

Additional Information in Support of Charge

Charging Party Name : Carlton Levine

Inquiry Number : 1-2712654611

Date Submitted : 04/7/2020 10:00:19

Please provide a brief description of the specific conduct involved in your charge. The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed. After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

Additional Information Provided:

Since on or about February 28, 2020, the above named employer has failed and refused to provide responses to multiple information requests necessary for the Union to represent its members and in particular to protect their health and safety.

On or about March 24, 2020 the employer Unilaterally changed the terms and conditions of employment by listing the Local Union President as a no-call no-show for a shift which he had previously given notice that he would need to be excused from work to conduct Union business under the express terms of the CBA and following a consistent past practice.

On or about March 31, 2020, the employer issued a disciplinary suspension pending investigation of Local President, Adam Witt, on the pretext of his not reporting for work on March 24, 2020 in retaliation for his advocacy of the health and safety of his members and in retaliation for his communications to those members about his advocacy for them.

On or about April 6, 2020, the employer terminated the Local Union President, Adam Witt, on the pretext of his not reporting for work on March 24, 2020 in retaliation for his advocacy of the health and safety of his members and in retaliation for his communications to those members about his advocacy for them.

On or about April 1, 2020, the employer posted pictures of the Local Union President, Adam Witt, at all entrances, in the plain view of all employees with the caption, "Adam Witt Registered Nurse -- Emergency Department. As of March 31, 2020 Mr. Witt is not allowed on property at JSUMC. If he is seen on property please contact you supervisor immediately for further instructions." No such posting has ever previously been made regarding an employee on suspension -- especially for time and attendance issues. This was clearly posted as a warning to other employees to not support the Union and not to speak up on behalf of their fellow employees.