

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 05-CA-338805	Date Filed 03-27-2024

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 American Civil Liberties Union, Inc.		b. Tel. No.	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 915 15th Street N.W., Washington, DC 20005		e. Employer Representative <div>6,7(C)</div>	
		g. e-mail 6,7(C) @aclu.org	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) Legal Advocacy Organization		j. Identify principal product or service Legal/Advocacy Services	
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) 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 are 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) See Attachment			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Nonprofit Professional Employees Union, IFPTE Local 70			
4a. Address (Street and number, city, state, and ZIP code) 1225 Eye Street N.W. Suite 600, Suite 600, Washington, DC 20005		4b. Tel. No. (619)755-7524	
		4c. Cell No.	
		4d. Fax No.	
		4e. e-mail esparaco@npeu.org	
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) Nonprofit Professional Employees Union, IFPTE Local 70			
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.		Tel. No. (718) 937-7010	
<div></div> (signature of representative or person making charge)		Office, if any, Cell No. (202) 236-7259	
		Fax No.	
Address: 48-18 Van Dam Street, Floor 2 Long Island City, NY 11101		Date: 3/27/2024	e-mail rickbial@gmail.com

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. 1-3456265181

Attachment:

On or about March 27, 2024, the Employer by **6,7(C)** conducted via Zoom videoconference has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by telling employees:

6,7(A),7(C)

By the foregoing statements the Employer:

- (a) coerced employees in the exercise of rights protected by Section 7 of the Act;
- (b) threatened employees with unspecified reprisal for engaging in protected concerted activities or union activities;
- (c) issued an unlawful overly broad directive not to raise concerns about the Employer's treatment of a fellow employee and litigation of a Board charge;
- (d) threatened employees with unspecified reprisals and discharge for raising concerns about working conditions for the purposes of mutual aid and protection; and
- (e) issued an unlawful overly broad directive to **6,7(C)** employees not to raise concerns about working conditions to **6,7(C)**

On or about March 27, 2024, the Employer by **6,7(C)** conducted via Zoom videoconference has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by telling employees:

6,7(A),7(C)

6,7(A),7(C)

By the foregoing statements the Employer:

- (a) Coerced employees in the exercise of rights protected by Section 7 of the Act;
- (b) Threatened employees with discipline and other unspecified reprisals for engaging in protected concerted activities;
- (c) Issued an unlawful and overly broad directive to employees prohibiting them from raising concerns about working conditions in the Zoom chat;

By these and other acts the above-named Employer, by its officers, agents, and representatives has interfered with, restrained, and coerced employees in the exercise of rights guaranteed by Section 7 of the Act.