

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

INSTRUCTIONS:

File an original 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 Borgess Medical Center		b. Tel. No. 248-457-7895
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1521 Gull Rd. Kalamazoo, MI 49048	e. Employer Representative Bradley M. Taormina Columbia Center 201 West Big Beaver Rd., Suite 1200 Troy, MI 48084	g. e-mail btaormina@hallrender.com
		h. Number of workers employed Apprx. 600
i. Type of Establishment (factory, mine, wholesaler, etc.) Acute Care Hospital	j. Identify principal product or service Healthcare	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and 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)

- In retaliation for engaging in protected union activity the employer restricted the right of bargaining unit employees to wear union logo badge pulls, scrub tops, or other union branded apparel.
- In retaliation for engaging in protected union activity the employer instructed nurses that they may not utilize employee locker rooms to discuss union activity even on non-work time.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Michigan Nurses Association

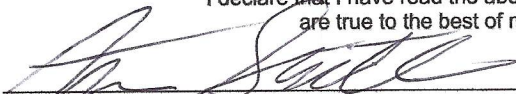
4a. Address (Street and number, city, state, and ZIP code) 2310 Jolly Oak Rd. Okemos, MI 48864	4b. Tel. No.
	4c. Cell No.
	4d. Fax No.
	4e. e-mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

None

6. DECLARATION

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


(signature of representative or person making charge)

Andrew Smith, General Counsel

(Print/type name and title or office, if any)

Tel. No.
Office, if any, Cell No. 517-515-3885
Fax No.
e-mail andrew.smith@minurses.org

Address 2310 Jolly Oak Rd., Okemos, MI 48864 Date 7.20.20

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

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.