FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-293447	4/4/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Aveanna

b. Tel. No. 509-368-9252

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed

d. Address *(Street, city, state, and ZIP code)*
1120 N. Mullan Road, #206, Spokane Valley, WA 99206

e. Employer Representative
(b) (6), (b) (7)(C) [redacted]

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Home Health Care

j. Identify principal product or service
Provision of Home Health Care

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices 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)*
On (b) (6), (b) (7)(C) [redacted], 2022, the Employer removed (b) (6), (b) (7)(C) [redacted] from the work schedule for (b) (6), (b) (7)(C) [redacted] 2022, to retaliate against (b) (6), (b) [redacted] for raising issues about not getting paid, among other issues. The Employer wanted to discourage (b) (6), (b) [redacted] and (b) (6), [redacted] co-workers from raising concerns about working conditions and from otherwise engaging in protected concerted activity.

3. Full name of party filing charge *(If labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C) [redacted]

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C) [redacted]

4b. Tel. No. (b) (6), (b) (7)(C) [redacted]

4c. Cell No. (b) (6), (b) (7)(C) [redacted]

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C) [redacted]

5. Full name of national or International labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) [redacted] Individual
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) [redacted]

3/25/22
(date)

Tel. No. (b) (6), (b) (7)(C) [redacted]

Office, if any, Cell No. (b) (6), (b) (7)(C) [redacted]

Fax No.

e-Mail
(b) (6), (b) (7)(C) [redacted]

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 Re[illegible] 71 Fe[illegible] 342-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disc[illegible] RB is voluntary; howe[illegible] information will cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293490	Date Filed 4/4/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO	g. e-mail kevin.johnson@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer has engaged in unlawful behavior in order to interfere with and threaten lawful Section 7 activity by workers, including 1) discriminatorily removing union materials from an area in the store where other non-work materials had been allowed to be posted, 2) creating an atmosphere of surveillance, and 3) targeting known union-supporters with increased surveillance and reduction in hours.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION
declare th t I have read the above charge and that the statements
a e true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 4/04/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293490	Date Filed 5/3/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Kevin Johnson, President and CEO	g. e-mail kevin.johnson@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION

declare th t I have read the above charge and that the statements a e true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 05/03/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.com	

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2. Basis of the Charge

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer has engaged in unlawful behavior in order to interfere with and threaten lawful Section 7 activity by workers, including 1) discriminatorily removing union materials from an area in the store where other non-work materials had been allowed to be posted, 2) creating an atmosphere of surveillance, 3) targeting known union-supporters with increased surveillance and reduction in hours, 4) unlawful interrogation of employees and 5) solicitation of grievances.

In addition, on or about April 13, 2022, in a posting in Store #3307 (505 5th Ave South, Seattle, WA), the Employer expressly or impliedly threatened employees or suggested it was futile to unionize, by telling employees that bargaining for a labor agreement with the Union will take a year or longer, stated that a labor agreement may not even be reached, and that wages, pay, hours, and/or other terms and conditions of employment would be "frozen" during such protracted bargaining for a labor agreement. Further, in the same posting, the Employer directly and/or impliedly threatened employees by suggesting that unless they vote "no" for representation by the Union, employees would no longer be able to have a "direct relationship" with (b) (6), (b) (7)(C) for the involved store. Additionally, the Employer conducted coercive meetings with employees by repeatedly cornering employees in meetings with (b) (6), (b) (7)(C), during which meetings, (b) (6), (b) (7)(C) solicited grievances from employees and discussed the employees' or Union's petition filed with the Board. The Employer also re-arranged and/or changed the employees' break room in response to better surveilling the employees and/or to thwart employees union activities and/or support.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293490	Date Filed 6/10/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschulltz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employee In ernat onal Union

6. DECLARATION
decla e tha I have read the above charge and that the statements ar true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 06/10/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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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2. Basis of the Charge

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer has engaged in unlawful behavior in order to interfere with and threaten lawful Section 7 activity by workers, including 1) discriminatorily removing union materials from an area in the store where other non-work materials had been allowed to be posted, 2) creating an atmosphere of surveillance, 3) targeting known union-supporters with increased surveillance and reduction in hours, and 4) solicitation of grievances and implied promise of benefits.

In addition, on or about April 13, 2022, in a posting in Store #3307 (505 5th Ave South, Seattle, WA), the Employer expressly or impliedly threatened employees or suggested it was futile to unionize, by telling employees that bargaining for a labor agreement with the Union will take a year or longer, stated that a labor agreement may not even be reached, and that wages, pay, hours, and/or other terms and conditions of employment would be "frozen" during such protracted bargaining for a labor agreement. Further, in the same posting, the Employer directly and/or impliedly threatened employees by suggesting that unless they vote "no" for representation by the Union, employees would no longer be able to have a "direct relationship" with (b) (6), (b) (7)(C) for the involved store. Additionally, the Employer conducted coercive meetings with employees by repeatedly cornering employees in meetings with (b) (6), (b) (7)(C), during which meetings, (b) (6), (b) (7)(C) solicited grievances from employees and discussed the employees' or Union's petition filed with the Board. The Employer also re-arranged and/or changed the employees' break room in response to better surveilling the employees and/or to thwart employees union activities and/or support.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293490	Date Filed 8/11/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschulltz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employee In ernat onal Union

6. DECLARATION
decla e tha I have read the above charge and that the statements ar true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 08/11/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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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2. Basis of the Charge

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer has engaged in unlawful behavior in order to interfere with and threaten lawful Section 7 activity by workers, including 1) discriminatorily removing union materials from an area in the store where other non-work materials had been allowed to be posted, 2) creating an atmosphere of surveillance, 3) targeting known union-supporters with increased surveillance and 4) solicitation of grievances and implied promise of benefits.

In addition, on or about April 13, 2022, in a posting in Store #3307 (505 5th Ave South, Seattle, WA), the Employer expressly or impliedly threatened employees or suggested it was futile to unionize, by telling employees that bargaining for a labor agreement with the Union will take a year or longer, stated that a labor agreement may not even be reached, and that wages, pay, hours, and/or other terms and conditions of employment would be "frozen" during such protracted bargaining for a labor agreement. Further, in the same posting, the Employer directly and/or impliedly threatened employees by suggesting that unless they vote "no" for representation by the Union, employees would no longer be able to have a "direct relationship" with (b) (6), (b) (7)(C) for the involved store. Additionally, the Employer conducted coercive meetings with employees by repeatedly cornering employees in meetings with (b) (6), (b) (7)(C), during which meetings, (b) (6), (b) (7)(C) solicited grievances from employees and discussed the employees' or Union's petition filed with the Board. The Employer also re-arranged and/or changed the employees' break room in response to better surveilling the employees and/or to thwart employees union activities and/or support.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
FOURTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293490	Date Filed 8/12/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschulltz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION
declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 08/12/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.com	

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PRIVACY ACT STATEMENT

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2. Basis of the Charge

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer has engaged in unlawful behavior in order to interfere with and threaten lawful Section 7 activity by workers, including 1) discriminatorily removing union materials from an area in the store where other non-work materials had been allowed to be posted, 2) creating an atmosphere of surveillance, 3) targeting known union-supporters with increased surveillance and 4) solicitation of grievances and implied promise of benefits.

Additionally, the Employer conducted coercive meetings with employees by repeatedly cornering employees in meetings with (b) (6), (b) (7)(C), during which meetings, (b) (6), (b) (7)(C) solicited grievances from employees and discussed the employees' or Union's petition filed with the Board. The Employer also re-arranged and/or changed the employees' break room in response to better surveilling the employees and/or to thwart employees' union activities and/or support.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293492	Date Filed 4/4/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail howard.schultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are 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, at the store located at 2344 Eastlake Ave E, Seattle, WA 98102, the employer (1) threatened a worker with termination in retaliation for protected, concerted activity and continued to retaliate against her, (2) gave workers reason to believe that previously unenforced or unwritten policies will now be enforced strictly and will result in immediate termination, instead of the usual progressive discipline process, in retaliation for workers at their workplace seeking to unionize, and (3) gave workers the reason to believe that their protected concerted activities are being directly or indirectly surveilled.

The Union seeks 10(j) relief in this charge.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 04/04/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

Amended

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293492	Date Filed 4/11/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 80 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail howard.schultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are 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, at the store located at 2344 Eastlake Ave E, Seattle, WA 98102, the employer (1) threatened a worker with termination in retaliation for protected, concerted activity and continued to retaliate against her, (2) gave workers reason to believe that previously unenforced or unwritten policies will now be enforced strictly and will result in immediate termination, instead of the usual progressive discipline process, in retaliation for workers at their workplace seeking to unionize, (3) gave workers the reason to believe that their protected concerted activities are being directly or indirectly surveilled, (4) told at least two known union-supporters that they either had to increase their availability (a policy never previously before enforced or known to workers) or quit, effectively pushing out union supporters from the bargaining unit before the ballots are mailed.

The Union seeks 10(j) relief in this charge.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* — Marina Multhaup, Attorney *(Print/type name and title or office, if any)* Address Barnard Iglitzin & Lavitt LLP, 18 West Mercer St., Ste. 400, Seattle, WA 98119 — Date 04/04/2022	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail multhaup@workerlaw.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.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293492	Date Filed 4/25/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)	Marina Multhaup, Attorney *(Print/type name and title or office, if any)*	Tel. No. (206) 257-6001
		Office, if any, Cell No.
		Fax No. (206) 378-4132
Address Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119	Date 04/25/2022	e-mail multhaup@workerlaw.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.

2. Basis of the Charge

Within the last 6 months, the Employer has responded to union organizing efforts at the store located at 2344 Eastlake Ave E, Seattle, WA 98102, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

1. Threatening a worker with termination in retaliation for protected, concerted activity and continuing to retaliate against her;
2. Enforcing previously unenforced or unwritten policies, including policies surrounding time and attendance and store opening procedures;
3. Giving workers reason to believe that previously unenforced or unwritten policies will now be enforced strictly and will result in immediate termination, instead of the usual progressive discipline process, in retaliation for workers at their workplace seeking to unionize;
4. Telling at least two known union-supporters that they either had to increase their availability (a policy never previously enforced or known to workers) or quit, effectively pushing out union supporters from the bargaining unit before the ballots are mailed; and
5. Constructively discharging an employee in retaliation for protected, concerted activities.

The Union seeks 10(j) relief in this charge.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

THIRD AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293492	Date Filed 5/19/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 05/19/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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.

2. Basis of the Charge

Within the last 6 months, the Employer has responded to union organizing efforts at the store located at 2344 Eastlake Ave E, Seattle, WA 98102, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

1. Threatening a worker with termination in retaliation for protected, concerted activity and continuing to retaliate against her;
2. Enforcing previously unenforced or unwritten policies, including policies surrounding time and attendance and store opening procedures;
3. Giving workers reason to believe that previously unenforced or unwritten policies will now be enforced strictly and will result in immediate termination, instead of the usual progressive discipline process, in retaliation for workers at their workplace seeking to unionize;
4. Telling at least two known union-supporters that they either had to increase their availability (a policy never previously enforced or known to workers) or quit, effectively pushing out union supporters from the bargaining unit before the ballots are mailed
5. Constructively discharging an employee in retaliation for protected, concerted activities and;
6. Unlawfully terminated employees in retaliation for concerted, protected activities.

The Union seeks 10(j) relief and the immediate reinstatement and back pay for the fired workers.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FOURTH AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293492	Date Filed 6/10/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 06/10/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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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2. Basis of the Charge

Within the last 6 months, the Employer has responded to union organizing efforts at the store located at 2344 Eastlake Ave E, Seattle, WA 98102, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

1. Threatening a worker with termination in retaliation for protected, concerted activity and continuing to retaliate against her;
2. Enforcing previously unenforced or unwritten policies, including policies surrounding time and attendance;
3. Telling at least two known union-supporters that they either had to increase their availability (a policy never previously enforced or known to workers) or quit, effectively pushing out union supporters from the bargaining unit before the ballots are mailed
4. Constructively discharging an employee in retaliation for protected, concerted activities and;
5. Unlawfully terminated employees in retaliation for concerted, protected activities.

The Union seeks 10(j) relief and the immediate reinstatement and back pay for the fired workers.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293509	Date Filed 4/4/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Storyville Coffee Company		b. Tel. No. (206) 780-5777
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 94 Pike Street, Suite 34, Seattle, WA 98101	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7 @storyville.com
		h. Number of workers employed 20-25
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee shop and bakery	j. Identify principal product or service Coffee/food	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are 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 February 17, 2022, workers at Storyville Coffee Company filed a petition to affiliate with UFCW 3000 (at the time UFCW 21). On Friday, March 11, 2022, managers retaliated against workers by announcing that the Queen Anne location, one of two shops included on the petition, would be closed effective immediately. While they agreed to pay workers for scheduled shifts through the weekend, and all Queen Anne employees were moved to the Pike location, at least one worker, (b) (6), (b) (7)(C), has experienced scheduling insecurity and shift volatility as the result of this change, different from previous scheduling practices. Additionally, we believe that the store closure was retaliation for organizing and was intended to discourage and intimidate workers from forming a union.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
United Food and Commercial Workers, Local 3000

4a. Address *(Street and number, city, state, and ZIP code)* 5030 1st Ave S #200, Seattle, WA 98134	4b. Tel. No. 206-351-4390
	4c. Cell No.
	4d. Fax No.
	4e. e-mail agallobrown@ufcw21.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
United Food and Commercial Workers

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Alex Gallo-Brown — *(signature of representative or person making charge)* Alex Gallo-Brown — *(Print/type name and title or office, if any)* Address: 5030 1st Ave S #200, Seattle, WA 98134 Date: 04/04/2022	Tel. No. 206-351-4390 Office, if any, Cell No. Fax No. e-mail agallobrown@ufcw21.org

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

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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293521	Date Filed 4/5/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Smith Frozen Foods		b. Tel. No. (541) 566-3515
		c. Cell No.
		f. Fax. No. (541) 566-3707
d. Address *(Street, city, state, and ZIP code)* 101 Depot St. Weston, OR 97886	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @smithfrozenfoods.com
		h. Number of workers employed 133
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Food Processing Plant	j. Identify principal product or service Frozen Food Vegetables	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the past 6 months, the above named employer violated an employees, (b) (6), (b) (7)(C), Weingarten rights. The above named employer demanded the employee to take a drug test, in connection with an accident that had happened a week prior, with the threat of discharge if (b) (6) did not complete the drug test while at the same time the above named employer refused to grant the employee right to union representation, when the employee requested to have Union representation.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Yanet Rodriguez, Business Representative, Teamsters Local No. 839

4a. Address *(Street and number, city, state, and ZIP code)* 1103 W Sylvester St. Pasco, WA 99301	4b. Tel. No. (509) 547-7513 Ext. 12
	4c. Cell No. (509) 528-0629
	4d. Fax No. (509) 546-2560
	4e. e-mail team839_yrodriguez@outlook.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Yanet Rodriguez *(Signature of representative or person making charge)* Yanet Rodriguez, Business Representative *(Print/type name and title or office, if any)* Address 1103 W Sylvester St., Pasco, WA 99301 Date April 5, 2022	Tel. No. (509) 547-7513 Ext. 12 Office, if any, Cell No. (509) 528-0629 Fax No. (509) 546-2560 e-mail team839_yrodriguez@outlook.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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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293592	Date Filed 4/5/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Steeler inc		b. Tel. No. (206) 725-2500
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 10023 Martin Luther king jr WA seattle 98178	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @steeler.com
		h. Number of workers employed 30
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Construction - Raw Materials	j. Identify principal product or service steel framing and dry wall	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 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 are 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--

(b) (6), (b) (7)(C) ling charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)* (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
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)
(signature of representative or person making charge)

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

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

Date 04/05/2022 01:17:55 PM

Tel. No. (b) (6), (b) (7)(C)	
Office, if any, 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(a)(1)
Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

8(a)(1)
Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

8(a)(1)
Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Suspension	(b) (6), (b) (7 /2022

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293678	Date F ed 4/6/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Emp oyer
Lummi Indian Business Council and Lhaq'temish Foundation

b. Te . No.
360.312.2205

c. Ce No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
LIBC Human Resources
2665 Kwina Road
Bellingham, WA 98226

e. Emp oyer Representat ve
(b) (6), (b) (7)(C)

g. e-ma

h. Number of workers emp oyed

. Type of Estab shment *(factory, mine, wholesaler, etc.)*
Native American tribe

j. Ident fy pr nc pa product or serv ce
nonprofit administering federally funded programs

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Bas s 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 Employer has retaliated and discriminated against me, (b) (6), (b) (7)(C), for engaging in protected concerted activities for mutual aid and protection. Specifically, the Employer took adverse employment actions against me within the last six months. The Lhaq'temish Foundation administered and administers programs using federal funds, including CARES Act and American Rescue Plan Act funds. The Employer's actions interfere with, restrain, and/or coerce employees in the exercise of rights under the Act.

3. Fu name of party f ng charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Te . No.
(b) (6), (b) (7)(C)

4c. Ce No.
- -

4d. Fax No.
- -

4e. e-ma
(b) (6), (b) (7)(C)

5. Fu name of nat ona or nternat ona abor organ zat on of wh ch t s an aff ate or const tuent un t *(to be filled in when charge is filed by a labor organization)*
none

6. DECLARATION
(b) (6), (b) (7)(C) have read the above charge and that the statements ue to the best of my knowledge and belief.

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

n making charge) *(Print/type name and title or office if any)*

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

Date Apr 6, 2022

Te . No.
(b) (6), (b) (7)(C)

Off ce, f any, Ce No.
- -

Fax No.
- -

e-ma
(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 may cause the NLRB to decline to invoke its processes

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293689	Date Filed 4/5/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer kaiser aluminum		b. Tel. No. (509) 924-1500
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 15000 E. EUCLID AVE WA spokane valley 99216	e. Employer Representative don swanson human resources	g. e-mail
		h. Number of workers employed 700
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Consumer Goods	j. Identify principal product or service aluminum	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are 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--

(b) (6), (b) (7)(C) party filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)* (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION 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) *(signature of representative or person making charge)* (b) (6), (b) (7)(C) *(Print/type name and title or office, if any)* Address (b) (6), (b) (7)(C) Date 04/05/2022 08:06:32 PM	Tel. No. (b) (6), (b) (7)(C) Office, if any, 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

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

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s).

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	last chance agreement (2year) probation	(b) (6), (b) (7 /2022

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293750	Date Filed 4/7/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Fred Meyer Stores, Inc.

b. Tel. No.
503-797-3907

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
Corporate Office:
3800 SE 22nd Avenue
Portland, OR 97202-2999

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C)@fredmeyer.com

h. Number of workers employed
500

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Retail

j. Identify principal product or service
groceries and general merchandise

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) 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 are 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 employer has failed and refused to bargain in good faith by refusing to provide information to the charging party that is relevant and necessary for the charging party to fulfill its statutory duty to fairly represent bargaining unit employees.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
United Food and Commercial Workers, Union, Local No. 3000

4a. Address *(Street and number, city, state, and ZIP code)*
Attn: Sean Embly
5030 First Avenue South, Suite 200, Seattle WA 98134

4b. Tel. No.
206-436-6700

4c. Cell No.

4d. Fax No.

4e. e-mail
sembly@ufcw21.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

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

Address 4218 227th Ave Ct East, Buckley, WA 98321

Date 4-7-22

Tel. No.
206-316-6144

Office, if any, Cell No.

Fax No.

e-mail
aaron@mcguinnessstreepy.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.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293755	Date Filed 4/8/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 5409 100th Street, Lakewood, WA 98499	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 90
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Post Office	j. Identify principal product or service Mail Delivery	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the past six months, the above-named Employer has been failing and refusing to comply with an arbitration award ordering that the Employer reimburse employee (b) (6), (b) (7)(C) for wages and benefits [redacted] lost as a result of being wrongfully terminated; has been sharing [redacted] personal medical information with employees; and has been subjecting [redacted] to hostile working conditions in retaliation for [redacted] pursuing a grievance with the National Association of Letter Carriers, Local 130, resulting in an arbitration decision awarding [redacted] reinstatement to [redacted] job. Lose of excess rights, loss of 2 step grade advancements and failure to adhere to the Presidentisl FFCRA, WA STATE HESLA, and the post office own liberal leave policy that has been extended until April 8, that prohibits any adverse action taken against high risk Covid employees. Employee is also not being paid for hours actual worked.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)* (b) (6), (b) (7)(C)	4b. Tel. No.
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION I declare that I have read the above charge and that the statements [redacted] st of my knowledge and belief. (b) (6), (b) (7)(C), An Individual [redacted] ge) *(Print/type name and title or office, if any)* Address (b) (6), (b) (7)(C) Date 4-8-22	Tel. No. Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No. e-mail (b) (6), (b) (7)(C)

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

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

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293808	Date Filed 4/11/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Geeking Out Kids of Color ("GOKiC")		b. Tel. No. (425)243-4668
		c. Cell No. (b) (6), (b) (7)(C)
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 605 SW 108th St. Seattle, WA98146	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @gokic.org
		h. Number of workers employed 20
i. Type of Establishment *(factory, mine, wholesaler, etc.)* non-profit	j. Identify principal product or service teaching	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past six months, on about December 14, 2021, the above named employer, by (b) (6), (b) (7)(C), instructed employees not to talk about their wages, in violation of Section 8(a)(1).

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)* (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION

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

(b) (6), (b) (7)(C) an individual

(signature of representative or person making charge) *(Print/type name and title or office, if any)*

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

Date 04/09/2022

Tel. No. (b) (6), (b) (7)(C)	
Office, if any, 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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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293820	Date Filed 4/11/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Boeing Company

b. Tel. No.
866-473-2016

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
3003 West Casino Road
Everett, WA 98204

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail

h. Number of workers employed
20,000

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
factory

j. Identify principal product or service
manufacturing aircraft

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past six months, including since about early [redacted] 2022, the above named employer has refused to promote (b) (6), (b) (7)(C) [redacted] and laterally reclassified [redacted] to a less desirable position (b) (6), (b) (7)(C) [redacted], in retaliation for engaging in protected concerted and/or union activity, specifically for raising safety issues and reporting non-conformances.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements [redacted] best of my knowledge and belief.
(b) (6), (b) (7)(C), an individual

(Signature of representative or person making charge) *(Print/type name and title or office, if any)*

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

Date 4/8/2022

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

Office, if any, 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

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.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-293889	Date Filed 4/12/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Cadman Seattle

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

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
PO Box 97038
Redmond, WA 98073

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7) @cadman.com

h. Number of workers employed
49

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Construction Supplies & Fixtures

j. Identify principal product or service
Concrete

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (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 are 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 Employer has violated the Act by retaliating against employees who participated in union activities by, among other things, engaging in the following: unnecessarily causing delays in reinstating striking workers after the Union made an unconditional return to work; providing reinstated strikers with drastically reduced hours, failing to offer open mixer-driver positions to members of the union as it has always done in the past , and; providing dangerous and otherwise deficient equipment to workers which has already resulted in workplace injuries for reinstated employees.

Due to the seriousness of these violations and their irreparable impact on workers' rights to organize, the Employer's pattern of engaging in retaliatory conduct, and the imminent threat of material and physical harm to employees, the Union requests injunctive relief under Sec. 10(j) in addition to any other relief the Region deems warranted.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
General Teamsters Local Union # 174

4a. Address *(Street and number, city, state, and ZIP code)*
14675 Interurban Ave S
Tukwila, WA 98168

4b. Tel. No.
206-441-7470

4c. Cell No.

4d. Fax No.

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
International Brotherhood of Teamsters

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Gabe Frumkin, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 04/11/2022

Tel. No.
206-257-6012

Office, if any, Cell No.

Fax No.
206-378-4132

e-mail
frumkin@workerlaw.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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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294193	Date Filed 4/14/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
CalPortland d/b/a Glacier NW

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

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
5975 East Marginal Way S
Seattle, WA 98134

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C)@calportland.com

h. Number of workers employed
70

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Construction – Supplies & Fixtures

j. Identify principal product or service
Concrete

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1), (3) and (5) 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 are 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 Employer has violated the Act by, among other things, engaging in the following conduct: on April 12, 2022, the Employer ordered an (b) (6), (b) (7)(C) who had recently been engaged in activity protected by Section 7 and who was in a non-work area to vacate the Employer's premises. The Employer had never in the past ordered (b) (6), (b) (7)(C) or other employees in non-work areas off of its premises. By doing so, the Employer retaliated against an employee for engaging in protected activity, made unilateral changes to the terms and conditions of work, and interfered with the Union (b) (6), (b) (7)(C) ability to engage in protected activity.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Teamsters Local 174

4a. Address *(Street and number, city, state, and ZIP code)*
14675 Interurban Ave S, Suite 303
Tukwila, WA 98168

4b. Tel. No.
206-441-6060

4c. Cell No.

4d. Fax No.
206-441-4853

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
International Brotherhood of Teamsters

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Gabe Frumkin, Attorney
(Print/type name and title or office, if any)

Address Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Seattle, WA 98119

Date 4/14/2022

Tel. No.
206-257-6012

Office, if any, Cell No.

Fax No.
206-378-4132

e-mail
frumkin@workerlaw.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.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294207	Date Filed 4/15/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Aston Carter - Nintendo of America

b. Tel. No.
(425) 305-3652

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
4900 150th Ave NE

WA Redmond 98052

e. Employer Representative

g. e-mail

h. Number of workers employed
300

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Software & Programming

j. Identify principal product or service
Video Games

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,1 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 are 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--

(b) (6), (b) (7)(C) rty filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
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)
(signature of representative or person making charge)

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

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

Date 04/15/2022 11:07:40 AM

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

Office, if any, 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(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7 /2022

8(a)(1)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages and/or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7 /2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by engaging in surveillance or creating impression of surveillance of employees' union activities.

Name of Employer's Agent/Representative who made the statement	Approximate date
(b) (6), (b) (7)(C)	(b) (6), (b) (7 /2022

Form NLRB - 501 (3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-294207	6/29/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employers (1) Aston Carter (2) Nintendo of America, as joint employers		b. Tel. No. (1)(425) 305-3652 (2) (425) 882-2040 c. Cell No.
d. Address (*Street, city, state, and ZIP code*) (1) 4900 150th Ave NE, Redmond, WA 98052 (2) 4900 150th Ave NE, Redmond, WA 98052	e. Employer Representative (1) Taren Butcher, Deputy General Counsel (b) (6), (b) (7)(C)	f. Fax No. g. e-mail (1) tbutcher@astoncarter.com (2) h. Number of workers employed 300
i. Type of Establishment (*factory, mine, wholesaler, etc.*) Software & Programming		j. Identify Principal Product or Service Video games

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and **and (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 are 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*)

(1) About (b) (6), (b) (7)(C) 2022, Aston Carter and Nintendo of America discharged employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C)) engaged in protected, concerted, and union activities, and in order to discourage employees from engaging in protected, concerted, and/or union activities.

(2) About January 26, 2022, Aston Carter, through (b) (6), (b) (7)(C), at the behest of Nintendo of America, directed an employee not to discuss the topic of unionization.

3. Full name of party filing charge (*if labor organization, give full name, including local name and number*) (b) (6), (b) (7)(C)	
4a. Address (*Street and number, city, state, and ZIP code*) (b) (6), (b) (7)(C)	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-mail (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (*to be* *by a labor organization*)	
6. DECLARATION 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) (*signature of representative or person making charge*) (b) (6), (b) (7)(C) (*Print/type name and title or office, if any*) Address: (b) (6), (b) (7)(C) Date: 06/29/2022	Tel. No. Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No. e-mail (b) (6), (b) (7)(C)

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

PRIVACY ACT STATEMENT

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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294208	Date Filed 4/18/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Costco

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

c. Cell No.

f. Fax. No.
(425) 313-8221

d. Address *(Street, city, state, and ZIP code)*
999 Lake Drive

WA Issaquah 98027

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7 @costco.com

h. Number of workers employed
30

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Appliance & Tool

j. Identify principal product or service
TV & Appliance warehouse

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 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 are 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. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Brett Lohrman Business Agent
General Teamsters Union Local 174

4a. Address *(Street and number, city, state, and ZIP code)*

14675 Interurban Ave S. Suite 303
WA Tukwila 98168

4b. Tel. No.
(206) 441-6060

4c. Cell No.
(253) 261-1576

4d. Fax No.
(206) 441-4853

4e. e-mail
blohrman@teamsters174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

International Brotherhood of Teamsters

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Brett L

(signature of representative or person making charge)

Brett Lohrman
Business Agent
(Print/type name and title or office, if any)

Address 14675 Interurban Ave S. Suite 303
Tukwila WA 98168

Date 04/18/2022 09:27:05 AM

Tel. No.
(206) 441-6060

Office, if any, Cell No.
(253) 261-1576

Fax No.
(206) 441-4853

e-mail
blohrman@teamsters174.org

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

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Basis of the Charge

8(a)(5)
Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

8(a)(5)
Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees by making unilateral changes in terms and conditions of employment.

List Changes	Approximate date of change
Making employees clean bathrooms	03/31/2022

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294208	Date Filed 6/3/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Costco		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No. (425) 313-8221
d. Address *(Street, city, state, and ZIP code)* 999 Lake Drive Issaquah, WA 98027	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail (b) (6), (b) (7)(C) @costco.com
		h. Number of workers employed 30
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Appliance and Tool	j. Identify principal product or service TV and appliance warehouse	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the past six months, the above named Employer made unilateral changes to bargaining unit employees' wages, hours, and working conditions by adding job duties and responsibilities: making employees clean bathrooms starting on approximately 3/31/22.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
General Teamsters Local 174

4a. Address *(Street and number, city, state, and ZIP code)* 14675 Interurban Ave. S., Suite 303 Tukwila, WA 98168	4b. Tel. No. (206) 441-6060
	4c. Cell No. (253) 261-1576
	4d. Fax No. (206) 441-4853
	4e. e-mail blohrman@teamsters174.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
International Brotherhood of Teamsters

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Brett Lohrman — *(signature of representative or person making charge)* Brett Lohrman, Business Agent — *(Print/type name and title or office, if any)* Address 14675 Interurban Ave. S., Suite 303, Tukwila, WA 98168 Date Jun 3, 2022	Tel. No. (206) 441-6060 Office, if any, Cell No. (253) 261-1576 Fax No. (206) 441-4853 e-mail blohrman@teamsters174.org

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

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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294277	Date Filed 4/18/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Paizo

b. Tel. No.
(425) 250-0800

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
7120 185th Avenue NE Suite 120

WA Redmond 98052-0577

e. Employer Representative
(b) (6), (b) (7)(C) [redacted]

g. e-mail
(b) (6), (b) (7)(C) [redacted] @paizo.com

h. Number of workers employed
70

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Printing & Publishing

j. Identify principal product or service
Tabletop Roleplaying Products

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 5 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 are 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--

(b) (6), (b) (7)(C) [redacted] party filing charge *(if labor organization, give full name, including lo* (b) (6), (b) (7)(C) [redacted]
United Paizo Workers

4a. Address *(Street and number, city, state, and ZIP code)*

8085 East Prentice Avenue
CO Greenwood Village 80111

4b. Tel. No.
(303) 721-7399

4c. Cell No.

4d. Fax No.

4e. e-mail
committee@unitedpaizoworkers.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Communications Workers of America

6. DECLARATION
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) [redacted]
(signature of representative or person making charge)

(b) (6), (b) (7)(C) [redacted]
(Print/type name and title or office, if any)

Address 8085 East Prentice Avenue
Greenwood Village CO 80111

Date 04/18/2022 05:23:28 PM

Tel. No.
(303) 721-7399

Office, if any, Cell No.

Fax No.

e-mail
committee@unitedpaizoworkers.org

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

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Basis of the Charge

8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-294277	6/15/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Paizo

b. Tel. No. (425) 250-0800

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
7120 185th Avenue NE, Suite 120
Redmond, WA 98052-0577

e. Employer Representative
(b) (6), (b) (7)(C) [redacted]

g. e Mail
(b) (6), (b) (7)(C) [redacted]@paizo.com

h. Number of workers employed
70

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Printing & Publishing

j. Identify principal product or service
Tabletop Roleplaying Products

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* (5) 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 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, on about January 3, 2022, the above-named Employer announced and implemented a unilateral change to represented employees' terms and conditions of employment by converting certain exempt salaried positions to hourly positions and beginning to calculate the affected employees' pay based on their hours worked, rather than paying the employees a fixed salary regardless of hours worked per week (within reason) as it had done previously - such that the affected employees are now subject to taking home less pay than they did prior to the conversions if they work less than 40 hours in a given week. The Employer made these changes without first notifying and bargaining with the Charging Party Union.

(b) (6), (b) (7)(C) [redacted] *full name, including local name and number)*
United Paizo Workers

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C) [redacted]

4b. Tel. No. (b) (6), (b) (7)(C) [redacted]

4c. Cell No.

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C) [redacted]@unitedpaizoworkers.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)* United Paizo Workers

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) [redacted]
(sig [redacted] r person making charge)

(b) (6), (b) (7)(C) [redacted]
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) [redacted]

6/15/2022
(date)

Tel. No. (b) (6), (b) (7)(C) [redacted]

Office, if any, Cell No.

Fax No.

e Mail
(b) (6), (b) (7)(C) [redacted]@unitedpaizoworkers.org

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

PRIVACY ACT STATEMENT

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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-294294	4/18/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Treetop

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

c. Cell No.

f. Fax. No.
509-698-1463

g. e-mail

h. Number of workers employed
300

d. Address *(Street, city, state, and ZIP code)*
220 East Second Avenue,
Selah, WA 98942-0248

e. Employer Representative
(b) (6), (b) (7)(C)

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Fruit Processing Plant

j. Identify principal product or service
Fruit Products

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the past 6 months, the above-named Employer, through (b) (6), (b) (7)(C), instructed and/or directed Crunch Pak employees to cease talking about union activities, union matters, and/or to cease soliciting union support while the Crunch Pak employees were off duty and in the shared parking lot of Crunch Pak and Treetop. (b) (6), (b) further told Crunch Pak employees that they were prohibited from discussing union matters, union activities, and/or support for a union at any time on Crunch Pak or Treetop properties.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
N/A

6. DECLARATION
I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) knowledge and belief.

(b) (6), (b) (7)(C)
(Signature of representative or person making charge)

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

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

Date 04·18·2022

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

Office, if any, 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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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-294294	7/25/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Treetop		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No. 509-698-1463
d. Address *(Street, city, state, and ZIP code)* 220 East Second Avenue, Selah, WA 98942-0248	e. Employer Representative (b) (6), (b) (7)(C)	g. e-mail
		h. Number of workers employed 300
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Fruit Processing Plant	j. Identify principal product or service Fruit Products	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the past 6 months, the above-named Employer, through (b) (6), (b) (7)(C), instructed and/or directed Crunch Pak employees to cease talking about union activities, union matters, and/or to [redacted]e soliciting union support while the Crunch Pak employees were off duty and in the shared parking lot of Crunch Pak and Treetop. (b) (6), (b) (7) further told Crunch Pak employees that they were prohibited from discussing union matters, union activities, and/or support for a union at any time on Crunch Pak or Treetop properties. Additionally, Tree Top surveilled the protected activities of Crunch Pak employees.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

(Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4d. Fax No. (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
N/A

6. DECLARATION
I declare that I have read the above charge and that the statements (b) (6), (b) (7)(C) y knowledge and belief.

(si An Individual
(Print/type name and title or office, if any)
(b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) Date 07/25/22

(b) (6), (b) (7)(C)
Office, if any, Cell No.
Fax No.
(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 may cause the NLRB to decline to invoke its processes.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-294316	4/19/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
PeaceHealth Southwest Medical Center

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

c. Cell No.

f. Fax. No.
(360) 514-2267

d. Address *(Street, city, state, and ZIP code)*
400 NE Mother Joseph Place
P.O. Box 1600
Vancouver, WA 98668

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C) @peacehealth.org

h. Number of workers employed
Approximately 1,285 nurses

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Hospital

j. Identify principal product or service
Health care

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are 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 or about (b) (6), (b) (7)(C) 2022, the Employer discharged employee (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C) protected concerted activities and union activities. Specifically, the Employer discharged (b) (6), (b) (7)(C) for raising workplace concerns to management on behalf of other employees and voiced staffing concerns in a media interview.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Washington State Nurses Association

4a. Address *(Street and number, city, state, and ZIP code)*
575 Andover Park West, Suite 101
Seattle, Washington 98188

4b. Tel. No.
206-575-7979, ext. 3014

4c. Cell No.

4d. Fax No.
206-575-1908

4e. e-mail
tsears@wsna.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
American Federation of Teachers

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Timothy Sears,WSNA Chief GeneralCounsel
(Print/type name and title or office, if any)

Address 575 Andover Park West, Suite 101, Seattle, Washington 98188

Date 4/19/2022

Tel. No.
206-575-7979

Office, if any, Cell No.
206-575-7979, ext. 3014

Fax No.
206-575-1908

e-mail
tsears@wsna.org

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

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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294428	Date Filed 4/20/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer retaliated against a known pro-Union worker by enforcing a previously unenforced dress code policy and forcing the worker to leave work early without pay because the worker was wearing a hat with a Union logo. The Union seeks 10(j) relief in this charge.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION declare th t I have read the above charge and that the statements a e true to the best of my knowledge and belief. *(signature of representative or person making charge)* — Marina Multhaup, Attorney *(Print/type name and title or office, if any)* Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 4/20/2022	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail multhaup@workerlaw.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.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
1st AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294428	Date Filed 5/2/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)	Marina Multhaup, Attorney *(Print/type name and title or office, if any)*
Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119	Date 05/02/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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.

2. Basis of the Charge

Within the last 6 months, the Employer has responded to union organizing efforts at the store located at 2344 Eastlake Ave E, Seattle, WA 98102, by coercing and restraining employees from exercising their statutory rights and discriminating against perceived union supporters and union-supporting activity. These unlawful activities include, among other things:

1. Threatening a worker with termination in retaliation for protected, concerted activity and continuing to retaliate against (b) (6), (b) [redacted]
2. Enforcing previously unenforced or unwritten policies, including policies surrounding time and attendance and store opening procedures;
3. Giving workers reason to believe that previously unenforced or unwritten policies will now be enforced strictly and will result in immediate termination, instead of the usual progressive discipline process, in retaliation for workers at their workplace seeking to unionize;
4. Telling at least two known union-supporters that they either had to increase their availability (a policy never previously enforced or known to workers) or quit, effectively pushing out union supporters from the bargaining unit before the ballots are mailed
5. Constructively discharging an employee in retaliation for protected, concerted activities and;
6. Unlawful termination of an employee in retaliation for concerted, protected activities.

The Union seeks 10(j) relief and the immediate reinstatement and back pay for the fired workers.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294428	Date Filed 5/19/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed 15
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past six months, at the store located at 505 5th Ave S, Seattle, WA 98104, the Employer retaliated against a known pro-Union worker by enforcing a previously unenforced dress code policy and forcing the worker to leave work early without pay because the worker was wearing a hat with a Union logo. The Union seeks 10(j) relief in this charge.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION
declare th t I have read the above charge and that the statements a e true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119 Date 05/19/2022

Tel. No. (206) 257-6001	
Office, if any, Cell No.	
Fax No. (206) 378-4132	
e-mail multhaup@workerlaw.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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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294437	Date Filed 4/20/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Oma construction

b. Tel. No.
(206) 262-1721

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
22412 SE 231st St

WA Maple Valley 98038

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail

h. Number of workers employed
90

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Construction

j. Identify principal product or service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 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 are 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--

(b) (6), (b) (7)(C) arty filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
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)
(signature of representative or person making charge)

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

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

Date 04/20/2022 08:05:49 PM

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

Office, if any, 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(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by denying an employee's request for union representation during an disciplinary investigation.

Approximate date representation was denied
(b) (6), (b) (7 [redacted]/2021

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294443	Date Filed 4/21/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer McKinstry		b. Tel. No. 206-832-8174
		c. Cell No. 206-419-7340
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 5005 Third Ave. S. Seattle, WA 98134	e. Employer Representative Jamie Pedersen, Executive Vice President & General Counsel	g. e-mail jamiep@mckinstry.com
		h. Number of workers employed 530
i. Type of Establishment *(factory, mine, wholesaler, etc.)* construction	j. Identify principal product or service construction	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) 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 are 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 six months preceding the filing of this charge, the employer has failed and refused to bargain in good faith with the charging party, the exclusive collective bargaining agent for the employer's sheet metal workers in the charging party's geographic jurisdiction, by failing to comply in a timely manner with the charging party's request for information relevant to the charging party's grievance against the employer for backpay flowing from the employer's violation of Article I of the collective bargaining agreement.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Sheet Metal Workers Local 55

4a. Address *(Street and number, city, state, and ZIP code)* 1718 W. Sylvester Pasco, Washington 99301	4b. Tel. No. 509-542-8700
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
International Association of Sheet Metal, Air, Rail and Transportation Workers

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)	Richard G. McCracken, Attorney *(Print/type name and title or office, if any)*	Tel. No. 415-597-7200
		Office, if any, Cell No.
		Fax No. 415-597-7201
Address McCracken, Stemerman & Holsberry, LLP 475 14th Street, Suite 1200 / Oakland, CA 94612	Date Apr 21, 2022	e-mail rmccracken@msh.law

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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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294449	Date Filed 4/21/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Energy Northwest		b. Tel. No. (b) (6), (b) (7)(C)
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 76 N Power Plant Loop, Richland, WA 99354 WA Richland 99352	e. Employer Representative	g. e-mail
		h. Number of workers employed 1000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Energy	j. Identify principal product or service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 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 are 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--

(b) (6), (b) (7)(C) filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)* (b) (6), (b) (7)(C) [redacted]	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION 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) [redacted] *(signature of representative or person making charge)* (b) (6), (b) (7)(C) *(Print/type name and title or office, if any)* Address (b) (6), (b) (7)(C) [redacted] Date 04/21/2022 03:51:49 PM	Tel. No. (b) (6), (b) (7)(C)
	Office, if any, 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(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Last Written Warning	(b) (6), (b) (7 /2022

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294508	Date Filed 4/22/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Cadman Materials, Inc. Eastside

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

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
P.O. Box 97038
Redmond, WA 98073

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C) @cadman.com

h. Number of workers employed
60

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Construction – Supplies & Fixtures

j. Identify principal product or service
Concrete

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (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 are 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 Employer has violated the Act by discriminating and retaliating against workers who participated in union activities by, among other things, engaging in the following: failing, with no lawful justification, to reinstate striking workers after the Union made an unconditional return to work; providing reinstated strikers with reduced hours, and refusing to return striking workers their assigned equipment.

The Union seeks 10(j) relief.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Teamsters Local 174

4a. Address *(Street and number, city, state, and ZIP code)*
14675 Interurban Ave S, Suite 303
Tukwila, WA 98168

4b. Tel. No.
(206) 441-6060

4c. Cell No.

4d. Fax No.
(206) 441-4853

4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
International Brotherhood of Teamsters

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Marina Multhaup, Attorney
(Print/type name and title or office, if any)

Barnard Iglitzin & Lavitt LLP
18 West Mercer St., Ste. 400
Address Seattle, WA 98119

Date 04/22/2022

Tel. No.
(206) 257-6001

Office, if any, Cell No.

Fax No.
(206) 378-4132

e-mail
multhaup@workerlaw.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.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294531	Date Filed 4/22/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Levy Premium Foodservice Limited Partnership

b. Tel. No.

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
800 Occidental Ave S.
Seattle, WA 98134

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C) @levyrestaurants.org

h. Number of workers employed
10

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Concessions

j. Identify principal product or service
Concession Services

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the previous six months the above-named employer discharged (b) (6), (b) (7)(C) for engaging in protected concerted activities and/or union activities.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
(b) (6), (b) (7)(C)
ave read the above charge and that the statements
e to the best of my knowledge and belief.
(b) (6), (b) (7)(C)
making charge) *(Print/type name and title or office, if any)*

Address (b) (6), (b) (7)(C) Date 4/22/2022

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

Office, if any, 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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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294535	Date Filed 4/22/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Verizon Wireless		b. Tel. No. (800) 621-9900
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 401 NE Northgate Way Spc 1115 Seattle, WA 98125 1255 N 205th St Ste 101 Shoreline, WA 98133	e. Employer Representative Hans Vestberg, CEO	g. e-mail hans.vestberg@verizon.com
		h. Number of workers employed 30
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Wireless Service Provider	j. Identify principal product or service Wireless Customer Service	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and thest 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)*

Verizon Wireless has unlawfully terminated (b) (6), (b) (7)(C) as a result of (b) (6) protected concerted activity in an attempt to discourage union membership and chill protected concerted activity.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Communications Workers of America, AFL-CIO

4a. Address *(Street and number, city, state, and ZIP code)* 8085 E Prentice Ave Greenwood Village, CO 80111	4b. Tel. No. (303) 770-2822
	4c. Cell No.
	4d. Fax No.
	4e. e-mail kromich@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Communications Workers of America, AFL-CIO

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* — William R. Reinken, Attorney *(Print/type name and title or office, if any)* Address 8085 E Prentice Ave, Greenwood Village, CO 80111 Date 4/22/2022	Tel. No. (303) 721-7399
	Office, if any, Cell No.
	Fax No.
	e-mail wreinken@cwa-union.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.

FORM NLRB 501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294535	Date Filed 8/2/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cellco Partnership d/b/a Verizon Wireless	b. Tel. No. (800) 621-9900 c. Cell No. f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 401 NE Northgate Way, Spc 1115 Seattle, WA 98125 1255 N 205th St, Ste 101 Shoreline, WA 98133	e. Employer Representative Hans Vestberg, CEO g. e mail hans.vestberg@verizon.com h. Number of workers employed 30
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Wireless Service Provider	j. Identify principal product or service Wireless Customer Service

The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and thest unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
Within the last six months, Verizon Wireless has unlawfully terminated [redacted] as a result of [redacted] protected concerted activity in an attempt to discourage union membership and chill protected concerted activity. Moreover, the Employer has interfered with, restrained, and coerced its employees engaged in union or protected concerted activities by: (1) threatening loss of benefits or withholding benefits or changing terms and conditions of employment if employees select a union to represent them; (2) threatening to be less flexible in measuring performance or to more strictly measure performance if employees select a union to represent them; (3) soliciting grievances and implicitly promising to remedy those grievances; and (4) telling employees their union or protected concerted activities outside of work crosses a line.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Communications Workers of America, AFL-CIO

4a. Address *(Street and number, city, state, and ZIP code)* 8085 E Prentice Ave Greenwood Village, CO 80111	4b. Tel. No. (303) 770-2822 4c. Cell No. 4d. Fax No. 4e. e-mail kromich@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Communications Workers of America, AFL-CIO

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* William R. Reinken, Attorney *(Print/type name and title or office, if any)* Address 8085 E Prentice Ave, Greenwood Village, CO 80111 Date 8-2-2022	Tel. No. (303) 721-7399 Office, if any, Cell No. Fax No. e mail wreinken@cwa-union.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.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294579	Date Filed 4/22/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Est. 245,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** 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 are 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, including, but not limited to, on or about April 11, 2022, Starbucks, through its Chief Executive Howard Schultz, (1) deliberately and falsely stated and threatened employees that "under the law," if the workers at any store vote to unionize, Starbucks would be prohibited from offering any new benefits that the company creates to workers at that store, and, (2) in furtherance of this threat, in order to further discourage support for unionizing, widely publicized the employer's intention to create such new benefits which unionized workers would not be provided.

Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Dmitri Iglitzin *(signature of representative or person making charge)* Dmitri Iglitzin, Attorney *(Print/type name and title or office, if any)* Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 4/22/2022	Tel. No. (206) 257-6003
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail iglitzin@workerlaw.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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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER
AMENDED

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294579	Date Filed 5-4-2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Dmitri Iglitzin *(signature of representative or person making charge)* — Dmitri Iglitzin, Attorney *(Print/type name and title or office, if any)* Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 — Date 05/04/2022	Tel. No. (206) 257-6003
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail iglitzin@workerlaw.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

2. Basis of the Charge

Within the last six months, including, but not limited to, on or about April 11, 2022, Starbucks, through its Chief Executive Howard Schultz, (1) deliberately and falsely stated and threatened employees that "under the law," if the workers at any store vote to unionize, Starbucks would be prohibited from offering any new benefits that the company creates to employees at that store, and, (2) in furtherance of this threat, in order to further discourage support for unionizing, widely publicized the employer's intention to create such new benefits which unionized employees would not be provided.

On May 3, 2022, the Employer further violated the Act by announcing that it intends to release pay raises and improved benefits nationwide, but that it will not make those benefits available to employees at stores where employees are organizing or where employees are represented by a union. This announcement constituted an unlawful threat to employees at hundreds of stores nationwide who are organizing or considering organizing, and an unlawful withholding of benefits at other stores where employees are organizing, have already won union representation, or where employees might successfully organize between now and August 1, 2022.

Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

SECOND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294579	Date Filed 5/10/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Dmitri Iglitzin *(signature of representative or person making charge)*	Dmitri Iglitzin, Attorney *(Print/type name and title or office, if any)*	Tel. No. (206) 257-6003
		Office, if any, Cell No.
		Fax No. (206) 378-4132
Address Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119	Date 05/10/2022	e-mail iglitzin@workerlaw.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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2. Basis of the Charge

Within the last six months, including, but not limited to, on or about April 11, 2022, Starbucks, through its Chief Executive Howard Schultz, (1) deliberately and falsely stated and threatened employees that "under the law," if the workers at any store vote to unionize, Starbucks would be prohibited from offering any new benefits that the company creates to employees at that store, and, (2) in furtherance of this threat, in order to further discourage support for unionizing, widely publicized the employer's intention to create such new benefits which unionized employees would not be provided.

On May 3, 2022, the Employer further violated the Act by announcing that it intends to release pay raises and improved benefits nationwide, but that it will not make those benefits available to employees at stores where employees are organizing or where employees are represented by a union. This announcement constituted an unlawful threat to employees at hundreds of stores nationwide who are organizing or considering organizing, and an unlawful withholding of benefits at other stores where employees are organizing, have already won union representation, or where employees might successfully organize between now and August 1, 2022.

Since May 3, 2022 and continuing through the present, the Employer has continued to violate the Act by repeatedly publishing announcements regarding the benefit plans first debuted to employees on May 3, 2022 that include unlawful threats and constitute an unlawful withholding of benefits. For example, on May 9, 2022, Starbucks published its "Weekly Update" to all Starbucks retail employees nationwide that repeated the unlawful threats and unlawful withholding of benefits first published on May 3, 2022, and that also included unlawful statements of futility and unlawful grant of benefits.

Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS
BOARD **THIRD AMENDED CHARGE**
AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294579	Date Filed 6/10/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* — Gabe Frumkin, Attorney *(Print/type name and title or office, if any)* Address Barnard Iglitzin & Lavitt LLP, 18 West Mercer St., Ste. 400, Seattle, WA 98119 — Date 06/10/2022	Tel. No. (206) 257-6012
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail frumkin@workerlaw.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

2. Basis of the Charge

Within the last six months, the Employer has violated the Act by engaging in actions including but not limited to the following:

On or about April 11, 2022, the Employer's CEO, Howard Schultz, by video made unlawful threats and promise of benefits including:

1. "I am listening. We are going to fix the near-term problems. We are going to fix the bigger issues of training, . . . and the other issues facing the company and the challenges partners are having."
2. "We are going to make much better long-term decisions that are going to have a short-term benefit for you."
3. "I promise we are going to make things better for you. We are going to give you the tools and resources to do your job."
4. "Working diligently looking at benefits, looking at wages, just stay tuned."
5. "Under the law, those stores that voted to be part of a union, during this collective bargaining process, which we are going to honor, by law, any new benefit that we create for the company, we are not permitted by law, to offer that benefit to stores that voted for the Union while they are in collective bargaining."

On or about April 25, 2022, the Employer made various threats, promises of benefits, and solicited grievances in its 4/25/2022 Weekly Update.

On various dates, including but not limited to May 3, 2022, and May 9, and June 6, 2022, the Employer made various threats, promises of benefits, and suggested futility through communications including but not limited to its "Implementation of Benefits" letter, "We Are Creating Our Future" letter, "Partner FAQs for US Companies" and it's May 3 and May 9 Weekly Updates.

These announcements constitute unlawful promises of benefits to employees who decline to engage in protected activity, and constitute threats to employees at hundreds of stores nationwide who are organizing or considering organizing, or who have already won union representation, or where employees might successfully organize between now and August 1, 2022. Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

4th AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294579	Date Filed 7/15/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Gabe Frumkin, Attorney *(signature of representative or person making charge)* *(Print/type name and title or office, if any)* Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 07/15/2022	Tel. No. (206) 257-6012
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail frumkin@workerlaw.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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2. Basis of the Charge

On or about April 11, 2022, the Employer's CEO, Howard Schultz, by video made unlawful threats and promise of benefits including:

1. "I am listening. We are going to fix the near-term problems. We are going to fix the bigger issues of training, . . . and the other issues facing the company and the challenges partners are having."
2. "We are going to make much better long-term decisions that are going to have a short-term benefit for you."
3. "I promise we are going to make things better for you. We are going to give you the tools and resources to do your job."
4. "Working diligently looking at benefits, looking at wages, just stay tuned."
5. "Under the law, those stores that voted to be part of a union, during this collective bargaining process, which we are going to honor, by law, any new benefit that we create for the company, we are not permitted by law, to offer that benefit to stores that voted for the Union while they are in collective bargaining."

On or about April 25, 2022, the Employer made various threats, promises of benefits, and solicited grievances in its 4/25/2022 Weekly Update.

On various dates, including but not limited to May 3, 2022, and May 9, and June 6, 2022, the Employer made various threats, promises of benefits, and suggested futility through communications including but not limited to its "Implementation of Benefits" letter, "We Are Creating Our Future" letter, "Partner FAQs for US Companies" and it's May 3 and May 9 Weekly Updates.

These announcements constitute unlawful promises of benefits to employees who decline to engage in protected activity, and constitute threats to employees at hundreds of stores nationwide who are organizing or considering organizing, or who have already won union representation, or where employees might successfully organize between now and August 1, 2022. Moreover, the actual withholding of these benefits constitutes an unlawful withholding of benefits. Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

5th AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294579	Date Filed 8/5/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 245,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1) and (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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
See attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. Gabe Frumkin, Attorney *(signature of representative or person making charge)* *(Print/type name and title or office, if any)* Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Address Seattle, WA 98119 Date 08/05/2022	Tel. No. (206) 257-6012
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail frumkin@workerlaw.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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2. Basis of the Charge

On or about April 11, 2022, the Employer's CEO, Howard Schultz, by video made unlawful threats and promise of benefits including:

1. "I am listening. We are going to fix the near-term problems. We are going to fix the bigger issues of training, . . . and the other issues facing the company and the challenges partners are having."
2. "We are going to make much better long-term decisions that are going to have a short-term benefit for you."
3. "I promise we are going to make things better for you. We are going to give you the tools and resources to do your job."
4. "Working diligently looking at benefits, looking at wages, just stay tuned."
5. "Under the law, those stores that voted to be part of a union, during this collective bargaining process, which we are going to honor, by law, any new benefit that we create for the company, we are not permitted by law, to offer that benefit to stores that voted for the Union while they are in collective bargaining."

On or about April 25, 2022, the Employer made various threats, promises of benefits, and solicited grievances in its 4/25/2022 Weekly Update.

On various dates, including but not limited to May 3, 2022, and May 9, and June 6, 2022, the Employer made various threats, promises of benefits, and suggested futility through communications including but not limited to its "Implementation of Benefits" letter, "We Are Creating Our Future" letter, "Partner FAQs for US Companies" and it's May 3 and May 9 Weekly Updates.

These announcements constitute unlawful promises of benefits to employees who decline to engage in protected activity, and constitute threats to employees at hundreds of stores nationwide who are organizing or considering organizing, or who have already won union representation, or where employees might have successfully organized between when the announcements were made and August 1, 2022.

Moreover, on August 1, 2022 or a date better known to the Employer, the Employer granted wage increases and other benefits to employees at stores that have not unionized and/or are not in the process of unionizing, and withheld those same wage increases and other benefits from employees at stores that have unionized and/or are in the process of unionizing. The actual withholding of these benefits constitutes an unlawful withholding of benefits.

Because these actions have the potential to inflict irreparable injury upon numerous ongoing union organizing efforts throughout the country, relief under Section 10(j) is requested.

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET FORM NLRB-501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
19-CA-294582	4/22/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Amazon

b. Tel. No.
206 266 1000

c. Cell No.

f. Fax No.

d. Address *(Street, city, state, and ZIP code)*
440 Terry Ave N. Seattle WA 98109

e. Employer Representative

g. e-Mail

h. Number of workers employed
1.2 Million

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
E - Commerce

j. Identify principal product or service

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and *(list subsections)* _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices 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, on about (b) (6), (b) (7)(C) 2022, the above-named Employer fired its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), protected, concerted activities, including (b) (6), filing lawsuits involving discrimination and safety concerns in the workplace on behalf of (b) (6), (b) (7)(C) and others.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C)

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No.
(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(signature of representative or person making charge) *(Print/type name and title or office, if any)*

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

4/22/2022
(date)

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

Office, if any, 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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FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294600	Date Filed 4/25/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
American Medical Response - Pierce County

b. Tel. No.
(206) 444-4444

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
2105 51st Ave E

WA Fife 98424

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail

h. Number of workers employed
50

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Healthcare

j. Identify principal product or service
Emergency Medical Service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 1 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 are 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--

(b) (6), (b) (7)(C) arty filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
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)
entative or person making charge)

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

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

Date 04/23/2022 02:47:22 PM

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

Office, if any, 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(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities.

Work Rule
Mandatory shifts

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294652	Date Filed 4/20/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
PACIFIC AEROSPACE & ELECTRONICS, LLC

b. Tel. No.
(360) 683-4167

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
2249 Diamond Point Road

WA Sequim 98382

e. Employer Representative

g. e-mail

h. Number of workers employed
8

i. Type of Establishment *(factory, mine, wholesaler, etc.)*

j. Identify principal product or service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are 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. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Jonathan Shapiro
IAM District Lodge 751

4a. Address *(Street and number, city, state, and ZIP code)*

9125 15th Place South
WA Seattle 98108

4b. Tel. No.
(206) 538-8820

4c. Cell No.

4d. Fax No.

4e. e-mail
jshapiro@iam751.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

International Association of Machinists

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

Jonathan Shapiro
General Counsel
(Print/type name and title or office, if any)

Address 9125 15th Place South
Seattle WA 98108

Date 04/20/2022 07:36:24 PM

Tel. No.
(206) 538-8820

Office, if any, Cell No.

Fax No.

e-mail
jshapiro@iam751.org

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

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Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	(b) (6), (b) (7[redacted]/2022

8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Job Change and Formal Warning	(b) (6), (b) (7[redacted]/2022
(b) (6), (b) (7)(C)	Denied permanent employment	(b) (6), (b) (7[redacted]/2022

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294705	Date Filed 4/26/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Harborland 2C, LLC

b. Tel. No. 206-664-7278

c. Cell No. 206-399-1900

f. Fax No. 206-329-2689

d. Address *(Street, city, state, and ZIP code)*

2216 E 11th Street
P.O. Box 1456
Tacoma, WA 98421

e. Employer Representative

Kellis Borek, Teneral Counsel
(b) (6), (b) (7)(C)

g. e-Mail kborek@archbright.com

h. Number of workers employed
15+

. Type of Establishment *(factory, mine, wholesaler, etc.)*

Ship Repair

j. Identify principal product or service

Marine Maintenance

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce with the meaning of the Act, or these unfair labor practices are 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 employer unilaterally changed the vacation accrual of a bargaining unit member without first bargaining over the unilateral change. Additionally, the employer targeted a union activist. That conduct discriminates against (b) (6), on account of (b) (6) union activity and/or (b) (6) protected concerted activity.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*

INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITH, FORGERS AND HELPERS LOCAL 104

4a. Address *(Street and number, city, state, and ZIP code)*

21400 International Blvd. Suite 205
Sea Tac, WA 98198

4b. Tel. No. (206) 623-6473

4c. Cell No. (206) 854-4902

4d. Fax No. (206) 623-7176

4e. e-Mail stevebehling@bb104.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS, BLACKSMITH, FORGERS & HELPERS

6. DECLARATION

I declare that I have read he above charge and that the statements are true to he best of my knowledge and belief.

David A Rosenfeld

(signature of representative or person making charge)

David A. Rosenfeld, Attorney

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

Address: Weinberg, Roger & Rosenfeld
1375 55th Street
Emeryville, CA 94608

April 26, 2022

(date)

Tel. No. 510-337-1001

Office, if any, Cell No.

Fax No. 510-337-1023

e-Mail
nlrbnotices@unioncounsel.net
drosenfeld@unioncounsel.net

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

1\1264849

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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294708	Date Filed 4/25/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* — Marina Multhaup, Attorney *(Print/type name and title or office, if any)* Address Barnard Iglitzin & Lavitt LLP, 18 West Mercer St., Ste. 400, Seattle, WA 98119 — Date 4/25/2022	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail multhaup@workerlaw.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.

2. Basis of the Chage

Within the past six months, the Employer has interfered with, restrained, and retaliated against its employees' exercise of their section 7 rights by, among other things, changing its policies around what can be posted at each store's "Community Board" to restrict union literature. At each* Starbucks store there is a "Community Board," which is a bulletin board in a non-work area where workers and members of the community post flyers about non-work activities. The Community Board is where workers at locations across the country have been posting information about the Union. The Employer sent out a policy change in its "Weekly Update," which was sent to every shift supervisor and store manager at all locations across the country. This policy change states that "solicitations" are now included on the list of "Unapproved Content" and that store managers are supposed to remove items off of the Community Board which are not part of the "Approved Content List." The "Approved Content List" includes both work and non-work related content, including "Neighborhood content."

This policy change seeks to eliminate one of the few ways that workers can communicate with each other and disseminate information about the Union, and illegally discriminates against Union-related materials. As such, it threatens to chill organizing efforts of workers all across the country.

The Union seeks immediate, nation-wide, 10(j) injunctive relief.

*Upon information and belief, each Starbucks location that has a café, as opposed to a drive-through only location, has a Community Board.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294708	Date Filed 5/4/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation	b. Tel. No. (206) 318-2212
	c. Cell No.
	f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO
	g. e-mail hschultz@starbucks.com
	h. Number of workers employed Est. 160,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* Marina Multhaup, Attorney *(Print/type name and title or office, if any)* Address Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119 Date 4/25/2022	Tel. No. (206) 257-6001
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail multhaup@workerlaw.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.

2. Basis of the Charge

Within the past six months, the Employer has interfered with, restrained, and retaliated against its employees' exercise of their section 7 rights by, among other things, changing its policies around what can be posted at each store's "Community Board" to restrict union literature. At each* Starbucks store there is a "Community Board," which is a bulletin board in a non-work area where workers and members of the community post flyers about non-work activities. The Community Board is where workers at locations across the country have been posting information about the Union. The Employer sent out a policy change in its "Weekly Update," which was sent to every shift supervisor and store manager at all locations across the country. This policy change states that "solicitations" are now included on the list of "Unapproved Content" and that store managers are supposed to remove items off of the Community Board which are not part of the "Approved Content List." The "Approved Content List" includes both work and non-work related content, including "Neighborhood content."

This policy change seeks to eliminate one of the few ways that workers can communicate with each other and disseminate information about the Union, and illegally discriminates against Union-related materials. As such, it threatens to chill organizing efforts of workers all across the country.

In addition, the Employer is unlawfully maintaining and enforcing its existing "No Solicitation Policy," which exists in the Partner Resources Manual on pages 58-59 and applies to all stores nation-wide and is being used to justify the Community Board update. First, the existing policy is unlawfully overbroad as it prohibits all "solicitation" on "all Company premises," which unlawfully includes non-work and break areas. Further, the "No Solicitation Policy" instructs store managers to notify higher-ups "immediately" if they become aware of union solicitation, which unlawfully creates the impression of surveillance at all stores.

The Union seeks immediate, nation-wide, 10(j) injunctive relief.

*Upon information and belief, each Starbucks location that has a café, as opposed to a drive-through only location, has a Community Board.

FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

2ND AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294708	Date Filed 10-4-2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Starbucks Corporation		b. Tel. No. (206) 318-2212
		c. Cell No.
		f. Fax. No.
d. Address *(Street, city, state, and ZIP code)* 2401 Utah Avenue, Suite 800 Seattle, WA 98134	e. Employer Representative Howard Schultz, CEO	g. e-mail hschultz@starbucks.com
		h. Number of workers employed Est. 160,000
i. Type of Establishment *(factory, mine, wholesaler, etc.)* Coffee Shop	j. Identify principal product or service Food and Beverage	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section **8(a), subsections (1)** 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

See Attached

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Workers United

4a. Address *(Street and number, city, state, and ZIP code)* Workers United 22 South 22nd St Philadelphia, PA 19103	4b. Tel. No. (646) 448-6414
	4c. Cell No.
	4d. Fax No. (215) 575-9065
	4e. e-mail rminter@pjbwu.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Service Employees International Union

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. *(signature of representative or person making charge)* Gabe Frumkin, Attorney *(Print/type name and title or office, if any)* Address Barnard Iglitzin & Lavitt LLP 18 West Mercer St., Ste. 400 Seattle, WA 98119 Date 10/04/2022	Tel. No. (206) 257-6012
	Office, if any, Cell No.
	Fax No. (206) 378-4132
	e-mail frumkin@workerlaw.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.

2. Basis of the Charge

Within the past six months, the Employer has interfered with, restrained, and retaliated against its employees' exercise of their section 7 rights by, among other things, changing its policies around what can be posted at each store's "Community Board" to restrict union literature. At each* Starbucks store there is a "Community Board," which is a bulletin board in a non-work area where workers and members of the community post flyers about non-work activities. The Community Board is where workers at locations across the country have been posting information about the Union. The Employer sent out a policy change in its "Weekly Update," which was sent to every shift supervisor and store manager at all locations across the country. This policy change states that "solicitations" are now included on the list of "Unapproved Content" and that store managers are supposed to remove items off of the Community Board which are not part of the "Approved Content List." The "Approved Content List" includes both work and non-work related content, including "Neighborhood content."

This policy change seeks to eliminate one of the few ways that workers can communicate with each other and disseminate information about the Union, and illegally discriminates against Union-related materials. As such, it threatens to chill organizing efforts of workers all across the country.

In addition, the Employer is unlawfully maintaining its existing "No Solicitation Policy," which exists in the Partner Resources Manual on pages 58-59 and applies to all stores nation-wide and is being used to justify the Community Board update. First, the existing policy is unlawfully overbroad as it prohibits all "solicitation" on "all Company premises," which unlawfully includes non-work and break areas. Further, the "No Solicitation Policy" instructs store managers to notify higher-ups "immediately" if they become aware of union solicitation, which unlawfully creates the impression of surveillance at all stores.

The Union seeks immediate, nation-wide, 10(j) injunctive relief.

*Upon information and belief, each Starbucks location that has a café, as opposed to a drive-through only location, has a Community Board.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294749	Date Filed 4/26/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
United Brotherhood of Carpenters and Joiners of America and the Pacific Northwest Regional Council of Carpenters and Joiners of America as joint employers.

b. Tel. No.
253-945-8800

c. Cell No.

f. Fax. No.
(253) 839-4908

d. Address *(Street, city, state, and ZIP code)*
25120 Pacific Hwy South, Kent, WA 98032

e. Employer Representative
Dan Shanley, Attorney at Law, 533 S. Fremont Ave., 9th Floor, Los Angeles, California 90071

g. e-mail
dshanley@shanleyapc.com

h. Number of workers employed
24

i. Type of Establishment *(factory, mine, wholesaler, etc.)*

j. Identify principal product or service

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are 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 Employer has retaliated against the Charging Party by terminating the Charging Party in retaliation for the Charging Party's support of employees seeking to be represented by a labor organization. In addition, the Employer directed the Charging Party to engage in unlawful conduct in retaliation for the Union winning the representation election.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
(b) (6), (b) (7)(C) [redacted], represented by 111 Branches Law, PLLC

4a. Address *(Street and number, city, state, and ZIP code)*
III Branches Law, PLLC
1019 Regents Blvd., Ste. 204
Fircrest, WA 98466

4b. Tel. No.
(253) 566-2510

4c. Cell No.

4d. Fax No.
(281) 664-4643

4e. e-mail
joan@3brancheslaw.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
I declare that I have read the above charge and that the statements [redacted] knowledge and belief.

(b) (6), (b) (7)(C)
(Signature of representative or person making charge)

(b) (6), (b) (7)(C) [redacted]
(Print/type name and title or office, if any)

Address III Branches Law, PLLC
1019 Regents Blvd., Ste. 204

Date 04/26/2022

Tel. No.
(253) 566-2510

Office, if any, Cell No.

Fax No.
(281) 664-4643

e-mail
joan@3brancheslaw.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.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294755	Date Filed 4/26/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Epic Games, Inc

b. Tel. No.
(919) 854-0070

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
620 Crossroads Blvd

WA Cary 27518

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C) @epicgames.com

h. Number of workers employed
6000

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Software & Programming

j. Identify principal product or service
Video games

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3,4,1 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 are 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--

(b) (6), (b) (7)(C) y filing charge *(if labor organization, give full name, including local name and number)*

4a. Address *(Street and number, city, state, and ZIP code)*
(b) (6), (b) (7)(C)

4b. Tel. No.
(b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-mail
(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*

6. DECLARATION
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)
(signature of representative or person making charge)

(b) (6), (b) (7)(C)
(Print/type name and title or office, if any)

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

Date 04/26/2022 09:32:12 PM

Tel. N (b) (6), (b) (7)(C)

Office, if any, 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

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

8(a)(3)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	12/10/2021

8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	12/10/2021

8(a)(1)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, protesting wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	12/10/2021

8(a)(4)

Within the previous six months, the Employer refused to hire an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

Name of employee refused hire	Approximate date of refusal to hire
(b) (6), (b) (7)(C)	12/10/2021

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294763	Date Filed 4/26/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
St. Michael Medical Center
(Virginia Mason Franciscan Health)

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

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

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
1800 Northwest Myhre Road
Silverdale, WA 98383

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

Virginia Mason Franciscan Health

g. e mail
(b) (6), (b) (7)(C)@chifranciscan.org

h. Number of workers employed
650

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Medical Center

j. Identify principal product or service
Healthcare

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1), 8(a)(5) **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 are 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 Employer interfered with, restrained, and coerced employees in the exercise of rights guaranteed in Section 7 of the act by demanding that employees cease wearing or storing pro-union buttons. The Employer has violated the Act in its selective and discriminatory enforcement of its dress code policy against UFCW 3000 represented employees.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
United Food and Commercial Workers Union, Local 3000

4a. Address *(Street and number, city, state, and ZIP code)*
5030 First Avenue South, Suite 200
Seattle, WA 98134

4b. Tel. No.

4c. Cell No.
(253) 249-8859

4d. Fax No.
(206) 436-6700

4e. e-mail
dbarnes@ufcw2 1 .org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
United Food and Commercial Workers International Union

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

David Barnes

(Signature of representative or person making charge)

David Barnes, Negotiator

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

Address 5030 First Avenue South, Suite 200 Seattle, WA 98134 Date 4/26/2022

Tel. No.

Office, if any, Cell No.
(253) 249-8859

Fax No.
(206) 436-6700

e mail
dbarnes@ufcw21.org

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

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FORM NLRB-501
(2-18)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294952	Date Filed 4/29/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Verizon Wireless

b. Tel. No.
(800) 621-9900

c. Cell No.

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
1405 SE Everett Mall Way
Everett, WA 98208
19230 Alderwood Mall Parkway
Lynwood, WA 98036

e. Employer Representative
Hans Vestberg, CEO

g. e-mail
hans.vestberg@verizon.com

h. Number of workers employed
20

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Telecommunications Provider

j. Identify principal product or service
Telecommunications Services

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and thest 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)*

Verizon Wireless has unlawfully terminated [redacted] (b) (6), (b) (7)(C) as a result of [redacted] (b) (6), protected concerted activity in an attempt to discourage union membership and chill protected concerted activity.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Communications Workers of America, AFL-CIO

4a. Address *(Street and number, city, state, and ZIP code)*
8085 E Prentice Ave
Greenwood Village, CO 80111

4b. Tel. No.
(303) 770-2822

4c. Cell No.

4d. Fax No.

4e. e-mail
kromich@cwa-union.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
Communications Workers of America, AFL-CIO

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

William R. Reinken, Attorney
(Print/type name and title or office, if any)

Address 8085 E Prentice Ave, Greenwood Village, CO 80111 Date 4/29/2022

Tel. No.
(303) 721-7399

Office, if any, Cell No.

Fax No.

e-mail
wreinken@cwa-union.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.

FORM NLRB-501
(3-21)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 19-CA-294953	Date Filed 4/29/2022

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

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
HPMC OMS

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

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

f. Fax. No.

d. Address *(Street, city, state, and ZIP code)*
1979 Snyder Street, Richland WA, 99354

e. Employer Representative
(b) (6), (b) (7)(C)

g. e-mail
(b) (6), (b) (7)(C)@rl.gov

h. Number of workers employed
40+

i. Type of Establishment *(factory, mine, wholesaler, etc.)*
Health Care Facility

j. Identify principal product or service
Health Care, Testing and Diagnostic Services

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are 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)*
8(a)(1) and (3)

Within the past six months, the above-named Employer caused the discharge of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in Union and/or protected concerted activities.

3. Full name of party filing charge *(if labor organization, give full name, including local name and number)*
Teamsters Local Union 839

4a. Address *(Street and number, city, state, and ZIP code)*
1103 W. Sylvester St., Pasco, WA 99301

4b. Tel. No.
(509) 547-7513 x 13

4c. Cell No.
(509) 551-9212

4d. Fax No.
(509) 546-2560

4e. e-mail
team839_adepaolo@outlook.com

5. Full name of national or international labor organization of which it is an affiliate or constituent unit *(to be filled in when charge is filed by a labor organization)*
International Brotherhood of Teamsters

6. DECLARATION
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(signature of representative or person making charge)

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

Address 1103 W. Sylvester St., Pasco, WA 99301

Date 4/29/22

Tel. No.
(509) 547-7513 x 13

Office, if any, Cell No.
(509) 551-9212

Fax No.
(509) 546-2560

e-mail
team839_adepaolo@outlook.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.

FORM NLRB-508
(3-21)

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-293824	Date Filed 4/11/2022

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. Union Representative to contact
IAM Local 751	(b) (6), (b) (7)(C)

c. Address *(Street, city, state, and ZIP code)*	d. Tel. No.	e. Cell No.
8729 Airport Road Everett, WA 98204	425-355-8821	
	f. Fax. No. 425-353-5412	
	g. e-mail machinists@iam751.org	

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) (1)(A) 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

Within the past six month, the above named labor organization has failed and/or refused to fairly represent (b) (6), (b) (7)(C), in connection with the Employer's refusal to promote (b) (6), and (b) (6), lateral reclassification to a less desirable position (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) In connection with these matters, the Union has also refused to file a grievance on (b) (6), behalf, and has acted in an arbitrary, capricious and/or discriminatory manner.

3. Name of Employer	4a. Tel. No.	b. Cell No.	c. Fax No.
Boeing Company	866-473-2016		
	d. e-mail		

5. Location of plant involved *(street, city, state and ZIP code)*	6. Employer representative to contact
3003 West Casino Road Everett, WA 98204	Carole Murray, Vice President of Quality

7. Type of establishment *(factory, mine, wholesaler, etc.)*	8. Identify principal product or service	9. Number of workers employed
factory	manufacturing aircraft	20,000

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

11. Address of party filing charge *(street, city, state and ZIP code)*	11a. Tel. No.	b. Cell No.	c. Fax No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		
	d. e-mail (b) (6), (b) (7)(C)		

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.

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

(si[redacted]g charge)

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

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

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

Date 4/8/2022

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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FORM NLRB-508
(3-21)

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-294532	Date Filed 4/22/2022

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
Unite Here Local 8

b. Union Representative to contact
(b) (6), (b) (7)(C)

c. Address *(Street, city, state, and ZIP code)*
5030 1st Avenue S. Suite 201
Seattle, WA 98134

d. Tel. No.
206-728-2326

e. Cell No.

f. Fax. No.

g. e-mail
(b) (6), (b) (7)(C)@8.unitehere.org

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections) 1(A) 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 are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*
The above named labor organization failed in its duty of fair representation by failing to process grievances and/or keep the charging party apprised of the status of (b) (6) grievances.

3. Name of Employer
Levy Premium Foodservice Limited Partnership

4a. Tel. No.

b. Cell No.

c. Fax No.

d. e-mail
dguilie@levyrestaurants.org

5. Location of plant involved *(street, city, state and ZIP code)*
800 Occidental Ave S.
Seattle, WA 98134

6. Employer representative to contact
Donald Guilie

7. Type of establishment *(factory, mine, wholesaler, etc.)*
Concessions

8. Identify principal product or service
Concessions

9. Number of workers employed
10

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

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

11a. Tel. No.
(b) (6), (b) (7)(C)

b. Cell No.

c. Fax No.

d. e-mail
(b) (6), (b) (7)(C)

12. DECLARATION

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

have read the above charge and that the statements
e to the best of my knowledge and belief.

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

making charge)

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

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

Date 4-22-2022

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

Cell No.

Fax No.

e-mail
(b) (6), (b) (7)(C)

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PRIVACY ACT STATEMENT

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FORM NLRB-508
(3-21)

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

DO NOT WRITE IN THIS SPACE	
Case 19-CB-294615	Date Filed 4/25/2022

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 No. 58

b. Union Representative to contact
(b) (6), (b) (7)(C)

c. Address *(Street, city, state, and ZIP code)*
2212 NE Andreson Rd
Vancouver, WA 98661

d. Tel. No.
360-695-5841

e. Cell No.

f. Fax. No.
360-695-0768

g. e-mail
(b) (6), (b) (7)(C) @teamsters58.com

h. The above-named labor organization has engaged in and is engaging in unfair labor practices within the meaning of section 8(b) and (list subsections)
8 (B) (1) (A)
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 are 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)*
RETALIATION AGAINST CHARGES FILED 1-29-2022. (b) (6), (b) (7)(C) refuses to allow Business Representatives to hold Shop Steward Elections. Numberous Shops have requested by petition of 50%+, our location had 99 of 147 employees requesting a Shop Steward Election. [redacted] states [redacted] will not hold an Election until the Labor charges are dropped or resolved. Normal procedure for an election is through petition or new contract. (b) (6), (b) (7)(C) plan is to intimidate/retaliate against members that have filed charges against [redacted] In my case... 98 other employees have requested a new election due to corruption of the October 2021 election. Not only is [redacted] holding me hostage but our entire shop. I have no faith, respect or vision of fair representation by Teamsters Local 58.

3. Name of Employer
First Student Transportation

4a. Tel. No.
360-841-7099

b. Cell No.

c. Fax No.

d. e-mail

5. Location of plant involved *(street, city, state and ZIP code)*
1304 S.E. Eaton Blvd.
Battle Ground, WA 98604

6. Employer representative to contact
Brandon Case

7. Type of establishment *(factory, mine, wholesaler, etc.)*
Stutend Transportation

8. Identify principal product or service
School Bus Service

9. Number of workers employed
200

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

c. Fax No.

d. e-mail
(b) (6), (b) (7)(C)

12. DECLARATION
(b) (6), (b) (7)(C) [redacted] arge and that the statements [redacted] owledge and belief
(b) (6), (b) (7)(C)
(Signature of representative or person making charge)
(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C)
Date 4-23-2022

Tel. No.

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

Fax No.

e-mail
(b) (6), (b) (7)(C)

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

PRIVACY ACT STATEMENT

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