

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

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 Sierra Club		b. Tel. No. 212.602.1748
		c. Cell No.
		f. Fax No. 510-208-3140
d. Address (Street, city, state, and ZIP code) 2101 Webster St Suite 1300 Oakland, CA 94612	e. Employer Representative Erica McKinley Chief Legal Officer	
		g. e-mail erica.mckinley@sierraclub.org
		h. Number of workers employed 946
i. Type of Establishment (factory, mine, wholesaler, etc.) Non-Profit	j. Identify principal product or service Conservation/Environmental Justice	

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) & (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)

Within the last six months, the Employer, through its agents, officers, and representatives restrained, coerced, and interfered with employee's Sec. 7 rights, retaliated against employees for engaging in protected concerted activity, and bargained in bad faith by by, *inter alia*:

- (1) developing and presenting to the Sierra Club Board of Directors a plan to delay bargaining until after the parties' CBA expired, bargain in bad faith in order to push the Union to strike, then terminate all of the striking workers under the pretext of restructuring the organization; and
- (2) informing the Union that this was the Employer's plan for bargaining.

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

Progressive Workers Union

4a. Address (Street and number, city, state, and ZIP code) 50 F Street NW Washington, DC 20002	4b. Tel. No. n/a
	4c. Cell No. n/a
	4d. Fax No. n/a
	4e. e-mail scexcom@pwunion.org

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

n/a

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)

Geoffrey Leonard, Attorney

(Print/type name and title or office, if any)

Tel. No.
212-627-8100

Office, if any, Cell No.

Fax No.
212-627-8182

e-mail
gleonard@levyratner.com

Address **Levy Ratner, P.C., 80 8th Ave, Flr 8, New York, NY 10011** Date **9/28/2023**

**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.