

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

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 Central City Concern	b. Tel. No. 503-294-1681
	c. Cell No.
	f. Fax No. 503-294-4321
d. Address (Street, city, state, and ZIP code) Blackburn Center 12121 East Burnside Street Portland, OR 97216	e. Employer Representative Oscar Cardona, Chief People Officer
	g. e-mail ccadmin@ccconcern.org
	h. Number of workers employed 80 approx.
i. Type of Establishment (factory, mine, wholesaler, etc.) Social Services Center	j. Identify principal product or service Services to address homelessness
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 Tuesday, April 6, 2021, the Employer through its agent Crystal Vega informed employees of an "exception" to its solicitation policy in response to the Union's organizing drive. Her email stated that employees may place information regarding the drive on one of two bulletin boards in the 2nd floor break room, one showing support for the Union, the other, opposition. The email further stated that employees should not post anything "discriminatory, harassing, bullying, threatening, defamatory, or unlawful" - a determination made by the Employer. Throughout the organizing drive and continuing to date the Employer through its agents has informed employees that schedules cannot be adjusted, raises awarded, or parking issues addressed because of the Union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) AFSCME Council 75 and Local 88	
4a. Address (Street and number, city, state, and ZIP code) 6025 East Burnside Street Portland, OR 97215	4b. Tel. No. 503-239-9858
	4c. Cell No.
	4d. Fax No. 503-239-9441
	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) American Federation of State, County, and Municipal Employees, 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.	
/s/Noah Scott Warman (signature of representative or person making charge)	Attorney for Charging Party (Print/type name and title or office, if any)
1316 NE Broadway St., Unit A, Portland, OR 97232 Address _____	Tel. No. 503-453-0146
Date 4/8/21	Office, if any, Cell No.
	Fax No.
	e-mail noah@tlglabor.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.