

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

DO NOT WRITE IN THIS SPACE

Case	Date Filed
19-CB-249378	10-1-2019

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 International Union	b. Union Representative to contact
c. Address (Street, city, state, and ZIP code) 6403 Lakewood dr W Tacoma wa 98467	d. Tel. No. 2535890367
	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)

Within the last six (6) months, the above-named labor organization has breached its duty of fair representation by:

- failing and/or refusing to file or process grievances requested by member (b) (6), (b) (7)(C) pertaining to Safeway's improper scheduling practices in the (b) (6), (b) (7)(C) department and its corresponding violations of unit members' seniority rights;
- failing to itself maintain up-to-date seniority lists for the Safeway (b) (6), (b) (7)(C) department employees it represents and failing/refusing to provide copies of its up-to-date seniority lists to these unit employees upon request;
- failing to hold (b) (6), (b) (7)(C) apprentice board meetings required by the State so that represented employees can retain their (b) (6), (b) (7)(C) certifications; and
- failing to timely respond to (b) (6), (b) (7)(C) and other members' inquiries about the status of the above and other related matters.

3. Name of Employer Safeway Inc	4a. Tel. No. 8882562269	b. Cell No.
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) pierce county stores	6. Employer representative to contact
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7. Type of establishment (factory, mine, wholesaler, etc.) Grocery	8. Identify principal product or service	9. Number of workers employed
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10. Full name of party filing charge (b) (6), (b) (7)(C), an Individual	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)

I declare that (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) thereon are true to the best of my knowledge and belief.  
By (b) (6), (b) (7)(C) an Individual  
(signature) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (date) 10/01/2019

Tel. No.	(b) (6), (b) (7)(C)
Cell No.	
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

Collection 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 this information will 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 19-CB-249338	Date Filed 10/2/2019

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 Teamsters Local 117		b. Union Representative to contact  (b) (6), (b) (7)(C) Title:	
c. Address (Street, city, state, and ZIP code) 14675 Interurban Ave S # 307 WA Tukwila 98168-____		d. Tel. No. (206) 441-4860	e. Cell No.
		f. Fax No. (206) 441-3153	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) (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 US FOODS		4a. Tel. No. (253) 620-9000	b. Cell No.
		c. Fax No. (253) 620-9000	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 2204 70th Ave E #100, WA Fife 98424-____			6. Employer representative to contact  Title:
7. Type of establishment (factory, mine, wholesaler, etc.) Others	8. Identify principal product or service Retail Food Distribution	9. Number of workers employed 140	
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)

Address \_\_\_\_\_ (date) 10/2/2019 12:42:52

Tel. No. (b) (6), (b) (7)(C)
Cell No.
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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## **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.

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-249747	Date Filed 10-7-2019

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 Association of Machinists and Aerospace Workers, District 160, Local Lodge 289		b. Union Representative to contact Daniel R. Morgan, Business Representative John Sagen, Business Representative	
c. Address (Street, city, state, and ZIP code) 9135 15th PI South ,2nd Floor, Seattle, WA 98108		d. Tel. No. 206-762-7990	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) Within the last six (6) months, the above-named labor organization, through (b) (6), (b) (7)(C) and other Union representatives, has restrained and coerced its members in the exercise of their Section 7 rights by failing to process grievances of its members.			
3. Name of Employer Hexcel Corporation		4a. Tel. No. (253) 872-0838	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 19819 84th Ave S, Kent, WA 98032		6. Employer representative to contact Fehi Coffin, Human Resource Generalist	
7. Type of establishment (factory, mine, wholesaler, etc.) Manufacturing	8. Identify principal product or service airplane parts	9. Number of workers employed 1700	
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)		(b) (6), (b) (7)(C)	
I declare (b) (6), (b) (7)(C) statements therein are true to the best of my knowledge and belief.		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C) charge) (Print/type name and title or office, if any)		Cell No.	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 10-4-19	

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 19-CB-249799	Date Filed 10/7/2019

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 APWU Local 28 and (b) (6), (b) (7)(C) APWU		b. Union Representative to contact Myrna Umali Title: President	
c. Address (Street, city, state, and ZIP code) P.O. Box 48148 WA Burien 98148-____		d. Tel. No. (206) 241-6083	e. Cell No.
		f. Fax No.	g. e-Mail mymacumali@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) (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 USPS		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 10700 27 Th Ave S WA Seattle 98168-____			6. Employer representative to contact Title:
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.
		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.		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C) (signature of representative or person making charge)		Cell No.	
(b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Fax No.	
Title:		e-Mail	
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		(date) 10/7/2019 14 38:35	

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  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case 19-CB-249846	Date Filed 10-7-2019

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 TEAMSTERS 589		b. Union Representative to contact MARK FULLER	
c. Address (Street, city, state, and ZIP code) 11871 SILVERDALE WAY NW SILVERDALE, WA STE # 111 98383		d. Tel. No. 360-613-4062	e. Cell No. 360-698-0629
		f. Fax No. 360-698-0629	
		g. e-mail kimke@teamsters589	
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) 8b1A 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)  
 (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) continues to not represent me in UPS violations of contract and my grievances. No communication is done

3. Name of Employer UNITED PARCEL SERVICE 8000 WERNER RD BREMERTON, WA 98312		4a. Tel. No. 360 792 0774	b. Cell No.	c. Fax No.
5. Location of plant involved (street, city, state and ZIP code) 8800 WERNER RD BREMERTON, WA 98312		d. e-mail or 0775		
		6. Employer representative to contact ADRIAN PRAGNELL		
7. Type of establishment (factory, mine, wholesaler, etc.) REGIONAL DISTRIBUTION		8. Identify principal product or service PACKAGE DELIVERY		9. Number of workers employed 100 +

10. Full name of party filing charge  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C) (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. (b) (6), (b) (7)(C)		

12. DECLARATION

(b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.  
 (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

charge (Print/type name and title or office, if any)

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

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Date 9/29/19

Cell No.  
Fax No.  
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

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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 <b>19-CB-249338</b>	Date Filed <b>10-2-2019</b> 1st AMD: <b>10-11-2019</b>

1st Amended

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 <b>Teamsters Local 117</b>	b. Union Representative to contact <b>(b) (6), (b) (7)(C)</b>	
c. Address (Street, city, state, and ZIP code) <b>14675 Interurban Ave S #307 Tukwila, WA 98168</b>	d. Tel. No. <b>(206) 441-4860</b>	e. Cell No.
	f. Fax No. <b>(206) 441-3153</b>	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)  
Within the last 6 months, the above-named labor organization breached its duty of fair representation with respect to its US Foods bargaining unit member **(b) (6), (b) (7)(C)** and other existing unit members who work for US Foods. After US Foods acquired FSA, the Union abruptly informed the unit that it plans to "dovetail" the incoming FSA employees onto the US Foods seniority list, which is likely to bump many original US Foods employees to lower positions on the seniority list, putting them at risk of layoff. The Union has failed to fairly represent **(b) (6), (b) (7)(C)** and other original US Foods employees in this manner in part due to a conflict of interest, as certain members of Local 117 leadership formerly worked for FSA and/or are relatives of current employees of FSA.

3. Name of Employer <b>US Foods</b>	4a. Tel. No. <b>(253) 620-9000</b>	b. Cell No.
	c. Fax No.	d. e-Mail

5. Location of plant involved (street, city, state and ZIP code) <b>2204 70th Ave E #100 Fife, WA 98424</b>	6. Employer representative to contact <b>Lonnie Spencer</b>
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7. Type of establishment (factory, mine, wholesaler, etc.) <b>warehouse</b>	8. Identify principal product or service <b>food distribution</b>	9. Number of workers employed <b>140</b>
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10. Full name of party filing charge <b>(b) (6), (b) (7)(C)</b>	11a. Tel. No. <b>(b) (6), (b) (7)(C)</b>	b. Cell No.
	c. Fax No.	d. e-Mail

11. Address of party filing charge (street, city, state and ZIP code.) <b>(b) (6), (b) (7)(C)</b>	<b>(b) (6), (b) (7)(C)</b>
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12. DECLARATION I, <b>(b) (6), (b) (7)(C)</b> , do hereby declare under penalty of perjury that the foregoing is true and correct. I am the authorized representative of the labor organization named above. <b>(b) (6), (b) (7)(C)</b> ing charge) (Print name and title or office, if any) <b>(b) (6), (b) (7)(C)</b> Address <b>(b) (6), (b) (7)(C)</b> (date)	Tel. No. <b>(b) (6), (b) (7)(C)</b>
	Cell No.
	Fax No.
	e-Mail <b>(b) (6), (b) (7)(C)</b>

**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 BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		19-CB-250781	10-25-2019
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 Teamsters Local 2		b. Union Representative to Contact Bill Rowe	
c. Address 3345 Harrison Ave. Suite A, Butte, MT 59701		d. Tel. No. (406)494-2747	e.a. Cell No.
		f. Fax No. (406)494-4430	g. e-Mail (b) (6), (b) (7)(C)
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 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 process the grievances that (b) (6), (b) (7)(C) related to employee staffing for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer UPS		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3029 Airport Rd., Helena, MT 59601		6. Employer representative to contact Christine Irish HR Manager	
7. Type of Establishment (factory, mine, wholesaler) Bulk mail delivery	8. Principal product or service Bulk mail	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.	
(sig)	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)	

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

PRIVACY ACT STATEMENT

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INTERNET  
FORM NLRB-508  
(2-08)

FORM EXEMPT UNDER 44 U.S.C 3512

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-249883	Date Filed 10/15/2019

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 UNITEHERE! Local 8		b. Union Representative to contact (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 1125 SE Madison Street, Suite 209 Portland, OR 97214		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	(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)			
Within the last six months, the above-named Union has failed in its duty of fair representation of (b) (6), (b) (7)(C) for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer The Benson Hotel		4a. Tel. No. 503-228-2000	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 309 SW Broadway, Portland OR 97205		6. Employer representative to contact George Schweitzer, Managing Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Hotel	8. Identify principal product or service Hospitality	9. Number of workers employed About 100	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (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)	
(b) (6), (b) (7)(C)		Tel. No.	
I hereby certify that the facts stated herein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 10-10-19	

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

PRIVACY ACT STATEMENT

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

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-249987	Date Filed 10/15/2019

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 SEIU 49		b. Union Representative to contact Carlotta Franklin Title:	
c. Address (Street, city, state, and ZIP code) 3536 SE 26th venue OR Portland 97202-____		d. Tel. No. (503) 236-4949	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 Kaiser Permanente Northwest		4a. Tel. No. (800) 813-2000	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 500 NE Multnomah OR Portland 97232-____		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service Health Care	9. Number of workers employed 4000	
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)			
<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.		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C) (signature of representative or person making charge)		Cell No.	
(b) (6), (b) (7)(C) (Print/type name and title or office, if any)		Fax No.	
Title:		e-Mail	
Address (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		(date) 10/14/2019 18:38:24	

**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 19-CB-250278	Date Filed 10/21/2019

**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 OFNHP AFT, Local 5017		b. Union Representative to contact Adrienne Enghouse	
c. Address (Street, city, state, and ZIP code)  1500 NE Irving St. Portland, OR 97232		d. Tel. No. (503) 657-9974	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) Subsection (3) and Section 8(g) 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)  On October 16, 2019, Oregon Federation of Nurses & Health Professionals, American Federation of Teachers (OFNHP-AFT), Local 5017 (the "Union") engaged in picketing at PeaceHealth Southwest Medical Center (the "Employer") in violation of the collective bargaining agreements in effect between the Union and the Employer and Section 8(b)(3) of the Act. The Union also failed to give the Employer notice of its intended picketing in violation Section 8(g) of the Act.			
3. Name of Employer PeaceHealth,d/b/a, PeaccHealth Southwest Medical Center		4a. Tel. No. 360-729-1083	b. Cell No.
		c. Fax No.	
		d. e-mail CArmstrong3@peacchhealth.org	
5. Location of plant involved (street, city, state and ZIP code)  400 NE Mother Joseph Place Vancouver, WA 98664		6. Employer representative to contact Lorna Jones or Craig Armstrong	
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Center	8. Identify principal product or service Health care	9. Number of workers employed 3400	
10. Full name of party filing charge Lorna Jones, System Director - Labor & Caregiver Relations			
11. Address of party filing charge (street, city, state and ZIP code) 1115 SE 164th Avenue, Vancouver, WA 98683		11a. Tel. No. (925) 783-0280	b. Cell No.
		c. Fax No.	
		d. e-mail ljones1@peacchhealth.org; CArmstrong3@peacchhealth.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.  Lorna Jones, System Director, LR  (Print/Type name and title or office, if any)		Tel. No. (925) 783-0280	
Signature of representative of person making charge		Cell No.	
Address 1115 SE 164th Avenue, Vancouver, WA 98683		Fax No.	
Date 10/21/2019		e-mail ljones1@peacchhealth.org	

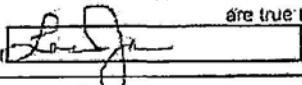
**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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 19-CB-250371	Date Filed 10/22/2019

**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 OFNHP AFT, Local 5017		b. Union Representative to contact Adrienne Enghouse	
c. Address (Street, city, state, and ZIP code) 1500 NE Irving Street Portland, OR 97232		d. Tel. No. (503-657-9974)	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 <del>8(a)</del> and (list subsections) (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)  On October 16, 2019, Oregon Federation of Nurses & Health Professionals, American Federation of Teachers (OFNHP-AFT), Local 5017 (the "Union") engaged in picketing at PeaceHealth Southwest Medical Center (the "Employer") in violation of the collective bargaining agreements in effect between the Union and the Employer and Section 8(b)(3) of the Act.			
3. Name of Employer PeaceHealth, d/b/a, PeaceHealth Southwest Medical Center		4a. Tel. No. 360-729-1083	b. Cell No.
		c. Fax No.	
		d. e-mail CArmstrong3@peacehealth.org	
5. Location of plant involved (street, city, state and ZIP code) 400 NE Mother Joseph Place Vancouver, WA 98664		6. Employer representative to contact Craig Armstrong or Lorna Jones	
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Center	8. Identify principal product or service Healthcare	9. Number of workers employed 3400	
10. Full name of party filing charge Lorna Jones, System Director, Labor & Caregiver Relations			
11. Address of party filing charge (street, city, state and ZIP code) 1115 SE 164th Avenue, Vancouver, WA 98683		11a. Tel. No. 360-729-1083	b. Cell No.
		c. Fax No.	
		d. e-mail CArmstrong3@peacehealth.org; ljones1@peacehealth.org	
<p style="text-align: center;"><b>12. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">               _____  <small>(signature of representative or person making charge)</small> </div> <div style="text-align: center;">             Lorna Jones, System Director, LR              _____  <small>(Print/type name and title or office, if any)</small> </div> </div>		Tel. No. 360-729-1083	
		Cell No.	
		Fax No.	
Address 1115 SE 164th Avenue, Vancouver, WA 98683		Date Oct 21, 2019	e-mail ljones1@pcacchalth.org

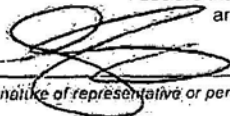
**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

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 19-CG-250372	Date Filed 10/22/2019

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 OFNHP AFT, Local 5017		b. Union Representative to contact Adrienne Enghouse	
c. Address (Street, city, state, and ZIP code) 1500 NE Irving Street Portland, OR 97232		d. Tel. No. 503-657-9974	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 <del>8(a)</del> and (list subsections) 8G 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)  On October 16, 2019, Oregon Federation of Nurses & Health Professionals, American Federation of Teachers (OFNHP-AFT), Local 5017 (the "Union") engaged in picketing at PeaceHealth Southwest Medical Center (the "Employer") in violation of the collective bargaining agreements in effect between the Union and the Employer. The Union failed to give the Employer notice of its intended picketing in violation Section 8(g) of the Act.			
3. Name of Employer PeaceHealth,d/b/a, PeaceHealth Southwest Medical Center		4a. Tel. No. 360-729-1083	b. Cell No.
		c. Fax No.	
		d. e-mail CArmstrong3@peacehealth.org	
5. Location of plant involved (street, city, state and ZIP code) 400 NE Mother Joseph Place Vancouver, WA 98664		6. Employer representative to contact Lorna Jones or Craig Armstrong	
7. Type of establishment (factory, mine, wholesaler, etc.) Medical Center	8. Identify principal product or service Health care	9. Number of workers employed 3400	
10. Full name of party filing charge Lorna Jones, System Director - Labor & Caregiver Relations			
11. Address of party filing charge (street, city, state and ZIP code) 1115 SE 164th Avenue, Vancouver, WA 98683		11a. Tel. No.	b. Cell No.
		c. Fax No.	
		d. e-mail CArmstrong3@peacehealth.org; ljones1@peachalth.org	
<p style="text-align: center;"><b>12. DECLARATION</b></p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">   <small>(signature of representative or person making charge)</small> </div> <div style="text-align: center;"> <p>Lorna Jones, System Director, LR</p> <small>(Print/Type name and title or office, if any)</small> </div> </div>		Tel. No. 360-729-1083	
		Cell No.	
		Fax No.	
		e-mail	
Address 1115 SE 164th Avenue, Vancouver, WA 98683		Date Oct 22, 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		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
<b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b>		19-CB-250460	10/22/2019
<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 International Association of Sheet metal, Air, Rail and Transportation Workers Local Union No. 23		b. Union Representative to Contact Randy Golding	
c. Address 1317 E. 75th Ave #4 Anchorage, AK 99518		d. Tel. No. (907)277-5313	e.e. Cell No.
		f. Fax No. (907)277-2457	g. e-Mail randygolding@aklocal23.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)(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)			
During the last six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by: (1) refusing to allow employees it represents to participate in collective bargaining, (2) threatening to retaliate against employees it represents for raising issues regarding representation, (3) retaliating against employees it represents for raising issues regarding representation, and otherwise representing members in a manner that was arbitrary, discriminatory or in bad faith. Charges to include: (1) Union not collective bargaining in good faith. (2) The union not collective bargaining on behalf of the employees to a company that already held a CBA. (3) Not refunding over paid union dues from the time of the declaration of no interest (4) Having Management collective bargaining with Management on a contract. (5) Requesting money back for training after the union filing a declaration of no interest.			

3. Name of Employer Sun-Air Sheetmetal, Inc.		4a. Tel. No. (907)456-8766	4b. Cell No.
		4c. Fax No. (907)456-3494	4d. e-Mail donna@sunairsheetmetal.com
5. Location of Plant involved (street, city, state, and ZIP code) 3250 Easy St. Fairbanks, AK 99701		6. Employer representative to contact Donna Robertson, President	
7. Type of Establishment (factory, mine, wholesaler) Construction Contractor	8. Principal product or service HVAC	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.
(sig)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 10/22/2019	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**

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  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-250789	Date Filed 10-25-2019

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 Sheet Metal, Air, Rail and Transportation Workers LU#23		b. Union Representative to contact Randy Golding Title: Business Manager	
c. Address (Street, city, state, and ZIP code) 1317 E 75th Ave #4 AK Anchorage 99518-_____		d. Tel. No. (907) 277-5313	e. Cell No.
		f. Fax No. (907) 277-2457	g. e-Mail randygolding@aklocal23.org
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 Sun-Air Sheet Metal, Inc.		4a. Tel. No. (907) 456-8766	b. Cell No. (907) 388-7822
		c. Fax No. (907) 456-3494	d. e-Mail donna@sunairsheetmetal.com
5. Location of plant involved (street, city, state and ZIP code) 3250 Easy ST AK Fairbanks 99701-_____		6. Employer representative to contact Donna Brady Robertson Title: President	
7. Type of establishment (factory, mine, wholesaler, etc.) Construction	8. Identify principal product or service HVAC Sheet Metal	9. Number of workers employed 4	
10. Full name of party filing charge Donna Brady Robertson Sun-Air Sheet Metal, Inc.		11a. Tel. No. (907) 456-8766	b. Cell No. (907) 388-7822
		c. Fax No. (907) 456-3494	d. e-Mail donna@sunairsheetmetal.com
11. Address of party filing charge (street, city, state and ZIP code.) 3250 Easy ST AK Fairbanks 99701-_____			
<b>12. DECLARATION</b>		Tel. No. (907) 456-8766	
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. (907) 388-7822	
By <u>Donna Brady Robertson</u> <u>Donna Brady Robertson</u> (signature of representative or person making charge) (Print/type name and title or office, if any) Title: President		Fax No. (907) 456-3494	
3250 Easy ST Address Fairbanks AK 99701-_____ (date) 10/25/2019 17:02:42		e-Mail donna@sunairsheetmetal.com	

**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)(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  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST LABOR ORGANIZATION  
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 19-CB-250734	Date Filed 10/28/2019

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 Oregon Federation of Nurses and Health Professionals		b. Union Representative to contact President: Adrienne Enghouse, RN	
c. Address (Street, city, state, and ZIP code) 1500 NE Irving St., Portland, OR 97232		d. Tel. No. 503-657-9974	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) Within the last six (6) months, the above-named labor organization, through (b) (6), (b) (7)(C) and other Union representatives have restrained and coerced its members in the exercise of their Section 7 rights by failing and refusing to process grievances of its members.			
3. Name of Employer Kaiser Permanente		4a. Tel. No. 503-813-3860	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 500 NE Multnomah Street, Portland, OR 97232			6. Employer representative to contact
7. Type of establishment (factory, mine, wholesaler, etc.) Healthcare	8. Identify principal product or service patient services	9. Number of workers employed 1000	
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)			
<b>12. DECLARATION</b>		Tel. No. (b) (6), (b) (7)(C)	
I, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) in are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (signature of representative of person making charge) (Print/type name and title or office, if any)		Cell No.	
Address (b) (6), (b) (7)(C)		Fax No.	
(date) 10/18/19		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.

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-250856	Date Filed 10-28-2019

**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 International Brotherhood of Teamsters ("Teamsters") Local 117 and Local 313		b. Union Representative to contact John Scearcy, Secretary-Treasurer, Local 117 Robert McDonald, Secretary-Treasurer, Local 313	
c. Address (Street, city, state, and ZIP code) Teamsters Local 117 14675 Interurban Ave. S., Suite # 307 Tukwila, WA 98168  Teamsters Local 313 220 South 27th Street Tacoma, WA 98402		d. Tel. No. 206.441.4860 253.627.0103	e. Cell No.
		f. Fax No. 206.441.3153 253.627.0106	
		g. e-mail john.scearcy@teamsters117.org bob@teamsters313.org	
h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of (list subsections) Sections 8(b)(1)(A), 8(b)(2) and 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)  See Attachment.			
3. Name of Employer United Natural Foods, Inc.		4a. Tel. No. 202.739.5565	b. Cell No. 773.255.7112
		c. Fax No. 202.739.3001	
		d. e-mail philip.miscimarra@morganlewis.com	
5. Location of plant involved (street, city, state and ZIP code) 4002 Galvin Road, Centralia, WA 98531		6. Employer representative to contact Philip A. Miscimarra, Counsel	
7. Type of establishment (factory, mine, wholesaler, etc.) Distribution Center	8. Identify principal product or service Wholesale Grocery Distribution		9. Number of workers employed Approx. 500 employees
10. Full name of party filing charge United Natural Foods, Inc.			
11. Address of party filing charge (street, city, state and ZIP code) 4002 Galvin Road, Centralia, WA 98531		11a. Tel. No. 202.739.5565	b. Cell No. 773.255.7112
		c. Fax No. 202.739.3001	
		d. e-mail philip.miscimarra@morganlewis.com	
<b>12. DECLARATION</b>		Tel. No. 202.739.5565	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Cell No. 773.255.7112	
 _____ (signature of representative or person making charge)		Fax No. 202.739.3001	
		Philip A. Miscimarra, Counsel to Charging Party _____ (Print/type name and title or office, if any)	
Morgan, Lewis & Bockius LLP Address 1111 Pennsylvania Avenue NW, Washington, DC 20004		Date October 28, 2019	
		e-mail philip.miscimarra@morganlewis.com	

**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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### **Attachment to Charge Against Teamsters Local 117 and 313**

Since on or about April 28, 2019, the International Brotherhood of Teamsters (“Teamsters”) Local 117 and Local 313 (collectively the “Unions”), by their officers, agents and representatives, have violated Sections 8(b)(1)(A), 8(b)(2) and 8(b)(3) of the National Labor Relations Act (“NLRA” or “Act”) by (i) restraining and coercing employees of United Natural Foods, Inc. (“UNFI” or the “Company”) in the exercise of rights guaranteed in Section 7 of the Act, (ii) causing or attempting to cause UNFI to discriminate against an employee in violation of Section 8(a)(3) of the Act, and (iii) violating the Unions’ duty to bargain collectively with UNFI as defined in Section 8(d) of the Act.

The above violations include but are not limited to the following actions by Teamsters Local 117 and Local 313:

- (a) imposing on UNFI employees at the UNFI distribution center located in Centralia, Washington, collective bargaining agreements and/or terms of those agreements that were negotiated and entered into between UNFI’s predecessor, SuperValu, Inc., and Locals 117 and 313, respectively, in relation to employees at the UNFI distribution center located in Tacoma, Washington, and when Locals 117 and 313 have not been certified or recognized as the representative of Centralia employees in an appropriate bargaining unit under Section 9(a) of the Act;
- (b) imposing union representation by Locals 117 and 313 at the UNFI distribution center located in Centralia, Washington, when Locals 117 and 313 have not been certified or recognized as the representative of Centralia employees for purposes of collective bargaining in an appropriate bargaining unit under Section 9(a) of the Act;
- (c) taking the actions described in subsections (a) and (b) above when there has been no determination regarding what is an “appropriate” unit of Centralia employees for purposes of collective bargaining as required by Section 9(a) of the Act, and when the circumstances establish that a unit or units limited to former Tacoma employees who were previously represented by Locals 117 and 313 would not be an “appropriate” unit;
- (d) requiring UNFI to discriminate among employees at the Centralia distribution center in regard to their hire or tenure of employment or one or more terms or conditions of employment, and to encourage or discourage membership in any labor organization, by imposing collective bargaining agreements and/or terms of those agreements on Centralia employees who were previously represented at the UNFI Tacoma distribution center by Locals 117 and 313, respectively, when the same collective bargaining agreements and terms have no application to other Centralia employees and were not negotiated by any union authorized to represent such other employees;
- (e) insisting that UNFI modify, alter and expand existing employee bargaining units represented by Locals 117 and 313 at the UNFI distribution center located in Tacoma, Washington, by making those bargaining units encompass employees at the UNFI distribution center located in Centralia, Washington;
- (f) pursuing, invoking, maintaining, enforcing, reaffirming and seeking to apply (i) grievances filed by Locals 117 and 313, (ii) an arbitration award issued by arbitrator Joseph W. Duffy, dated October 7, 2019 (the “Award”), and (iii) contract provisions relied upon in those grievances and the Award, that would purport to require UNFI to take the above actions, which are contrary and repugnant to the requirements of the Act.

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-250851	Date Filed 10/28/2019

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 international laborers union of north america		b. Union Representative to contact mike whiteside II Title: union rep	
c. Address (Street, city, state, and ZIP code) 100th st WA seattle 98174-_____		d. Tel. No. (206) 441-0481	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 Various Employers		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code)			6. Employer representative to contact Title:
7. Type of establishment (factory, mine, wholesaler, etc.) Construction Services	8. Identify principal product or service builders	9. Number of workers employed 32	
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.		Tel. No. (b) (6), (b) (7)(C)	
By (b) (6), (b) (7)(C) (signature of representative or person making charge)		Cell No. (b) (6), (b) (7)(C)	
(Print/type name and title or office, if any)		Fax No.	
Title: (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)		(date) 10/28/2019 10:11:18	

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

**PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(b)(1)(A)

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

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C)	06191991

### 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.