-named labor organization has refused to bargain collectively and in good faith with Dakota Yeast by failing to meet at regular times and places for bargaining.			

3. Name of Employer Dakota Yeast		4a. Tel. No.	4b. Cell No.
		4c. Fax No. (701)403-9039	4d. e-Mail dschuler@lallemand.com
5. Location of Plant involved (street, city, state, and ZIP code) 18175 Red River Rd. W, Wahpeton, ND 58075		6. Employer representative to contact Darlene Schuler	
7. Type of Establishment (factory, mine, wholesaler) bakery	8. Principal product or service Baked goods		9. Number of Workers employed 100
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			

12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Tel No.	
(Signature) charge)	Print/type name and title or office, if any	Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 6-9-19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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

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

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CB-242961	Date filed June 10, 2019
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 SEIU - Local 26		b. Union Representative to Contact Gerardo Cagamarca Organizer	
c. Address 1620 Central Ave NE, Suite 177, Minneapolis, MN 55413		d. Tel. No. (612)386-6190	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) 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 grievance for the custodial/janitorial employees regarding the Employer not following the CBA related to the assignment of work, for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Compass Group		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2400 Yorkmont Rd., Charlotte, NC 28217		6. Employer representative to contact Gilberto Tlaseca Marin Manager	
7. Type of Establishment (factory, mine, wholesaler) Cleaning Contractor	8. Principal product or service Cleaning Services	9. Number of Workers employed 14	
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.			
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)		Tel. No.	
(b) (6), (b) (7)(C)		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 06-07-19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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

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

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CB-242959	Date filed June 10, 2019
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 SEIU - Local 26		b. Union Representative to Contact Gerardo Cagamarca Organizer	
c. Address 1620 Central Ave NE, Suite 177, Minneapolis, MN		d. Tel. No. (612)386-6190	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) 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 grievance for the custodial/janitorial employees regarding the Employer not following the CBA related to the assignment of work, for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer Compass Group		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2400 Yorkmont Rd, Charlotte, NC 28217		6. Employer representative to contact Gilberto Tlaseca Marin Manager	
7. Type of Establishment (factory, mine, wholesaler) Cleaning Contractor	8. Principal product or service Cleaning Services		9. Number of Workers employed 14
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Tel No.
(signature of representative or person making charge)	Print/type name and title or office, if any		(b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 06/07/2019	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
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 18-CB-243006	Date Filed June 10, 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 CHARGE IS BROUGHT			
a. Name IATSE Local 13		b. Union Representative to contact Matt Rice, Bus. Rep.	
c. Address (Street, city, state, and ZIP code) 312 Central Ave SE Suite 398 Minneapolis MN 55414		d. Tel. No. 612-379-7564	e. Cell No.
		f. Fax No.	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) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2019, the Union has barred me from referrals through its exclusive referral service and refused to fairly represent me by not processing a grievance over my termination.			
3. Name of Employer SMG		4a. Tel. No. 612-777-8744	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 401 Chicago Ave S, Minneapolis MN 55414			6. Employer representative to contact Tad Wilson
7. Type of establishment (factory, mine, wholesaler, etc.) Entertainment venue	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
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare (b) (6), (b) (7)(C) are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C) an individual		Cell No.	
(Type name and title or office, if any)		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail	
		(date) 6/10/19	

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

PRIVACY ACT STATEMENT

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-243453	Date Filed June 17, 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 CHARGE IS BROUGHT			
a. Name International Brotherhood of Teamsters, Local 120		b. Union Representative to contact Dave Schrunk	
c. Address (Street, city, state, and ZIP code) 9422 Ulysses St. N.E. Blaine, MN 55434		d. Tel. No. 763-267-6120	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) and (list subsections) (1)(A), (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See attached sheet			
3. Name of Employer CRH Companies Midwest Region		4a. Tel. No. 515-266-9928	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 26239 State Hwy 25 Belle Plaine, MN 56011		6. Employer representative to contact Dave Phillips	
7. Type of establishment (factory, mine, wholesaler, etc.) Paving and Material Company		8. Identify principal product or service Paving Services	
9. Number of workers employed			
10. Full name of party filing charge (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	
		d. e-mail	
<p style="text-align: center;">12. DECLARATION</p> <p style="text-align: center;">I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p style="text-align: center;"> _____ (signature of representative or person making charge)</p> <p style="text-align: center;">Aaron Solem, Attorney _____ (Print/type name and title or office, if any)</p>		Tel. No. 703-321-8510	
		Cell No.	
<p style="text-align: center;">c/o National Right to Work Legal Defense Foundation, Address <u>Inc. 8001 Braddock Rd., Suite 600, Springfield VA 22160</u> Date <u>6/12/2018</u></p>		Fax No. 703-321-9319	
		e-mail abs@nrtw.org	

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

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BASIS OF THE CHARGE

- (1) On April 28, 2019 at a companywide meeting, union representative (b) (6), (b) (7)(C) told employees that union membership was a condition of employment and that unless employees joined the union they would be terminated.
- (2) Notwithstanding the Union's verbal representations, the Union also presented Charging Party with a membership form that contained an incomplete account of Charging Party's rights under *Beck*. Specifically, the Respondent Union failed to provide Charging Party with the percentage reduction or a good faith estimate of the fees for nonmember objectors. See *Penrod v. NLRB*, 203 F.3d 41 (D.C. Cir. 2000).
- (3) Charging Party refused to join the union and was subsequently terminated from employment on (b) (6), (b) (7)(C) 2019. Charging Party was terminated because (b) (6) refused to become a full member of the union.
- (4) Charging Party requests injunctive relief under Section 10(j) of the Act.

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 18-CB-244149	Date filed June 28, 2019
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 AFSCME MINNESOTA COUNCIL 5, AFL-CIO		b. Union Representative to Contact John Westmoreland, Executive Director	
c. Address 300 HARDMAN AVE S, SOUTH ST. PAUL, MN 55075		d. Tel. No. (651)450-4990	e.e. Cell No.
		f. Fax No. (651)455-1311	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization has failed its duty of fair representation by failing to process and/or arbitrate the grievance of (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Walker Methodist Health Center		4a. Tel. No. (612)827-5931	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code) 3737 Bryant Ave S, Minneapolis, MN 55409-1099		6. Employer representative to contact Peggy Beck, Human Resources	
7. Type of Establishment (factory, mine, wholesaler) Nursing home	8. Principal product or service Healthcare services		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)	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)	(b) (6), (b) (7)(C)	Tel. No.	
(signature or representative or person making charge)	Print/type name and title or office, if any	(b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)	Date: 6/28/19	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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(b) (6), (b) (7)(C)

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-243753	Date Filed June 24, 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 CHARGE IS BROUGHT			
a. Name Local 407	b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)		
c. Address (Street, city, state, and ZIP code) 1903 s 62nd st WI West allis 53219-_____	d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.	
	f. Fax No.	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) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Unit Drop Forge Cp	4a. Tel. No. (414) 545-3000	b. Cell No.	
	c. Fax No.	d. e-Mail	
5. Location of plant involved (street, city, state and ZIP code) 1903 S 62nd st WI West Allis 53219-_____		6. Employer representative to contact Dave Bernstein Title: Human resources	
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. (b) (6), (b) (7)(C)	
	c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (signature of representative or person making charge) (b) (6), (b) (7)(C) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C) (date) 06/22/2019 22:45:34		e-Mail (b) (6), (b) (7)(C)	

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

PRIVACY ACT STATEMENT

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Basis of the Charge

8(b)(1)(A)

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

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-243903	Date Filed June 25, 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 CHARGE IS BROUGHT			
a. Name AFSCME Council 32		b. Union Representative to contact (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 3510 W St. Paul Avenue 5771 N 78th Street WI Milwaukee 53208-____		d. Tel. No. (414) 344-6868	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer US Bank		4a. Tel. No. (414) 765-6707	b. Cell No.
		c. Fax No.	d. e-Mail Anthonsen.Kathy@usbank.com
5. Location of plant involved (street, city, state and ZIP code) 777 East Wisconsin Avenue WI Milwaukee 53278-____		6. Employer representative to contact Kathy Anthonsen Title: Human Resource Public Relations Person/Union	
7. Type of establishment (factory, mine, wholesaler, etc.) Financial	8. Identify principal product or service Customers accounts	9. Number of workers employed 300	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION		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. (b) (6), (b) (7)(C)	
(signature of representative or person making charge)		Fax No.	
(Print/type name and title or office, if any)		e-Mail (b) (6), (b) (7)(C)	
Title: (b) (6), (b) (7)(C)			
Address _____		(date) 06/25/2019 22:29:07	

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

PRIVACY ACT STATEMENT

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

Basis of the Charge

8(b)(1)(A)

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

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-244132	Date Filed June 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 ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Food & Commercial Workers International Union - Local 431		b. Union Representative to contact Bob Waters	
c. Address (Street, city, state, and ZIP code) 2411 W. Central Park Avenue Davenport, Iowa 52804		d. Tel. No. (563)323-3655	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) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) I have been requesting that the union file a complaint and follow the grievance process with Tyson Fresh Meats arguing for it's members who work the B shift as (b) (6), (b) (7)(C) workers for the one dollar premium as agreed to in the union contract in Article 25, Section 2, page 25. The union refuses to fight for it's members. Instead they have ignored my complaint as well as 45 other member complaints. They have not even proceeded to move forward with the grievance process. We are just asking that a neutral arbitrator decide the matter as provided for in the terms of the contract, however, the issue has not been presented to Tyson because our union refuses to do so.			
3. Name of Employer Tyson Fresh Meats		4a. Tel. No. (319)236-2636	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) 501 N. Elk Run Road Waterloo, Iowa 50703		6. Employer representative to contact Probably Jim Hook, HR Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Factory		8. Identify principal product or service Pork processing	
		9. Number of workers employed Approximately 3,000	
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. (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)(C)		Tel. No. (b) (6), (b) (7)(C)	
(Signature of representative of person making charge)		Cell No. (b) (6), (b) (7)(C)	
(Printtype name and title or office, if any)		Fax No.	
Address (b) (6), (b) (7)(C)		e-mail (b) (6), (b) (7)(C)	
		Date 06/26/2019	


**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 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. 74242-43 (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 18-CB-244164	Date Filed June 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 ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SEIU Healthcare Minnesota		b. Union Representative to contact Lisa Weed	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 100 St. Paul, MN 55102		d. Tel. No. (651) 294-8100	e. Cell No.
		f. Fax No. (651) 294-8200	
		g. e-mail Lisa.Weed@seiuhealthcaremn.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1) & (3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The parties last met for collective bargaining negotiations on May 6, 2019. The Employer made the last proposal on May 6, 2019, such that it is the Union's turn to make a proposal. The Union has failed and refused to make any proposals or counter-proposals since May 6, 2019. Further, since May 6, 2019, the Union has failed and refused "to meet at reasonable times" for purposes of contract negotiations as required by 8(d) and 8(b)(3). The Employer has offered the Union multiple meeting dates, but the Union refused to accept any of them (in a significantly-delayed response), and the Union has declined and failed to offer any alternative dates. This is an indisputable per se violation of 8(b)(3) & 8(d) of the Act.			
3. Name of Employer Guardian Angels Health Services, Inc.		4a. Tel. No. 763-635-4497	b. Cell No.
		c. Fax No. 763-241-4443	
		d. e-mail dandixon@ga-er.org	
5. Location of plant involved (street, city, state and ZIP code) 400 Evans Avenue NW Elk River, MN 55330		6. Employer representative to contact Dan Dixon, CEO	
7. Type of establishment (factory, mine, wholesaler, etc.) Skilled Nursing Facility	8. Identify principal product or service Health Care	9. Number of workers employed 270	
10. Full name of party filing charge Guardian Angels Health Services, Inc.			
11. Address of party filing charge (street, city, state and ZIP code) Dan Dixon, 508 Freeport Ave NW, Suite A, Elk River, MN 55330		11a. Tel. No. 763-635-4497	b. Cell No.
		c. Fax No. 763-241-4443	
		d. e-mail dandixon@ga-er.org	
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.  / / LUB (signature of representative or person making charge)		Tel. No. 612-339-6321	
		Cell No.	
		Fax No. 612-338-0535	
		e-mail ttrachsel@felhaber.com	
Address <u>Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402</u>		Date <u>6/28/19</u>	

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

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-243006	Date Filed June 10, 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 CHARGE IS BROUGHT			
a. Name IATSE Local 13		b. Union Representative to contact Matt Rice, Bus. Rep.	
c. Address (Street, city, state, and ZIP code) 312 Central Ave SE Suite 398 Minneapolis MN 55414		d. Tel. No. 612-379-7564	e. Cell No.
		f. Fax No.	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) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (b) (6), (b) (7)(C) 2019, the Union has barred me from referrals through its exclusive referral service and refused to fairly represent me by not processing a grievance over my termination.			
3. Name of Employer SMG		4a. Tel. No. 612-777-8744	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 401 Chicago Ave S, Minneapolis MN 55414			6. Employer representative to contact Tad Wilson
7. Type of establishment (factory, mine, wholesaler, etc.) Entertainment venue	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
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare (b) (6), (b) (7)(C) are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) an individual (Type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail	
		(date) 6/10/19	

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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