

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 National Audubon Society		b. Tel. No. 212-979-3196
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 225 Varick St New York, NY 10014	e. Employer Representative David Yarnold, President & CEO	g. e-mail david.yarnold@audubon.org
		h. Number of workers employed 400 (approx.)
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) 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 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 past six months, the above named employer has flagrantly violated the Section 7 rights of its employees to form, join, or assist labor organizations. It has told employees that they can not talk to their co-workers about the ongoing union organizing drive, and in some cases it has directed employees to rescind their signatures from a statement in support of unionization and to cease publicly supporting the union.

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)
(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.		Tel. No.
 (signature of representative or person making charge)	Nick Hanlon, District Counsel (Print/type name and title or office, if any)	Office, if any, Cell No. 646-319-8375
80 Pine Street, 37th Floor, New York NY 10007 Address _____		Fax No.
Date 03/15/2021		e-mail nhanlon@cwa-union.org

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.