

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
05-CA-204862	08/22/17

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 Cesar Chavez Public Charter Schools for Public Policy		b. Tel. No. (202) 547-3975
d. Address (Street, city, state, and ZIP code) 525 School Street SW 5th Floor Washington DC, 20024		c. Cell No.
e. Employer Representative Katie Herman Interim CEO katie.herman@chavezschools.org		f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) charter school		g. e-Mail See box e.
j. Identify principal product or service education		h. Number of workers employed ~147

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) (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 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)

The above-named employer, by and through its agents and representatives, has interfered with employee rights under the Act by:

- unilaterally changing dozens of terms and conditions of employment for unionized employees at Chavez Prep Middle School prior to impasse;
- forcing unionized employees at Chavez Prep Middle School to sign a letter acknowledging receipt and accepting the unilaterally changed terms and conditions of employment upon penalty of termination;
- promulgating and implementing terms and conditions of employment that violate the rights of employees at all four campuses run by the employer: Capitol Hill High School, Parkside High School, Parkside Middle School, and Chavez Prep Middle School.

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

District of Columbia Alliance of Charter Teachers and Staff, Local 1927, AFT, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code) 555 New Jersey Avenue NW Washington, DC 20001	4b. Tel. No. 202-879-4462
	4c. Cell No. 504-250-1653
	4d. Fax No.
	4e. e-Mail elundeen@aft.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)
American Federation of Teachers, AFL-CIO

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  Sam Lieberman, Attorney
(signature of representative or person making charge) (Print/type name and title or office, if any)

Tel. No. 202-393-7471
Office, if any, Cell No. 202-368-4596
Fax No.
e-Mail sam.lieberman@aft.org

Address AFT Legal Dept., 555 N.J. Ave NW, Washington, DC 20001 8/22/2017
(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.

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