UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	18-CB-243239	June 13, 2019		
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di occurred or is occurring.		•		
LABOR ORGANIZATION OR ITS AGENTS AGA	NINST WHICH CHARGE IS BR	OUGHT		
a. Name	<ul> <li>b. Union Representative to</li> </ul>	Contact		
Bakery, Confectionery, Tobacco, and Grain Millers Union	John Riskey			
Local 167G Unit 405				
c. Address	d. Tel. No.	e.e. Cell No.		
100 N. 3rd St., Ste 50, Grand Forks, ND 58203	(701)672-6133	(701)520-0459		
	f. Fax No.	g. e-Mail		
		jgriskey167g@gwestoffice		
	-	.net		
<ul> <li>h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.</li> <li>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</li> <li>For about the last six months and continuing, the above-named labor organization has refused to bargain</li> </ul>				
collectively and in good faith with Dakota Yeast by failing to m	<b>-</b>	_		
i concentrary and in good faith with barota reast by failing to the	eet at regular times and	places for bargaining.		

		4a. Tel. No.	4b. Cell No.	
Dakota Yeast				
		4c. Fax No.	4d. e-Mail	
		(701)403-9039	dschuler@lallemand.com	
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative to contact		
18175 Red River Rd. W, Wahpeton, ND 580	75	Darlene Schuler		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	Number of Workers employed	
bakery	Baked goods	,	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	
			(b) (6), (b) (7)(C)	
Ad Address of and Elizaberra (attack aits at the and 3	210 anda)		<u></u>	
11. Address of party filing charge (street, city, state, and 2	ur 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 be	st of my knowledge and belief.	
			Tel No.	
(b) (6) (b) (7)(C)				
(b) (6), (b) (7)(C)				
	(b) (6), (b)	(7)(C)	(b) (6), (b) (7)(C)	
(signature charge)	Prot/type na	me and title or office, if any	Cell No.	
	Filliotype na	me and the or office, if any	Cell No.	
	Fillivtype flai			
Address:	Fillitype hai	Date:	Fax No.	
Address: (b) (6), (b) (7)(C)	Fillio type flai		Fax No.	
	Pillutype na			

# 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	DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS 7	18-CB-242961	June 10, 2019		
INSTRUCTIONS: File an original of this charge with the NLRB Regional D occurred or is occurring.				
LABOR ORGANIZATION OR ITS AGENTS AGA	AINST WHICH CHARGE IS BRO	OUGHT		
a. Name	<ul> <li>b. Union Representative to</li> </ul>	Contact		
SEIU - Local 26	Gerardo Cagamarca	3		
	Organizer			
c. Address	d. Tel. No.	e.e. Cell No.		
1620 Central Ave NE, Suite 177, Minneapolis, MN 55413	(612)386-6190	·		
	f. Fax No.	g. e-Mail		
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.				
2. Basis of the Charge (set forth a clear and concise statement of the facts con	stituting the alleged unfair lab	or practices)		
Within the previous six months, the above-named labor organization has restrained and coerced employees in the				
exercise of rights protected by Section 7 of the Act by refusing		-		
employees regarding the Employer not following the CBA rela	ted to the assignment o	f work, for arbitrary or		
discriminatory reasons or in bad faith.				
	-			

Name of Employer	·	4a. Tel. No.	4b. Cell No.
Compass Group			
,		4c. Fax No.	4d. e-Mail
	<u> </u>		
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6. Employer representative	e to contact
2400 Yorkmont Rd., Charlotte, NC 28217		Gilberto Tlaseca Ma	arin Manager
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed
'Cleaning Contractor	Cleaning Serv	rices	14
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
			(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)	b	
(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 bes	t of my knowledge and belief.
-			.Tel No.
(b) (6), (b) $(7)(C)^{(b)}(6)$ , (b) $(7)(C)$			
(b)(0),(b)(1)(0)			
	(b) (6), (b	) (/)(C)	
porcon maning onargo)	Print/type nar	ne and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address		Date:	
Address: (b) (6), (b) (7)(C)		Date:	Fax No.
(D)(D),(D)(T)(C)		c > 10	e-Mail
		06-04-19	(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	DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD	Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	18-CB-242959	June 10, 2019		
INSTRUCTIONS: File an original of this charge with the NLRB Regional Di	rector of the region in which	h the alleged unfair labor practice		
occurred or is occurring.				
LABOR ORGANIZATION OR ITS AGENTS AGA				
a. Name	b. Union Representative to	1		
SEIU - Local 26	Gerardo Cagamarca	a		
	Organizer			
Address .	d. Tel. No.	a a Call Na		
c. Address		e.e. Cell No.		
1620 Central Ave NE, Suite 177, Minneapolis, MN	(612)386-6190			
	f. Fax No.	g. e-Mail		
h. The above-named labor organization or its agents have engaged in and are				
8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within				
the meaning of the Act, or are unfair practices affecting commerce within the				
2. Basis of the Charge (set forth a clear and concise statement of the facts cons				
Within the previous six months, the above-named labor organi	zation has restrained a	nd coerced employees in the		
exercise of rights protected by Section 7 of the Act by refusing to process the grievance for the custodial/janitorial				
employees regarding the Employer not following the CBA related	ted to the assignment o	f work, for arbitrary or		
discriminatory reasons or in bad faith.	•			

Name of Employer     Compass Group	,	4a. Tel. No.	4b. Cell No.	
Southern Stort		4c. Fax No.	4d. e-Mail	
5. Location of Plant involved (street, city, state, and ZIP c	ode)	6. Employer represen	tative to contact	
2400 Yorkmont Rd, Charlotte, NC 28217		Gilberto Tlaseca Marin Manager		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc		Number of Workers employed	
Cleaning Contractor	Cleaning Serv	vices	14	
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	
			(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	TION		
I declare that I have read the above charge and	I that the statements	therein are true to the	best of my knowledge and belief.	
(b) (6), (b) (7)(C)	`		Tel No.	
By:	(b) (6), (b	o) (7)(C)	(b) (6), (b) (7)(C)	
(signature of representative or person making charge)	Print/type nar	me and title or office, if a	iny Cell No.	
Address:		Date:	Fax No.	
(b) (6), (b) (7)(C)		,		
		06/07/2	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.

INTERNÉT FORM NLRB-508 (2-08)

# UNITED STATES OF AMERICA

#### NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

	FORM EXEMPT UNDER 44 U.S.C 3512	
DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
18-CB-243006	June 10, 2019	

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged ur	nfair labor prac	ctice occurre	d or is occurring.	
LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH				
a. Name		b. Union Rep	resentative t	to contact	
ATSE Local 13			Matt Rice, Bus. Rep.		
	' '				
c. Address (Street, city, state, and ZIP code)		d. Tel. No. 612-379-7	564	e. Cell No.	
312 Central Ave SE Suite 398	ĺ	f. Fax No.	304	g. e-Mail	
Minneapolis MN 55414		i. Fax No.		g. e-wall	
	<u> </u>				
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 meaning of the Act and the Postal Reorganization Act.	of the Natio	nal Labor Rela	ations Act, a	nd these unfair labor practices	
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	l unfair labor p	ractices)		
Since about (b) (6), (b) (7)(c) 2019, the Union has barred me from	m referrals through its e	xclusive ref	ferral serv	ice and refused to fairly	
represent me by not processing a grievance over my te	rmination.				
•					
3. Name of Employer		4a. Tel. No.		b. Cell No.	
SMG		612-777-8	744		
		c. Fax No.		d. e-Mail	
5. Location of plant involved (street, city, state and ZIP code)			6. Employ	er representative to contact	
401 Chicago Ave S, Minneapolis MN 55414			Tad Wils	son	
	,				
7. Type of establishment (factory, mine, wholesaler, etc.)	Identify principal product	or service	9. Numbe	r of workers employed	
Entertainment venue			<u> </u>		
10. Full name of party filing charge		11a. Tel. No. (b) (6), (b) (7	)(C)	b. Cell No.	
(b) (6), (b) (7)(C)	~	c. Fax No.	/(0)	d. e-Mail	
11. Address of party filing charge (street, city, state and ZIP code.)					
(b) (6), (b) (7)(C)					
12 DECLARATION	the best of military desired and the second	Tel.	No. (b) (6)	(b) (7)(C)	
decla(b) (6), (b) (7)(C)	the best of my knowledge and belief (b) (7)(C) an individual	ı. ı Cell		b) (1)(C)	
Ву	an individua		NO.		
Prinotype	паше апо ше от опрев, іт апу	Fax	No.'		
(b) (6) (b) (7)(C)	_	,	-11		
(b) (6), (b) (7)(C)	(date)6/10	, / 19 e-M	all		
Address	(date)	<del>/</del> - <u>'</u> -			

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

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

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			
	Date Filed		
18-CB-243453	June 17, 2019		

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

ING INCOTIONS. The air original with NEIND Regional Breetor for the					
1. LABOR ORGANIZATION OR IT	TS AGENTS A	AGAINST WHICH CHARC	SE IS BRO	UGHT	
				Jnion Representative to contact ve Schrunk	
c. Address (Street, city, state, and ZIP code) 9422 Ulysses St. N.E.			d. Tel. No 763-267		e. Cell No.
Blaine, MN 55434			f. Fax. No	).	
			g. e-mail		
h. The above-named labor organization has engaged in and is engaged (1)(A), (2) practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	f the Act, or th	of the Nation	nal Labor R affecting c	elations Act, a ommerce with	nd these unfair labor
Basis of the Charge (set forth a clear and concise statement of the See attached sheet	he facts const	ituting the alleged unfair la	bor practic	es)	
3. Name of Employer CRH Companies Midwest Region		4a. Tel. No. 515-266-9928	b. Cell No	).	c. Fax No.
Cital Companies Manness region		d. e-mail		. ,	
5. Location of plant involved (street, city, state and ZIP code) 26239 State Hwy 25 Belle Plaine, MN 56011			6. Employe Dave Ph	er representati illips	ve to contact
7. Type of establishment (factory, mine, wholesaler, etc.) Paving and Material Company	8. Identify parting Se	rincipal product or service ervices		9. Number o	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)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No		c. Fax No.
(b) (6), (b) (7)(C)		d. e-mail			
12. DECLARATION  I declare that I have read the above charge  are true to the best of my knowled	and that the	statements f.		Tel. No. 703-321-851 Cell No.	0
1WB5		Solem, Attorney	]		
(signature of representative or person making charge)	, ,,	me and title or office, if any)		Fax No. 703-321-931	9
c/o National Right to Work Legal Defense Foundation,  Address Inc. 8001 Braddock Rd., Suite 600, Springfield VA 22160  Date				e-mail abs@nrtw.or	g

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.

#### **BASIS OF THE CHARGE**

- (1) On April 28, 2019 at a companywide meeting, union representative (b) (6), (b) (7)(C) told employees that union membership was a condition of employment and that unless employees joined the union they would be terminated.
- (2) Notwithstanding the Union's verbal representations, the Union also presented Charging Party with a membership form that contained an incomplete account of Charging Party's rights under Beck. Specifically, the Respondent Union failed to provide Charging Party with the percentage reduction or a good faith estimate of the fees for nonmember objectors. See Penrod v. NLRB, 203 F.3d 41 (D.C. Cir. 2000).
- (3) Charging Party refused to join the union and was subsequently terminated from employment on [5](6)(6)(7)(6) 2019. Charging Party was terminated because refused to become a full member of the union.
- (4) Charging Party requests injunctive relief under Section 10(j) of the Act.

UNITED STATES OF AMERICA		DO NOT	
NATIONAL LABOR RELATIONS BOARD		Case	WRITE IN THIS SPACE
CHARGE AGAINST LABOR ORGANIZATION	OR ITS		Date filed
I AGENTS		18-CB-244149	June 28, 2019
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	NLRB Regional	Director of the region in wh	leb the allowed was to be a second
occurred or is occurring.			ion me alleged untair tabor practice
a. Name	OR ITS AGENTS AG	SAINST WHICH CHARGE IS E	ROUGHT
		<ul> <li>b. Union Representative</li> </ul>	to Contact
AFSCME MINNESOTA COUNCIL 5, AFL-CIC	)	John Westmorela	nd, Executive Director
<u> </u>		j·	
c. Address		d. Tel. No.	
300 HARDMAN AVE S, SOUTH ST. PAUL, M	N 55075	(651)450-4990	e.s. Celi No.
= -, · · · · · · · · · · · · · · · ·	.,, 000/0	f. Fax No.	
<u> </u>		10541455 4044	g. e-Mail
h. The above-named labor organization or its agents have 8(b), subsection(s) (1)(A) of the National Labor Relations	engaged in and an	(651)455-1311	
8(b), subsection(s) (1)(A) of the National Labor Relations the meaning of the Act, or are unfair practices affection of	s Act. and these ur	e engaging in untair labor pra	ctices within the meaning of section
the meaning of the Act, or are unfair practices affecting ( 2. Basis of the Charge (set forth a clear and copoles statem)	commerce within th	e meaning of the Art and the	Postal Receivation Ast
Basis of the Charge (set forth a clear and concise statem  Within the nact ely months the nact elympatrics)	ent of the facts co.	nstituting the alleged unfair is	hor gractions)
Within the past six months, the above-named process and/or arbitrate the grievance of (b) (6) reasons or in had faith	labor organizat	ion has falled its duty of	f fair ránnachtaíle - h 6-18
process and/or arbitrate the orievance of (b) (6	b), (b) (7)(C)	and the location of the court o	i lair representation by failing to
reasons or in bad faith.	eg	arding emination f	or arbitrary or discriminatory
reasons of in pag latin.			•
3. Name of Employer			
Walker Methodist Health Center		4a. Tel. No.	4b, Cell No.
Assirter Methodist Health Ceutel		(612)827-5931	
		4c, Fax No.	4d. e-Mail
5. Location of Plant Involved (street, city, state, and ZIP code	· ·		
2727 Dr A C Att	9)	6. Employer representative	to contact
3737 Bryant Ave S, Minneapolis, MN 55409-10	99	Peggy Beck, Hum	an Resources
7. Type of Establishment (factory, mine, wholesaler) 8	. Principal produc	t or service	9. Number of Workers employed
Nursing home	Healthcare se		S. Feditiber of Workers employed
0. Full hame of party filing charge	rica urcare aç		·
(b) (6), (b) (7)(C) (b)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Call No (b) (6), (b) (7)(C)
		(5) (5), (5) (7)(5)	(b) (0), (b) (7)(C)
		11c. Fax No.	11d e Mail
A Adultura and the second seco			(b) (6), (b) (7)(C)
1. Address of party filing charge (street, city, state, and 719)	ode)	· · ·	
(b) (6), (b) (7)(C)	,		
	12. DECLARAT	10N	
I declare that I have you do to			-
I declare that I have read the above charge and the	<u>it the statements</u>	therein are true to the best	of my knowledge and belief
	·	,	Tel No.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)			
y <del>,</del>	(b) (6), (b) (7)	(C)	
ning .	.		(b) (6), (b) (7)(C)
ignature or representative or person making charge)	Print/type nam	e and title or office, if any	
		and the same of the same	(b) (6), (b) (7)(C)
Address:		Date:	
(b) (6), (b) (7)(C)		Date.	Fax No.
		11261.0	
		6/28/19	(b) (6), (b) (7)(C)
			$\mathbf{L}(\mathbf{D})$ ( $\mathbf{O}$ ), ( $\mathbf{D}$ ) ( $\mathbf{I}$ )( $\mathbf{C}$ )

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**

		TOTAL EXELLE TOTAL ETT TO CO.O.O.O.O.
	DO NOT WRIT	E IN THIS SPACE
Case		Date Filed
	18-CB-243753	June 24, 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	CHARGE IS	BROUGHT	
a. Name		b. Union Rep	resentative t	to contact
Local 407		(b) (6), (b) (7)(	(C)	
		Title: (b) (c)	(b) (7)(C)	
		Title: (b) (6),	(b) (r)(C)	
		d Tal No		- C-IINI-
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
1903 s 62nd st		(b) (6), (b) (7)	(0)	
WI West allis 53219		f. Fax No.		g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged	in and is (are) engaging in un	fair labor pract	ices within t	he meaning of section 8(b).
subsection(s) (list subsections) (1)(A)	of the Natio	onal Labor Rel	ations Act, a	nd these unfair labor practices
are unfair practices affecting commerce within the meaning of the Admeaning of the Act and the Postal Reorganization Act.	ct, or these unfair labor practi	ces are unfair	practices aff	ecting commerce within the
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	d unfair labor p	ractices)	
Con additional page				
See additional page				
Name of Employer		4a. Tel. No.		b. Cell No.
Unit Drop Forge Cp		(414) 545-30	00	
one brop rouge op		c. Fax No.		d. e-Mail
		1		
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact
1903 S 62nd st			Dave Ben	
WI West Allis 53219			Title: Hum	nan resources
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Number	r of workers employed
40 Full name of modufile a boson		11a. Tel. No.	<u> </u>	b. Cell No.
10. Full name of party filing charge				(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		(b) (6), (b) (7)( c. Fax No.	٥,	d. e-Mail
		C. Fax No.		
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.	No.	1/7/01
I declare that I have read the above charge and that the statements therein are true to			(b) (6), (b	) (1)(C)
	(b) (6), (b) (7)(C)	Cell		) (7)(C)
	name and title or office, if any		(b) (6), (b	)(r)( <del>o</del> )
	Title:	Fax	NO.	
(b) (6) (b) (7)(C)		0.14	ail	
(b) (6), (b) (7)(C)	06/22/204	e-M		(b) (7)(C)
Address	(date) <sup>06/22/201</sup>	5 22.40.34	(b) (d)	, (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.

## **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.

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 18-CB-243903	Date Filed			
	June 25, 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		to contact
AFSCME Council 32		(b) (6), (b) (7)(C)		
		Title: (b) (	6), (b) (7)(	(C)
c. Address (Street, city, state, and ZIP code)		d. Tel. No.		e. Cell No.
, , , , , , , , , , , , , , , , , , , ,		(414) 344-68	368	(b) (6), (b) (7)(C)
3510 W St. Paul Avenue 5771 N 78th Street WI Milwaukee 53208-		f. Fax No.		g. e-Mail
<del></del>				(b) (6), (b) (7)(C)
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 Rel	ations 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 alleged	d unfair labor p	oractices)	
See additional page				
ooo aaamoma page				
		4- T-I N-		h O-IIN-
3. Name of Employer		4a. Tel. No. (414) 765-67	07	b. Cell No.
US Bank		c. Fax No.		d. e-Mail
				Anthonsen.Kathy@usbank.com
Location of plant involved (street, city, state and ZIP code)			6. Employ	ver representative to contact
777 East Wisconsin Avenue			Kathy An	
WI Milwaukee 53278			Title: Huma	an Resource Public Relations Person/Union
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed
Financial	Customers accounts		300	
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)	(b) (6), (b) (7)(C) d. e-Mail
		C. Fax NO.		(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)				(2) (2) (3) (4)(2)
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	Tel.	No. (b) (6), (t	b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Cell		a V T V C V
(signature of representative or person making charge) (Print/type		/) Fax	(b) (6), (b)	5) (F)(C)
(b) (6) (b) (7)(C)	Title:			
(b) (6), (b) (7)(C)	0605004	e-M		(b) (7)(C)
Address	(date) <sup>06/25/201</sup>	J 22.23.UI	(b) (d)	), (b) (7)(C)

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

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## **Basis of the Charge**

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

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

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	Date Filed			
18-CB-244132	June 28, 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 tr					occurring.	
1. LABOR ORGANIZATION OR IT	TS AGENTS A	AGAINST WHICH CHARC	,		·	
			b. Union Representative to contact Bob Waters			
c. Address (Street, city, state, and ZIP code) 2411 W. Central Park Avenue Davenport, Iowa 52804			d. Tel. No. (563)323-3	3655	e. Cell No.	
Davenport, Iowa 32804			f. Fax. No.			
			g. e-mail			
h. The above-named labor organization has engaged in and is engaged	aging in unfair	-	_		and (list subsections) nd these unfair labor	
practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	f the Act, or th	nese unfair labor practices	affecting cor	mmerce withi	in the meaning of	
2. Basis of the Charge (set forth a clear and concise statement of the I have been requesting that the union file a complaint and for who work the B shift as (b) (6). (b) (7)(C) workers for the one do 25. The union refuses to fight for it's members. Instead the have not even proceeded to move forward with the grievand provided for in the terms of the contract, however, the issue	ollow the gri ollar premiu y have ignor ce process.	ievance process with T m as agreed to in the u red my complaint as we We are just asking that	'yson Fresh mion contac ell as 45 oth t a neutral a	Meats argu et in Article ner member rbitrator de	25, Section 2, page complaints. They cide the matter as	
3. Name of Employer Tyson Fresh Meats		4a. Tel. No. (319)236-2636	b. Cell No.		c. Fax No.	
		d. e-mail				
5. Location of plant involved (street, city, state and ZIP code) 501 N. Elk Run Road Waterloo, Iowa 50703					ve to contact IR Director	
7. Type of establishment (factory, mine, wholesaler, etc.) Factory	8. Identify process	rincipal product or service essing			of workers employed ately 3,000	
10. Full name of party filing charge (b) (6), (b) (7)(C)						
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7	7)(C)	c. Fax No.	
	:	d. e-mail (b) (6), (b) (7)(C)				
12. DECLARATION I declare that I have read the above charge (b) (6), (b) (7)(C) to finy knowledge.	and that the		(b	el, No, ) (6), (b) (7)( cell No.	C)	
	(Printtype na	(C)	(b	) (6), (b) (7)( ax No.	C)	
Address (b) (6), (b) (7)(C)		Date 06/26/2019		-mail b) (6), (b) (	7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND INCRESONMENT (U.S. CODE, TITLE 18, SECTION 1981)
PRIVACY ACT STATEMENT

Solicitation of the information on this time is accurated by the Nutienal Cabor Heleficure Act (NURA), 29 U.S.C. § 151 of seq. The principal use of the information is to assist the National Labor Relations Bourd (NURA) in processing unlair labor produce and mission processings or Higation. The routine uses for the information are fully set forth in the Federal Register, 74 Fed. Rug. 74942-43 (Occ. 13, 2006). The NURB will further explain these uses upon request. Disclosure of this information to the NURB is voluntary, however, failure to supply the information may cause the NURB to decline to invoke its processes.

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		Date Filed			
	18-CB-244164	June 28, 2019			

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

NOTICO TOTO: The different man the test of the second of t						
1. LABOR ORGANIZATION OR IT	S AGENTS A	AGAINST WHICH CHARG	E IS BROU	JGHT		
a. Name SEIU Healthcare Minnesota			b. Union Representative to contact Lisa Weed			
c. Address (Street, city, state, and ZIP code)			d. Tel. No. (651) 294		e. Cell No.	
345 Randolph Avenue, Suite 100 St. Paul, MN 55102			f. Fax. No. (651) 294			
			g. e-mail Lisa.Wee	d@seiuhealt	hcaremn.org	
h. The above-named labor organization has engaged in and is enga $(1) \& (3)$ and $8(d)$ practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	the Act, or th	of the Natior nese unfair labor practices	affecting co	elations Act, ar ommerce withi	nd these unfair labor	
2. Basis of the Charge (set forth a clear and concise statement of the The parties last met for collective bargaining negotiations of that it is the Union's turn to make a proposal. The Union has 2019. Further, since May 6, 2019, the Union has failed and required by 8(d) and 8(b)(3). The Employer has offered the (in a significantly-delayed response), and the Union has deciviolation of 8(b)(3) & 8(d) of the Act.	n May 6, 20 as failed and refused "to Union mul	of the Employer mand refused to make any part of the meet at reasonable time tiple meeting dates, but	oroposals or put the Union	proposal on or counter-pr proses of con n refused to	oposals since May 6, intract negotiations as accept any of them	
3. Name of Employer Guardian Angels Health Services, Inc.		4a. Tel. No. 763-635-4497	b. Cell No		c. Fax No. 763-241-4443	
		d. e-mail dandixon@ga-er.org				
5. Location of plant involved (street, city, state and ZIP code) 400 Evans Avenue NW Elk River, MN 55330			6. Employer representative to contact  Dan Dixon, CEO			
7. Type of establishment <i>(factory, mine, wholesaler, etc.)</i> Skilled Nursing Facility	8. Identify p Health Car	rincipal product or service re		9. Number of 270	f workers employed	
10. Full name of party filing charge Guardian Angels Health Services, Inc.						
11. Address of party filing charge (street, city, state and ZIP code) Dan Dixon, 508 Freeport Ave NW, Suite A, Elk River, MN 55330  11a. Tel. No. 763-635-4497			b. Cell No. c. Fax No. 763-241-4443			
		d. e-mail dandixon@ga-er.org				
12. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			Tel. No. 612-339-6321			
Thomas R. Trachsel, Attorney						
(signature of representative or person making charge) (Print/type name and title or office, if any)			Fax No. 612-338-0535			
Address Felhaber Larson, 220 S. 6th St. #2200, Mpls, MN 55402 Date 6/28/19				e-mail ttrachsel@felhaber.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 may cause the NLRB to decline to invoke its processes.

INTERNÉT FORM NLRB-508 (2-08)

#### UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

## CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

FORM EXEMPT UNDER 44 U.S.C					
DO NOT WRITE IN THIS SPACE					
Case	Date Filed				
18-CB-243006	June 10, 2019				

INSTRUCTIONS: File an original with NLRB Regional Director for the				ed or is occurring.	
1. LABOR ORGANIZATION OR ITS	S AGENTS AGAINST WHICH			to contact	
a. Name ATSE Local 13		b. Union Representative to contact  Matt Rice, Bus. Rep.			
		ividati raioo,	500. TO	^	
	•				
c. Address (Street, city, state, and ZIP code)		d. Tel. No. 612-379-7	564	e. Cell No.	
312 Central Ave SE Suite 398		f. Fax No.		g. e-Mail	
Minneapolis MN 55414					
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 Rela	ations 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 alleged	d unfair labor p	ractices)		
Since about 2019, the Union has barred me from	m referrals through its e	exclusive ref	ferral serv	rice and refused to fairly	
represent me by not processing a grievance over my te	rmination.				
3. Name of Employer	· · · · · · · · · · · · · · · · · · ·	4a. Tel. No.	<u>-</u>	b. Cell No.	
SMG		612-777-8	744		
		c. Fax No.		d. e-Mail	
5. Location of plant involved (street, city, state and ZIP code)				er representative to contact	
401 Chicago Ave S, Minneapolis MN 55414			Tad Wils	son	
7. Type of establishment (factory, mine, wholesaler, etc.)	8 Identify principal product	or consiso	Q Numbe	r of workers employed	
Entertainment venue	Identify principal product	OI SEIVICE	J. Hambe	or workers employee	
10. Full name of party filing charge		11a. Tel. No.	<u>'</u>	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)					
12 DECLARATION		Tel.	No.		
I decla (b) (b), (b) (7)(C)	the best of my knowledge and belie	f.	(b) (6),	(b) (7)(C)	
(D) (b),	(b) (7)(C) an individua	Cell	No.		
	name and time or office, if any		No.		
		Fax	IVO.		
(b) (6), (b) (7)(C)	r In	e-M	ail		
Address	(date)6/1	117			

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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