

UNITED STATES OF AMERICA		<b>DO NOT WRITE IN THIS SPACE</b>	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		18-CB-249273	October 01, 2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name USW Local Union 460-G		b. Union Representative to Contact Emil Ramirez District Director	
c. Address 3433 Broadway St NE, STE 315, Minneapolis, MN 55413		d. Tel. No. (612) 623-8045	e. Cell No.
		f. Fax No. (612) 331-4266	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) 2019, 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 arbitrate the grievances of (b) (6), (b) (7)(C) regarding time and one half pay for hours worked in excess of 8 hours in a day; recall and reporting pay; employees working alone; and (b) (6), (b) (7)(C) suspension, for arbitrary or discriminatory reasons or in bad faith.			

3. Name of Employer Covia		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 39770 Ottawa Rd, Le Sueur, MN 56058		6. Employer representative to contact Matt Mettling Plant Manager	
7. Type of Establishment (factory, mine, wholesaler) Open Mine	8. Principal product or service Sand Mining	9. Number of Workers employed 22	
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)			

<b>12. DECLARATION</b>			
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) or person making charge)		(b) (6), (b) (7)(C) Print/type name and title or office, if any	Tel No.
Address: (b) (6), (b) (7)(C)		Date: October 01, 2019	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**

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		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		18-CB-249363	October 3, 2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name WISCONSIN RURAL LETTER CARRIERS ASSOCIATION		b. Union Representative to Contact Julia Doggett	
c. Address P.O. Box 503, West Chicago, IL 60186		d. Tel. No. (217)622-3820	e.e. Cell No.
		f. Fax No.	g. e-Mail Julia.doggett@nrlca.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, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by providing confidential information regarding a member to the Employer.			
3. Name of Employer UNITED STATES POSTAL SERVICE		4a. Tel. No. (800)275-8777	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 347 Main Street, Kewaskum, WI 53040		6. Employer representative to contact Sarah E. Repinski, Post Master	
7. Type of Establishment (factory, mine, wholesaler) U.S. Postal Service	8. Principal product or service Mail delivery services		9. Number of Workers employed 500,000+
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. (b) (6), (b) (7)(C)
(signature of representative or person making charge)		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 10/1/19	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**

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		18-CB-249477	October 4, 2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name National Association of Letter Carriers (NALC) Branch 2		b. Union Representative to Contact Ronald Kania, President	
c. Address 11716 W. Greenfield Avenue, Milwaukee, WI 53214		d. Tel. No. (414)444-1836	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)			
<p>Within the past 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 grievances of (b) (6), (b) (7)(C) regarding the Employer's denials of (b) (6), (b) (7)(C) 2019 and (b) (6), (b) (7)(C) 2019 (b) (6), (b) (7)(C) claims, for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer United States Postal Service		4a. Tel. No. (414)258-7964	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 7440 W. Greenfield Avenue, Milwaukee, WI 53214		6. Employer representative to contact Lydia Caldwell	
7. Type of Establishment (factory, mine, wholesaler) Post Office	8. Principal product or service Mail 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.
		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)			
<b>DECLARATION</b>			
I declare that I have read the contents of this charge and 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)
(Signature of representative of party filing charge)		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 10/1/19	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**

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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-249921	Date Filed October 15, 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 UFCW 431		b. Union Representative to contact  (b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 501 N Elkrun Road IA Waterloo 50703-____		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), (3) _____ 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 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 Elkrun Road IA Waterloo 50703-____		6. Employer representative to contact Title: Human Resources	
7. Type of establishment (factory, mine, wholesaler, etc.) Food Processing	8. Identify principal product or service Pork	9. Number of workers employed 2909	
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 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) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 10/14/2019 15:53:07	

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.

### **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		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		18-CB-250022	October 16, 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 National Association of Letter Carriers (NALC) Branch 2		b. Union Representative to Contact Ronald Kania, President	
c. Address 11716 W. Greenfield Avenue, Milwaukee, WI 53214		d. Tel. No. (414)444-1836	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)			
<p>Within the past 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 inform and process four of (b) (6), (b) (7)(C) 2018 settled grievances over hold down and guaranteed pay contractual violations, for which (b) (6), (b) (7)(C) as not received payment, for arbitrary or discriminatory reasons or in bad faith. The Union has also failed and or refused to process (b) (6), (b) (7)(C) 2019 notice of removal grievance and inform (b) (6), (b) (7)(C) of the status of the grievance for arbitrary or discriminatory reasons or in bad faith.</p>			
3. Name of Employer United States Postal Service		4a. Tel. No. (414)258-7964	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 7440 W. Greenfield Avenue, Milwaukee, WI 53214		6. Employer representative to contact Lydia Caldwell	
7. Type of Establishment (factory, mine, wholesaler) Post Office	8. Principal product or service Mail 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.
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
<b>DECLARATION</b>			
I declare 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)
(b) (6), (b) (7)(C) (filing charge)		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 10/16/19	Fax No.
			e-Mail (b) (6), (b) (7)(C)

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UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		18-CB-250053	October 16, 2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name United Steelworkers		b. Union Representative to Contact Travis J Lohmann Staff Representative	
c. Address 3433 Broadway Street NE, Suite 315, Minneapolis, MN 55413		d. Tel. No. (651)623-8003	e.e. Cell No. (651)338-0047
		f. Fax No. (612)331-4266	g. e-Mail tlohmann@usw.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)			
Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing and/or refusing to respond to emails and failing and/or refusing to process the grievance of (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) regarding their potential transfer to a new position and the subsequent termination of (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) 2019 for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Service Employees International Union		4a. Tel. No. 651.294.8100	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 403 Woodlake Dr. SE, Rochester, MN 55904		6. Employer representative to contact Kassie Hobbs, Lead Organizer	
7. Type of Establishment (factory, mine, wholesaler) Labor Organization	8. Principal product or service Employee Representation	9. Number of Workers employed 4	
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)		Tel No.	
(signature of representative or p		(b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Cell No.	
		(b) (6), (b) (7)(C)	
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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(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		18-CB-250294	October 21, 2019
<b>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.</b>			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SEIU Healthcare Minnesota		b. Union Representative to Contact Kevin R. Kuehn Internal Organizer	
c. Address 345 Randolph Avenue, St Paul, MN 55102-3610 Suite 100		d. Tel. No. (651)294-8100	e.e. Cell No. (612)381-6814
		f. Fax No. (651)294-8200	g. e-Mail kevin.kuehn@seiuhcmn.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) 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 failing to properly represent Charging Party (b) (6), (b) (7)(C) at arbitration, for arbitrary and/or discriminatory reasons or in bad faith. Since about (b) (6), (b) (7)(C) 2019, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by providing confidential protected health information regarding Charging Party (b) (6), (b) (7)(C) to the Employer, without the Charging Party's permission, for arbitrary and/or discriminatory reasons or in bad faith. Within the past 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 failing to properly represent Charging Party (b) (6), (b) (7)(C) by failing to seek the enforcement of (b) (6), (b) (7)(C) arbitration award and by failing to communicate with the Charging Party regarding (b) (6), (b) (7)(C) arbitration award, for arbitrary and/or discriminatory reasons or in bad faith.			
3. Name of Employer Health Partners Group Health, Inc. d/b/a HealthPartners		4a. Tel. No. 952-833-1871	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2901 Metro Drive, Bloomington, MN 55425		6. Employer representative to contact Kathy Pinedo / Steve Vollmer	
7. Type of Establishment (factory, mine, wholesaler) Various	8. Principal product or service Health Care / Pharmacy	9. Number of Workers employed > 50	
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) 3046 Knollridge Drive, Prior Lake, MN 55372			
<b>12. DECLARATION</b>			
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 (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge)		Tel No. (b) (6), (b) (7)(C)	
(Printtype name and title or office, if any) (b) (6), (b) (7)(C)		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: Oct. 19, 2019	Fax No.
		e-Mail (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-250389	Date Filed Oct. 22, 2019

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name International Association of Machinists and Aerospace Workers		b. Union Representative to contact Alex Hoekstra	
c. Address (Street, city, state, and ZIP code) 107 Warren Street, Suite #2, Beaver Dam, WI 53916		d. Tel. No. 920-219-4919	e. Cell No.
		f. Fax No.	
		g. e-mail iamawd10@sbcglobal.net	
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) Dismissal of Grievance(s) without communicating, or confirmation, Back-Door Deals, refusal to fairly represent, denial of information, including but not limited to, relating to personal grievance(s), denial of admission to personal grievance(s) meetings or appointments.			
3. Name of Employer Mercury Marine		4a. Tel. No. 920-929-5000	b. Cell No.
		c. Fax No.	
		d. e-mail	
5. Location of plant involved (street, city, state and ZIP code) plant #3 W6250 W Pioneer Rd, Fond du Lac, WI 54936		6. Employer representative to contact Human Resources -	
7. Type of establishment (factory, mine, wholesaler, etc.) Factory		8. Identify principal product or service Boat Motors	
		9. Number of workers employed 2300	
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) my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address _____		e-mail (b) (6), (b) (7)(C)	
		Date 10/17/2019	

**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. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

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

DO NOT WRITE IN THIS SPACE	
Case 18-CB-250683	Date Filed October 28, 2019

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name SEIU		b. Union Representative to contact Rasha Ahmad-Sharif Title:	
c. Address (Street, city, state, and ZIP code) 345 Randolph Ave. MN St.Paul 55102-_____		d. Tel. No. (651) 294-8100	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) <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 HealthPartners		4a. Tel. No. (952) 883-6000	b. Cell No.
		c. Fax No.	d. e-Mail Shawn.D.Giese@HealthPartners.cm
5. Location of plant involved (street, city, state and ZIP code) 8170 33rd Ave. So. MN Bloomington 55425-_____		6. Employer representative to contact Shawn D. Giese Title: HealthPartners Human Resources	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service	9. Number of workers employed 25000	
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)			
<b>12. DECLARATION</b>		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)		(b) (6), (b) (7)(C)	
(signature of representative or person making charge)		(Print/type name and title or office, if any)	
		Title:	
Address (b) (6), (b) (7)(C)		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	
		(date) 10/28/2019 12:49:38	

**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-250687	Date Filed October 28, 2019

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

<b>1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT</b>			
a. Name UFCW International Union, ALF-CIO & CLC, Local 9		b. Union Representative to contact Richard Morgan Title: President	
c. Address (Street, city, state, and ZIP code) 316 4th Ave NE MN Austin 55912-____		d. Tel. No. (507) 437-8647	e. Cell No.
		f. Fax No.	g. e-Mail ufcwlocal9rich@yahoo.com
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) (3) _____ 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 Accentra Credit Union		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 400 4th Ave NE MN Austin 55912-____		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Financial	8. Identify principal product or service Banking	9. Number of workers employed	
10. Full name of party filing charge Brad Hjellming Accentra Credit Union		11a. Tel. No. (507) 434-3314	b. Cell No.
		c. Fax No. (507) 434-3300	d. e-Mail bradh@accentracu.org
11. Address of party filing charge (street, city, state and ZIP code.) 400 4th Ave NE MN Austin 55912-			
<b>12. DECLARATION</b>		Tel. No. (507) 433-7394	
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		Cell No. (763) 218-8134	
By <u>Adam J. Houck</u> <u>Adam Houck</u> (signature of representative or person making charge) (Print/type name and title or office, if any)		Fax No. (507) 433-8890	
Title: Attorney		e-Mail ahouck@adamsrizzisween.com	
300 First St NW Address Austin MN 55912-____ (date) 10/28/2019 14:24:52			

**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)(3)**

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

FORM NLRB-508  
(4-19)

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 18-CB-250952	Date Filed October 31, 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 Minnesota Nurses Association		b. Union Representative to contact Eric Tronnes	
c. Address (Street, city, state, and ZIP code) 345 Randolph Avenue, Suite 200 St. Paul, MN 55102		d. Tel. No. 651-414-2800	e. Cell No.
		f. Fax No. 651-695-7000	
		g. e-mail Eric.Tronnes@mnnurses.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) 8(b)(1), 8(b)(3) 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 preceding six (6) month period the Union has refused to bargain in good faith with the Employer by insisting upon conditions prerequisite to bargaining that are non-mandatory subjects of bargaining in violation of Section 8(b)(3) of the Act. The Union additionally violated Sections 8(b)(1) and (3) of the Act on October 30, 2019, when Union representatives appeared to have electronically recorded portions of contract negotiations without notice or Employer consent.			
3. Name of Employer Mayo Clinic Health System - Mankato		4a. Tel. No. 507-594-5630	b. Cell No.
		c. Fax No. 507-385-4750	
		d. e-mail hansen.amanda@mayo.edu	
5. Location of plant involved (street, city, state and ZIP code) 1025 Marsh St. Mankato, MN 56001		6. Employer representative to contact Amanda Hansen	
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital	8. Identify principal product or service Health Care	9. Number of workers employed 565	
10. Full name of party filing charge Paul J. Zech, Felhaber Larson			
11. Address of party filing charge (street, city, state and ZIP code) 220 South 6th Street, Suite 2200, Minneapolis, MN 55402		11a. Tel. No. 612-373-8436	b. Cell No.
		c. Fax No. 612-338-0535	
		d. e-mail pzech@felhaber.com	
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 612-373-8436	
Paul J. Zech, Attorney		Cell No.	
(Signature of representative or person making charge)		Fax No. 612-338-0535	
(Printtype name and title or office, if any)		e-mail pzech@felhaber.com	
Address <u>220 South 6th Street, Suite 2200, Minneapolis, MN 55402</u>		Date <u>Oct 31, 2019</u>	

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

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