

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-320104	7/13/2023

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 KOWALSKI'S MARKETS		b. Tel. No. (612)616-0559	
		c. Cell No.	
d. Address (<i>Street, city, state, and ZIP code</i>) 8505 Valley Creek Road, Woodbury, MN 55125		e. Employer Representative Mike Oase Chief Operating Officer	
		f. Fax No.	
		g. e-mail maose@kowalskis.com	
		h. Number of Workers Employed	
i. Type of Establishment (<i>factory, mine, wholesaler, etc.</i>) Grocery Retail		j. Identify Principal Product or Service Grocery Retail	
1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (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 (<i>set forth a clear and concise statement of the facts constituting the alleged unfair labor practices</i>)			

Employer offered a Letter of Understanding on Health and Welfare that furthers shows their regressive bargaining on ratios and part time group 3 employees.

3. Full name of party filing charge (<i>if labor organization, give full name, including local name and number</i>) United Food and Commercial Workers Local 663	
4a. Address (<i>Street and number, city, state, and ZIP code</i>) 6160 Summit Drive North, Suite 600 Brooklyn Center, MN 55430	
4b. Tel. No. (218)241-1348	
4c. Cell No. (218)241-1348	
4d. Fax No.	
4e. e-mail chelsan@ufcw663.org	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (<i>to be filled in when charge is filed by a labor organization</i>)	
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.	
Tel. No. (218)241-1348	
Office, if any, Cell No. (218)241-1348	
<u><i>Chelsa Nelson-Preble</i></u> <small>(signature of representative or person making charge)</small>	
Chelsa Nelson-Preble, Metro Field Director <small>(Print/type name and title or office, if any)</small>	
Date: 7/13/2023	
Address: 6160 Summit Drive North, Suite 600, Brooklyn Center, MN 55430	
Fax No.	
e-mail chelsan@ufcw663.org	

**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.