

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 03-CA-196513	Date Filed 4/10/2017

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 Comprehensive at Orleans Village of Orleans Health and Rehabilitation Center	b. Tel. No. 585 589 3238
	c. Cell No.
	f. Fax No. 585 589 6567
d. Address (Street, city, state, and ZIP code) 14012 Route 31 West Albion, New York 14411	e. Employer Representative Brian Greeter Administrator Reader
	g. e-Mail
	h. Number of workers employed
i. Type of Establishment (factory, mine, wholesaler, etc.) rehabilitation center	j. Identify principal product or service health care
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)  See Attachment	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Willis Heise, an individual	
4a. Address (Street and number, city, state, and ZIP code) 109 Heritage Estates Albion, New York 14411	4b. Tel. No. 585 589-1801
	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)	
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 <u>Willis A. Heise Sr.</u> (Signature of representative or person making charge)	Willis Heise, an individual (Print/type name and title or office, if any)
Tel. No. 585 589-1801	
Office, if any, Cell No.	
Fax No.	
e-Mail	
Address <u>109 Heritage Est. Albion, N.Y. 14411</u> <u>4/5/17</u> (date)	

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

Attachment

Since in or about January 2017, and at all times thereafter, it, by its officers, agents, and representatives, has refused to bargain collectively with CSEA, a labor organization chosen by a majority of its employees in an appropriate unit, for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other terms and conditions of employment, by unilaterally failing to provide wage bonus/increase to unit employees in violation of the collective-bargaining agreement.

Since in or about January 2017, and at all times thereafter, it, by its officers, agents, and representatives, discriminated against Willis Heise, a housekeeper and bargaining unit member, because <sup>he</sup> she refrains from being a full member of CSEA, a labor organization, and at all times since such date it has refused and does now refuse to grant the above-named employee a bonus/wage increase available to other unit housekeepers because <sup>he</sup> she refrains from being a union member thereby unlawfully encouraging union membership. AS of 3/18/17

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**COMPREHENSIVE AT ORLEANS VILLAGE  
OF ORLEANS HEALTH AND  
REHABILITATION CENTER**

Charged Party

and

**WILLIS A. HEISE SR.**

Charging Party

**Case 03-CA-196513**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on April 10, 2017, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Brian Reader, Administrator  
Comprehensive at Orleans Village of Orleans  
Health and Rehabilitation Center  
14012 Route 31 West  
Albion, NY 14411

April 10, 2017

Date

Jerry T. Tidd, Designated Agent of NLRB

Name

/s/Jerry T. Tidd

Signature