

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 Gannett Co., Inc.	b. Tel. No. (800) 822-9779
	c. Cell No. (732) 984-0088
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 3600 Highway 66 Neptune, NJ 07754	e. Employer Representative Alesha Williams Senior Director of News Engagement
g. e-mail awilliams@app.com	
h. Number of workers employed 21	
i. Type of Establishment (factory, mine, wholesaler, etc.) Newsroom	j. Identify principal product or service News Media
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) 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) Within the last six months, the Employer has interfered with, restrained, and/or coerced employees in the exercise of the rights guaranteed in Section 7 of the Act by, among other things: (1) coercively questioning employees about their own or coworkers' union activities or sympathies; (2) implying a promise of benefits by soliciting grievances; (3) spying and/or creating the impression that it is spying on employees' union activities; (4) promising employees benefits if they reject the union; (5) conveying the message that selecting a union would be futile; (6) prohibiting employees from talking about the union during working time (while permitting employees to talk about other non-work-related subjects). For additional details, please see Attachment 1 annexed hereto.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) NewsGuild of New York, Local 31003, CWA	
4a. Address (Street and number, city, state, and ZIP code) 1500 Broadway, #900 New York, NY 10036 Attn: Bryan Nelson, Local Representative	4b. Tel. No. (212) 575-1580
	4c. Cell No.
	4d. Fax No.
	4e. e-mail bryan@nyguild.org
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) Communication Workers of America	
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.	
 <hr/> <i>(signature of representative or person making charge)</i>	Thomas J. Lamadrid, Counsel <hr/> <i>(Print/type name and title or office, if any)</i>
Tel. No. (212) 473-8700	
Office, if any, Cell No.	
Fax No. (212) 473-8705	
e-mail thomas@eisnerdirector.com	
Address 39 Broadway, Suite 1540, New York, NY 10006	Date 6/23/2021

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.

ATTACHMENT 1

1. On or about March 2, 2021, Hollis Towns, regional editor and vice president of news for the Employer, held a one-on-one meeting with an employee wherein Mr. Towns, among other things, coercively questioned the employee about the employee's own and their coworkers' union activities and sympathies; implied a promise of benefits by soliciting grievances from the employee; created the impression that he was spying on employees' union activities; conveyed the message that selecting a union would be futile; and promised the employee benefits if the employee rejected the union.
2. On or about June 14, 2021, Alesha Williams, senior director of news engagement for the Employer, held a one-on-one meeting with an employee wherein Ms. Williams, among other things, implied a promise of benefits by soliciting grievances from the employee and conveyed the message that selecting a union would be futile.
3. Again on or about June 14, 2021, Ms. Williams met one-on-one with another employee and, among other things, implied a promise of benefits by soliciting grievances from the employee and conveyed the message that selecting a union would be futile.
4. On or about June 16, 2021, Ms. Williams met one-on-one with another employee and, among other things, created the impression that the Employer was spying on employees' union activities and communicated that employees were prohibited from talking about the union during working time, even though employees are permitted to talk about other non-work-related subjects during work time.
5. On or about June 22, 2021, Ms. Williams met with another employee and, among other things, conveyed the message that selecting a union would be futile and implied a promise of benefits by soliciting grievances from the employee.
6. Within the last six months, Ms. Williams has had other similar meetings with other employees.