



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 21
888 S Figueroa St Fl 9
Los Angeles, CA 90017-5449

Agency Website: www.nlr.gov
Telephone: (213)894-5200
Fax: (213)894-2778



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March 30, 2015

GRAHAM FORTIER, LEAD ORGANIZER
UNITED STEEL, PAPER & FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL
AND SERVICE WORKERS INTERNATIONAL UNION
516 WEST VERNON AVENUE
LOS ANGELES, CA 90037

Re: HUHTAMAKI - COMMERCE, CA
Case 21-CA-149045

Dear Mr. Fortier:

The charge that you filed in this case on March 27, 2015 has been docketed as case number 21-CA-149045. 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 Examiner KRISTEN SCOTT whose telephone number is (213)894-6297. If this Board agent is not available, you may contact Supervisory Field Examiner TIRZA CASTELLANOS whose telephone number is (213)894-5411.

Right to Representation: 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, www.nlr.gov, or at the Regional 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.

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

21-CA-149045

Date Filed

3-27-15

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 Huhtamaki - Commerce, CA		b. Tel. No. 323-269-0151
		c. Cell No. 323-854-0050
		f. Fax No. 323-980-8676
d. Address (Street, city, state, and ZIP code) 4209 Noakes St. Commerce, CA 90023	e. Employer Representative Eugene Zarrillo	g. e-Mail
		h. Number of workers employed Approx. 160
i. Type of Establishment (factory, mine, wholesaler, etc.) Factory	j. Identify principal product or service Paper Products	
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) 8(a)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)

See Attachment

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

United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union.

4a. Address (Street and number, city, state, and ZIP code) 516 W Vernon Ave. Los Angeles, CA 90037		4b. Tel. No. 323-232-2089
		4c. Cell No. 202-747-4930
		4d. Fax No. 323-232-2099
		4e. e-Mail gfortier@aficio.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) United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Int'l Union		

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)

Graham Fortier, Lead Organizer

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

Tel. No. 323-232-2089

Office, if any, Cell No.
202-747-4930

Fax No. 323-232-2099

e-Mail
gfortier@aficio.org

Address 516 W. Vernon Ave, Los Angeles, CA 90037

3/27/15
(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.

Attachment 1: Basis of the ULP Charge against Huhtamaki – Commerce, CA

On or about mid-January of 2015, the above named Employer, through its officers, agents and representatives, threatened Union supporters with more restrictive and discriminatorily imposed PTO policies in retaliation for their Union support, thereby interfering with employees Section 7 rights.

On or about February 12, 2015, the above named Employer, through its officers, agents and representatives, discriminatorily threatened and harassed a lead Union supporter about his work and overtime schedule in retaliation for his Union support, thereby interfering with employees Section 7 rights.

On or about March 16, 2015, the above named Employer, through its officers, agents and representatives, discriminatorily imposed new and more onerous break schedules on Union supporters in retaliation for their Union support and to prevent communication about the Union, thereby interfering with employees Section 7 rights.

On or about March 19, 2015, the above named Employer, through its officers, agents and representatives, discriminatorily imposed more onerous working conditions and changed the work title and job duties of Arnold Moreno in retaliation for his Union support, thereby interfering with employees Section 7 rights.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

HUHTAMAKI – COMMERCE, CA

Charged Party

and

UNITED STEEL, PAPER & FORESTRY, RUBBER,
MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND
SERVICE WORKERS INTERNATIONAL UNION

Charging Party

Cases 21-CA-149045

TO: (Check One Box Only)¹

REGIONAL DIRECTOR
NLRB, Region 21

EXECUTIVE SECRETARY
National Labor Relations Board
Washington, DC 20570

GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

REPRESENTATIVE IS AN ATTORNEY

IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SECTIONS 102.14 AND 102.113 OF THE BOARD'S RULES AND REGULATIONS.

(REPRESENTATIVE INFORMATION)

NAME:	_____
MAILING ADDRESS:	_____
E-MAIL ADDRESS:	_____
OFFICE TELEPHONE NUMBER:	_____
CELL PHONE NUMBER:	_____
FAX:	_____
SIGNATURE:	_____
	(Please sign in ink)
DATE:	_____

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.