

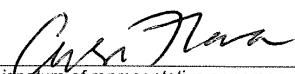
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

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.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Cadence Aerospace/Giddens Operations	b. Tel. No. 425-646-6136 c. Cell No. f. Fax No. 425-646-6199 g. e-Mail kelseysheldon@dwt.com h. Number of workers employed approx. 247
d. Address (Street, city, state, and ZIP code) 2600 94th Street SW, Ste. 105 Everett, WA 98204	e. Employer Representative Kelsey M. Sheldon, Attorney Davis Wright Tremaine 777 108th Ave NE, Ste. 2300 Bellevue, WA 98004-5149
i. Type of Establishment (factory, mine, wholesaler, etc.) factory	j. Identify principal product or service aerospace manufacturing
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 (list subsections) (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 are unfair 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 preceding the filing of this charge, the Employer has interfered with, coerced, and restrained employees in the exercise of their Section 7 rights by withholding performance evaluations necessary for raises in retaliation for forming a union.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Assn. of Machinists and Aerospace Workers, District Lodge 751	
4a. Address (Street and number, city, state, and ZIP code) 9125 15th Place South Seattle, WA 98108-5100	4b. Tel. No. 206-763-1300 4c. Cell No. 4d. Fax No. 206-764-0303 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 Association of Machinists and Aerospace Workers	
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  (signature of representative or person making charge)	Carson Flora, Attorney (Print/type name and title or office, if any)
Address 18 West Mercer Street, Ste. 400, Seattle, WA 98119-3971	10/6/15 (date)
Tel. No. 206-257-6006 Office, if any, Cell No. Fax No. 206-257-6041 e-Mail flora@workerlaw.com	

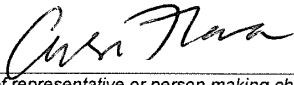
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information 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 will cause the NLRB to decline to invoke its processes.

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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 preceding the filing of this charge, the Employer has refused to respond to requests for information by the union necessary for it to perform its duties as the exclusive bargaining representative.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Assn. of Machinists and Aerospace Workers, District Lodge 751	
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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  (signature of representative or person making charge)	Carson Flora, Attorney (Print/type name and title or office, if any)
Address 18 West Mercer Street, Ste. 400, Seattle, WA 98119-3971	Tel. No. 206-257-6006
	Office, if any, Cell No.
	Fax No. 206-257-6041
	e-Mail flora@workerlaw.com
	10/6/15 (date)

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CERTIFICATE OF SERVICE

I hereby certify that on this 6th day of October, 2015, I caused a copy of the foregoing

Charge Against the Employer to be emailed to:

Kelsey M. Sheldon
Davis Wright Tremaine
777 108th Ave NE
Bellevue, WA 98004-5149
kelseysheldon@dwt.com



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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 preceding the filing of this charge, the Employer has interfered with, coerced, and restrained employees in the exercise of their Section 7 rights by indicating collective bargaining is futile, that unionization has harmed the company, that workers would loss benefits due to unionization, and by making similar statements for the purpose of discouraging employees from engaging in protected activates.	
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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 preceding the filing of this charge, the Employer has maintained an employee handbook with unlawful rules restricting the rights of its employees from engaging in Section 7 activity.	
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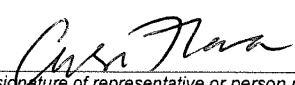
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