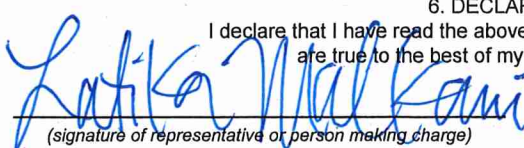


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 20-CA-327885	Date Filed 10/11/2023

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 Sutter Center for Psychiatry	b. Tel. No. (916) 386-3000
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 7700 Folsom Blvd. Sacramento, CA 95826	e. Employer Representative Melissa Pytel Workforce and Labor Relations Managing Consultant
	g. e-mail melissa.pytel@sutterhealth.org
	h. Number of workers employed 132
i. Type of Establishment (factory, mine, wholesaler, etc.) Psychiatric Hospital	j. Identify principal product or service Psychiatric Services
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) and 8(a)(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.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Within the last six months and continuing to date, the employer, by and through its agents, has interfered with, restrained and/or coerced employees in the exercise of the rights guaranteed in Section 7 of the Act, by conduct including but not limited to making unilateral changes to the terms and conditions of employment of represented employees and/or discriminating against represented employees, by denying represented employees annual cost of living adjustment (COLA) increases.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) National Union of Healthcare Workers (NUHW)	
4a. Address (Street and number, city, state, and ZIP code) 1250 45th Street, Suite 200 Emeryville, CA 94608	4b. Tel. No. (510) 834-2009
	4c. Cell No.
	4d. Fax No. (510) 834-2019
	4e. e-mail ayahya@nuhw.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) N/A	
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.	
 (signature of representative or person making charge)	Latika Malkani, Counsel for NUHW (Print/type name and title or office, if any)
Siegel LeWitter Malkani Address 1939 Harrison Street, Suite 307, Oakland, CA 94612	Tel. No. (510) 452-5000
	Office, if any, Cell No.
	Fax No. (510) 452-5004
	e-mail lmalkani@sl-employmentlaw.com
Date Oct 11, 2023	

**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.