

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
32-CA-176462

Date Filed
05/17/2016

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 Google, Inc. Nest Labs, Inc.		b. Tel. No.
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1600 Amphitheatre Pkwy Mountain View, CA 94043	e. Employer Representative Michael Pfyl (Senior Counsel)	g. e-Mail michaelpfyl@google.com
		h. Number of workers employed @ 65,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Tech Companies	j. Identify principal product or service Information and thermostats	
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) 8(a)(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 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)

Employers made threats to Nest/Google employees and advised them to report their co-workers if they engage in protected concerted activity. Employers engage in unlawful surveillance of employees through accessing their electronic devices in order to chill, restrict, or take action against employees in the exercise of their section 7 rights. Employers engage in unlawful interrogation of employees in order to chill, restrict, or take action against employees in the exercise of their section 7 rights. Employers maintain a data classification policy and code of conduct that prohibits the exercise of section 7 rights. Employer terminated Charging Party on (b) (6), (b) (7) because (b) (6) exercised Section 7 rights and in order to aggressively chill the exercise of such rights by other employees. 10(J) RELIEF REQUESTED.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code) c/o Chris Baker Baker & Schwartz, P.C. 44 Montgomery Street, Suite 3520 San Francisco, CA 94104	4b. Tel. No. 415.433.1064
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail cbaker@bakerip.com

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 Chris Baker
(signature of representative or person making charge)

Chris Baker
(Print type name and title or office, if any)

Tel. No. See above
Office, if any, Cell No.
Fax No.
e-Mail

Address See above

May 17, 2016
(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 voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.