



August 20, 2020

## **Labor Board to Keep Close Watch on Sutter for Unlawful Behavior**

In a letter issued this week, the Regional Director of Region 32 of the National Labor Relations Board (NLRB) has announced the Region will conditionally suspend its investigation of Sutter after finding merit in a recent Unfair Labor Practice (ULP) charge filed by the Union. Specifically, the ULP charge exposed that Sutter circumvented the negotiation process with the union and unilaterally changed employees' hours.

When the Union became aware of Sutter's unilateral decisions, we knew we had to take action to preserve employees' rights to a fair process when changing hours and working conditions, especially during first contract negotiations -- so we quickly filed a charge. The Board will hold the charge in abeyance for six months while we monitor Sutter. If Sutter acts unlawfully during that time, the Region will re-open this charge and its investigation. This result allows for the schedule changes to remain while the Union and the Region continue to hold Sutter accountable.

When you are represented and have a real voice on the job through a Union, the employer can no longer change hours and working conditions whenever they want and however they want. The Union is here to ensure a fair and appropriate process is followed, and we will not stand for anything less. If you believe Sutter is speaking with your coworkers about changes in terms and conditions outside of the current bargaining, i.e. direct dealing, please notify the Union.

[NLRB Region 32 Merit Dismissal Letter: Change In Hours](#)

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