

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 METROPOLITAN DEVELOPMENT COUNCIL	b. Tel. No. (253) 591-0113
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 945 FAWCETT AVENUE TACOMA WV 98402	e. Employer Representative MARK PEREBOOM PRESIDENT/CEO
	g. e-Mail mpereboom@mdc-hope.org
	h. Number of workers employed 130
i. Type of Establishment (factory, mine, wholesaler, etc.) Services	j. Identify principal product or service SOCIAL SERVICES TO HOMELESS/LOW INCOME
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 previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees. 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. 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 failing to furnish information requested by the union. See Attached Page 2 for additional Basis of Charge description	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) LESLIE LIDDLE Title: UNION REPRESENTATIVE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATOINAL UNION LOCAL 8	
4a. Address (Street and number, city, state, and ZIP code) 2800 FIRST AVE STE 304 SEATTLE WA 98121	4b. Tel. No. (360) 701-6615
	4c. Cell No. (360) 701-6615
	4d. Fax No. (360) 943-2323
	4e. e-Mail leslie@opeiu8.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) OFFICE AND PROFESSIONAL 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.	
By Leslie Liddle (signature of representative or person making charge)	LESLIE LIDDLE Title: UNION REPRESENTATIVE (Print/type name and title or office, if any)
2800 FIRST AVE STE 304 Address SEATTLE WA 98121	Tel. No. (360) 701-6615
	Office, if any, Cell No. (360) 701-6615
	Fax No. (360) 943-2323
	e-Mail leslie@opeiu8.org
	01/11/2016 14:58:29 (date)

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

PRIVACY ACT STATEMENT

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

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Attachment

Specific dates on which the Employer's conduct occurred and/or the Employer's Representative or Agent responsible for the conduct:

Within the last six months and on-going, the employer has violated the Act by engaging in and continuing to engage in the following:

refusal to provide the union with information that is necessary and relevant to contract negotiations and contract enforcement; unilaterally implementing changes to staff duties/job descriptions without adequate notification or providing an opportunity to negotiate over the changes; threatening employees with layoffs and closures if they don't agree to the employer's demands; bypassing the union and dealing directly with employees on changes to working conditions.