


UNITED STATES OF AMERICA NATIONAL LABOR  
RELATIONS BOARD  
**AMENDED CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case <b>02-CA-291620</b>	Date Filed <b>10-7-22</b>

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer National Audubon Society	b. Tel. No. 212-979-3196
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 225 Varick St New York, NY 10014	f. Fax No.
	e. Employer Representative Elizabeth Gray Chief Executive Officer
	g. e-mail elizabeth.gray@audubon.org
	h. Number of workers employed 400
i. Type of Establishment (factory, mine, wholesaler, etc.) Not-for-profit organization	j. Identify principal product or service Conservation advocacy and education
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 and 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) (see attachment)	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Communications Workers of America	
4a. Address (Street and number, city, state, and ZIP code) CWA District 1 Legal Dept 80 Pine Street, 37th Floor New York, NY 10005	4b. Tel. No. 212-344-2515
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) (same - charge is being filed by the international)	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Nick Hanlon, District Counsel (Print/type name and title or office, if any)
80 Pine Street, 37th Floor, New York NY 10007 Address _____	Tel. No. (646) 319-8375 Office, if any, Cell No. Fax No. e-mail nhanlon@cwa-union.org
	Date 2022-10-07

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

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

## **Attachment to FORM NLRB-501**

### **2. Basis of the Charge**

Within the past six months, the above named employer, through its agents and representatives, has violated the Act by:

Refusing to furnish information requested by the union.

Since on or about May 7, 2022, the Employer, by its labor consultant Athena Buenconsejo, has refused to bargain over the wages of bargaining-unit employees, including minimum salaries.