

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 Huhtamaki -- Commerce, California		b. Tel. No. 323-269-0151
		c. Cell No. 323-854-0050
		f. Fax No. 323-980-8676
d. Address (Street, city, state, and ZIP code) 4209 Noakes St. Commerce, CA 90023	e. Employer Representative Eugene Zarrillo	g. e-Mail
		h. Number of workers employed Approx. 165
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Paper 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) 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 or about June 16th, 2014, and at times thereafter, the above named Employer, through its officers, agents, and representatives, unlawfully changed the enforcement of its solicitation and discussion policy thereby interfering with employees' section 7 rights.

On or about June 16th, and at times thereafter, the above named Employer, through its officers, agents, and representatives, disparately enforced its solicitation and discussion policy thereby interfering with employees' section 7 rights.

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


United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

4a. Address (Street and number, city, state, and ZIP code) 516 W. Vernon Ave. Los Angeles, CA 90031	4b. Tel. No. 323-232-2089
	4c. Cell No. 202-747-4930
	4d. Fax No. 323-232-2099
	4e. e-Mail gfortier@aficio.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 Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Int'l 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  Graham Fortier, Lead Organizer  
(signature of representative or person making charge) (Print/type name and title or office, if any)

Tel. No. 323-232-2089  
Office, if any, Cell No. 202-747-4930  
Fax No. 323-232-2099  
e-Mail  
gfortier@aficio.org

Address 516 W. Vernon Ave., Los Angeles, CA 90031 7/3/2014  
(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.