

UNITED STATES OF AMERICA
 NATIONAL LABOR RELATIONS BOARD
 CHARGE AGAINST LABOR ORGANIZATION
 OR ITS AGENTS

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
20-CB-10835	5/13/98

INSTRUCTIONS: File an original and 3 copies of this charge and an additional copy for each organization, each local, and each individual named in [item 1] with the NLRB Regional Director of 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 California Nurses Association		b. Telephone No. 510/451-9500
c. Union Representative to contact Jane Lawhon	d. Address (street, city, state and ZIP code) 1145 Market St., Ste. 1100, San Francisco, CA 94103	e. FAX No. 510/834-7111
f. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and within the meaning of 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)

California Nurses Association ("CNA") has unlawfully imposed restrictions on the right of CNA members to resign their membership in CNA. Specifically, CNA's bylaws state that a member may not resign from membership unless the member has paid all dues, fines, and fees owed to CNA. Further, CNA's bylaws also state that a member's resignation is not effective until 30 days from the time the member's membership is in good standing.

These restrictions are unlawful under Section 8(b)(1)(A) of the National Labor Relations Act, in that CNA's actions restrict and coerce employees in the assertion of their rights under Section 7 of the NLRA. CNA's maintenance and application of these restrictions constitutes an unfair labor practice under Section 8(b) of the NLRA.

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3. Name of Employer Sutter Auburn Faith VNA Home Health and Hospice, Auburn/Grass Valley	4. Employer representative to contact F. Curt Kirschner, Jr.
5. Location of plant involved (street, city, state and ZIP code) 11760 Atwood Rd., Auburn, CA; 12059 Nevada City Hwy., Grass Valley, CA	6. Telephone No. 415/984-8828
8. Type of establishment (factory, mine, wholesaler, etc.) Healthcare provider	9. Identify principal product or service Healthcare
11. Full name of party filing charge Sutter Auburn Faith VNA Home Health and Hospice, Auburn/Grass Valley	10. Number of workers employed 75
13. Address of party filing charge (street, city, state and ZIP code) 11760 Atwood Rd., Auburn, CA; 12059 Nevada City Hwy, Grass Valley, CA	7. FAX No. 415/984-8701
	12. Telephone No. 530/888-4525
	14. FAX No. 530/889-0721

15. DECLARATION

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

By: <u><i>F. Curt Kirschner</i></u> (signature of representative or person making charge)	Attorney for Employer (title or office, if any)
Address: <u>O'Melveny & Myers LLP</u> 275 Battery St., Ste. 2600 S.F., Calif. 94111-3305	Telephone No: <u>415/984-8828</u> FAX No. <u>415/984-8701</u> <u>5/13/98</u> (date)