

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 PROVIDENCE ST. VINCENT MEDICAL CENTER		b. Tel. No. 503-893-6146	
		c. Cell No.	
		f. Fax. No.	
d. Address (Street, city, state, and ZIP code) 9205 SW Barnes Rd. Portland, OR 97225		e. Employer Representative Dan Mueller	
		h. Number of workers employed 3,500	
i. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare Facilities		j. Identify principal product or service Healthcare	
<p>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.</p>			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
See Attached Sheet			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Thomas Doyle, General Counsel, Oregon Nurses Association (ONA)			
4a. Address (Street and number, city, state, and ZIP code) Oregon Nurses Association 18765 SW Boones Ferry Rd., Ste. #200 Tualatin, OR 97068-8498		4b. Tel. No. 503-333-5975	
		4c. Cell No. 503-333-5975	
		4d. Fax No. 503-248-6800	
		4e. e-mail doyle@oregonrn.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) Oregon Nurses Association			
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>s/Thomas Doyle (signature of representative or person making charge)</p> <p>18765 SW Boones Ferry Rd., Ste. 200 Tualatin, OR Address 97068</p>		Tel. No. 503-333-5975	
		Office, if any, Cell No. 503-333-5975	
		Fax No. 503-248-6800	
		e-mail doyle@oregonrn.org	
		Date Apr 13, 2022	

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.

Factual Allegation Relating to Unfair Labor Practice Charge

1. In early 2022, Employee Tim Hadley was pulled into his supervisor's office at the direction of CNO Tina Mammone after briefly attending a negotiating session. Hadley was quizzed about his assignment, was asked if he needed "more work" and was informed that the questioning was related to his attending the negotiating session.
2. In early 2022, Union member Angela Knapp was brought into her supervisor's office and received a formal coaching for engaging in union activity during a period that she routinely considered break time.
3. In early 2022, Union member, Anne Marie Foreman received an email from CNO Tina Mammone after speaking to the press. Mammone alleged that Foreman was being dishonest and needed to respond about what was discussed with the press.
4. In early 2022, ONA member, Angela Knapp, was interrogated over who she was receiving her bargaining information from and was told not to get information from ONA directly.
5. In early 2022, on several occasions, Women Maternal Child Department (WMC) supervisor Jenifer Caravajal disrupted employees' discussions about contract negotiations in areas where other casual conversations were otherwise permitted.
6. In early 2022, Caravajal also interfered and argued with employees about what is being proposed at the bargaining table and informed them the union is not accurately representing bargaining proposals.
7. In early 2022, Supervisors Amanda Handley and Alica Walshon (from units 9E and 8E) routinely escorted ONA Labor Representative Joe West to the breakroom and surveilled him while flying the break room. On several occasions managers informed West that he was not to discuss negotiations with employees while they were on break in their designated break areas.
8. In early 2022, Managers have directly informed employees that they will not bargain with ONA if a strike is authorized - a text was sent to the charge nurse in labor and deliver directly stating that will be the result of her and her coworkers voting to authorize a strike.
9. In early 2022, WMC supervisor Caravajal routinely performed "sweeps" of the unit and breakrooms to throw away ONA flyers on any break tables or nursing stations. Other non-union related materials are permitted in those areas.
10. In early 2022, Caravajal routinely informed ONA members that they are not permitted to have casual conversations about union negotiations while at work.
11. Units 9E and 8E managers have a history of posting Providence flyers on top of ONA flyers on designated union boards.
12. On February 22, 2022, ONA submitted an information request was submitted relating to staffing in the Emergency Department. Employer has not provided a substantive response to that request despite repeated attempts to obtain the information by ONA.