INTERNET
FORM NLRB 501
(2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C 3512

Case	
15-CA-220152	

May 11, 2018

DO NOT WRITE IN THIS SPACE

Date Filed

ISTRUCTIONS:		5 ON 220152	
e an original with NLRB Regional Director for the region in whit			g
	R AGAINST WHOM CHARGI	E IS BROUGHT	b. Tel. No.
a. Name of Employer			617) 338-7800
Grassroots Campaigns, Inc.			c. Cell No.
			C. Cerino.
			f. Fax No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representativ	/e	
186 Lincoln Street 1st Floor	Laurie Owen		g. e-Mail
MA Boston 02111	Attorney		lowen@grassrootscampaigns.com
Boston 02111	Automoty		h. Number of workers employed 16
. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product Fundraising	or service	·
. The above-named employer has engaged in and is engaged	ging in unfair labor practices withi	n the meaning of sect	ion 8(a), subsections (1) and (list
subsections) 3			or Relations Act, and these unfair labor
practices are practices affecting commerce within the me	aning of the Act, or these unfair l		
within the meaning of the Act and the Postal Reorganizat		abor practices are un	an produce anothing commence
2. Basis of the Charge (set forth a clear and concise statem		lleged unfair labor ar	
2. Dasis of the Charge (set forth a clear and concise statem	ient of the facts constituting the a	legeo unian labor pre	icuces)
See additional page			
eee aaalienal page			
•.*-			
3. Full name of party filing charge (if labor organization, giv	o full name, including local name	and number)	
	e iuii name, including local name	and number)	
(b) (6), (b) (7)(C) Title:			
4a. Address (Street and number, city, state, and ZIP code)			4b. Tel. No. (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)			4c. Cell No.
			4d. Fax No.
		ł	4e. e-Mail
			(b) (6), (b) (7)(C)
	- A total to the second s	-1	
Full name of national or international labor organization organization (organization)	of which it is an affiliate of constitu	uent unit (to be tilled i	n when charge is filed by a labor
6. DECLARAT			Tel. No.
I declare that I have read the above charge and that the statem		vledge and belief.	(b) (6), (b) (7)(C)
- /	(b) (6), (b) (7)(C)		Office, if any, Cell No.
(signature of representative or person making charge)	(Print/type name and title or office	e, if any)	Fax No.
(b) (6), (b) (7)(C)	0:	5/11/2018 16:16:14	e-Mail
Address		(date)	(b) (6), (b) (7)(C)

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 will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Ì

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	^{(b) (b) (7) (C)} 2018

266 E Y Pa 4: 19 ÷---

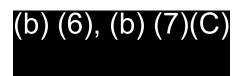




REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

May 15, 2018



Re: Grassroots Campaigns, Inc. Case 15-CA-220152

Dear^(b) (6), (b) (7)(C)

The charge that you filed in this case on May 11, 2018 has been docketed as case number 15-CA-220152. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/hpj





REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

May 15, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln Street, 1st Floor Boston, MA 02111

> Re: Grassroots Campaigns, Inc. Case 15-CA-220152

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of** the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be **appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native

format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kathleen McKenney

M. KATHLEEN McKINNEY Regional Director

MKM/hpj

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

Form NLRB - 501 (2-08) UNITED STATES OF	AMERICA		E IN THIS SPACE
NATIONAL LABOR RELAT		Case	Date Filed
FIRST AMENDED CHARGE A		Case	Date Flied
INSTRUCTIONS:		15-CA-220152	May 24, 2018
		10-GA-220152	
File on addition of this shares with All DD Devices of			
File an original of this charge with NLRB Regional	EMPLOYER AGAINST WHOM CHARGE IS	BROUGHT	ring.
a. Name of Employer		b. Tel. No.	
Grassroots Campaigns, Inc.		(617)338-7	7800
		c. Cell No.	
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.	······
186 Lincoln Street, 1st Floor, Boston,	Laurie Owen	1.1 4.140.	
MA 02111	Attorney	g. e-Mail	
			assrootscampaigns.com
			tion (City and State)
i. Type of Establishment (factory, nursing home,	j. Principal Product or Service	New Orlea	orkers at dispute location
hotel)	J. Principal Ploduct of Service	. Number of w	orkers at dispute location
Political consultant	Fundraising	16	
		-	
I. The above-named employer has engaged in and the National Labor Relations Act, and these unfair	l is engaging in unfair labor practices within- labor practices are practices affecting comr	the meaning of section 8(a	a), subsections (1) and (3) of of the Act, or these unfair
labor practices are unfair practices affecting comm	nerce within the meaning of the Act and the	Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concis	se statement of the facts constituting the all	eged unfair labor practices)
See Attachment			
See Attachment			
	· · · ·		
· · · · · · · · · · · · · · · · · · ·			
3. Full name of party filing charge (if labor organiza	ation, give full name, including local name a	nd number)	
(b) (6), (b) (7)(C) 4a. Address (street and number, city, state, and ZI	(P code)	4b. Tel. No.	· · · · · · · · · · · · · · · · · · ·
(b) (6), (b) (7)(C)		(b) (6), (b)	(7)(C)
(b)(0), (b)(1)(0)		4c. Cell No.	
		4d. Fax No.	
		4e. e-Mail	
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organ	nization of which it is an affiliate or constitue		
organization)			·
6. DECLARATION	·· · · · · · · · · · · · · · · · · · ·	Tel No	
	tatements are true to the be	st of (b) (6), (b)	(7)(C)
$\frac{1}{M}$ (b) (6), (b) (7			
	(h) (6) (h) (7)(C)	Office, if any, C	ell NO.
By: X (signe		Fax No.	· · · · · · · · · · · · · · · · · · ·
	rint Name and Title		
(b)(6)(b)(7)(C)	Date: 5/24/19	e <u>-Mail</u>	
(b) (6), (b) (7)(C)	────────────────────────────────────	Þ (b) (6).	(b) (7)(C)

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

t

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 will cause the NLRB to decline to invoke its processes.

- 1

Attachment to First Amended Charge Against Employer, Case No. 15-CA-220152

- 1. On 2018, the Employer terminated (b) (6), (b) (7)(C) because of union activity.
- 2. On 2018, the Employer terminated (b) (6), (b) (7)(C) because of 100 minimum activity.

3. On about May 1, 2018, the Employer implicitly threatened employees with office closure because of their union activity.

4. In the middle of April of 2018, the Employer interrogated employees about their union activity.

5. On about May 1, 2018, the Employer solicited grievances from employees in order to interfere with their union activity.

6. On about May 1, 2018, the Employer gave employees a raise in order to interfere with their union activity

EGION 15 EW ORLEANS, LA TOI30-340

2018 MAY 24 PM 12:





Download

NLRB

Mobile App

REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

May 25, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln Street 1st Floor Boston, MA 02111

> Re: Grassroots Campaigns, Inc. Case 15-CA-220152

Dear Ms. Owen:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If the agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Preservation of all Potential Evidence</u>: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format).

Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/cc

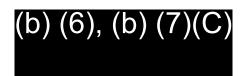
Enclosure: Copy of first amended charge





REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069 Download NLRB Mobile App

May 25, 2018



Re: Grassroots Campaigns, Inc. Case 15-CA-220152

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If the agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence

submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN MCKINNEY Regional Director

					FORM EXEMPT UNDER 44 U.S.C 3512
INTERNET UNITED STATES OF AMERICA			DO NOT V	WRITE	IN THIS SPACE
(2-08)	NATIONAL LABOR RELATIONS BO/ CHARGE AGAINST EMPLOYE		Case		Date Filed
			15-CA-221566		June 6, 2018
INSTRUCTIONS:	legional Director for the region in which the	alloged upfair labor pro			
		SAINST WHOM CHA		·y	· · · · · · · · · · · · · · · · · · ·
a. Name of Employer				b. Te	el. No.
Grassroots Campaigns,	Inc.				(504) 571-9585
				c. Ce	ell No.
d. Address (Street, city,	state and 7/P code)	e. Employer Represe	ntative	f. Fa:	X NO.
u. Address (Sireer, City,		e. Employer represe		g. e-	Mail
200 S Broad St Ste 8A		Darius Summers		_	ummers@grassrootscampaigns.com
LA New Orleans 70119-	6447	Campaign Director			
				n. N	umber of workers employed 16
i Type of Establishment	t (factory, mine, wholesaler, etc.)	j. Identify principal pro	duct or service		
Others		Fundraising			
k. The above-named em	ployer has engaged in and is engaging i	n unfair labor practices	within the meaning of sec	tion 8(a)	, subsections (1) and (list
subsections) 3			-		ons Act, and these unfair labor
	s affecting commerce within the meaning	of the Act, or these un			
	the Act and the Postal Reorganization A				toos anotaling commerce
2. Basis of the Charge (set forth a clear and concise statement of	of the facts constituting	the alleged unfair labor pra	actices)	
		J		,	
See additional	page				
0 5-0		and in the dimension of a			
	ng charge (if labor organization, give full	name, including local n	ame and number)		
(b) (6), (b) (7)(0	J) Title:				
4a. Address (Street and	number, city, state, and ZIP code)			4b. Tel.	^{No.} (b) (6), (b) (7)(C)
			ļ	4c. Cell	
(b) (6), (b) (7)(C)			40. Uen	NU.
				4d. Fax	k No.
				4e. e-M	
				()	
	l or international labor organization of wh	ich it is an affiliate or co	onstituent unit (to be filled i	in when	charge is filed by a labor
organization)					
				Tel. No	
I declare that I have read	 DECLARATION the above charge and that the statements 	are true to the best of my	knowledge and belief.		(b) (6), (b) (7)(C)
			(\mathbf{C})		
_{bv} (b) (6), (b) (7)(C) _{Title:}	b) (6), (b) (7)	(\mathbf{C})	Unice, I	f any, Cell No.
-/		Print/type name and title o	r office, if any)	Fax No	· · · · · · · · · · · · · · · · · · ·
				1 07 140	

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

(b) (6), (b) (7)(C)

Address

PRIVACY ACT STATEMENT

e-Mail

(b) (6), (b) (7)(C)

06/4/2018 13:05:24

(date)

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 will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer discharged an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee discharged	Approximate date of discharge
(b) (6), (b) (7)(C)	^(b) (6), (b) (7)(C) 2018

Parel - E Millio - 2018 Julio - 6 Millio - 21

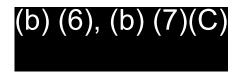




REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

June 7, 2018



Dear^(b) (6), (b) (7)(C)

Re: Grassroots Campaigns, Inc. Case 15-CA-221566

The charge that you filed in this case on June 06, 2018 has been docketed as case number 15-CA-221566. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody

or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/hpj





REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

June 7, 2018

Darius Summers, Campaign Director Grassroots Campaigns, Inc. 200 S Broad St, Ste 8A New Orleans, LA 70119-6447

Re: Grassroots Campaigns, Inc. Case 15-CA-221566

Dear Mr. Summers:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate. Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly,** please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions

about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kathleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/hpj

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire



REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413

Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

June 11, 2018

Darius Summers, Campaign Director Grassroots Campaigns, Inc. 200 S. Broad Street, Suite 8A New Orleans, LA 70119-6447

> Re: Grassroots Campaigns, Inc. Case 15-CA-221566

Dear Mr. Summers:

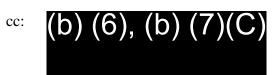
This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. Kathleen McKinney Regional Director

MKM/pal



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA	DO NOT WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD	Case	Date Filed	
	15-CA-223016	June 29, 2018	
File an original of this charge with NLRB Regional Director in which the alleged unfair lab	or practice occurred or is occurri	00	

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Tel. No.
Grassroots Campaigns, Inc.		(617)338-7800
		c. Cell No.
d. Address (street, city, state ZIP code) 186 Lincoln Street, 1st Floor, Boston,	e. Employer Representative Laurie Owen	f. Fax No.
MA 02111	Attorney	g. e-Mail
		lowen@grassrootscampaigns.com
		h. Dispute Location (City and State)
		New Orleans, LA
i. Type of Establishment (factory, nursing home, hotel)	j. Principal Product or Service	k. Number of workers at dispute location
Political consultant	Fundraising	16

I. 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 practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair 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)

- 1. On^{(b) (0), (b) (7)(C)} 2018, the Employer, through (b) (6), (b) (7)(C), told employees to not talk about unions during work hours.
- 2. On (b) (6), (b) (7)(C) 2018, the Employer, through (b) (6), (b) (7)(C), told employees the union campaign was a personal vendetta against (b) (6).
- 3. In May of 2018, the Employer offered employees a promotion in exchange for voting against the union.

3. Full name of party filing charge (if labor organization, give full name, including local name and numb	per)
(b) (6), (b) (7)(C)	
4a. Address (street and number, city, state, and ZIP code)	4b. Tel. No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail
	(b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (t	o be filled in when charge is filed by a labor
organization)	
6. DECLARATION	Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my $\frac{know}{b}(b)(6),(b)(7)(c)$	(b) (6), (b) (7)(C)
(0)(0)(0)(0)(0)	
	Office, if any, Cell No.
<u>By:</u> (b) (6), (b) (7)(C)	
(signatu Print Name and Title	Fax No.
1	

Address: (b) (6), (b) (7)(C)	Date:	e-Mail
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)

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 will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)

ELATIC S NO 3: 10

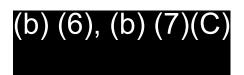
REGON 15 77 OREEANS: LA 70192-3460





REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069 Download NLRB Mobile App

July 2, 2018



Re: Grassroots Campaigns, Inc. Case 15-CA-223016

Dear^{(b) (6), (b) (7)(C)}

The charge that you filed in this case on June 29, 2018 has been docketed as case number 15-CA-223016. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/hpj





REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

July 2, 2018

Laurie Owen, Attorney Grassroots Campaigns 186 Lincoln St First Fl Boston, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 15-CA-223016

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Supervisory Field Attorney KEVIN MCCLUE whose telephone number is (504)321-9576.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Grassroots Campaigns, Inc. Case 15-CA-223016

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kathleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/hpj

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

Form NLRB - 501 (2-08) DO NOT WRITE IN THIS SPACE UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD Case Date Filed August 23, 2018 CHARGE AGAINST EMPLOYER 15-CA-226194 INSTRUCTIONS: File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Grassroots Campaigns, Inc. (617)338-7800 c. Cell No. e. Employer Representative f Fax No. d. Address (street, city, state ZIP code) 186 Lincoln St 1st Floor, Boston, MA Laurie Owen g. e-Mail 02111-2403 Attorney lowen@grassrootscampaigns.com h. Dispute Location (City and State) New Orleans, LA i. Type of Establishment (factory, nursing home, i. Principal Product or Service k. Number of workers at dispute location hotel) Fundraising Fundraising 1 L 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 practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair 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) 2018, the Employer terminated (b) (6), (b) (7)(C) because of engaged in union activity. On 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) 4a. Address (street and number, city, state, and ZIP code) 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.

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)

4e. e-Mail

$(b) (6), (b) (7)(C)^{ments are true}$	e to the best of
5), (b) (7)(C)	Office, if any, Cell No. (b) (6), (b) (7)(C)
Name and 10	e Fax No.
Address: (b) (6), (b) (7)(C) Date: g/a	3/18 e-Mail

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 will cause the NLRB to decline to invoke its processes.





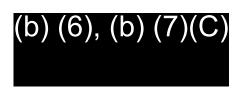
Download

NLRB

Mobile App

REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

August 24, 2018



Re: Grassroots Campaigns Inc Case 15-CA-226194

Dear^(b) (6), (b) (7)(C):

The charge that you filed in this case on August 23, 2018 has been docketed as case number 15-CA-226194. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)425-7236.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/cc





REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

August 24, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St. 1st Floor Boston, MA 02111-2403

> Re: Grassroots Campaigns Inc. Case 15-CA-226194

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)425-7236.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kathleen McKenney

M. KATHLEEN McKINNEY Regional Director

MKM/cc

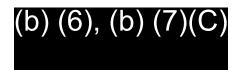
Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire



REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

September 25, 2018



Re: Grassroots Campaigns, Inc. Case 15-CA-226194

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that Grassroots Campaigns, Inc. has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because of the lack of cooperation by the Charging Party.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <u>www.nlrb.gov</u> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <u>www.nlrb.gov</u>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Grassroots Campaigns, Inc. Case 15-CA-226194

Appeal Due Date: The appeal is due on **October 9, 2018**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than October 5, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before October 9, 2018.** The request may be filed electronically through the *E-File Documents* link on our website <u>www.nlrb.gov</u>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after October 9, 2018, even if it is **postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. Kathleen McKinney Regional Director

MKM/pal

Enclosure

cc: Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St 1st Floor Boston, MA 02111-2403 Form NLRB - 501 (2-08) DO NOT WRITE IN THIS SPACE UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD Date Filed Case CHARGE AGAINST EMPLOYER INSTRUCTIONS: 15-CA-228174 September 27, 2018 File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer b. Tel. No. Grassroots Campaigns, Inc. (617)338-7800 c. Cell No. d. Address (street, city, state ZIP code) e. Employer Representative f. Fax No. 186 Lincoln St 1st Floor, Boston, MA Laurie Owen g. e-Mail 02111-2403 Attorney lowen@grassrootscampaigns.com h. Dispute Location (City and State) New Orleans, LA i. Type of Establishment (factory, nursing home, j. Principal Product or Service k. Number of workers at dispute location hotel) Fundraising Fundraising I. 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 practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair 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 May of 2018, the Employer told employees promotions would be put on hold if the Union was voted in. 1 In May of 2018, the Employer implicitly threatened employees that the office would close if the Union was voted 2. Beginning in ^{DIGLOUE} of 2018, the Employer began assigning the following employees to less desirable turfs because 3 of their support for the Union: (b) (6), (b) (7)(C) Beginning in ^{DIGION} of 2018, the Employer began isolating the following employees because of their support for the 4. Union: (b) (6), (b) (7)(C) 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (6), (b) (7)(C) (b) and number, city, state, and ZIP code (6). (b) (7)(C)6), (b 4c. Cell No 4d Fax No b) (6), (b) 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) 6. DECLARATION (b) (6), (b) (7)(C) I declare that I have read the above charge and that the statements are true to the best of Office, if any, Cell No. (6),Fax No. b (b) ЯC 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 will cause the NLRB to decline to invoke its processes.

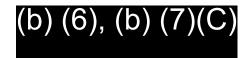




REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

Download NLRB Mobile App

September 27, 2018



Re: Grassroots Campaigns, Inc. Case 15-CA-228174

Dear^{(b) (6), (b) (7)(C)}

The charge that you filed in this case on September 27, 2018 has been docketed as case number 15-CA-228174. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)425-7236.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kattleen McKinney

M. KATHLEEN McKINNEY Regional Director

MKM/par

Enclosure: Copy of Charge



REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069



Download NLRB Mobile App

September 27, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St 1st Floor Boston, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 15-CA-228174

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney JOSEPH A. HOFFMANN whose telephone number is (504)321-9494. If this Board agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)425-7236.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Grassroots Campaigns, Inc. Case 15-CA-228174

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. Kathleen McKinney

M. KATHLEEN McKINNEY **Regional Director**

MKM/par

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM.N.R.B.01 (200) NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER DUD WRITE IN THIS SPACE INSTRUCTIONS: File an original with NLBB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. Date File d 3/12/2018 a. Name of Employer Grassroots Campaigns Inc. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT b. Tel. No. (617) 338-7800 d. Address (Street, city, state, and ZIP code) e. Employer Representative Laurie Owen b. Tel. No. (617) 338-7800 d. Address (Street, city, state, and ZIP code) e. Employer Representative Laurie Owen g. e-Mail Iowen@grassnotccampaigns.com 16 Lincoln St. First Floor MA Boston 02111
INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice accurred or is occurring. 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer Grassroots Campaigns Inc. d. Address (Street, city, state, and ZIP code) d. Address (Street, city, state, and ZIP code) d. Address (Street, city, state, and ZIP code) 186 Lincoln St. First Floor MA Boston 02111 i. Type of Establishment (factory, mine, wholesaler, etc.) Others K. 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 practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair 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 additional page 3. Full name of party filing charge (if labor organization, give full name, including local name and number) Title: Industrial Workers of the Work Seattle General Membership Branch to Address (2) The Work Seattle General Membership Branch
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 Grassroots Campaigns Inc. d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-Mail Isourie Over No. 1. Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Fundrating Public Service K. 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 unfair labor practices are unfair 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 additional page 3. Full name of party filing charge (if labor organization, give full name, including local name and number) [Stere the Graver (if word Seattle General Membership Branch c. Stere additional Case (if the Word Seattle General Membership Branch
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT a. Name of Employer Grassroots Campaigns Inc. d. Address (Street, city, state, and ZIP code) e. Employer Representative 186 Lincoln St. First Floor MA Boston 02111
Grassroots Campaigns Inc. (617) 338-7800 d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-Mail 186 Lincoln St. First Floor Laurie Owen g. e-Mail Iowen@grassrootscampaigns.com h. Number of workers employed 19 Type of Establishment (factory, mine, wholesaler, etc.) j. Identify principal product or service Fundraising/Public Service Fundraising/Public Service K. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (fist 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 rearing of the Act, or these unfair labor practices affecting commerce within the rearing of the Act, or these unfair labor practices affecting commerce within the rearing of the facts constituting the alleged unfair labor practices) See additional page 3. Full name of party filing charge (if labor organization, give full name, including local name and number) [Store (CTC)] [Store (CTC)] Tite: Industrial Workers of the Work Seattle General Membership Branch C. Addres of the Work Seattle General Membership Branch
d. Address (Street, city, state, and ZIP code) e. Employer Representative g. e-Mail 186 Lincoln St. First Floor Laurie Owen g. e-Mail 187 Ma Boston 02111
186 Lincoln St. First Floor Laurie Owen g. e-Mail 186 Lincoln St. First Floor Interviewen@grassrootscampaigns.com MA Boston 02111
MA Boston 02111
Others Fundraising/Public Service k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and <i>(list subsections)</i> 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 are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (sel forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See additional page 3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) (b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel No.
 k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (<i>list subsections</i>) 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 are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>) See additional page 3. Full name of party filing charge (<i>it labor organization, give full name, including local name and number</i>) Title: Industrial Workers of the World Seattle General Membership Branch 4b Tel No
 b) the relation relat
 practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair 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 additional page 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch
 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See additional page 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b Tel No.
See additional page 3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) (b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b Tel No
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) (b) (6), (b) (7)(c) Title: Industrial Workers of the World Seattle General Membership Branch Industrial Workers of number, situ state, and 7/B code)
3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) (b) (6), (b) (7)(c) Title: Industrial Workers of the World Seattle General Membership Branch Industrial Workers of number, situ state, and 7/B code)
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
(b) (6), (b) (7)(C) Title: Industrial Workers of the World Seattle General Membership Branch 4b. Tel. No.
4b Address (Street and number city state and ZIP code)
4b Address (Street and number city state and ZIP code)
(b) (6), (b) (7)(C)
1122 E Pike St WA Seattle 98122-3934
4d. Fax No.
4e. e-Mail
seattleiww@gmail.com
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) Industrial Workers of the World
6. DECLARATION Tel. No.
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. (b) (6), (b) (7)(C)
By (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print/type name and title or office, if any) Fax No.
e-Mail
1122 E Pike St 03/12/2018 14:12:07 seattleiww@gmail.com Address Seattle WA 98122-3934 (date) seattleiww@gmail.com
Address Seattle WA 96122-3934 WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM EXEMPT UNDER 44 U.S.C 3512

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 will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(3)

Within the previous six months, the Employer refused to recall an employee(s) from layoff because the employee(s) joined or supported a labor organization and in order to discourage union activities or membership.

Name of employees denied reinstatement or recall	Date restatement or recall denied
(b) (6), (b) (7)(C)	2018





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

March 13, 2018

Laurie Owen, Attorney Grassroots Campaigns Inc. 186 Lincoln St.- First Floor Boston, MA 02111

> Re: Grassroots Campaigns Inc. Case 19-CA-216435

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate. Therefore, in addition to investigating the merits of the unfair labor practice** allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the

Grassroots Campaigns Inc. Case 19-CA-216435

course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642





Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

March 13, 2018

(b) (6), (b) (7)(C)

Industrial Workers of the World Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns Inc. Case 19-CA-216435

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on March 12, 2018 has been docketed as case number 19-CA-216435. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

Case 19-CA-216435

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence</u>: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

DocuSian	Envelope	D: 33	128632-E	480-42BF	AE1A-698C	577313D7

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST EMPLOYER

INTERNET

FORM NLRB-501

(2-08)

OUOTIONO

AMENDED

DO NOT WRITE IN THIS SPACE				
Case	Date Filed 3-12-2018			
19-CA-216435	AMD: 3-19-2018			

	R AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Tel. No. (617) 338-7800	
Grassroots Campaigns, Inc.		c. Cell No.	
		C. Centrio.	
		t. Fax No.	
d. Address (Street, city, state, and ZIP code)	e. Employer Representative Laurie Owen, Attorney		
186 Lincoln Street, 1st Floor	Laune Owen, Attorney	g. e-Mail	
Boston, MA 02111		lowen@grassrootscampaigns	
		h. Number of workers employed	
Type of Establishment (factory, mine, wholesaler, etc.)	J Identify principal product or service	1	
Other	Fundraising		
. The above-named employer has engaged in and is engaged in	ging in unfair labor practices within the meaning of	section 8(a), subsections (1) and (list	
subsections) (3)		Labor Relations Act, and these unfair labor	
practices are practices affecting commerce within the me within the meaning of the Act and the Postal Reorganizat		e unfair practices affecting commerce	
2. Basis of the Charge (set forth a clear and concise statem	and a second	r practices)	
Within the past six months, the above-named E			
to re-hire former employee ^(b) (6), (b) (7)(C) in retai			
Workers of the World, Seattle General Members	ship Branch (the "Union").		
	e full name, including local name and number) il Membership Branch		
	e full name, including local name and number) I Membership Branch		
3. Full name of party filling charge <i>(if labor organization, giv</i> Industrial Workers of the World, Seattle Genera 4a. Address (<i>Street and number, city, state, and ZIP code</i>)	e full name, including local name and number) I Membership Branch	4b. Tel. No. (b) (6), (b) (7)(C)	
3. Full name of party filling charge (<i>II labor organization, giv</i> Industrial Workers of the World, Seattle Genera 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St	e full name, including local name and number) I Membership Branch		
3. Full name of party filing charge (<i>II labor organization, giv</i> Industrial Workers of the World, Seattle Genera 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St	e full name, including local name and number) I Membership Branch	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.	
3. Full name of party filling charge <i>(if labor organization, giv</i> Industrial Workers of the World, Seattle Genera	e full name, including local name and number) Il Membership Branch	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.	
3. Full name of party filling charge (<i>II labor organization, giv</i> Industrial Workers of the World, Seattle Genera 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St	e full name, including local name and number) I Membership Branch	$\begin{array}{c} (b) (b) (b) (c) (c) \\ 4c. Cell No. \\ (b) (6), (b) (7) (C) \\ 4d. Fax No. \\ 4e. e-Mail \end{array}$	
3. Full name of party filling charge (<i>If labor organization, giv</i> Industrial Workers of the World, Seattle Genera 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122		4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com	
3. Full name of party filing charge (II labor organization, giv Industrial Workers of the World, Seattle Genera 1a. Address (Street and number, city, state, and ZIP code) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization		4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com	
 Full name of party filing charge (<i>If labor organization, giv</i> Industrial Workers of the World, Seattle General a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 Full name of national or international labor organization (organization) Industrial Workers of the World 	of which it is an affiliate or constituent unit (to be fil	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com Iled in when charge is filed by a labor.	
3. Full name of party filing charge <i>(If labor organization, giv</i> Industrial Workers of the World, Seattle Genera Ia. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization	of which it is an affiliate or constituent unit (to be fil	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com	
3. Full name of party filing charge (<i>II labor organization, giv</i> ndustrial Workers of the World, Seattle General Ha. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization (<i>organization</i>) Industrial Workers of the World 6. DECLARAT I declare that I have read the above charge and that the statem	of which it is an affiliate or constituent unit (to be fil	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com Iled in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C)	
3. Full name of party filing charge (<i>II</i> labor organization, given and united to be world. Seattle General a. Address (Street and number, city, state, and 2IP code) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization (organization) Industrial Workers of the World 5. Full name of national or international labor organization (organization) Industrial Workers of the World 6. DECLARAT I declare that I have read the above charge and that the statem 5. (b) (6), (b) (7) (C) 6. (c)	of which it is an affiliate or constituent unit <i>(to be fil</i> TION tents are true to the best of my knowledge and bellef.	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com Iled in when charge is filed by a labor.	
3. Full name of party filing charge (<i>II labor organization, giv</i> Industrial Workers of the World, Seattle General Ia. Address (<i>Street and number, city, state, and 2IP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization (organization) Industrial Workers of the World 6. DECLARAT I declare that I have read the above charge and that the statem av (b) (6), (b) (7) (C)	of which it is an affiliate or constituent unit (to be fil TION tents are true to the best of my knowledge and bellef. (b) (6), (b) (7)(C)	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com Iled in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office. if any. Cell No. (b) (6), (b) (7)(C) Fax No.	
3. Full name of party filing charge (<i>II</i> labor organization, given and setting the World, Seattle General As, Address (Street and number, city, state, and ZIP code) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization organization) 1122 Industrial Workers of the World 5. Full name of national or international labor organization organization 1123 Industrial Workers of the World 6. DECLARAT 1 declare that I have read the above charge and that the statem By (b)(6),(b)(7)(C) (c)	of which it is an affiliate or constituent unit (to be fil TION tents are true to the best of my knowledge and bellef. b) (6), (b) (7)(C) Delegate	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com Iled in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office if any Cell No. (b) (6), (b) (7)(C)	

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 will cause the NLRB to decline to invoke its processes.





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

March 20, 2018

LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS INC. 186 LINCOLN ST - FIRST FLOOR BOSTON, MA 02111

> Re: Grassroots Campaigns Inc. Case 19-CA-216435

Dear Ms. Owen:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is

normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosure: Copy of first amended charge

pr

cc: CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

March 20, 2018

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

> Re: Grassroots Campaigns Inc. Case 19-CA-216435



We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

Preservation of all Potential Evidence: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter

sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

pr

DocuSign Envelope ID: EE661874-2779-4686-B12D-9BF48C0307DF

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INTERNET FORM NLRB-501 (2-08)

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
10-04-210052	6 22 2010	

INSTRUCTIONS:	19-0	CA-219053	4-23-2018		
File an original with NLRB Regional Director for the region in which t					
a. Name of Employer	AGAINST WHOM CHARGE IS				
		-	Tel. No. (617) 338-7800		
Grassroots Campaigns, Inc.		C.	Cell No.		
			Fax No.		
d. Address (Street, city, state, and ZIP code) .	e. Employer Representative		o Mali		
B6 Lincoln Street, 1st Floor Laurie Owen, Attorney Boston, MA 02111		-	g. e-Mall		
Busin, MA 02 111	n, MA 02111		wen@grassrootscampaigns		
		h.	Number of workers employed		
I. Type of Establishment (lactory, mine, wholesaler, etc.) Other	 Identify principal product or s Fundraising 	service			
k. The above-named employer has engaged in and is engaging	in unfair labor practices within the	e meaning of section 8(a), subsections (1) and (list		
subsections) (3)	of	the National Labor Rela	ations Act, and these unfair labor		
practices are practices attecting commerce within the meani		practices are unfair pro	actices affecting commerce		
within the meaning of the Act and the Postal Reorganization	Act.				
2. Basis of the Charge (set forth a clear and concise statemen	t of the facts constituting the allege	ed unfair labor practices	5)		
Within the past six months, the above-named Emp					
(b) (6), (b) (7)(C) on review in retaliation for ^{(b)(6, 0)} enga					
the World, Seattle General Membership Branch (th					
subjected its Seattle employees to closer inspection	on, removed pro-Union flyer	s from the walls at	the Seattle office, and told		
employees that they were too aggressive in pursu	ing their rights.				
3. Full name of party filing charge (If labor organization, give to Industrial Workers of the World, Seattle General M	Il name, including local name and	number)			
Industrial workers of the world, Seattle General N	rembership Branch				
4a. Address (Street and number, city, state, and ZIP code)		'4b. Ti	^{el. No.} (b) (6), (b) (7)(C)		
1122 E Pikë St		4c. C	^{ell No.} (b) (6), (b) (7)(C)		
Seattle, WA 98122			ax No.		
		48. 0	Mail		
		seat	tleiww@gmail.com		
5. Full name of national or international labor organization of v organization) Industrial Workers of the World	which it is an affiliate or constituent	unit (to be filled in whe	n charge is filed by a labor.		
			1		
6. DECLARATION I declare that I have read the above charge and that the statement	N s are true to the best of my knowledg	e and bellel.	^{lo.} (b) (6), (b) (7)(C)		
$_{\text{By}}$ (b) (6), (b) (7)(C) (b)	(6), (b) (7)(C) Dei	egate (b)			
(sign			e. if any, Cell No. 6), (b) (7)(C)		
	(Print/type name and title or office, if a	ný) Fax t	6), (b) (7)(C)		
1122 E Pike Street, Seattle, WA 98122		(22/2018 e-Mai	e, if any, Cell No. 6), (b) (7)(C) No.		

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 will cause the NLRB to decline to invoke its processes.





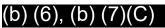
Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

April 25, 2018



Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-219053

Dear^(b) (6), (b) (7)(C)

The charge that you filed in this case on April 23, 2018 has been docketed as case number 19-CA-219053. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

April 25, 2018

Laurie A. Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St First Fl Boston, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 19-CA-219053

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB

Grassroots Campaigns, Inc. Case 19-CA-219053

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642

DocuSign Envelope ID: EAB553F3-DF5F-4C0D-962C-CC8102AAFF72

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

INTERNET

FORM NLRB-501 (2-08)

FORM	EXEMPT	UNDER	44	usc	3512
	Part and a	CHERCH I	•••	0.0.0	

DO NOT WRITE IN THIS SPAC				
Case	Date Flied			
19-CA-220464	5-16-2018			

INSTRUCTIONS:		
File an original with NLRB Regional Director for the region in which	the alteged unfair labor practice occurred or is o AGAINST WHOM CHARGE IS BROUGH	
a. Name of Employer	AGAINST WHOM CHANGE IS BROOD	b. Tel. No. (617) 338-7800
Grassroots Campaigns, Inc.		(047)-338-7800
eracereers campagne, me.		c. Cell No.
		f. Eax No.
d. Address <i>(Street, city, state, and ZIP code)</i> 186 Lincoln Street, 1st Floor	e. Employer Representative Laurie Owen, Attorney	g. :e-Mail
Boston, MA 02111	Eadine owen, Adomey	-
		lowen@grassrootscampaign h. Number of workers employed
i. Type of Establishment (factory; mine, wholesaler, etc.) Other	j. Identify principal product or service Fundraising	, ,
k. The above-named employer has engaged in and is engagi	ng in unfair labor practices within the meaning	of section 8(a), subsections (1) and (list
subsections) (3) and (5)	of the Nationa	a Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization		are untair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise stateme		bor practices)
Within the past six months, the above-named En		
Weingarten rights during investigatory interviews		
subjected employees to harassment because of	their support for the NWW and termina	ated the employment of $^{(b)}$ (6), (b) (7)(
based on $\frac{(b) (6) (b) (7) (C)}{(b) (7) (C)}$ support for; and activities or	the hebalf of the IVWV and/or becau	
protected concerted activity. The Employer also		
recruitment department without bargaining with the		nployees in the Employers
recidentent department without pargaming with a	16 1V V V.	
 Full instance of a set of this water and the later of a set in the set of a set	full many including look have and simplar	
3. Full name of party filing charge (il labor organization, give Industrial Workers of the World, Seattle General	Membership Branch	
4a. Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (b) (6), (b) (7)(C)
1122 E Pike St		4c. Cell No. (b) (6), (b) (7)(C)
Seattle, WA 98122		
		4d. Fax No.
		4e. e-Mail
		seattleiww@gmail.com
5. Full name of national or international labor organization of organization Industrial Workers of the World	which it is an affiliate or constituent unit (to be	filled in when charge is filed by a labor.
6. DECLARATI	ÔN	Tel. No: (b) (6) (b) (7)(C)
I declare that I have read the above charge and that the stateme	his are true to the best of my knowledge and bellet	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b)) (6), (b) (7)(C) Delegate	Office if any Cell No. (b) (6), (b) (7)(C)
(signature or representance or person making charge)	(Print/type name and title or office, if any)	Fax No.
1		e-Mail
1122 E Pike Street, Seattle, WA 98122	5/16/2018	seattleiww@gmail.com
Aridress	(date)	

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 will cause the NLRB to decline to invoke its processes.





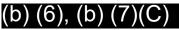
Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

May 18, 2018



Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-220464

Dear^(b) (6), (b) (7)(C)

The charge that you filed in this case on May 16, 2018 has been docketed as case number 19-CA-220464. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

May 18, 2018

Laurie A. Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St First Fl Boston, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 19-CA-220464

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate. Therefore, in addition to investigating the merits of the unfair labor practice** allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the

Grassroots Campaigns, Inc. Case 19-CA-220464

course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642



REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

August 29, 2018

CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642

> Re: Grassroots Campaigns, Inc. Case 19-CA-220464

DEAR MS. NKRUMAH:

This is to inform you that I have approved the withdrawal of those portions of the charge alleging that: employees were denied their *Weingarten* rights; the Employer communicated that *Weingarten* rights did not apply; the Employer subjected employees to harassment; and an employee was terminated in retaliation for supporting the union and/or for having engaged in union and/or protected concerted activity. The remaining portion of the charge alleging that the Employer changed and reduced the hours of employees in its recruitment department without first bargaining with the Union remains outstanding and subject to further processing.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

cc: LAURIE A. OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST FIRST FL BOSTON, MA 02111-2403

> (b) (6), (b) (7)(C) INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

lu

uSign Envelope ID: (b) (6), (b) (7)(C)			FORM EXEMPT UNDER 44 U.S.C 351
INTERNET FORM NLRB-501 (2-08) NSTRUC/TIONS:	UNITED STATES OF AMERIC		DO NOT	WRITE IN THIS SPACE
	NATIONAL LABOR RELATIONS BO CHARGE AGAINST EMPLOY		Case	Date Filed
			19-CA-221941	6-11-2018
	B Regional Director for the region in which t			ing.
- N		AGAINST WHOM (CHARGE IS BROUGHT	h Tol Nh
a. Name of Employer				b. Tel. No. (617) 338-7800
Grassroots Campaigns Inc.				c. Cell No.
				t. Eax No.
d. Address (Street, city, state, and ZIP code)		e. Employer Representative		g. :e-Mail
186 Lincoln Street, 1st Floor Boston, MA 02111		Laurie Owen, Attorney		lowen@grassrootscampaig
				h. Number of workers employed
				Iraising
	employer has engaged in and is engaging	; in unfair labor practi	ces within the meaning of se	ction 8(a), subsections (1) and (list
			oor Relations Act, and these unfair lab	
• . •	ices affecting commerce within the mean of the Act and the Postal Reorganization	17	e untair labor practices are u	ntair practices affecting commerce
2. Basis of the Charo	e (set forth a clear and concise statemen	t of the facts constitut	ing the alleged unfair labor p	ractices)
3. Full name of party	filing charge (if labor organization, give fi	ull name, including loc	al name and number)	
Industrial W	orkers of the world, Seattl	e General Memb	ership Branch	
4a. Address (Street and number, city, state, and ZIP code)			······································	4b. Tel. No. (b) (6), (b) (7)(C)
				4c. Cell No. (b) (6), (b) (7)(C
1122 E Pike St. Seattle, WA 98122				4d. Fax No.
				4e. e-Mail
				seattleiww@gmail.
and and the belleting 1	nal or international labor organization of v lustrial Workers of the Worl		pr constituent unit (to be filled	in when charge is liled by a labor.
I declare that I have r	6. DECLARATIO ead the above charge and that the statement		f my knowledge and belief.	^{Tel. No.} (b) (6), (b) (7)(C)
_{ву} (b) (6)) (6), (b) (7)(C), Delegate	Office, if any, Cell I(b) (6), (b) (7)
(b) (6), (b) (7)(C)	(Print/type name and ti	tle or office, if any)	Fax No.
	ike St. Seattle, WA 98122		6/11/2018	e-Mail seattleiww@gmail.co
Address			(date)	

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 will cause the NLRB to decline to invoke its processes.





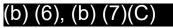
Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

June 13, 2018



Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-221941

Dear (b) (6), (b) (7)(C)

The charge that you filed in this case on June 11, 2018 has been docketed as case number 19-CA-221941. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ELIZABETH H. DEVLEMING whose telephone number is (206) 220-6280. If this Board agent is not available, you may contact Deputy Regional Attorney MARTIN ESKENAZI whose telephone number is (206) 220-6289.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

June 13, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St. - First Floor Boston, MA 02111

> Re: Grassroots Campaigns, Inc. Case 19-CA-221941

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney ELIZABETH H. DEVLEMING whose telephone number is (206) 220-6280. If this Board agent is not available, you may contact Deputy Regional Attorney MARTIN ESKENAZI whose telephone number is (206) 220-6289.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642



REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

August 29, 2018

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-221941

_{DEAR}(b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that Grassroots Campaigns, Inc. has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at <u>www.nlrb.gov</u> and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at <u>www.nlrb.gov</u>. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on September 12, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than September 11, 2018. If an appeal is postmarked or given to a

delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before September 12, 2018.** The request may be filed electronically through the *E-File Documents* link on our website <u>www.nlrb.gov</u>, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after September 12, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosure

cc: LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST 1ST FLOOR BOSTON, MA 02111-2403 CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642

6/12/2018 1:28:21 PM PST (GMT-8) FROM: 2064324599-TO: 12062206305 DocuSign Envelope ID:(b) (6), (b) (7)(C)

Page:	2	of	2
Page:	2	OL	2

FORM EXEMPT UNDER 44 U.S.C 3512

(2-08) CHARGE AGAINST EM	TERNET UNITED STATES OF AMERICA		WRITE IN THIS SPACE
errerer rerererer En		Case	Date Filed.
NSTRUCTIONS:		19-CA-221973	6/12/2018
ile on original with NLRB Regional Director for the region in w			ing.
a. Name of Employer	ER AGAINST WHOM CH	ARGE IS BROUGHT	b. Tel. No.
			(617) 338-7800
Grassroots Campaigns, Inc.			c. Cell No.
d. Address (Street, city, state, and ZIP code)	e. Employer Repres	entative	f. Fax No.
			g. e-Mail
186 Lincoln Street, 1st Floor Boston, MA 02111	Laurie Owen,	Attorney	lowen@grassrootscampaigns
			h. Number of workers employed
I. Type of Establishment (factory, mine, wholesaler, etc.). Other	j. Identify principal p		raising
k. The above-named employer has engaged in and is eng	paging in unfair labor practice	s within the meaning of se	ction 8(a), subsections (1) and (list
subsections) (5) and 8(d)			bor Relations Act, and these unfair labor
practices are practices affecting commerce within the r within the meaning of the Act and the Postal Reorganiz		ntair labor practices are u	ntair practices attecting commerce
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting	the alleged unfair labor p	oractices)
Agreement			
3. Full name of party filling charge (if labor organization, g			
Industrial workers of the world	l, Seattle General M		
	l, Seattle General M		^{4b. Tel. No.} (b) (6), (b) (7)(C)
Industrial workers of the world	l, Seattle General M		4c. Cell No. (b) (6), (b) (7)(C)
Industrial workers of the World 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St	l, Seattle General M		4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.
Industrial workers of the world 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St	l, Seattle General M		4c. Cell No. 4d. Fax No. 4e. e-Mail
Industrial workers of the World 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, WA 98122	d, Seattle General M	embership Branch	(b) (b) (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com
Industrial workers of the World 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St	d, Seattle General M	embership Branch	(b) (b) (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com
Industrial workers of the world 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization organization) 6. DECLAR	1, Seattle General M 9) n of which it is an affiliate or o ATION	embership Branch onstituent unit <i>(to be filled</i>	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com in when charge is filed by a labor. Tel. No.
Industrial workers of the work 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization	a, Seattle General M a) n of which it is an affiliate or o ATION ements are true to the best of m	embership Branch onstituent unit <i>(to be filled</i>	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C)
Industrial workers of the world 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization organization) 6. DECLAR I declare that I have read the above charge and that the state	a, Seattle General M) n of which it is an affiliate or of ATION aments are true to the best of m (b) (6), (b) (7)(C	embership Branch onstituent unit <i>(to be filled</i> y knowledge and bellet. Delegate	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-Mail seattleTww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office, If any, Cell No. (b) (6), (b) (7)(C)
Industrial workers of the world 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization organization) 6. DECLAR I declare that I have read the above charge and that the state By (b) (6), (b) (7)(C)	a, Seattle General M a) n of which it is an affiliate or o ATION ements are true to the best of m	embership Branch onstituent unit <i>(to be filled</i> y knowledge and bellet. Delegate	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C)
Industrial workers of the world 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, wA 98122 5. Full name of national or international labor organization organization) 6. DECLAR I declare that I have read the above charge and that the state By (b) (6), (b) (7)(C)	a, Seattle General M) n of which it is an affiliate or of ATION aments are true to the best of m (b) (6), (b) (7)(C	embership Branch onstituent unit <i>(to be filled</i> y knowledge and bellet. Delegate	(b) (6), (b) (7)(C) 4c. Cell No. 4d. Fax No. 4e. e-Mail seattleiww@gmail.com 1n when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office, If any, Cell No. (b) (6), (b) (7)(C)
Industrial workers of the world 4a. Address (Street and number, city, state, and ZIP code 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization organization) 6. DECLAR I declare that I have read the above charge and that the state By (b) (6), (b) (7)(C)	n of which it is an affiliate or of ATION ements are true to the best of m (b) (6), (b) (7)(((Print/type name and title of	embership Branch onstituent unit <i>(to be filled</i> y knowledge and bellet. Delegate broffice, if any)	4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattle1ww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No. (b) (6), (b) (7)(C) Fax No.

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 untait 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 will cause the NLRB to decline to invoke its processes.





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006

Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

June 13, 2018

LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST - FIRST FLOOR BOSTON, MA 02111

> Re: Grassroots Campaigns, Inc. Case 19-CA-221973

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701*, *Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be** **appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native

format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures/pr

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

June 13, 2018

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-221973

_{Dear}(b) (6), (b) (7)(C)

The charge that you filed in this case on June 12, 2018 has been docketed as case number 19-CA-221973. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director



REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

August 29, 2018

CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642

> Re: Grassroots Campaigns, Inc. Case 19-CA-221973

DEAR MS. NKRUMAH:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

cc: LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST 1ST FLOOR BOSTON, MA 02111-2403

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

/2018 11:05:23	AM PST (GMT-8) FROM: 2064			
	b) (6), (b) (7)(C)			FORM EXEMPT UNDER 44 U.S.C 35
INTERNET FORM NLRB-501 (2-08)	UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BO		DO NOT	WRITE IN THIS SPACE
1001	CHARGE AGAINST EMPLOYER		Case	Date Filed
STRUCTIONS:		19-CA-222012		
ile an original with NLRE	3 Regional Director for the region in which th 1. EMPLOYER AG	e alleged unfair labor pra GAINST WHOM CHA		ing.
a. Name of Employer				b. Tel. No.
Grassroots Campaigns, Inc.			(617) 338-7800	
				c. Cell No.
				f. Fax No.
d. Address (Street, ch	ty, state, and ZIP code)	e. Employer Represe	ntative	g. e-Mail
186 Lincoln	Street, 1st Floor	Laurie Owe	n, Attorney	lowen@grassrootscampaig
Boston, MA	02111			h. Number of workers employed
				n, namor of workers employed
i. Type of Establishme	ent (factory, mine, wholesaler, etc.). Other	j. Identify principal pro	duct or service	ndraising
	employer has engaged in and is engaging i	in unfair labor practices	within the meaning of se	ction 8(a), subsections (1) and (list
subsections) (5)				oor Relations Act, and these unfair labor
	ces affecting commerce within the meaning of the Act and the Postal Reorganization A		tair labor practices are un	nfair practices affecting commerce
Within the representat	e (set forth a clear and concise statement of past six months the above na tives, made unilateral change with the Union	amed Employer, b	y its officers, a	igents and
Within the representat	past six months the above na tives, made unilateral change	amed Employer, b	y its officers, a	igents and
Within the representat bargaining 3. Full name of party f	past six months the above na tives, made unilateral change with the Union	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without
Within the representat bargaining 3. Fullname of party 1 Indust	past six months the above na tives, made unilateral change with the Union Ming charge (<i>I labor organization, give full</i> trial Workers of the World, S	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address <i>(Street an</i>	past six months the above na tives, made unilateral change with the Union Ming charge (<i>I labor organization, give full</i> trial Workers of the World, S ad number, city, state, and ZIP code)	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address <i>(Street ar</i> 1122 E P	past six months the above na tives, made unilateral change with the Union Ming charge (<i>I labor organization, give full</i> trial Workers of the World, S ad number, city, state, and ZIP code)	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address <i>(Street ar</i> 1122 E P	past six months the above na tives, made unilateral change with the Union Ming charge (I labor organization, give full trial Workers of the World, S ind number, city, state, and ZIP code) ike St	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without 4b. Tel. No. (b) (6), (b) (7)(C)
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address <i>(Street ar</i> 1122 E P	past six months the above na tives, made unilateral change with the Union Ming charge (I labor organization, give full trial Workers of the World, S ind number, city, state, and ZIP code) ike St	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without 4b. Tel. No. 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No.
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address <i>(Street an</i> 1122 E. P	past six months the above na tives, made unilateral change with the Union Ming charge (I labor organization, give full trial Workers of the World, S ind number, city, state, and ZIP code) ike St	amed Employer, b es to the terms name, including local n	y its officers, a and conditions of ame and number)	agents and F employment without 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail
Within the representat bargaining 3. Full name of party1 Indust 4a. Address <i>(Street ar.</i> 1122 E. P Seattle,	past six months the above na tives, made unilateral change with the Union Ming charge (<i>I labor organization, give full</i> trial Workers of the World, S ad number, city, state, and ZIP code) ike St WA 98122	amed Employer, b es to the terms name, including local n Seattle General 1	y its officers, a and conditions of <i>ame and number</i>) Membership Branch	agents and F employment without 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattle iww@gmail.com
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address (Street an 1122 E P Seattle, 5. Full name of nation organization)	past six months the above na tives, made unilateral change with the Union Ming charge (I labor organization, give full trial Workers of the World, S ind number, city, state, and ZIP code) ike St WA 98122	amed Employer, b es to the terms name, including local n Seattle General f	y its officers, a and conditions of <i>ame and number</i>) Membership Branch	agents and F employment without 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattle iww@gmail.com
Within the representation bargaining 3. Full name of party 1 Indust 4a. Address (Street an 1122 E P Seattle, 5. Full name of nation organization)	past six months the above na tives, made unilateral change with the Union Ning charge (<i>Il labor organization, give full</i> trial Workers of the World, S ind number, city, state, and ZIP code) ike St WA 98122 malor international labor organization of when ndustrial Workers of the Wor	amed Employer, b es to the terms name, including local n Seattle General f	y its officers, a and conditions of <i>ame and number</i>) Membership Branch	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No. (b) (6), (b) (7)(C) 4e. e-Mail seattle iww@gmail.com in when charge is filed by a labor.
Within the representation bargaining 3. Full name of party 1 Indust 4a. Address (Street an 1122 E P Seattle, 5. Full name of nation organization) Ir I declare that I have rea	past six months the above na tives, made unilateral change with the Union Ming charge (I labor organization, give full trial Workers of the World, S ad number, city, state, and ZIP code) ike St WA 98122 mal or international labor organization of wh industrial Workers of the Wor 6. DECLARATION ad the above charge and that the statements	amed Employer, b es to the terms name, including local n Seattle General f ich it is an affiliate or co Id	y its officers, a and conditions of <i>ame and number)</i> Membership Branch	agents and F employment without 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattle iww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C)
Within the representation bargaining 3. Full name of party for Indust 4a. Address (Street an 1122 E. P. Seattle, 5. Full name of nation organization) Ir I declare that I have real Docu Signed	past six months the above na tives, made unilateral change with the Union Ming charge (I labor organization, give full trial Workers of the World, S ad number, city, state, and ZIP code) ike St WA 98122 mal or international labor organization of wh industrial Workers of the Wor 6. DECLARATION ad the above charge and that the statements	amed Employer, b es to the terms name, including local n Seattle General f lich it is an atfiliate or co lid are true to the best of my	y its officers, a and conditions of <i>ame and number)</i> Membership Branch	agents and F employment without 4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattle iww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C)
Within the representation bargaining 3. Full name of party for Indust 4a. Address (Street an 1122 E P Seattle, 5. Full name of nation organization) Ir I declare that I have read By (b) (6),	past six months the above na tives, made unilateral change with the Union fling charge (<i>Il labor organization, give full</i> trial workers of the World, S ind number, city, state, and ZIP code) ike St WA 98122 hal or international labor organization of when industrial Workers of the Wor 6. DECLARATION ad the above charge and that the statements (b): (b) (7)(C)	amed Employer, b es to the terms name, including local n Seattle General f lich it is an affiliate or co lid are true to the best of my	y its officers, a and conditions of <i>ame and number)</i> Aembership Branch Instituent unit <i>(to be filled</i> knowledge and bellef. Delegate	agents and F employment without 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No. 4e. e-Mail seattle iww@gmail.com in when charge is filed by a labor. Tel. No. Tel. No. (b) (6), (b) (7)(C) Office. if any, Cell No. (b) (6), (b) (7)(C)
Within the representat bargaining 3. Full name of party 1 Indust 4a. Address (Street an 1122 E. P. Seattle, 5. Full name of nation organization) Ir I declare that I have rea	past six months the above na tives, made unilateral change with the Union fling charge (<i>Il labor organization, give full</i> trial workers of the World, S ind number, city, state, and ZIP code) ike St WA 98122 hal or international labor organization of when industrial Workers of the Wor 6. DECLARATION ad the above charge and that the statements (b): (b) (7)(C)	amed Employer, b es to the terms name, including local n Seattle General n ich it is an affiliate or co Id are true to the best of my) (6), (b) (7)(y its officers, a and conditions of <i>ame and number)</i> Aembership Branch Instituent unit <i>(to be filled</i> knowledge and bellef. Delegate	agents and F employment without 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No. 4e. e-Mail seattle iww@gmail.com in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office. if any, Cell No. (b) (6), (b) (7)(C) Fax.No.
Within the representation bargaining 3. Full name of party 1 Indust 4a. Address (Street an 1122 E. P Seattle, 5. Full name of nation organization) Ir I declare that I have real By ((b) (6), (b)	past six months the above na tives, made unilateral change with the Union fling charge (<i>Il labor organization, give full</i> trial workers of the World, S ind number, city, state, and ZIP code) ike St WA 98122 hal or international labor organization of when industrial Workers of the Wor 6. DECLARATION ad the above charge and that the statements (b): (b) (7)(C)	amed Employer, b es to the terms name, including local n Seattle General n ich it is an affiliate or co Id are true to the best of my) (6), (b) (7)(y its officers, a and conditions of <i>ame and number)</i> Aembership Branch Instituent unit <i>(to be filled</i> knowledge and bellef. Delegate	agents and F employment without 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No. 4e. e-Mail seattle iww@gmail.com in when charge is filed by a labor. Tel. No. Tel. No. (b) (6), (b) (7)(C) Office. if any, Cell No. (b) (6), (b) (7)(C)

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 unlair 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 will cause the NLRB to decline to invoke its processes.





Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

June 14, 2018

(b) (6), (b) (7)(C)

Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-222012

_{Dear}(b) (6), (b) (7)(C)

The charge that you filed in this case on June 13, 2018 has been docketed as case number 19-CA-222012. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

June 14, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St. - First Floor Boston, MA 02111

> Re: Grassroots Campaigns, Inc. Case 19-CA-222012

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642

INTERNET FORM NLRB-501 (2-08) AMENDED

INSTRUCTIONS:

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

FORM	EXEMPT	UNDER 4	14 U.	S:C	351	2

	DO NOT WRITE IN THIS SPACE					
Case		Date Filed	6-13-2018			

	19-CA-222012		AN
bor prac	tice occurred or is occurring.		
/ CHA	RGE IS BROUGHT		
		b.	Tel. N

1D : 8-24-2018

File an original with NLRB Regional Director for the region in which 1. EMPLOYER	AGAINST WHOM CHARGE IS BROUG	HT
a. Name of Employer	b. Tel. No. (617) 338-7800	
Grassroots Campaigns, Inc.		
	c. Cell No.	
	P	f. Fax No.
 d. Address (Street, city, state, and ZiP code) 186 Lincoln Street, 1st Floor 	e. Employer Representative Laurie Owen, Attorney	g. e-Mali
Boston, MA 02111	Ludio over, Autority	
		lowen@grassrootscampaigns h. Number of workers employed
		n. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) Other	j. Identify principal product or service Fundraising	
k. The above-named employer has engaged in and is engagi	ng in unfair labor practices within the meaning	of section 8(a), subsections (1) and (list
subsections) (3) and (5)	of the Nation	al Labor Relations Act, and these unfair labor
practices are practices affecting commerce within the mea within the meaning of the Act and the Postal Reorganization		are untair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise stateme	nt of the facts constituting the alleged unfair la	bor practices)
Within the past six months, the above-named En		
changes to the terms and conditions of employm		
in and out, choosing its rules concorning what on	nployees were permitted to post on th	ne walls of the Employer's facility,
taking away employees' keys to the Employer's f	acility, and by canceling Field Manag	er meetings in retaliation for
	acility, and by canceling Field Manag	er meetings in retaliation for
taking away employees' keys to the Employer's f	acility, and by canceling Field Manag	er meetings in retaliation for
taking away employees' keys to the Employer's f	acility, and by canceling Field Manag	er meetings in retaliation for
taking away employees' keys to the Employer's f	acility, and by canceling Field Manag	er meetings in retaliation for
taking away employees' keys to the Employer's fa employees' Union and/or protected concerted ac	acility, and by canceling Field Manag tivities.	er meetings in retaliation for
taking away employees' keys to the Employer's f	acility, and by canceling Field Manag tivities.	er meetings in retaliation for
taking away employees' keys to the Employer's fa employees' Union and/or protected concerted ac	acility, and by canceling Field Manag tivities.	
 taking away employees' keys to the Employer's fares employees' Union and/or protected concerted action. 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St 	acility, and by canceling Field Manag tivities.	4b. Tel. No. (b) (6), (b) (7)(C)
taking away employees' keys to the Employer's fa employees' Union and/or protected concerted ac 3. Full name of party filing charge (<i>if labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>)	acility, and by canceling Field Manag tivities.	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C)
 taking away employees' keys to the Employer's fares employees' Union and/or protected concerted action. 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St 	acility, and by canceling Field Manag tivities.	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.
 taking away employees' keys to the Employer's fares employees' Union and/or protected concerted action. 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St 	acility, and by canceling Field Manag tivities.	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail
taking away employees' keys to the Employer's fa employees' Union and/or protected concerted act 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122	acility, and by canceling Field Manag tivities. <i>full name, including local name and number)</i> Membership Branch	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com
 taking away employees' keys to the Employer's fares employees' Union and/or protected concerted action. 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St 	acility, and by canceling Field Manag tivities. <i>full name, including local name and number)</i> Membership Branch	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com
 taking away employees' keys to the Employer's faremployees' Union and/or protected concerted action Full name of party filing charge (<i>if labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization of organization) Industrial Workers of the World 	acility, and by canceling Field Manag tivities. <i>full name, including local name and number</i>) Membership Branch	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com 6 filled in when charge is filed by a labor
 taking away employees' keys to the Employer's faremployees' Union and/or protected concerted action. Full name of party filing charge (<i>if labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 Full name of national or international labor organization of organization. 	acility, and by canceling Field Manage tivities. <i>full name, including local name and number</i>) Membership Branch which it is an affiliate or constituent unit <i>(to be</i> N	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com a filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C)
 taking away employees' keys to the Employer's far employees' Union and/or protected concerted actions and/or protected concerted action and/or protected concerted action. Full name of party filing charge (<i>if labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 Full name of national or international labor organization of organization) Industrial Workers of the World 6. DECLARATIC 1 declare that I have read the above charge and that the statement (6) (6) (6) (7) (C) 	acility, and by canceling Field Manage tivities. full name, including local name and number) Membership Branch which it is an affiliate or constituent unit (to be Not a set the to the best of my knowledge and belief	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com a filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C)
taking away employees' keys to the Employer's far employees' Union and/or protected concerted act 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization of <i>organization</i>) Industrial Workers of the World 6. DECLARATIC I declare that I have read the above charge and that the statement By $(b)(6), (b)(7)(C)$ (b	acility, and by canceling Field Manage tivities. <i>full name, including local name and number</i>) Membership Branch which it is an affiliate or constituent unit <i>(to be</i> N	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com a filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) filed in when charge is filed by a labor filled in when charge is filed by a labor filed in when charge is filed by a labor
taking away employees' keys to the Employer's far employees' Union and/or protected concerted act 3. Full name of party filing charge (<i>if labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization of <i>organization</i>) Industrial Workers of the World 6. DECLARATIC I declare that I have read the above charge and that the statement By $(b)(6), (b)(7)(C)$ (b	acility, and by canceling Field Manage tivities. full name, including local name and number) Membership Branch which it is an affiliate or constituent unit (to be which it is an affiliate or constituent unit (to be N ns are true to the best of my knowledge and belief (6), (b) (7)(C) Delegate.	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmail.com a filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C)
taking away employees' keys to the Employer's far employees' Union and/or protected concerted act 3. Full name of party filing charge (<i>il labor organization, give</i> Industrial Workers of the World, Seattle General 4a. Address (<i>Street and number, city, state, and ZIP code</i>) 1122 E Pike St Seattle, WA 98122 5. Full name of national or international labor organization of <i>organization</i>) Industrial Workers of the World 6. DECLARATIC I declare that I have read the above charge and that the statement By $(b)(6), (b)(7)(C)$ (b	acility, and by canceling Field Manage tivities. full name, including local name and number) Membership Branch which it is an affiliate or constituent unit (to be which it is an affiliate or constituent unit (to be N ns are true to the best of my knowledge and belief (6), (b) (7)(C) Delegate.	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiwww@gmail.com a filled in when charge is filed by a labor Tel. No. (b) (6), (b) (7)(C) file. If any Cell No. (b) (7)(C) Office if any Cell No. (b) (7)(C)

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 will cause the NLRB to decline to invoke its processes.



Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006

Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

August 24, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St 1st Floor Boston, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 19-CA-222012

Dear Ms. Owen:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Preservation of all Potential Evidence</u>: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence

submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosure: Copy of first amended charge

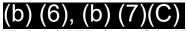
cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

August 24, 2018



Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-222012

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Preservation of all Potential Evidence</u>: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the

Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

27-Jun-2018	05:49	UTC Time -	Vana i a	Online Fax	- www.vanaia.com
-------------	-------	------------	----------	-------------------	------------------

uSign Envelope ID: 1E	-01.5500-0000-4040-VD01-00V001000V	20		FORM EXEMPT UNDER 44 U.S.C 3512
INTERNET UNITED STATES OF AMERICA FORM NERB-501 NATIONAL LABOR RELATIONS BOARD			DO NOT	WRITE IN THIS SPACE
(2-00) NSTRUCTIONS:	CHARGE AGAINST EMPLOYER		Case 19-CA-222861	Date Filed 6-26-2018
	B Regional Director for the region in which th			ing.
		GAINST WHOM CH	ARGE IS BROUGHT	
a. Name of Employer Grassroots	r Campaigns, Inc.			b. Tel. No. (617) 338-7800
				c. Cell No.
d. Address (Street, c	ity, state, and ZIP code)	e. Employer Repres	entative	f. Fax No.
,				g. .c. Mail
186 Lincoln Boston, MA	Street, 1st Floor	Laurie Ov	en, Attorney	lowen@grassrootscampaigns
BO3COUL IN				h. Number of workers employed
i. Type of Establishm	ent (lactory, mine, wholesaler, etc.). Other	J. Identify principal p	roduct or service	ndraising
	employer has engaged in and is engaging	in unfair labor practice	s within the meaning of se	ction 8(a), subsections (1) and (list
subsections) (3)				oor Relations Act, and these unfair labor
	lices affecting commerce within the meaning of the Act and the Postal Reorganization		untair labor practices are ur	ntair practices affecting commerce
2. Basis of the Charg	ie (set forth a clear and concise statement	of the facts constituting	the alleged unfair labor pi	racticeis)
communicated to changes to th difficult tas	e terms and conditions of em ks to employees because of t	be punished for ployment without heir support for	engaging in conce t bargaining with r, and activities	rted action, made unilateral the Union, and assigned more
communicated to changes to th difficult tas	o employees that they would e terms and conditions of em	be punished for ployment without heir support for	engaging in conce t bargaining with r, and activities	rted action, made unilateral the Union, and assigned more
communicated to changes to the difficult tas because they end 3. Full name of party	o employees that they would e terms and conditions of em ks to employees because of t ngaged in union and/or prote filing charge (<i>Il labor organization, give fu</i>	be punished for ployment without heir support for cted concerted Il name, including local	engaging in conce t bargaining with r, and activities activity. name and number)	rted action, made unilateral the Union, and assigned more
communicated to changes to the difficult tas because they en 3. Full name of party Industrial Wor	o employees that they would e terms and conditions of em ks to employees because of t ngaged in union and/or prote	be punished for ployment without heir support for cted concerted Il name, including local	engaging in conce t bargaining with r, and activities activity. name and number)	rted action, made unilateral the Union, and assigned more on behalf of, the Iww and
communicated to changes to the difficult tas because they end 3. Full name of party Industrial Wor 4a. Address (Street a 1122	o employees that they would e terms and conditions of em ks to employees because of th ngaged in union and/or prote filing charge (<i>if labor organization, give fu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St	be punished for ployment without heir support for cted concerted Il name, including local	engaging in conce t bargaining with r, and activities activity. name and number)	4b. Tel. No. (b) (6), (b) (7)(C)
communicated to changes to the difficult tas because they end 3. Full name of party Industrial Wor 4a. Address (Street a 1122	o employees that they would e terms and conditions of em ks to employees because of th ngaged in union and/or prote filing charge (<i>if labor organization, give fu</i> kers of the world, Seattle G and number, city, siate, and ZIP code)	be punished for ployment without heir support for cted concerted Il name, including local	engaging in conce t bargaining with r, and activities activity. name and number)	4b. Tel. No. (b) (6), (b) (7)(C)
communicated to changes to the difficult tas because they end 3. Full name of party Industrial Wor 4a. Address (Street a 1122	o employees that they would e terms and conditions of em ks to employees because of th ngaged in union and/or prote filing charge (<i>if labor organization, give fu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St	be punished for ployment without heir support for cted concerted Il name, including local	engaging in conce t bargaining with r, and activities activity. name and number)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No.
communicated to changes to the difficult tas because they end 3. Full name of party Industrial Wor 4a. Address (Street a 1122	o employees that they would e terms and conditions of em ks to employees because of th ngaged in union and/or prote filing charge (<i>if labor organization, give fu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St	be punished for ployment without heir support for cted concerted Il name, including local	engaging in conce t bargaining with r, and activities activity. name and number)	4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C)
communicated to changes to the difficult tas because they en 3. Full name of party Industrial Wor 4a. Address <i>(Street a</i> 1122 Seat	o employees that they would e terms and conditions of em ks to employees because of th ngaged in union and/or prote filing charge (<i>if labor organization, give fu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St	be punished for ployment without heir support for cted concerted <i>Il name, including local</i> eneral Membersh	engaging in conce t bargaining with r, and activities activity. <i>name and number</i>) ip Branch	4b. Tel. No. 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattle iww@gmail.com
 communicated to changes to the difficult tas because they end 3. Full name of party Industrial Wor 4a. Address (Street a 1122 Seath 5. Full name of natio organization) 	o employees that they would e terms and conditions of em ks to employees because of the ngaged in union and/or protect filing charge (<i>il labor organization, give fu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St tle, WA 98122	be punished for ployment without heir support for cted concerted a <i>liname, including local</i> eneral Membersh hich it is an affiliate or e world	engaging in conce t bargaining with r, and activities activity. <i>hame and humber</i>) ip Branch	4b. Tel. No. 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No. 4e. e-Mail seattle iww@gmail.com
 communicated to changes to the difficult tas because they end of the difficult tas because the difficul	o employees that they would e terms and conditions of em- ks to employees because of the ngaged in union and/or prote- filing charge (<i>il labor organization, give tu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St tle, WA 98122 Mal or international labor organization of w Industrial Workers of the 6. DECLARATION ead the above charge and that the statements	be punished for ployment without heir support for cted concerted <i>Il name, including local</i> eneral Membersh hich it is an affiliate or e world same true to the best of m (6), (b) (7)(C	engaging in conce t bargaining with r, and activities activity. name and number) ip Branch constituent unit (to be filled ny knowledge and bellel.	Tel. No. 4b. Tel. No. 4b. Tel. No. 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax.No. 4e. e-Mail seattle iww@gmail.com tin when charge is filed by a labor. Tel. No.
 communicated to changes to the difficult task because they end of party industrial wor 4a. Address (Street a 1122 Seath 5. Full name of natio organization) I declare that I have many formula to the second sec	o employees that they would e terms and conditions of em- ks to employees because of the ngaged in union and/or prote- filing charge (<i>il labor organization, give tu</i> kers of the World, Seattle G and number, city, state, and ZIP code) E Pike St tle, WA 98122 Mal or international labor organization of w Industrial Workers of the 6. DECLARATION ead the above charge and that the statements	be punished for ployment without heir support for cted concerted <i>Il name, including local</i> eneral Membersh hich it is an affiliate or e world same frue to the best of m	engaging in conce t bargaining with r, and activities activity. name and number) ip Branch constituent unit (to be filled ny knowledge and bellel.	<pre>rted action, made unilateral the Union, and assigned more on behalf of, the IWW and 4b. Tel. No. (b) (6), (b) (7)(C) 4c. Cell No. (b) (6), (b) (7)(C) 4d. Fax No. 4e. e-Mail seattleiww@gmailcom in when charge is filed by a labor. Tel. No. (b) (6), (b) (7)(C) Office, if any, Cell No.</pre>
 communicated to changes to the difficult tas because they end of the difficult tas because the difficult tas because the difficult tas because they end of the difficult tas because they end of the difficult tas because the difficult	o employees that they would be terms and conditions of employees because of the state of the magged in union and/or protection and/or prot	be punished for ployment without heir support for cted concerted <i>Il name, including local</i> eneral Membersh hich it is an affiliate or e world same true to the best of m (6), (b) (7)(C	engaging in conce t bargaining with r, and activities activity. name and number) ip Branch constituent unit (to be filled ny knowledge and bellel.	<pre>rted action, made unilateral the Union, and assigned more on behalf of, the IWW and</pre>

Vanaia Online Fax

p.2

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 will cause the NLRB to decline to invoke its processes.





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

June 27, 2018

Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St. - First Floor Boston, MA 02111

> Re: Grassroots Campaigns, Inc. Case 19-CA-222861

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642





Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

June 27, 2018

(b) (6), (b) (7)(C)

Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-222861

Dear^(b) (6), (b) (7)(C)

The charge that you filed in this case on June 26, 2018 has been docketed as case number 19-CA-222861. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

FORM EXEMPT UNDER 44 U.S.C 3512

INTERNET	
FORM NLR8-501	
(2-08) AMENDED	
(230) AMENDED	

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	
19-CA-222861	

Date Filed 6/26/2018 Amd • 7/6/2018

INSTRUCTIONS: File on original with NLRB Regional Director for the region in which th		ring.
	GAINST WHOM CHARGE IS BROUGHT	12
a. Name of Employer		b. Tel. No. (617) 338-7800
Grassroots:Campaigns, Inc.	c. Cell No.	
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 186 Lincoln Street, 1st Floor	e. Employer Representative Laurie Owen, Attorney	
Boston, MA 02111	Eaglie Cheil, Mariley	g. e-Mali
		lowen@grassrootscampaigns
		h. Number of workers employed
f. Type of Establishment (lactory, mine, wholesaler, etc.) Other	J. Identify principal product or service Fundraising	· · · · · ·
K. The above-named employer has engaged in and is engaging	in unfair labor practices within the meaning of se	ction 8(a), subsections (1) and (list
subsections) (3) and (5)		bor Relations Act, and these unfair labor
practices are practices affecting commerce within the meaning within the meaning of the Act and the Postal Reorganization		infair practices affecting commerce
2. Basis of the Charge (set forth a clear and concise statement		
Within the past six months, the above-named Emp	· · · · · · · · · · · · · · · · · · ·	
with discipline for engaging in concerted action, un fundraise from two to one; and assigned more diffic		
difficult campaign, and taking away paper fundraisi		
fundraising efforts, in retaliation for their support for		
Union and/or protected concerted activities.		
3. Full name of party filing charge (il labor organization, give ful industrial Workers of the World, Seattle General M	I name, including local name and number) embership Branch	
	•	
4a, Address (Street and number, city, state, and ZIP code)		4b. Tel. No. (b) (6), (b) (7)(C)
1122 E Pike St Seattle, WA 98122		4c. Cell No. (b) (6), (b) (7)(C)
		4d. Fax No.
		4e. e-Mail
		seattleiww@gmail.com
5. Full name of national or international labor organization of wind organization Industrial Workers of the World	hich it is an affiliate or constituent unit (to be filled	d in when charge is filed by a labor.
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. (b) (6), (b) (7)(C)
$_{\text{BV}}(b)$ (6), (b) (7)(C) (b)	(6), (b) (7)(C) Delegate	Office, if any, Cell No. (b) (6), (b) (7)(C)
	(Print/type name and title or office, if any)	(D) (O), (D) (7)(C) Fax No,
	7/6/2018	e-Mail
Address 1122 E Pike Street, Seattle, WA 98122	(date)	seattleiww@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 rouline 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 will cause the NLRB to decline to invoke its processes.





Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

July 10, 2018

LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST., FIRST FLOOR BOSTON, MA 02111

> Re: Grassroots Campaigns, Inc. Case 19-CA-222861

DEAR MS. OWEN:

Enclosed is a copy of the first amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews</u>: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence

submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosure: Copy of first amended charge

cc: CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642

lu





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

July 10, 2018

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-222861

_{DEAR}(b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Preservation of all Potential Evidence</u>: Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the

Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

lu

p.1

5

FORM NLRB-501 UNITED STATES OF AMERICA (2-18) NATIONAL LABOR RELATIONS BO SECOND AMENDED CHARGE AGAINST EMPLOYI			00	DO NOT WRITE IN THIS SPA		
			Case		Date Filed 6/26/	
		eni, ea lev	19-CA-222861		Amd: 9/27/	
STRUCTIONS:		where the set of a second				
te an original with NLKB Rec		n which the alleged unfair labor pi LOYER AGAINST WHOM CHA		rring.		
Name of Employer	1, L wa	Lot Ercadonito F Whom one	KGE IS BROOSHT	b. TeL No.		
Grassroots Campaigns, I	nc.			(617) 338-780	0	
				c. Cell No.		
				f. Fax. No.	•	
	120					
Address (Street, city; stat 86 Lincoln Street	e, end ZIP code)	e. Employer Representative, Laurie Owen, Attorney		g. e-mail		
loston, MA 02111				lowen@grassrootscampai		
				h. Number of w	orkers employed	
			<u> </u>			
Type of Establishment (fac Other	ctory, mine, wholesaler, etc.)	j. identity principal product or Fundraising	service			
		iging in unfair labor practices wi				
ist subsections) (3) and		· · · · · · · · · · · · · · · · · · ·	of the National Labor			
		eaning of the Act, or these unfai	labor practices affecting	commerce within the	e meaning of	
	· · · ·		· · · · · · · · · · · · · · · · · · ·			
Basis of the Charge (set)	orth a clear and concise stat	ement of the facts constituting t	he alleged unfair labor pr	actices)	in SE doministrand Ed	
Basis of the Charge (set) Within the past six mont	orth a clear and concise stat	oloyer, by its officers, agent	s and representatives.	reduced the numbe	er of campaigns for	
Within the past six mont which employees would	onth a clear and concise stat hs, the above-named Em raise funds from two to c	ement of the facts constituting t ployer, by its officers, agent one, and ceased permitting e implemented both decision	and representatives, mployees to use paper	reduced the number fundraising forms	er of campaigns fo for discriminator	
Basis of the Charge (set) Within the past six mont which employees would easons based on employ	orth a clear and concise stat hs, the above-named Eng raise funds from two to c ces' Union activities, and	ployer, by its officers, agent one, and ceased permitting e implemented both decision	s and representatives, mployees to use paper s without bargaining v	reduced the number fundraising forms	er of campaigns fo for discriminatory	
Basis of the Charge (set Within the past six mont which employees would easons based on employ	orth a clear and concise stat hs, the above-named Eng raise funds from two to c ces' Union activities, and	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na	s and representatives, mployees to use paper s without bargaining v	reduced the number fundraising forms	er of campaigns fo for discriminatory	
Basis of the Charge (set Within the past six mont which employees would casons based on employ based on employ	oth a clear and concise stat hs, the above-named Emp raise funds from two to c rees' Union activities, and hatge (if labor organization, s	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	reduced the number fundraising forms	for discriminatory	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing ch nchistrial Workers of the a. Address (Street and nun 122-B. Pike Street	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and hatge (if labor organization, c World, Scattle General 1	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	the number fundraising forms with the Union. (b) (6), (b) (7	for discriminator	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing ch nchistrial Workers of the a. Address (Street and nun 122-B. Pike Street	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and hatge (if labor organization, c World, Scattle General 1	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	reduced the numbe fundraising forms with the Union.	for discriminatory	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing ch nchistrial Workers of the a. Address (Street and nun 122-B. Pike Street	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and hatge (if labor organization, c World, Scattle General 1	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	the number fundraising forms with the Union. (b) (6), (b) (7	for discriminator	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing of industrial Workers of the a. Address (Street and num	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and hatge (if labor organization, c World, Scattle General 1	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	the number of the number of the number of the draining forms with the Union.	for discriminatory	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing ch nchistrial Workers of the a. Address (Street and nun 122-B. Pike Street	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and hatge (if labor organization, c World, Scattle General 1	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	the number of the number of the number of the draining forms with the Union.	Tor discriminatory	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing ch nchistrial Workers of the a. Address (Street and nun 122-B. Pike Street	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and hatge (if labor organization, c World, Scattle General 1	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	dh Tel No. (b) (6), (b) (7 4d. Fax No. 4d. Fax No. 4d. Fax No.	for discriminatory	
Basis of the Charge (set Vithin the past six mont which employees would casons based on employ . Full name of party filing of ndustrial Workers of the a. Address (Street and num 122-E. Pike Street eattle, WA 98122	oth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and harge (if labor organization, g World, Scattle General 1 hber, city, state, and ZIP cod	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e)	s and representatives, mployees to use paper s without bargaining v	dh Jel No (b) (6), (b) (7 (c) (c) (c), (c)	for discriminator (C) (C) @gmail.com	
Basis of the Charge (set Vithin the past six mont which employees would easons based on employ Full name of party filing of industrial Workers of the a. Address (Street and num 122-E. Pike Street eattle, WA 98122	oth a clear and concise stat hs, the above-named Emp raise funds from two to c rees' Union activities, and hatge (if labor organization, g World, Scattle General 1 hber, city, state, and ZIP cod	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch	s and representatives, mployees to use paper s without bargaining v	dh Tel No (b) (6), (b) (7 (c) (c) (c), (c)	for discriminator (C) (C) @gmail.com	
Basis of the Charge (set Vithin the past six mont which employees would easons based on employ Full name of party filing of industrial Workers of the a. Address (Street and num 122-E. Pike Street eastle, WA 98122	oth a clear and concise stat hs, the above-named Emp raise funds from two to c rees' Union activities, and hatge (if labor organization, g World, Scattle General 1 hber, city, state, and ZIP cod	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e)	s and representatives, mployees to use paper s without bargaining v	dh Tel No (b) (6), (b) (7 (c) (c) (c), (c)	for discriminator (C) (C) @gmail.com	
Basis of the Charge (set Vithin the past six mont which employees would easons based on employ Full name of party filing of industrial Workers of the a. Address (Street and num 122-E. Pike Street eastle, WA 98122 Full name of national or in idustrial Workers of the	ooth a clear and concise stat hs, the above-named Emp raise funds from two to c rees' Union activities, and hatge (if labor organization, g World, Scattle General 1 hber, city, state, and ZIP cod temational labor organizatio World 6. DECL	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e) n of which it is an affiliate or cor	s and representatives, i mployees to use paper s without bargaining v une and number)	dh Tel No (b) (6), (b) (7 (c)	for discriminator ()(C))(C) @gmail.com	
Basis of the Charge (set Vithin the past six mont which employees would easons based on employ Full name of party filing of industrial Workers of the a. Address (Street and num 122-E. Pike Street eastle, WA 98122 Full name of national or in idustrial Workers of the	ooth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and harge (if labor organization, o World, Scattle General I hber, city, state, and ZIP cool temational labor organizatio World World	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e) n of which it is an affiliate or cor ARATION ove charge and that the stateme	s and representatives, i mployees to use paper s without bargaining v une and number)	Ab Jel No. (b) (6), (b) (7 (c) (6), (b) (7 (c) (6), (b) (7 (c) (c) (c), (c) (c) (c) (c), (c) (c) (c) (c), (c) (c) (c) (c), (c) (c) (c) (c) (c), (c) (c) (c)	Tor discriminator ()(C))(C) gmail.com y a labor organization	
Basis of the Charge (set Vithin the past six mont which employees would easons based on employ Full name of party filing of industrial Workers of the a. Address (Street and num 122-E. Pike Street eastle, WA 98122 Full name of national or in idustrial Workers of the	ooth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and harge (if labor organization, o World, Scattle General I hber, city, state, and ZIP cool temational labor organizatio World World	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e) n of which it is an affiliate or cor	s and representatives, i mployees to use paper s without bargaining v une and number)	dh Tel No (b) (6), (b) (7 (c)	Tor discriminator ()(C))(C) gmail.com y a labor organization	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing of ndustrial Workers of the a. Address (Street and num 122-E. Pike Street cattle, WA 98122	ooth a clear and concise stat hs, the above-named Emp raise funds from two to c ees' Union activities, and harge (if labor organization, o World, Scattle General I hber, city, state, and ZIP cool temational labor organizatio World World	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e) n of which it is an affiliate or cor ARATION ove charge and that the stateme by knowledge and belief.	s and representatives, i mployees to use paper s without bargaining v ume and number) stituent unit (to be filled in nts	Ab Jel No. (b) (6), (b) (7 (c) (6), (b) (7 (c) (6), (b) (7 (c) (c) (c), (c) (c) (c) (c), (c) (c) (c) (c), (c) (c) (c) (c), (c) (c) (c) (c) (c), (c) (c) (c)	Tor discriminator ()(C))(C) gmail.com y a labor organization	
Basis of the Charge (set Within the past six mont which employees would casons based on employ . Full name of party filing of ndustrial Workers of the a. Address (Street and num 122 E. Pike Street cattle, WA 98122 Full name of national or in industrial Workers of the l dec (b) (6), (b)	oth a clear and concise stat hs, the above-named Emp raise funds from two to c rees' Union activities, and world, Scattle General Noter, city, state, and ZIP cool ternational labor organizatio World ternational labor organizatio World 6. DECL clare that I have read the abo are true to the best of r (7)(C) uking charge)	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e) n of which it is an affiliate or cor ARATION by charge and that the statement hy knowledge and belief. (b) (6), (b) (s and representatives, i mployees to use paper s without bargaining v ume and number) stituent unit (to be filled in nts	Ab Jel No. fundraising forms with the Union. (b) (6), (b) (7 (b) (6), (b) (7 (c) (6), (c) (7 (c) (6), (c) (7 (c) (6), (c) (7 (c) (6), (c) (7 (c) (c) (7))	Tor discriminatory (C) (C) grnail.com y a labor organization	
Basls of the Charge (set Vithin the past six mont which employees would casons based on employ Full name of party filing ch nchistrial Workers of the a. Address (Street and num 122-E. Pike Street eattle, WA 98122 Full name of national or in idustrial Workers of the I dec (b) (6), (b) (7)(C)	oth a clear and concise stat hs, the above-named Emp raise funds from two to c rees' Union activities, and world, Scattle General 1 hber, city, state, and ZIP cod ternational labor organizatio World ternational labor organizatio World 6. DECL clare that I have read the abo are true to the best of r (7)(C) sking charge) rect	ployer, by its officers, agent one, and ceased permitting e implemented both decision give full name, including local na Membership Branch (e) n of which it is an affiliate or cor ARATION by charge and that the statement hy knowledge and belief. (b) (6), (b) ((Printtype name and the	s and representatives, i mployees to use paper s without bargaining v ume and number) stituent unit (to be filled in nts	teduced the number fundraising forms with the Union. (b) (6), (b) (7 (c) (6), (c) (c) (7 (c) (c) (c) (c) (c) (c) (c) (c) (c) (c)	Tor discriminator ()(C))(C) gmail.com y a labor organization	

Soliditation 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.





Download

NLRB

Mobile App

REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

October 1, 2018

LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST 1ST FLOOR BOSTON, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 19-CA-222861

DEAR MS. OWEN:

Enclosed is a copy of the second amended charge that has been filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

Presentation of Your Evidence: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the second amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence

submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

Enclosure: Copy of second amended charge

cc: CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642

lu





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

October 1, 2018

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-222861

_{DEAR} (b) (6), (b) (7)(C)

We have docketed the second amended charge that you filed in this case.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206) 220-6292. If the agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206) 220-6319.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the second amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures</u>: Your right to representation, the means of presenting evidence, and a description of our procedures, including how to submit documents, was described in the letter sent to you with the original charge in this matter. If you have any questions, please contact the

Board agent. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

lu

DocuSign Envelope II	D: C1F1F	E32-0887	-4CA8-886D	-9420F926B	IC4

INTERNET FORMINI RR-501	FORM NLRB-501 NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE						
			Case	Date	Date Filed				
		19-CA-225379		August 8, 2018					
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					(617) 338-7800				
Grassroots Camp	paigns, Inc.			c. Cell No.					
d. Address (Street. city, sta	Address (Street, city, state, and ZIP code) e. Employer Representative			f. Fax No.					
		Laurie Owen, Attorney		g. e-Mali					
186 Lincoln Str Boston, MA 0211				lowen@grassrootscampaigns					
Boagoni, Pri veri	- -			h. Number of workers employed					
I. Type of Establishment (fa	actory, mine, wholesaler, etc.)	J Identify principal pro	duct or service						
· 	Other	Ļ		lraising					
	yer has engaged in and is engaging i	n untair labor practices	within the meaning of sect	ion 8(a), subs	ections (1) and (list				
subsections) (3)					ct, and these unfair labor				
	flecting commerce within the meaning Act and the Postal Reorganization A		air labor practices are unfo	air practices a	ffecting commerce				
2. Basis of the Charge (set	forth a clear and concise statement of	of the facts constituting t	he alleged unfair labor pra	ctices)					
Within the past	six months, the above na , refu <u>sed to consider rea</u>	med Employer, by	its officers, age	ents and					
(b)(6),(b)(7)(C) retaliation for the World, Seat	by (b) (6), (b) (7)(C) their activities on beha tle General Membership Br	lf, and in suppo anch (the "Union	rt of, the Indust ")	in rial Worke	ers of				
3. Full name of party filling i	charge (il labor organization, give full	name, including local n	ame and number)		······································				
Industrial Wo	rkers of the world, Seatt	le General Membe	rship Branch						
4a. Address (Street and nut	mber, city, state, and ZIP code)	······································		4b. Tel. No.	(b) (6), (b) (7)(C)				
1122 E Pike Seattle, WA			7	4c. Cell No.	(b) (6), (b) (7)(C)				
Searcie, wa	20122		-	4d. Fax No.					
			-	4e. e-Mail	`				
					w@gmail.com				
	international labor organization of wh ial Workers of the World	ich it is an affiliate or co							
i declare that I have read the	6. DECLARATION e above charge and that the statements	are true to the best of my l		Tel. No. (b) (6), (b) (7)(C)				
DocuSigned by:		(6) (b) (7)(6)	Delegato	Office, if any,					
By = (b) (6), (b) (7)(C) = (b) (6), (b) (7)(C) = Delegate (Print/type name and title or office, if any)			affine if an it	(b) Fax No.	(6), (b) (7)(C)				
(b) (6), (b) (7)(C)									
				e-Mail					
Address 1122 E Pike S	treet, Seattle, WA 98122		8/8/2018 (date)	seattle	eiww@gmail.com				
	MENTS ON THIS CHARGE CAN BE	PUNISHED BY FINE A		S. CODE, TIT	LE 18, SECTION 1001)				

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 of litigation. The routine uses for the information are tully 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 will cause the NLRB to decline to invoke its processes.





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305 Download NLRB Mobile App

August 10, 2018

(b) (6), (b) (7)(C)

INDUSTRIAL WORKERS OF THE WORLD, SEATTLE GENERAL MEMBERSHIP BRANCH 1122 E PIKE ST SEATTLE, WA 98122-3934

> Re: Grassroots Campaigns, Inc. Case 19-CA-225379

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on August 08, 2018 has been docketed as case number 19-CA-225379. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

Prohibition on Recording Affidavit Interviews: It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

ŴŴ





REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

Download NLRB Mobile App

August 10, 2018

LAURIE OWEN, ATTORNEY GRASSROOTS CAMPAIGNS, INC. 186 LINCOLN ST 1ST FLOOR BOSTON, MA 02111-2403

> Re: Grassroots Campaigns, Inc. Case 19-CA-225379

Dear Ms. Owen:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney HELENA A. FIORIANTI whose telephone number is (206)220-6292. If this Board agent is not available, you may contact Supervisory Field Examiner DIANNE TODD whose telephone number is (206)220-6319.

<u>Right to Representation</u>: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, <u>www.nlrb.gov</u>, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, <u>www.nlrb.gov</u>. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, <u>www.nlrb.gov</u> or from an NLRB

office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

Ronald & Hooks

RONALD K. HOOKS Regional Director

ŴŴ

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire
- cc: CHELSEA NKRUMAH GRASSROOTS CAMPAIGNS, INC. 619 N 35TH ST SEATTLE, WA 98103-8642



REGION 19 915 2nd Ave Ste 2948 Seattle, WA 98174-1006 Agency Website: www.nlrb.gov Telephone: (206)220-6300 Fax: (206)220-6305

September 28, 2018

Chelsea Nkrumah Grassroots Campaigns, Inc. 619 N 35th St Seattle, WA 98103-8642

Re:

Grassroots Campaigns, Inc. Case 19-CA-225379

Dear Ms. Nkrumah:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Ronald K. Hooks

RONALD K. HOOKS **Regional Director**

cc: Laurie Owen, Attorney Grassroots Campaigns, Inc. 186 Lincoln St 1st Floor Boston, MA 02111-2403

(b) (6), (b) (7)(C)

Industrial Workers of the World, Seattle General Membership Branch 1122 E Pike St Seattle, WA 98122-3934

ds