

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-12305	11/23/2004

INSTRUCTIONS: File an original and 4 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. Union Representative to contact Bill Urman
c. Telephone No. (510) 273-2278	c. Address (street, city, state and ZIP code) 2000 Franklin Street Oakland, CA 94612	
e. 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) <u>(1)(A), (1)(B), and (3)</u> of the National Labor Relations Act, and these unfair labor practices are <u>unfair practices affecting commerce within the meaning of the Act.</u>		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) The union has violated the Act by refusing to bargain in good faith through the following acts: 1) In the presence of Medical Center employees on the parties' respective bargaining teams, a member of the union's bargaining team accosted and assaulted the employer's spokesperson during negotiations; 2) The union induced employees to engage in sympathy picketing at a time when said employees were covered by another collective bargaining agreement containing a no strike and no lock out clause; and 3) Refusing or failing to supply information relevant to collective bargaining. Through the above and other acts, the union has bargained in bad faith in violation of sections 8b(3), 8(b)(1)(A) and 8(b)(1)(B) of the Act.		

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3. Name of Employer California Pacific Medical Center		4. Telephone No. (415) 600-6000
5. Location of plant involved (street, city, state and ZIP code) 3700 California St., San Francisco, CA 94118; Castro at Duboce, San Francisco, CA 94114; 2333 Buchanan St., San Francisco, CA 94115		6. Employer representative to contact Frank Birchfield, Counsel
7. Type of establishment (factory, mine, wholesaler, etc.) Hospital/Medical Center	8. Identify principal product or service Health care services	9. Number of workers employed approx. 5,000
10. Full name of party filing charge California Pacific Medical Center		
11. Address of party filing charge (street, city, state and ZIP code) Human Resources Dept., Box 7999, San Francisco, CA 94120		12. Telephone No. (415) 399-3093 (counsel)

13. 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 Howard Rice Counsel
(Signature of representative or person making charge) (title or office, if any)
Address Howard Rice, 3 Embarcadero Ctr, 7th Floor, SF, CA 94111 (415) 399-3093
(Telephone No.) (date)
November 23, 2004

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