FORM NLRB-508 (4-19)

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

DO NOT WRITE IN THIS SPACE			
Case 20-CB-243110	Date Filed 06/10/2019		

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

A LABOR ORGANIZATION OF ITS ACTIVITY AND INVITED IN A LABOR ORGANIZATION OF ITS ACTIVITY AND	
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHAR	
a. Name UCFW 648	b. Union Representative to contact Marco Flores
c. Address (Street, city, state, and ZIP code)	d. Tel. No. 861 - e. Cell No. A
c. Address (Street, city, state, and ZIP code) Street San Francisco, CA 94103	(415)861-8267
,	g. e-mail NA
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the	e meaning of section 8(b) and (list subsections)
of the Natio	nal Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices	s 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 I	abor practices)
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The state of the s	- I was noise nothed
	received nothand men
of any issues with constitution	land never any how
Charlements Thomas of Those Steel	of Maior Several 1
Athor in mile mertine lany issued gr	dies This is not
TVIVE YOUR LOVES TOWN and	b Call No
3. Name of Employer 4a. Tel. No. 145/36/21/513	b. Cell No. C. Fax No.
	MIS 1862-8-1
500 Morket Street demail VIA	,
San Transco, 24-19104	6 Employer representativate contact
5. Location of plant involved (street, city, state and ZIP code)	6. Employer representative to contact Chevul Switz
542 Market Street	0.12.30
San Francisco, of 94104	
7. Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product or service	9. Number of workers employed
RETail Candy Sele	
10. Full (b) (6), (b) (7)(C) arge (b) (6), (b) (7)(C)	3 17 313 2 3 7 3
$\frac{1}{1}$ (b) (6), (b) (7)(C)	7(b) (6), (b) (7)(C) c. Fax No.
(b) (6), (b) (7)(C)	
(b) (6), (b) (7)(0	
(b) (6), (b) (7)(C)	
by charge and that the state (b) (6), (b) (7) (b) (c) (b) (c) (c) (c) (d) (d) (d) (d) (d) (d) (d) (d) (d) (d	7)(C)
ny knowledge and belief (D) (O), (D) ((b) (6), (b) (7)(C)	Cetth (C) (b) (7)(C)
	Ce(b) (6), (b) (7)(C)
(signatu (Print/type name and title or office, if any)	Fa(b) (6), (b) (7)(C)
shin!	(b) (6), (b) (7)(C)
Address Date 20 10 1	

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

ONTED STATES OF AMERICA		T DO NOT W	IRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS		20-CB-242725	6/4/2019
INSTRUCTIONS File an original of this charge with the			
a. Name 2019 JUN -4 PH 2: 45	OR ITS AGENTS AG	AINST WHICH CHARGE IS BE	ROUGHT
a. Name 2019 JUN -4 PH 2: 45		b. Union Representative to	o Contact
Unite Here! Local 2		Kim Wirshing	
SAN FRANCISCO. CA		(b) (6), (b) (7)(C)	
c. Address		d. Tel. No.	e.e. Cell No.
209 Golden Gate, San Francisco, CA 94102		(415)864-8770	
		f. Fax No.	g. e-Mail
 h. The above-named labor organization or its agents have 8(b), subsection(s) 2 of the National Labor Relations A meaning of the Act, or are unfair practices affecting col. 2. Basis of the Charge (set forth a clear and concise state Since about 5(b) (6), (b) (7)(C) 2019, the above-named discharge (b) (6), (b) (7)(C) for reason periodic dues. 	ct, and these unfair la mmerce within the m ment of the facts con I labor organizati	abor practices are unfair practices are unfair practices are unfair practices are unfair laborated to call the properties on has attempted to call	tices affecting commerce within the stal Reorganization Act.
Name of Employer Hotel Vitale		4a. Tel. No. (415) 278-3700	4b. Cell No.
10.07		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP co	nde)	6. Employer representative	e to contact
, , , , , , , , , , , , , , , , , , , ,		1	
8 Mission Street, San Francisco, CA 94105	8. Principal produc	Melissa Bass Huma	Number of Workers employed
7. Type of Establishment (factory, mine, wholesaler)		t or service	1
Hotel	Hospitality		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.	(b) (6), (b) (7)(C)
.11. Address of party filing charge (street, city, state, and Z	IP code)		
(b) (6), (b) (7)(C)			
	12. DECLARA	TION	
I declare that I have read the above charge and			t of my knowledge and belief.
			Tel No.
By: (b) (6), (b) (7)(C)	(b) (6), (l	o) (7)(C)	(b) (6), (b) (7)(C)
(sigtive or person making charge)	Print/type na	me and title or office, if any	Cell No.
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		6/4/19	e-Mail (b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

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DO NOT WRITE IN THIS SPACE				
	Date Filed			
20-CB-243412	6/11/2019			

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	resentative	to contact
SEIU-UHW West		Jonathan	Everhart	
		Title: State	wide Coordina	ator Representational Excellence
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
560 Thomas L Berkley Way		(510) 251-12	250	
CA Oakland 94612		f. Fax No.		g. e-Mail
				jeverhart@seiu-uhw org
h. The above-named organization(s) or its agents has (have) engaged	in and is (are) engaging in un	fair labor prac	tices within t	he meaning of section 8(b),
subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the A	of the Natio	onal Labor Rel	ations Act, a	and these unfair labor practices
meaning of the Act and the Postal Reorganization Act.	ct, or these unian labor practi	ces are uniair	practices an	lecting commerce within the
Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labor p	oractices)	
	gg	· <i>,</i>	,	
See additional page				
		4a. Tel. No.		b. Cell No.
3. Name of Employer		(916) 968-75	1/3	D. Cell No.
Kaiser Permanente		c. Fax No.	40	d. e-Mail
				Cornelius.Stewart@kp.org
				- comenacionante profes
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
1950 Franklin Street, 5th Floor			Cornelius	Stewart ior Labor Relations Consultant
CA Oakland 94612			Title: Sen	ior Labor Relations Consultant
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
Healthcare Facilities	Healthcare		1500	
10. Full name of party filing charge		11a. Tel. No		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)((C)	
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	'			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the heat of my knowledge and helic	Tel.	No. (b) (6), (b) /7/C)
· ·		Cell		7,(1,(0)
	(6), (b) (7)(C)	_	NO.	
(signature of representative or person making charge) (Print/type	name and title or office, if any	/) Fax	No.	
(b) (6) (b) (7)(C)	Title:	-		
(b) (6), (b) (7)(C)		e-M		(1.) (3.) (6.)
Address	(date)_06/11/201	9 14:22:35	(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

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	DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOARD	Case . Date filed				
CHARGE AGAINST LABOR ORGANIZATION OR/ITS	20-CB-243262	06/12/2019			
AGENTS NURBLE-RION 20					
INSTRUCTIONS: File an original of this charge with the NLRB Regional D occurred or is occurring.					
1. LABOR ORTSHINZ ARRON OR ITS MOTENTS AG	AINST WHICH CHARGE IS BR	OUGHT			
a. Name	b. Union Representative to	Contact			
SEIU Local 87	Olga Miranda ·				
SAN FRANCISCO. CA.	President				
c. Address	d. Tel. No.	e.e. Cell No.			
240 Golden Gate Avenue, San Francisco, CA 94102	(415)885-0087				
	f. Fax No.	g. e-Mail			
	(415)913-0962				
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)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.					
2. Basis of the Charge (set forth a clear and concise statement of the facts con					
Within the past six months, the above-named labor organization has restrained and coerced employee (b) (6), (b) (7)(C)					
in the exercise of rights protected by Section 7 of the Act by refusing to honor and/or enforce seniority					
date.					
1					
3 Name of Employer	4a Tel No	4b Cell No			

Name of Employer		4a. Tel. No.	4b. Cell No.	
Metro Services		(415)317-0105	(415)317-0105	
		4c. Fax No.	4d. e-Mail	
			basem@metroservices.co	
5. Location of Plant involved (street, city, state, and ZIP of	code)	Employer representative to contact		
436 14th Street, #150, Oakland, CA 94612		Basem Mohamed		
7.* Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	Number of Workers employed	
Office building	Building Janitor	ial Services	100+	
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
		11c. Fax No.	11d e-Mail	
11. Address of party filing charge (street, city, state, and 2	ZIP code)			
(b) (6), (b) (7)(C)				
	12. DECLARA	TION		
I declare that I have read the above charge and	d that the statements	therein are true to the bes	t of my knowledge and belief.	
			Tel No.	
(b) (6), (b) (7)(C)				
By:				
	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type na	me and title or office, if any	Cell No.	
		10.1.	Fan No.	
Address: (b) (7)(C)		Date:	Fax No.	
(b) (6), (b) (7)(C)			e-Mail	
		6-12-2d	· • · · · · · · · · · · · · · · · · · ·	

FORM EXEMPT UNDER 44 U.S.C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE				
Case Date Filed				
20-CB-243190	6/12/2019			

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

INSTRUCTIONS: File an original with NLRB Regional Director for the				ed or is occurring.	
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			to contact	
a. Name ILWU-142			b. Union Representative to contact		
1LVVQ-142		George Ma	rtin		
		Title:			
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.	
		(808) 329-20	70		
74-5565 Luhia St, Kailua, HI 96740 HI kailua-kona 96740-		f. Fax No.		g. e-Mail	
THI NAME OF THE COLUMN TO THE					
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act.	of the Natio	nal Labor Rela	itions Act, a	and these unfair la	bor practices
2. Basis of the Charge (set forth a clear and concise statement of the	facts constituting the alleged	d unfair labor p	ractices)		
See additional page					
ess additional page				<u> </u>	
				C.	
				reports granulation	Sec.
				IILU, HAWA	RE
					IV-
				\$ 2	9
				The state of the s	
	·				7
3. Name of Employer	·	4a. Tel. No. (808) 880-11		b. Cell No.	
Westin Hapuna Beach Resort		c. Fax No.	''	d. e-Mail	
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	er representative	to contact
62-100 Kaunaoa Dr, Waimea, HI 96743			Tom Cros	SS	
HI kamuela 96743			Title:		
7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product	or service	9. Numbe	er of workers emp	oyed
10. Full name of party filing charge		11a. Tel. No.		b. Cell No.	_
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
		c. Fax No.		d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				(b) (6), (b) (7)(C	
12. DECLARATION		Tel.			
I declare that I have read the above charge and that the statements therein are true to		t. Cell	(b) (6), (t	b) (7)(C)	:
	name and title or office, if any	_	(b) (6), (l	b) (7)(C)	
	Title:	Fax	No.		
(b) (6), (b) (7)(C)		e-Ma	ail		
Address	(date)_06/12/201	9 11:32:09	(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

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.

SUB-REGION 3

DO NOT WRITE IN THIS SPACE		
Case	Date filed	
20-CB-243571	06/18/2019	
Director of the region in whic	h the alleged unfair labor practice	
SAINST WHICH CHARGE IS BR	OUGHT	
d. Tel. No.	e.e. Cell No. (b) (6), (b) (7)(C)	
f. Fax No.	g. e-Mail	
	itices within the meaning of section practices affecting commerce within Postal Reorganization Act	
	Case 20-CB-243571 Director of the region in which can be under the case of the region in which can be under the case of the region in which can be under the case of the cas	

of the Charging Party for arbitrary or discriminatory reasons or in bad faith.

3. Name of Employer 4a. Tel. No. 4b. Cell No. SBM 4c. Fax No. 4d. e-Mail 5. Location of Plant involved (street, city, state, and ZIP code) 6. Employer representative to contact 501 Forbes Blvd, South San Francisco, CA 94080 7. Type of Establishment (factory, mine, wholesaler) 8. Principal product or service 9. Number of Workers employed **Building Maintenance** 100 +10. Full name of party filing charge 11b. Cell No. 11a. Tel. No. (b) (6), (b) (7)(C) 11c. Fax No. 11d e-Mail 11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C) 12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief Tel No. (b) (6), (b) $(7)(C)^{(b)}(6), (b)(7)(C)$ (b) (7)(C), Individual title or office, if any Cell No (signature of representative or person making charge) (b) (6). Fax No. Address: (b) (6), (b) (7)(C) 6-18-19 e-Mail

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

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOA			Date filed
CHARGE AGAINST LABOR ORGANIZATION AGENTS	ON OR ITS	20-CB-243650	06/19/2019
INSTRUCTIONS: File an original of this charge with occurred or is occurring.	the NLRB Region	al Director of the region in which	ch the alleged unfair labor practice
1. LABOR ORGANIZATIO	N OR ITS AGENTS	AGAINST WHICH CHARGE IS BE	ROUGHT
a. Name SEIU Local 87		b. Union Representative to Olga Miranda President	o Contact
c. Address 240 Golden Gate Ave., San Francisco, CA	94102	d. Tel. No. (415)885-0087	e.e. Cell No.
		f. Fax No.	g. e-Mail
2. Basis of the Charge (pst logth a clear and concise sta Since about (b) (6), (b) (7)(C) 2019, the above- exercise of rights protected by Section 7 of grievances and Inion file for arbitrary of	named labor or the Act by refus	ganization has restrained a sing to provide(b) (6), (b) (7	and coerced employees in the
Name of Employer Flagship Facility Services		4a. Tel. No.	4b. Cell No.
riagship racinty carvices		4c. Fax No.	4d. e-Mail
5. Location of Plant Fig. 4.4 (street, city, state, and ZIP code) 6. Employee			e to contact
1050 N. Fifth St., 'an Jose, CA 95112			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal pro	oduct or service	Number of Workers employed
Janitorial	Cleaning S	Services	100
(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)	ZIP code)	RATION	
I declare that I have read the above charge ar	nd that the stateme	ents therein are true to the bes	
(b) (6), (b) (7)(C)	(b) (6),	(b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
(signature of representation person making charge)		e name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Date: 6 19 2019	Fax No.
		0 1121200	e-Mail

Solicitation of the informations assist the National Labor Refleset forth in the Federal Review NLRB is voluntary; however.

Lasterm is authorized by the National Laber Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to thought (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully step. 7 E/12-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the sate 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			
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		20-CB-243669	6/20/2019			
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.						
	OR ITS AGENTS AGA	INST WHICH CHARGE IS BR	OUGHT			
a. Name SEIU Local 87		(b) (6), (b) (7)(C)	Contact			
c. Address		g. Tel. No.	e.e. Cell No			
240 Golden Gate Ave.		(415) 885-0087	,			
San Francisco, CA 94102		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) (b)(1)(A) of the National Labor Relations Act, and 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 2018, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to re-open and process the grievance of (b) (6), (b) (7)(C) regarding emoval from a particular floor at Salesforce located at 50 Mission St. and reduction in salary from (b) (6), (b) (7)(C) 2018, after promising to do so, for arbitrary or discriminatory reasons or in bad faith.						
		1 4 T 1 N	4. 0-4.51			
3. Name of Employer		4a. Tel. No.	4b. Cell No. 415-238-3227			
ABM		(415) 351-4386 4c. Fax No.	4d. e-Mail			
		4C. FAX NO.	40. E-IVIAII			
5. Location of Plant involved (street, city, state, and ZIP or	ode)	6. Employer representative	to contact			
600 Harrison St., Suite 600, San Francisco, CA 94107		Julio Ayala Manager				
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	9. Number of Workers employed			
Janitorial			20			
10. Full name of party filing charge	Clearing Serv	11a. Tel. No.	11b. Cell No.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	115. 36,1115.			
(b)(b)(b)(1)(b)						
		11c. Fax No.	11 <u>d</u> e-Mail (b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state, and Z	IP code)					
(b) (6), (b) (7)(C)						
	12. DECLARAT	ION				
I declare that I have read the above charge and	that the statements	therein are true to the best	of my knowledge and belief.			
	III CHAIGHTOIRE	The same of the proof	Tel No.			
$^{(b) (6), (b) (7)(C)}$ (b) (6), (b) (7)(C)						
By.						
	(b) (6), (l	o) (7)(C) me and title or office, if any	(b) (6), (b) (7)(C)			
(signature of representative or person making charge)	Print/type nar	ne and title or office, if any	Cell No.			
Address:		Date:	Fax No.			
(b) (6), (b) (7)(C)		6/19/19	- 14-11			
			e-Mail (b) (6), (b) (7)(C)			

UNITED STATES OF AMERICA			DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD		Cas	se	Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR ITS			O-CB-243721	6/20/2019	
INSTRUCTIONS: File an original of this charge with the	_		_		
occurred or story of the story	OR ITS AGENTS	AGAINST	WHICH CHARGE IS BRO	DUGHT	
a Name	ON TO MOLINIO	b.	Union Representative to	Contact	
SEIU LOCALATRAMCISCO. CA			Olga Miranda		
0210 2000,074;			President		
		'	·		
c. Address		d.	Tel. No.	e.e. Cell No.	
240 Golden Gate Avenue, San Francisco, CA	94577	(415)885-0087		
•		f. F	ax No.	g. e-Mail	
 The above-named labor organization or its agents have 8(b), subsection(s) 1 of the National Labor Relations Admeaning of the Act, or are unfair practices affecting con 	t, and these unfa	ir labor p	ractices are unfair practi	ces affecting commerce within the	
2. Basis of the Charge (set forth a clear and concise state)					
During the six months prior to the filing of this				•	
, ,	•		-		
coerced employees in the exercise of rights p	-		•		
of (b) (6), (b) (7)(C) regarding discharge for	or arbitrary or	discrim	inatory reasons or i	n bad faith.	
· —					
3. Name of Employer		4a	Tel. No.	4b. Cell No.	
American Building Service, Inc.			101, 110.	45. 3611113.	
American building Service, Inc.		40	Fax No.	4d. e-Mail	
			T da TTO.	40. C Maii	
Location of Plant involved (street, city, state, and ZIP code) 6. Employer			mployer representative	to contact	
630 Sansome Street, B21, San Francisco, CA		- L. 1	sabel Goseco, Supe	ervisor	
			Number of Workers employed		
		000.0.0.		, , , , , , , , , , , , , , , , , , , ,	
Services	Janitorial	· Laa.	T-L M-	10	
10. Full name of party filing charge		1	ı. Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
		110	. Fax No.	11d e-Mail	
11. Address of party filing charge (street, city, state, and ZI	P code)				
(b) (6), (b) (7)(C)	40 0501 45	DATION			
	12. DECLA	RATION			
I declare that I have read the above charge and	that the stateme	nts there	ein are true to the best	of my knowledge and belief.	
				Tel No.	
в(b) (6), (b) (7)(C)	1				
E(B) (G), (B) (1)(G)	(b) (6), ((b) (7)(C		(b) (6), (b) (7)(C)	
(s			d title or office, if any	Cell No.	
Address:			Date:	Fax No.	
(b) (6), (b) (7)(C)			6-20-19	e-Mail	
			" "	- · · · · · · · · · · · · · · · · · · ·	

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 20-CB-243788	Date Filed 06/20/2019		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	nfair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH			
a. Name		b. Union Rep	presentative	to contact
Bakers Confectionery Tobacco and Grain Millers Local 85		Gerardo G	Sill	
		Title: Secr	etary Treasu	ırer
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	200	e. Cell No.
7125 Governors cir		(916) 393-72 f. Fax No.	233	q. e-Mail
CA Sacramento 95823		I. Fax No.		jerry@bakersunion85 com
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the A	of the Natio	onal Labor Re	lations Act, a	and these unfair labor practices
meaning of the Act and the Postal Reorganization Act.	- fl	-l f - i - l - l		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor j	oractices)	
See additional page				
. •				
3. Name of Employer		4a. Tel. No.		b. Cell No.
Bimbo Bakeries USA		(916) 732-47	706	J - M-3
		c. Fax No.		d. e-Mail
				cristina.vargas01@grupobimbo.com
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
3211 6th Avenue			Cristina V	argas nan Resources
CA Sacramento 95817			Tiue. Huii	iaii Resources
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service		er of workers employed
Food Processing	Bread bakery		160	
10. Full name of party filing charge		11a. Tel. No		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7) c. Fax No.	(C)	d. e-Mail
		C. Fax No.		(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.)				(5) (5), (5) (1)(5)
(b) (6), (b) (7)(C)				
12. DECLARATION			No.	\
I declare that I have read the above charge and that the statements therein are true to (b) (6), (b) (7)(C)			(b) (6), (b)) (<i>r</i>)(C)
By (signature of representative or person making charge) (Print/type	(b) (6), (b) (7)(C)	I	NO.	
, James and Jame	Title:		No.	
(b) (6), (b) (7)(C)		e-M	lail	
Address ——	(date) ^{06/20/201}	9 15:32:58		, (b) (7)(C)
	(date)			

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

Basis of the Charge 20-CB-243788 06/20/2019

8(b)(1)(A)

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

UNITED STATES OF AMERICA		DO NOT V	WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD) .	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION AGENTS	•	20-CB-243881	6/24/2019
INSTRUCTIONS: File an original of this charge with the	e NLRB Regional I	Director of the region in wh	ch the alleged unfair labor practice
	OR ITS AGENTS AG	GAINST WHICH CHARGE IS B	ROUGHT
a. Name		b. Union Representative	
SEIU United Healthcare Workers - West		Ivan Gaspari	'n
Address 560 Thomas L. Berkley Way, Oakland, CA 9	4612	d. Tel. No. (510) 251-1250	e.e. Cell No.
		f. Fax No.	g e-Mail ig g gog/in i D Se/4-4h
The above-named labor organization or its agents have 8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting 2. Basis of the Charge (set forth a clear and concise state. Within the past six months, the above-named	ns Act, and these up commerce within the ment of the facts co	nfair labor practices are unfair the meaning of the Act and the postituting the alleged unfair is tion has restrained and	practices affecting commerce within Postal Reorganization Act.
exercise of rights protected by Section 7 of the	ie Act by chargi	ng Beck objectors, inclu	nighei
monthly dues than what it charges other emp	pioyees who are	not Beck objectors.	OSCAR Bugarin Super
Name of Employer Kalser Hospital Sac Medica	(Center>	11 4 11 2 10 7 17	(530)3064696
3.		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP of	-	6. Employer representativ	. /
2025 Morse Avenue, Sacramento, CA 95625		Uscar Dugar	10/9169734378
7. Type of Establishment (factory, mine, wholesaler)	Principal produ Medical	ict or service	9. Number of Workers employed 1000
Hospital	Medical	11a. Tel, No.	11b. Cell No.
(b) (6), (b) (7)(C)		Same as Cell#	(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)		
(b) (6), (b) (7)(C)	12. DECLARA	ATION	
I declare that I have road the above charge and			st of my knowledge and belief.
(b) (6), (b) (7)(C)			Tel No. (b) (6), (b) (7)(C)
(b) (b), (b) (1)(b)	(b) (6), (b) (7)(C)	(6) (6), (6) (1)(6)
(Signature or representative or person making undige)	Print/type n	same and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address:		Date:	Fax No.
(b) (6), (b) (7)(C)		11	
		06/24/201	7 (b) (6), (b) (7)(C)

FORM NLR8-508 (4-19)

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

DO NOT WRITE IN THIS SPACE			
Case Date Filed			
20-CB-244049	6/26/2019		

1. LABOR ORGANIZATION OR ITS					is occurring.
a. Name	AGENTS	AGAINST WHICH CHAR		Representation	in to contact
United Steelworkers Union, Local 565			(b) (6)	, (b) (7)(C)	e to contact
(b) (6), (b) (7)(C) ^{te, and ZIP code)}			d. Tel. (b) (6), (10, b) (7)(C)	e. Cell No.
			f. Fax. N	√o.	
			g. e-ma	il	
h. The above-named labor organization has engaged in and is engage	ging in unfai	r labor practices within th	e meaning	of section 8(t) and (list subsections)
(1)(A)					and these unfair labor
practices are practices affecting commerce within the meaning of t the Act and the Postal Reorganization Act.	the Act, or ti	hese unfair labor practice	s affecting	commerce wi	thin the meaning of
2. Basis of the Charge (set forth a clear and concise statement of the	facts const	tituting the alleged unfair	labor praci	tices)	
Within the past six months, the above-named Labor Organiza grievance for (b) (6), (b) (7)(C) pecause of discriminatory, ref	ation has v taliatory, a	violated its duty of fair arbitrary, and/or bad fa	represen ith reason	tation by fai	ling to process a
3. Name of Employer Pepsi Beverage Company, an Operating Unit of PepsiCo, Inc.	;.	4a. Tel. No. (916) 423-1000	b. Cell N	lo.	c. Fax No.
		d. e-mail	<u> </u>		
		L	T		
5. Location of plant involved (street, city, state and ZIP code) 7550 Reese Rd. Sacramento, CA 95828-3707				yer represent Stallard, Pla	ative to contact nt Manger
7. Type of establishment (factory, mine, wholesaler, etc.) bottling plant	B. Identify p beverages	rincipal product or service	<u>. </u>	9. Numbe 300	r 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 N	lo.	c. Fax No.
	:_	d, e-mail (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge at	nd that the	statements		Tel. No. (b) (6), (b) (7	7)(C)
(b) (6), (b) (7)(C) are true to the best of my knowledg		(6), (b) (7)(C)		Cell No.	
(e	(Print/type na	me and title or office, if any)		Fax No.	
Address(b) (6), (b) (7)(C)	'	Date <u>6-75</u>	19	e-mail	

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

FORM EXEMPT LINDER 44 LLS C 3512

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	TOTAL EXEMIT TOTAL EX 44 0.0.0 0012		
DO NOT WRITE IN THIS SPACE			
Case	Date Filed		
20-CB-244104	6/28/2019		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged u	ntair labor pra	ctice occurre	ed or is occurring.
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH			
a. Name		b. Union Rep	presentative	to contact
BCTGM Local 85		Gerardo (Jerry) Gil	
		Title: Secr	etary Treasu	ırer
				_
c. Address (Street, city, state, and ZIP code)		d. Tel. No.	222	e. Cell No.
7125 Governors Cir		(916) 393-72 f. Fax No.	233	q. e-Mail
CA Sacramento 95823		I. Fax No.		jerry@bakersunion85 com
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the Natio	onal Labor Re	lations Act, a	and these unfair labor practices
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labor j	oractices)	
0				
See additional page				
2. Name of Familian		4a. Tel. No.		b. Cell No.
Name of Employer Bimbo Bakeries USA		(916) 732-47	706	b. Com No.
Billibo Bukolica Ga/Y		c. Fax No.		d. e-Mail
				CristinaVargas01@grupobimbo.com
Location of plant involved (street, city, state and ZIP code)			6. Employ	er representative to contact
3211 6th Avenue			Cristina V	
CA Sacramento 95817			Title: Hun	nan Resources
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	r of workers employed
Food Processing	Bread bakery			
10. Full name of party filing charge		11a. Tel. No		b. Cell No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)	(C)	
		c. Fax No.		d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.)				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)				
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie		No. (b) (6), (b	o) (7)(C)
By	(b) (6), (b) (7)(C)	_	No.	
(signature of representative or person making charge) (Print/type	name and title or office, if any Title:		No.	
(b) (6), (b) (7)(C)			lail	
	(date)_06/28/201	e-N 9 07:29:21		, (b) (7)(C)
Address	(date)	J J1 .EJ.E1	(D) (U)	$\frac{1}{2}$

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

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	8/7/18

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by issuing unlawful fines and or internal charges.

UNITED STATES OF AMERICA	DO NOT W	RITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	20-CB-244244	6/27/2019
INSTRUCTIONS: File an original of this charge with the NLRB Regional occurred or is occurring.		
LABOR ORGANIZATION OR ITS AGENTS		
a. Name	b. Union Representative to	o Contact
	Farless Dailey	
International Longshore and Warehouse Union. Local 10	Secretary/Treasure	r
c. Address	d. Tel. No.	e.e. Cell No.
400 North Point, San Francisco, CA 94133	(510)776-8100	
,	f. Fax No.	g. e-Mail
The above-named labor organization or its agents have engaged in and ar 8(b), subsection(s) 1 (A) of the National Labor Relations Act, and these un meaning of the Act, or are unfair practices affecting commerce within the it. Basis of the Charge (set forth a clear and concise statement of the facts co	fair lebor practices are unfair p neaning of the Act and the Pos	ractices affecting commerce within the tal Reorganization Act.
Within the past six months, the above-named labor organizar exercise of rights protected by Section 7 of the Act by operat discriminatory or in bad faith. Specifically, the Union has fail to the A List	ing a hiring halt in a man	
		3 4. 0.05

3. Name of Employer	4a, Tel. No. (510) 452-1200	4b. Cell No.
Pacific Maritime Association	4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code)	6. Employer representative	to contact
475 14th Street, Ste 300, Oakland, CA 94612		
7. Type of Establishment (factory, mine, wholesaler) 8. P	rincipal product or service	9. Number of Workers employed
Port - large scale shipping and receiving St	hipping	500
10. Full name of party filing charge	11a. Tel. No.	1fb. Cell No.
(1) (2) (1) (7)(2)	(b) (6), (b) (7)(C)	
(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 cod	<i>6</i>)	
(b) (6), (b) (7)(C)	2. DECLARATION	
I declare that I have read the above charge and that t	he statements therein are true to the bes	of my knowledge and belief. Tel No.
(b) (6), (b) (7)(C)		161340.
By:		
by.	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(signat	Print/type name and little or office, if any	Cell No.
Address:	Date:	Fax No.
(b) (6), (b) (7)(C)	6-26-2019	(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA	DO NOT V	VRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD	Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS	00 00 044007	5 /00 /0070
AGENTS RE	CEIVED 20-CB-244267	6/28/2019
INSTRUCTIONS: File an original of this charge with the NLRB Re	gional Director of the region in whi	ch the alleged unfair labor practice
occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGI		
	28 PM 3: Union Representative	
0210 01111		
SANFRA	NCISCO, GA.	
c. Address	d. Tel. No.	e.e. Cell No.
560 Thomas Berkeley Way, Oakland, CA 94612		
	f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged i 8(b), subsection(s)(1)(A) of the National Labor Relations Act, and meaning of the Act, or are unfair practices affecting commerce with	hese unfair labor practices are unfair nin the meaning of the Act and the Po	practices affecting commerce within the stal Reorganization Act.
Basis of the Charge (set forth a clear and concise statement of the Within the past six-months, the above-named labor or		
exercise of rights protected by Section 7 of the Act by		· · · · · · · · · · · · · · · · · · ·
biological for arbitrary or discriminatory reasons or in bad		action grievance or
for arbitrary of discriminatory reasons of hir bad	iaitii.	
3. Name of Employer	4a. Tel. No.	4b. Cell No.
Kaiser Permanente	4c. Fax No.	4d. e-Mail
	40. Fax No.	40. e-iviali
Location of Plant involved (street, city, state, and ZIP code)	6. Employer representativ	e to contact
99 Montecillo Road, San Rafael, CA 94903		
	al product or service	9. Number of Workers employed
Hospital Health	•	500
10. Full name of party filing charge	11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
		
	11c. Fax No.	11d e-Mail
11 Address of party filing charge (street_city_state_and ZIP code)	<u> </u>	
11. Address of party filing charge (street city state and 7IP code) (b) (6), (b) (7)(C)		
	CLARATION	
read the above charge and that the st		st of my knowledge and belief.
		Tel No.
By:		
(b)	(6), (b) (7)(C)	(b) (6), (b) (7)(C)
r person making charge)	type name and title or office, if any	Cell No.
Address:	Date:	Fax No.
(b) (6), (b) (7)(C)		
	6128110	e-Mail
	. 4/20/19	