

Form NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

I. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

b. Number of workers employed

Ampersand Publishing, LLC d/b/a Santa Barbara News-Press

40+

c. Address (street, city, state, ZIP code)

d. Employer Representative

e. Telephone No.

722 De La Guerra Plaza, CA 93101

L. Michael Zinser

615 244-9700

f. Type of Establishment (factory, mine, wholesaler, etc.)

g. Identify principal product or service

Newspaper publisher

Newspaper

h. 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) and 8(d) of the National Labor Relations Act and these unfair labor practices are unfair practice affecting commerce within the meaning of the Act.

2. Basis of the Charge (be specific as to the facts, names, addresses, plants involved, dates, places, etc.)

Within the last six months, the employer has failed and refused to bargain in good faith, by subcontracting and/or using employees it labels "temporary" employees to perform bargaining unit work purportedly hiring them through an employment agency, contrary to the certification issued by the NLRB in August, 2007 and without prior notice to the Union and opportunity to bargain. The employer has further violated the Act by failing and refusing to provide requested information relevant to its violation of the Act in utilizing alleged "temporary" employees to perform bargaining unit work. This is particularly egregious misconduct in the context of over a dozen outstanding and unremedied unfair labor practices, now pending decision before ALJ William G. Kocol. 10(j) relief requested.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

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

Graphic Communications Conference

4a. Address (street and number, city, state and ZIP code)

4b. Telephone No.

1900 L Street
Washington, D.C. 20036-5080

202 462-1400

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)

International Brotherhood of Teamsters

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

Attorney

(signature of representative or person making charge)

(title, if any)

Address Bush, Quiñonez, Gottlieb, Singer, et al, 3500 W. Olive Ave.,
Suite 1100, Burbank 91505

818 973-3219

11 /26/07

(Telephone No.)

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**