



United States Government

**NATIONAL LABOR RELATIONS BOARD**

Region 31

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March 13, 2007

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Re: Santa Barbara News-Press  
Case Nos. 31-CA-27945, et. al.

Dear Ms. McCandless and Mr. Gottlieb,

I am writing to advise you that the Region has authorized Complaint on the unfair labor practice allegations listed below. These allegations are in addition to the ones already included in the Consolidated Complaint issued on December 27, 2006. Additionally, the Region will submit to the Division of Advice the question of whether a Section 10(j) injunction is appropriate in this matter. Complaint has been authorized on the following allegations:

Case 31-CA-28104: The allegations that Ampersand Publishing LLC d/b/a The Santa Barbara News-Press (the "News-Press") violated Section 8(a)(1) by coercively interrogating employees, verbally and in writing, about their Union or other protected concerted activities.

Case 31-CA-28116: The allegations that the News-Press violated Section 8(a)(1) by prohibiting employees from wearing buttons with protected slogans (e.g., "McCaw, Obey the Law") and from placing in their private vehicles signs with protected slogans (e.g., "McCaw, Obey the Law" and "Banish the Bias").

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Case 31-CA-28131: The allegation that the News-Press violated Section 8(a)(1) and (3) by discharging staff writer Anna Davison because of her Union or other protected concerted activities.

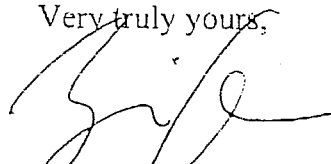
Case 31-CA-28151: The allegations that the News-Press violated Section 8(a)(1) and (3) by discharging staff writers Melissa Evans, Dawn Hobbs, Rob Kuznia, Barney McManigal, Thomas Schultz, and John Zant because of their Union or other protected concerted activities. The allegations that the News-Press violated Section 8(a)(1) by interrogating employees about their Union or other protected concerted activities.

Case 31-CA-28161: The allegations that the News-Press violated Section 8(a)(1) and (3) by issuing negative performance evaluations to staff writers Anna Davison, Melissa Evans, Dawn Hobbs, and Karna Hughes because of their Union or other protected concerted activities.

The Region is also submitting to the Division of Advice Cases 31-CA-28154 (threats made by News-Press attorney A. Barry Cappello) and 31-CA-28157 (the discharge of supervisor Bob Guiliano).

It is the policy of the General Counsel to resolve disputes prior to litigation. Accordingly, the Region will shortly inquire about the parties' interest in settlement. If you have any questions regarding this matter, please call me at (310) 235-7145.

Very truly yours,



Brian Gee  
Attorney