

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.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer Saint Michael's Medical Center	b. Tel. No. 973-365-4555
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 111 Central Ave, Newark NJ 07102	f. Fax No.
	e. Employer Representative Paul Mazer, Esq. - Asst. General Counsel (Labor)
	g. e-mail pmazer@primehealthcare.com
	h. Number of workers employed 350
i. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	j. Identify principal product or service Medical care
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 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) Since on or about June 1, 2023, and at all times thereafter, it by its officers, agents, and representatives has refused to bargain collectively with JNESO District Council 1, IUOE, a labor organization chosen by a majority of its employees in an appropriate unit for the purpose of collective bargaining in respect to wages, rates of pay, hours of employment, and other terms and conditions of employment, by unilaterally implementing a new-hire sign-on bonus during the life of a CBA without JNESO's agreement.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) JNESO District Council 1 IUOE	
4a. Address (Street and number, city, state, and ZIP code) 1225 Livingston Ave North Brunswick NJ 08902	4b. Tel. No. 732-745-2776
	4c. Cell No.
	4d. Fax No.
	4e. e-mail
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 Union of Operating Engineers	
<b>6. DECLARATION</b>	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
/s/ Seth B Kennedy Esq.	Seth B. Kennedy Esq.
(signature of representative or person making charge)	(Print/type name and title or office, if any)
Address <u>99 Wood Avenue S, Suite 307, Iselin NJ 08830</u> Date <u>June 5, 2023</u>	
Tel. No. 732-491-2100	
Office, if any, Cell No.	
Fax No. 732-491-2120	
e-mail skennedy@krollfirm.com	

**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.