

# Felton Institute's Union-Busting: Brought to you by Taxpayer Dollars?



Felton Institute workers provide crucial social services to our most vulnerable community members. Years of short-staffing, lack of support, bullying, and low pay for frontline staff have led to constant turnover and burnout—all of which impact client services. Meanwhile, Felton's C-Suite executives report annual salaries over \$200,000, with CEO Al Gilbert pocketing over \$300,000.

Many Felton workers belong to SEIU 1021 already, but the majority are still organizing to join our union and fight to improve these conditions. Management has committed a litany of unfair labor practices by threatening and intimidating workers, firing people for union activity, illegally surveilling union supporters, and more. **Felton is doing all of this while receiving over 95% of their funding from government sources.**

## THERE ARE CURRENTLY 10 CHARGES PENDING AGAINST FELTON WITH THE NATIONAL LABOR RELATIONS BOARD, INCLUDING:

- ▶ Terminating an employee on account of the employee's support of the union and/or because the employee engaged in protected concerted activities.
- ▶ Threatening employees with discipline and other adverse consequences for supporting the union or for engaging in union activities.
- ▶ Coercively questioning & interrogating employees about their union activities and telling employees that if they aren't in the union they have no right to engage in union activities.
- ▶ Calling the police on employees engaged in protected concerted activities and holding a mandatory captive audience meeting to urge workers to reject union representation.
- ▶ Engaging in unlawful surveillance and/or creating the impression of unlawful surveillance of employees engaged in union and protected concerted activities by taking pictures and/or videos of employees and/or taking down their names.
- ▶ Unilaterally implementing and enforcing an unlawful rule to prohibit employees from wearing union shirts in retaliation for and/or on account of employees' union and protected concerted activities.

*"I got into this field because I care about people and I want to help them. I'm a therapist and my job is literally emotional labor. When we don't have a say in the policies and procedures it's not only tiring, but it takes away from the quality of care I can provide my patients."*



**Tony Cantu**  
Staff Therapist

★ **\$40.9** ★  
**MILLION**

This is how much Felton Institute received in government funding during FY2020-21

Felton has contracts with San Francisco, Alameda, San Mateo, Monterey, and Marin Counties.

## In FY-2020-21, roughly half of Felton's funding came from the City & County of SF:

- ▶ Department of Public Health: \$13,901,330
- ▶ Human Services Agency: \$3,057,277
- ▶ Office of Early Care and Education: \$2,095,554
- ▶ Dept of Children, Youth and their Families: \$842,420
- ▶ Children and Families Commission (First 5): \$636,884
- ▶ Dept. of Homelessness and Supportive Housing: \$217,350
- ▶ Sheriff's Department: \$70,989

**Total from the City & County of SF: \$20,821,804**

# Felton Institute's Union-Busting: Brought to you by Taxpayer Dollars?



Felton Management signed a legally-binding agreement with SEIU 1021 in 2019 promising to remain neutral and not try to discourage unionization through coercion or intimidation. That agreement says, in part:

*"The Employer agrees to adopt a position of neutrality with regard to any organizing campaign or effort that could affect the Union's representation of the acknowledged appropriate bargaining unit. Neutrality means that, except as explicitly provided herein, the Employer will not in any way, directly or indirectly involve itself in or help or hinder Union efforts to campaign or influence bargaining unit members to sign authorization cards or otherwise aid, assist or support the Union. The Employer (and its supervisors) will not take any action or make any statement that will directly or indirectly state or imply any opposition by the Employer to the selection of a collective bargaining agent, or preference or opposition to SEIU Local 1021 as a bargaining agent. The Employer shall advise their employees that the Employer is not opposed to the selection of SEIU Local 1021 as their collective bargaining representative."*



Not only has Felton committed numerous Unfair Labor Practice charges by bullying, intimidating, surveilling, interrogating, and terminating workers for their support of the organizing campaign, Felton has hosted mandatory anti-union captive audience meetings to discourage staff from unionizing. They have also distributed literature in the workplace telling employees not to sign a union card.

It is shameful for Felton to receive public dollars while disregarding the rights of workers to form a union and have a voice at work. It is also alarming to see a city-funded nonprofit so brazenly defy a legally-binding contract they mutually agreed to. Organizations that receive millions of dollars in public funding should be held to a higher standard of conduct. Felton's shameful treatment of their workforce at minimum runs counter to the values of our communities and, at worst, runs afoul of the National Labor Relations Act.



*"Nobody works at a nonprofit expecting to become a billionaire overnight. This is a labor of love and we make sacrifices—but we shouldn't have to sacrifice our mental & emotional health or ability to support our families."*

**Baraka Gambo**  
Infant & Toddler Head Teacher



*"Some bosses prefer to bully us and break the law than recognize our right to organize and bargain a union contract in good faith. It's never okay, but our City & County actively funding Felton's union busting is unacceptable."*

**Ana Pedroza**  
Infant & Toddler Head Teacher



*"I love the clients that I work with in early childhood education. If Felton treated us better and demonstrated respect for our rights as workers, we'd be able to spend more time focused on providing top-notch services."*

**Mariya Semeit**  
Infant & Toddler Head Teacher



# Is Felton Institute Union-Busting on the Taxpayer's Dime?

Wednesday, October 26, 2022  
SF Board of Supervisors  
Budget & Finance Committee



# Overview

- Felton Institute workers provide crucial social and mental health services to the Bay Area's most vulnerable community members.
- Years of short-staffing, lack of support, bullying, and low pay for frontline staff have led to constant turnover and burnout—all of which impact client services. As a result, educators at FDC, 2730 Bryant St location joined SEIU 1021 in 2011.
- Now, the rest of Felton's workers are organizing to join our union and fight to improve these conditions. They have been met with bullying, harassment, and unfair labor practices.



# SEIU 1021 represents around 30 nonprofits in San Francisco

- Our members have fought and won strong contracts that help attract and retain talented workers to serve our city's residents.
- We have secured badly-needed funding for crucial services that our members deliver to vulnerable San Franciscans.
- Our members work at a broad range of nonprofits including Tenderloin Housing Clinic, Project Open Hand, HomeRise, Institute on Aging, Conard House, Catholic Charities, Hyde Street Clinic, Larkin Street Youth Services, and more.



# Who are the Felton Union workers ?

- Majority of Felton's employees are women.
- Most employees are people of color, including a large Latinx presence in the workforce.
- Some employees are former Felton program participants or graduates from the same underserved communities Felton provides Children, Youth & Family services too.



## **Current bargaining for a successor contract**

- The original 2019-2022 union contract expired on June 30, 2022. It was extended to September 30th, 2022.
- Felton did not agree to start scheduling bargaining session until September 2022. SEIU 1021 made various attempts to schedule since before the original contract expiration date.
- Felton has withheld implementing the Prop “Baby” C wage initiative to the union-represented eligible classifications until a tentative agreement is reached. Felton has, however, implemented the wage intuitive for the non-union employees starting September 30, 2022.

# Felton's violation of the neutrality agreement with SEIU 1021

- In the 2019 -2022 contract, Felton Management signed a legally-binding agreement with SEIU 1021.
- In that agreement, they promised to remain neutral and not try to discourage unionization through coercion or intimidation.
- In addition to the litany of unfair labor practices committed by management, they are also flagrantly violating their legal commitment to remain neutral during the organizing campaign.





# Felton's Unfair Labor Practices

- SEIU 1021 has filed 10 unfair labor practice charges against Felton with the National Labor Relations Board. Their shameful & unlawful behavior includes but is not limited to:
  - Calling the police on employees engaged in protected concerted activities and holding a mandatory captive audience meeting to urge workers to reject union representation.
  - Terminating and threatening employees with discipline for supporting the union and/or engaging in legally-protected union activities.
  - Coercively questioning or interrogating employees about their union activities and telling employees that if they aren't in the union they have no right to engage in union activities.
  - Engaging in unlawful surveillance and/or creating the impression of by taking pictures and/or videos of employees and/or taking down their names. Management also unilaterally implemented and enforced an unlawful rule to prohibit employees from wearing union paraphernalia.

**Meanwhile, Felton's C-Suite and executive team pay themselves handsomely while receiving around 95% of their funding from public sources.**

<b>Name</b>	<b>Title</b>	<b>Reportable compensation</b>	<b>Other compensation</b>
Al Gilbert	CEO	\$ 305,256	\$ 5,880
Marvin Davis	CFOO	\$ 222,609	
Yohana Quiroz	COO	\$ 201,347	\$ 5,880
Liz Dalmacio SPHR	Chief HR Officer	\$ 166,430	\$ 5,880
Jennifer M Brewer	Psychiatrist	\$ 183,608	
Ralph Fenn	Psychiatrist	\$ 206,430	
Ann Murray Abernethy Shortall	Psychiatrist NP	\$ 160,067	
Reva M Vrana Longacre	Psychiatrist NP	\$ 202,776	
Adriana Furuzawa	Division Director	\$ 140,565	\$ 5,880

## **Felton Institute's behavior is unacceptable**

- It is shameful for Felton to receive public dollars while disregarding the rights of workers to form a union and have a voice at work.
- It is alarming for a city-funded nonprofit to brazenly defy the legally-binding neutrality agreement they signed.
- Any organization that receives millions of dollars from the City and County of San Francisco must be held to a higher standard of conduct.
- Felton's shameful treatment of their workforce runs counter to the values of our communities and is a blatant violation of the National Labor Relations Act and the rights of workers to organize.

## We are asking the City & County of San Francisco to:

- Hold Felton accountable to follow all aspects of their current agreement with SEIU 1021, including honoring the neutrality agreement.
- Instruct Felton to return to the bargaining table in a timely manner and to bargain in good faith with SEIU 1021.
- Ensure that Felton respects the rights of workers to organize under the National Labor Relations Act if they are to continue receiving funding from the City & County of San Francisco.



#### **Section 4: Card Check Neutrality**

The Service Employees International Union Local 1021 (“The Union”) and Family Services Agency or Felton Institute (“The Employer or The Agency”) hereby agree to the following recognition procedure for all full-time and part-time staff, employed at the Agency not already covered by the existing Memorandum of Understanding.

The value of a respectful, cooperative and constructive relationship between the Employer and the Union is recognized as essential and mutually beneficial for the Employer’s continued success. The Union is considered a valuable partner in achieving this success.

The Employer agrees to adopt a position of neutrality with regard to any organizing campaign or effort that could affect the Union’s representation of the acknowledged appropriate bargaining unit. Neutrality means that, except as explicitly provided herein, the Employer will not in any way, directly or indirectly involve itself in or help or hinder Union efforts to campaign or influence bargaining unit members to sign authorization cards or otherwise aid, assist or support the Union.

The Employer (and its supervisors) will not take any action or make any statement that will directly or indirectly state or imply any opposition by the Employer to the selection of a collective bargaining agent, or preference or opposition to SEIU Local 1021 as a bargaining agent. The Employer shall advise their employees that the Employer is not opposed to the selection of SEIU Local 1021 as their collective bargaining representative. The Employer shall refrain from lending any support or assistance of any kind to any individual or group opposed to SEIU Local 1021.

The Employer agrees not to discriminate, discharge, lay-off, or discipline any employees because that employee joined the Union, signed an authorization card or engaged in any type of union activity.

The Union and its representatives will not coerce or threaten any employees of the Employer in an effort to obtain authorization cards.

Upon the Union’s request, the Employer will provide within five (5) days a list of the names, addresses, phone numbers and work locations of all unrepresented employees. The Employer agrees to update the lists upon request from the Union.

In addition, the Employer and the Union shall meet to determine an appropriate method for the Union to communicate with the unrepresented employees during working hours. Such communication can be in one or both of the following ways as agreed to by the parties: The Employer will grant the Union access to employees at the job site for the purpose of distributing literature and meeting with bargaining unit employees, provided there is no interference with the conduct of the Employer’s

business or with the performance of work by the employees during their work time. Access shall include the right to post notices on designated company bulletin boards and the right to speak with employees during non-work time.

The Union will arrange a series of meetings for employees and will post notices for employees at the work location.

Once the Union claims majority status of the Employer, the Employer and the Union will meet within 10 days of the union's notification of its claim of majority status. The Parties will mutually agree on a date and time to meet. The Union will notify the Employer of the collective bargaining unit it seeks to represent. The Union will select a neutral third party who will verify the Union's majority status.

The Union will present a neutral third party with signed authorization cards and with the list of bargaining unit employees. The neutral third party shall examine the signatures on the authorization cards against any documents kept by the Employer in its regular course of business that contain the employees' signature. Once the neutral third party has examined the signatures on the authorization cards and verified that the Union has a majority, said neutral third party will certify in writing that the Union represents the employees in the bargaining unit.

Once it is certified that the Union has majority support among the existing, unrepresented employees, the Agency shall recognize the Union as the exclusive representative for said employees and proceed to negotiate either 1) a new collective bargaining agreement (CBA) covering all employees and governing wages, benefits and working conditions or 2) to accrete all employees to an existing CBA or Memorandum of Understanding (MOU) currently in effect with the Agency.

## DO NOT SIGN A CARD

Sometimes a union organizer will **exaggerate or even lie** to get a card signed.



The **TRUTH** is:

- Members **pay monthly dues** (usually **2-3 times your hourly rate**) often deducted straight from paychecks.
- Members can be **fined** for violating **union rules**.
- There are **risks** in good-faith union **negotiations** – some things you now get could be **changed or lost!**

A union card is **not** just for information;  
**not** just for an election;  
**not** a guarantee of work, improvements, or job security.

But, if you do sign and a union gets voted in, **you'd be represented, like it or not, you will not have a choice.** You'd face **UNION COSTS** and **UNION RISKS** (including the chance of strikes which could impact our clients).

**THE TRUTH** about this union card:

- It's a **legal, binding document** (a signature is required!);
- It's like giving a **blank check** on important job rights to a stranger;
- It's **hard to cancel** once signed (**but if you did sign there are ways to void your signature on that card.**)
- IT MAY BE THE **ONLY CHOICE** YOU GET TO MAKE ABOUT THE UNION (**the cards can be used to bring a union in, without a vote.**)

Over 90% of U.S. Workers choose to work union-free. They **need you** a lot **more than you need them.**

*IF YOU ARE APPROACHED, OUR ADVICE IS SIMPLE:*

**DON'T SIGN ANYTHING. SAY "NO."**

## DON'T SIGN A UNION AUTHORIZATION CARD

In order to have any hope of getting Felton unionized, the union has to convince our employees to sign union authorization cards. One of the ways the union and its supporters do this is by pressuring you with promises like, "if you sign a card, we will get you better benefits" or "if you sign a card, we will get you a raise." The union may also tell you that Felton wants you to sign a card. Think carefully before you decide to sign a card because, with the union, there's really only one guarantee -- the union can't guarantee you *anything*.

Phony union promises aren't the only reason you shouldn't sign a union authorization card. There are *many* other reasons not to sign:

- Felton in no way encourages you to sign a card. In fact, the complete opposite is true. We do not believe you would gain anything by signing a union card. We have experienced exceptional growth by working and communicating directly with you and want to continue to do so, without interference of a 3<sup>rd</sup> party (the union).
- The card is a legal document, just like any other contract. Would you sign any other contract without first finding out everything that you could about what you were getting yourself into?
- A union is very expensive. If the union gets in, they will want to take a percentage of money every payroll period for as long as you work here.
- Signing a union card is like signing a blank check -- you give the union the right to do anything *the union* wants to, whether you like the results or not.
- A union can use the card to get in without an election. So, it's critical that you get all of the information you can about the union before you decide whether or not to sign. After you sign may be too late.
- If you did sign any document that the union provided, and have changed your mind, you may be able to void the signature by sending an email to [hector.cardenas@seiu1021.org](mailto:hector.cardenas@seiu1021.org) or to [jason.klumb@seiu1021.org](mailto:jason.klumb@seiu1021.org) by sending a letter in the mail via USPS to:

Attention: Hector H. Jimenez Cardenas or Jason Klumb  
SEIU Local 1021  
350 Rhode Island St., Ste 100 So. Bldg.  
San Francisco, CA 94103.

- You can easily copy this into a new email and insert your name:  
***To Whom it May Concern:***  
***I, (insert first and last name) would like to request a return of my signed authorization card and that it not be used for any purpose.***

We believe in transparency and would like to continue to work directly, fairly, and honestly with you. You are an asset to Felton Institute, and we respect you as individuals. Open one-on-one discussion is the best way to accomplish this, not through outsiders like a union that care far more about your money and themselves than about YOU. We are eager to discuss with you the reasons why we believe you should not sign a card.

Most likely, you have concerns, questions or need clarification. Please feel free to contact Human Resources, Liz Dalmacio Julien, Chief People Office via email or even directly on her cell phone: (510) 685-7762.

## DON'T SIGN A CARD!



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-297237</b>	Date Filed <b>06-06-2022</b>

**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 <b>FELTON INSTITUTE</b>	b Tel No (510) 844-7762
	c Cell No.
	f Fax No.
d Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e Employer Representative <b>Liz Damacio-Julien</b>
g. e-Mail <b>ldamacoo@felton.org</b>	
h. Number of workers employed	
i Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>
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 (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 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)  <b>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers and/or agents, violated Sections 8(a)(1) and 8(a)(5) of the Act when it bargained in bad faith by unreasonably delaying and/or by failing and refusing to provide relevant and necessary information that the Union.</b>	
3 Full name of party filing charge (if labor organization, give full name, including local name and number) <b>Service Employees International Union, Local 1021</b>	
4a Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>	4b Tel No (415) 848-3611
	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) <b>Service Employees International Union</b>	
<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	
<b>Manuel A. Boigues, Union Attorney</b>	
(Signature of representative or person making charge)	
(Print/type name and title or office, if any)	
Address: <b>1375 55<sup>th</sup> Street, Emeryville, CA 94608</b>	
<b>June 6, 2022</b>	
(Date)	
Tel No (510) 337-1001	
Office, if any, Cell No.	
Fax No (510) 337-1023	
e-Mail <b>mboigues@unioncounsel.net nlrbnotices@unioncounsel.net</b>	


**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. 74,847-48 (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.

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-298476</b>	Date Filed <b>06-22-2022</b>

**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 <b>FELTON INSTITUTE</b>	b. Tel. No. (510) 844-7762
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative <b>Liz Damacio-Julien</b>
g. e-Mail <b>ldamacia@felton.org</b>	
h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>
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 __ 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 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)	
<p>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Section 8(a)(1) of the Act when it interfered with, restrained, or coerced employees in the exercise of their rights under Section 7 by spying on employees' protected concerted activities and/or creating the impression of unlawful surveillance, by threatening to call the cops on employees engaged in protected concerted activities, by taking pictures and/or videos of employees engaged in protected concerted activities, and by holding a mandatory captive audience meeting to urge employees to reject union representation.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
<b>Service Employees International Union, Local 1021</b>	
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>	4b. Tel. No. (415) 848-3611
	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) <b>Service Employees International Union</b>	
<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.   <hr/> <i>(signature of representative or person making charge)</i>	Tel. No. (510) 337-1001
	Office, if any, Cell No.
<b>Manuel A. Boigues, Union Attorney</b> <hr/> <i>(Print/type name and title or office, if any)</i>	Fax No. (510) 337-1023
Address: <b>1375 55th Street, Emeryville, CA 94608</b>	e-Mail <b>mboigues@unioncounsel.net; nlrbnotices@unioncounsel.net</b>
<b>June 22, 2022</b> <hr/> <i>(date)</i>	

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

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-298516</b>	Date Filed <b>06-22-2022</b>

**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 <b>FELTON INSTITUTE</b>		b. Tel. No. (510) 844-7762
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative <b>Liz Damacio-Julien</b>	g. e-Mail <b>ldamaco@felton.org</b>
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>	
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 (3) 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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Sections 8(a)(1) and 8(a)(3) of the Act by terminating an employee on account of the employee's support of the union and/or because the employee engaged in protected concerted activities.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
<b>Service Employees International Union, Local 1021</b>		
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>		4b. Tel. No. (415) 848-3611
		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) <b>Service Employees International Union</b>		
<b>6. DECLARATION</b>		Tel. No. (510) 337-1001
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.
		Fax No. (510) 337-1023
Manuel A. Boigues, Union Attorney		e-Mail
(signature of representative or person making charge)		<b>mboigues@unioncounsel.net</b>
(Print/type name and title or office, if any)		<b>nlrnotices@unioncounsel.net</b>
Address: <b>1375 55th Street, Emeryville, CA 94608</b>		
<b>June 21, 2022</b>		
(date)		

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

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-301257</b>	Date Filed <b>08-11-2022</b>

**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 <b>FELTON INSTITUTE</b>		b. Tel. No. (510) 844-7762
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative <b>Liz Damacio-Julien</b>	g. e-Mail <b><a href="mailto:ldamacio@felton.org">ldamacio@felton.org</a></b>
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>	
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 (3) 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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Sections 8(a)(1) and 8(a)(3) of the Act by converting a professional development training held on August 10, 2022 – which included bargaining unit employees and non-bargaining unit employees – into a mandatory captive audience meeting to urge employees to reject union representation. The Employer engaged in this unlawful conduct in retaliation for and/or on account of union and protected concerted activities that employees engaged in, including without limitation, on August 9, 2022.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>Service Employees International Union, Local 1021</b>		
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>		4b. Tel. No. (415) 848-3611
		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) <b>Service Employees International Union</b>		
<b>6. DECLARATION</b>		Tel. No. (510) 337-1001
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief		Office, if any, Cell No.
Manuel A. Boigues, Union Attorney		Fax No. (510) 337-1023
_____ (signature of representative or person making charge)		e-Mail <b><a href="mailto:mboigues@unioncounsel.net">mboigues@unioncounsel.net</a></b> <b><a href="mailto:nrbnoices@unioncounsel.net">nrbnoices@unioncounsel.net</a></b>
Address: 1375 55 <sup>th</sup> Street, Emeryville, CA 94608		
August 11, 2022		
		(date)

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

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-301296</b>	Date Filed <b>08-11-2022</b>

**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 <b>FELTON INSTITUTE</b>		b. Tel. No. (510) 844-7762
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative <b>Liz Damacio-Julien</b>	g. e-Mail <b>ldalmacio@felton.org</b>
		h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) (3) and (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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Sections 8(a)(1), 8(a)(3), and 8(a)(5) of the Act when it interfered with, restrained, or coerced employees in the exercise of their rights under Section 7 by unilaterally implementing and enforcing a new rule prohibiting employees from wearing shirts with the Union's logo during professional development week. The employer unilaterally implemented and enforced this unlawful rule to prohibit employees from wearing union shirts in retaliation for and/or on account of employees' union and protected concerted activities.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
<b>Service Employees International Union, Local 1021</b>		
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>		4b. Tel. No. (415) 848-3611
		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) <b>Service Employees International Union</b>		
<b>6. DECLARATION</b>		Tel. No. (510) 337-1001
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.
 _____ (Signature of representative or person making charge)		Fax No. (510) 337-1023
<b>Manuel A. Boigues, Union Attorney</b> _____ (Print/type name and title or office, if any)		e-Mail <a href="mailto:mboigues@unioncounsel.net">mboigues@unioncounsel.net</a> <a href="mailto:nlrbnolices@unioncounsel.net">nlrbnolices@unioncounsel.net</a>
Address: 1375 55th Street, Emeryville, CA 94608		<b>August 11, 2022</b> _____ (date)


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

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-301304</b>	Date Filed <b>8-11-2022</b>

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the Region in which the alleged unfair labor practice occurred or is occurring

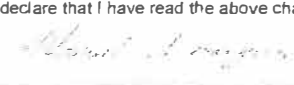
<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>	
a. Name of Employer <b>FELTON INSTITUTE</b>	b. Tel. No. (510) 844-7762
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative <b>Liz Damacio-Julien</b>
g. e-Mail <b>ldalmacio@felton.org</b>	
h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>
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 __ 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 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)	
<p>Within the six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Section 8(a)(1) of the Act by engaging in unlawful surveillance and/or creating the impression of unlawful surveillance of employees who engaged in union and protected concerted activities on August 9, 2022 outside of the employer's facility, including by taking pictures and/or videos of employees and/or taking down their names.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
<b>Service Employees International Union, Local 1021</b>	
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>	4b. Tel. No. (415) 848-3611
	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) <b>Service Employees International Union</b>	
<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.   _____ (signature of representative or person making charge)	Tel. No. (510) 337-1001
	Office, if any, Cell No.
Manuel A. Boigues, Union Attorney _____ (Print/type name and title or office, if any)	Fax No. (510) 337-1023
	e-Mail <b>mboigues@unioncounsel.net</b> <b>nlrbotices@unioncounsel.net</b>
Address: 1375 55th Street, Emeryville, CA 94608	<b>August 11, 2022</b> _____ (date)

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

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-301305</b>	Date Filed <b>08-11-2022</b>

**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 <b>FELTON INSTITUTE</b>	b. Tel. No. (510) 844-7762
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative: <b>Liz Damacio-Julien</b>
g. e-Mail <b>ldamacio@felton.org</b>	
h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>
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 ___ 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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Section 8(a)(1) of the Act when it interfered with, restrained, or coerced employees on August 9, 2022 and/or August 10, 2022, including for example, by threatening employees with discipline and other adverse consequences for supporting the Union or for engaging in union activities, by coercively questioning and interrogating employees about their union activities, by polling employees about their union sympathies, and by telling employees that if they are not in the union they have no right to engage in union activities.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
<b>Service Employees International Union, Local 1021</b>	
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>	4b. Tel. No. (415) 848-3611
	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) <b>Service Employees International Union</b>	
<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.	
 _____ (signature of representative or person making charge)	
<b>Manuel A. Boigues, Union Attorney</b> _____ (Print/type name and title or office, if any)	
Address: <b>1375 55<sup>th</sup> Street, Emeryville, CA 94608</b>	
<b>August 11, 2022</b>	
_____ (date)	
Tel. No. (510) 337-1001	
Office, if any, Cell No.	
Fax No. (510) 337-1023	
e-Mail <b>mboigues@unioncounsel.net; nlrbnotices@unioncounsel.net</b>	


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

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-301974</b>	Date Filed <b>08-18-2022</b>

**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  FELTON INSTITUTE	b. Tel. No. (510) 844-7762
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code)  1005 ATLANTIC AVENUE ALAMEDA, CA 94501	e. Employer Representative  Liz Damacio-Julien
g. e-Mail ldalmacio@felton.org	
h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.)  FAMILY SERVICE AGENCY	j. Identify principal product or service  MENTAL HEALTH AND SOCIAL SERVICES
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 (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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Sections 8(a)(1) and 8(a)(5) of the Act when it failed to bargain in good faith by unreasonably delaying and/or failing and refusing to schedule bargaining dates to commence successor contract negotiations.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
Service Employees International Union, Local 1021	
4a. Address (Street and number, city, state, and ZIP code)  350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103	4b. Tel. No. (415) 848-3611
	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)	
Service Employees International Union	
<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   <hr/> (signature of representative or person making charge)	Tel. No. (510) 337-1001
	Office, if any, Cell No.
Manuel A. Boigues, Union Attorney  (Print/type name and title or office, if any)	Fax No. (510) 337-1023
Address: 1375 55th Street, Emeryville, CA 94608	e-Mail mboigues@unioncounsel.net; nlrnotices@unioncounsel.net
August 19, 2022  (date)	

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



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-302055</b>	Date Filed <b>08-18-2022</b>

**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 <b>FELTON INSTITUTE</b>	b. Tel. No. (510) 844-7762	
	c. Cell No.	
	f. Fax No.	
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>	e. Employer Representative <b>Liz Damacio-Julien</b>	g. e-Mail <b>ldalmacio@felton.org</b>
h. Number of workers employed		
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>	j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>	
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 (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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Sections 8(a)(1) and 8(a)(5) of the Act when it bargained in bad faith by failing and refusing to provide information to the Union that is relevant and necessary to investigate a potential grievance.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
<b>Service Employees International Union, Local 1021</b>		
4a. Address (Street and number, city, state, and ZIP code)	4b. Tel. No. (415) 848-3611	
<b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>	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)		
<b>Service Employees International Union</b>		
<b>6. DECLARATION</b>		Tel. No. (510) 337-1001
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Office, if any, Cell No.
 _____ (Signature of representative or person making charge)		Fax No. (510) 337-1023
Manuel A. Boigues, Union Attorney		e-Mail
_____ (Print/type name and title or office, if any)		<b>mboigues@unioncounsel.net;</b> <b>nlrbotices@unioncounsel.net</b>
Address: <b>1375 55th Street, Emeryville, CA 94608</b>	<b>August 19, 2022</b>	
		(date)

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

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

<b>DO NOT WRITE IN THIS SPACE</b>	
Case <b>32-CA-302066</b>	Date Filed <b>08-19-2022</b>

**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 <b>FELTON INSTITUTE</b>		b. Tel. No. (510) 844-7762	
		c. Cell No.	
		f. Fax No.	
d. Address (Street, city, state, and ZIP code) <b>1005 ATLANTIC AVENUE ALAMEDA, CA 94501</b>		e. Employer Representative <b>Liz Damacio-Julien</b>	
		g. e-Mail <b>ldalmacio@felton.org</b>	
		h. Number of workers employed	
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>FAMILY SERVICE AGENCY</b>		j. Identify principal product or service <b>MENTAL HEALTH AND SOCIAL SERVICES</b>	
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 (3) 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 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 six months immediately preceding the filing of this charge, the above-named employer, by and through its officers, supervisors and/or agents, violated Sections 8(a)(1) and 8(a)(3) of the Act when it discriminated against a Union's Shop Steward by having a manager's family member threaten the Union's Shop Steward with reprisals and/or by placing the Union's Shop Steward on administrative leave in retaliation for and/or because of her union and protected concerted activities and to discourage other employees from exercising their rights under Section 7 of the NLRA.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
<b>Service Employees International Union, Local 1021</b>			
4a. Address (Street and number, city, state, and ZIP code) <b>350 Rhode Island Street, Suite 100 So. Building, San Francisco, CA 94103</b>		4b. Tel. No. (415) 848-3611	
		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) <b>Service Employees International Union</b>			
<b>6. DECLARATION</b>		Tel. No. (510) 337-1001	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   <hr/> <i>(signature of representative or person making charge)</i>		Office, if any, Cell No.	
		Fax No. (510) 337-1023	
Address: 1375 55th Street, Emeryville, CA 94608		e-Mail <b>mboigues@unioncounsel.net; nlrbnotices@unioncounsel.net</b>	
		Manuel A. Boigues, Union Attorney <hr/> <i>(Print/type name and title or office, if any)</i>	
		August 19, 2022 <hr/> <i>(date)</i>	

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