


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS

File an original and 4 copies of this charge 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 Planned Parenthood of Orange and San Bernardino Counties, Inc.		b. Number of workers employed approx. 261
c. Address (<i>street, city, state, ZIP code</i>) 303 W. Lincoln Ave. #105 Anaheim, CA 92805	d. Employer Representative Amber Kim, Associate Vice President, Human Resources; and Terry Stapleton, Vice President of Patient Services	e. Telephone and Email: Phone: (714) 633-6373 Email: Amber.Kim@pposbc.org; Terry.Stapleton@pposbc.org
f. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) Medical center	g. Identify principal product or service Health care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) , 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 (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) Within the last 6 months, the above-named Employer has, at its health center in Anaheim, California, interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act by disciplining and/or terminating Tara Amini in retaliation for her union organizing and/or other protected concerted activities. By these and other similar acts, the Employer has violated Section 8(a)(1) and (3) of the Act.		
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) United Food and Commercial Workers, Local 324		4b. Telephone and Fax Nos. Phone: (714) 995-4601 Fax: (714) 995-8214
4a. Address (<i>street and number, city, state and ZIP code</i>) 8530 Stanton Avenue P.O. Box 5004 Buena Park, CA 90622-5004		
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>) United Food and Commercial Workers International Union, AFL-CIO		
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  (Ryan Spillers for Gilbert & Sackman, a Law Corporation)		Title Attorney
Address 3699 Wilshire Boulevard, Suite 1200 Los Angeles, CA 90010-2732	Telephone No. (323) 938-3000 x345	Date November 15, 2022


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

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

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f. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) Medical center	g. Identify principal product or service Health care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) , 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 (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) Within the last 6 months, the above-named Employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act by having security guards escort employees from the workplace to their cars in the exterior parking lot to shield employees from interacting with Union organizers during the employees' non-work time in non-work areas, to unlawfully surveil employees' Section 7-protected activities, and to create the impression of surveillance of employees' Section 7-protected activities. By these and other similar acts, the Employer has violated Section 8(a)(1) of the Act.		
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) United Food and Commercial Workers, Local 324		4b. Telephone and Fax Nos. Phone: (714) 995-4601 Fax: (714) 995-8214
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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  (Ryan Spillers for Gilbert & Sackman, a Law Corporation)		Title Attorney
Address 3699 Wilshire Boulevard, Suite 1200 Los Angeles, CA 90010-2732	Telephone No. (323) 938-3000 x345	Date March 2, 2023

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

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
AMENDED CHARGE AGAINST EMPLOYER


DO NOT WRITE IN THIS SPACE

Case
21-CA-307218

Date Filed

INSTRUCTIONS

File an original and 4 copies of this charge 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 Planned Parenthood of Orange and San Bernardino Counties, Inc.		b. Number of workers employed approx. 261
c. Address (street, city, state, ZIP code) 303 W. Lincoln Ave. #105 Anaheim, CA 92805	d. Employer Representative Amber Kim, Associate Vice President, Human Resources; and Terry Stapleton, Vice President of Patient Services	e. Telephone and Email: Phone: (714) 633-6373 Email: Amber.Kim@pposbc.org; Terry.Stapleton@pposbc.org
f. Type of Establishment (factory, mine, wholesaler, etc.) Medical center	g. Identify principal product or service Health care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) , of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>Within the last 6 months, the above-named Employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act by:</p> <ul style="list-style-type: none"> (1) disciplining and/or terminating Tara Amini in retaliation for her union organizing and/or other protected concerted activities; (2) telling employees it is unlawful to talk about other employees' salaries; (3) removing union literature from employee breakrooms; and (4) engaging in unlawful surveillance of the Union's peaceful protest activities. <p>By these and other similar acts, the Employer has violated Section 8(a)(1) and (3) of the Act.</p>		
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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  Ryan Spillers for Gilbert & Sackman, a Law Corporation		Title Attorney
Address 3699 Wilshire Boulevard, Suite 1200 Los Angeles, CA 90010-2732	Telephone No. (323) 938-3000 x345	Date January 30, 2023

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