

Form NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Santa Barbara News-Press

b. Number of workers employed

40+

c. Address (street, city, state, ZIP code)

722 De La Guerra Plaza, CA 93101

d. Employer Representative

Sandra McCandless

e. Telephone No.

415 882-2412

f. Type of Establishment (factory, mine, wholesaler, etc.)

Newspaper publisher

g. Identify principal product or service

Newspaper

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

2. Basis of the Charge (be specific as to the facts, names, addresses, plants involved, dates, places, etc.)

Within the last six months, the employer, through its agents, has persisted in its pattern of chilling and interfering with its employees' exercise of their Section 7 rights by, *inter alia*, conducting video and photographic surveillance of employees engaged in protected, concerted activity, thus reinforcing its stated willingness to punish its employees for engaging in that activity. Persisting in a pattern of intimidation and coercion, the Employer through its agent, David J. Millstein, on February 13, 2007, intruded and trespassed upon a private meeting called by the Union and attended by bargaining unit employees and others, for the purposes of surveillance and interference with lawful discussion at that meeting; he refused to leave when requested to do so. The Employer has thus yet again proven its willingness to thwart its employees' desires to support a union and participate in lawful activity protesting the News-Press' accumulating unfair labor practices. This Employer apparently also wishes to compel unwanted discussion while avoiding collective bargaining, maintaining its frivolous objections to the September 27 election overwhelmingly won by the Union, 33-6. 10(j) relief remains essential

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

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

Graphic Communications Conference

4a. Address (street and number, city, state and ZIP code)

1900 L Street
Washington, D.C. 20036-5080

4b. Telephone No.


202 462-1400

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)

International Brotherhood of Teamsters

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.

By 
(signature of representative or person making charge)

Attorney

(title, if any)

Address Geffner & Bush, 3500 W. Olive Ave., Suite 1100, Burbank
91505

818 973-3219

2/14/07

(Telephone No.)

(date)

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