

|                         |  |                            |                      |
|-------------------------|--|----------------------------|----------------------|
| FORM NLRB 508<br>(8-83) | UNITED STATES OF AMERICA<br>NATIONAL LABOR RELATIONS BOARD<br><b>CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS</b> | DO NOT WRITE IN THIS SPACE |                      |
|                         |  | Case<br>32-CE-4461         | Date Filed<br>5-4-95 |

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<br>California Nurses Association  | b Union Representative to contact<br>Lori Liederman  |
| c Telephone No.  | d Address (street, city, state and ZIP code)<br>8393 Capwell Drive, Suite 200, Oakland, CA 94621 |
| 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) 8(b)(3) and 8(d) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act |  |

2 Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)  
Within six months, preceding the date of the filing of this Charge, the Union violated the Act by unilaterally adding provisions to the parties' collective bargaining agreement, failing to bargain over this language, and distributing copies of the agreement with the non-bargained for language included in the contract. The non-bargained language was added unilaterally by the Union to the back cover of the collective bargaining agreement without notice to the Charging Party.

5-4-95 ERL

|  |  |
|--|--|
| 3 Name of Employer<br>Alta Bates Medical Center  | 4 Telephone No.<br>(510) 204-1525                        |
| 5 Location of plant involved (street, city, state and ZIP code)<br>3001 Colby Street, Berkeley, CA 94705                     | 6 Employer representative to contact<br>John V. Nordlund |
| 7 Type of establishment (factory, mine, wholesaler, etc.)<br>Medical Center  | 8 Identify principal product or service<br>Healthcare    |
| 9 Number of workers employed<br>2700   |  |
| 10 Full name of party filing charge<br>Alta Bates Medical Center   |  |
| 11 Address of party filing charge (street, city, state and ZIP code)<br>2850 Telegraph Avenue, 2nd Floor, Berkeley, CA 94705 | 12 Telephone No.<br>(510) 204-1525                       |

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 John V. Nordlund, Jr. Attorney  
(signature of representative or person making charge)  
Jackson, Lewis, Schnitzler & Krupman 415-394-9400 (title or office, if any)  
Address 525 Market St., Ste. 3400, San Francisco, CA 94105 (Telephone No.) May 3, 1995 (date)

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