

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 32-CB-5802-1 | Date Filed 6-10-2004 |

INSTRUCTIONS:

CR2

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.

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| 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT | |
| a. Name California Nurses Association | b. Union Representative to contact Jim Ryder, Kaise Division Director David Michelfelder, Labor Representative |
| c. Telephone No. 510 273-2200 | d. 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) (B) (1) (A) 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 (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) | |
| <p>During the past six months the above named labor organization has unlawfully failed, delayed and or refused to process the grievance(s) of Linda Owens. This labor organization has also failed and or refused to inform Ms. Owens concerning the status of her grievances.</p> <p>By the above and other actions during the past six months the above named labor organization has breached its duty of fair representation by its delaying, failing and or refusing to process the grievance(s) of Ms. Owens, and has otherwise violated its duty of fair representation, due to arbitrary, capricious, unfair and or otherwise unlawful reasons, in violation of employees' rights guaranteed in Section 7 of the Act.</p> | |
| 3. Name of Employer Kaiser Foundation Hospital and Kaiser Permanente Kaiser Permanente | 4. Telephone No. 408 972-3485 |
| 5. Location of plant involved (street, city, state and ZIP code) 274 Hospital Parkway Ste. 300 San Jose, CA 95119 | 6. Employer representative to contact Sandy Inouye-Imai, Human Resources Consultant |
| 7. Type of establishment (factory, mine, wholesaler, etc.) Hospital System | 8. Identify principal product or service Acute and other health care |
| 9. Number of workers employed 500 plus | |
| 10. Full name of party filing charge Linda Owens Lynda Owen | |
| 11. Address of party filing charge (street, city, state and ZIP code) 59 Essendon Way San Jose, CA 95139 | 12. Telephone No. 408 227-9765 |
| 6. 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>Lynda Owen</u> Signature of representative or person making charge Address | Title An Individual Date 6/8/04 Telephone No (408) 227-9765 |

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 NLRB REGION 02
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

COPY SENT NLRB

By _____