

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 Noble Network of Charter Schools		b. Tel. No. 312-521-5287
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1 N. State St. Floor 7-L Chicago, IL 60602	e. Employer Representative Michael Milkie, Superintendent & CEO	g. e-Mail mmilkie@noblenetwork.org
		h. Number of workers employed 900
i. Type of Establishment (factory, mine, wholesaler, etc.) charter school	j. Identify principal product or service education	

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) \_\_\_\_\_ 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)**

Since on or about March 7, 2017, the Employer, by its supervisors and agents, has promulgated and enforced an overly broad non-solicitation policy.

Since on or about March 7, 2017, the Employer, by its supervisors and agents, has more strictly enforced its non-solicitation policy in response to a union organizing effort among employees of the Employer.

On or about March 3, 2017, the Employer, through its supervisors and agents, conducted surveillance of employees' union activity.

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

Chicago Alliance of Charter Teachers and Staff, Local 4343, IFT, AFT, AFL-CIO

4a. Address (Street and number, city, state, and ZIP code)

1400 W. Hubbard St., Suite 230  
Chicago, IL 60642

4b. Tel. No. 312-738-3010

4c. Cell No.

4d. Fax No. 312-738-3011

4e. e-Mail  
info@chicagoacts.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) American Federation of Teachers, AFL-CIO

**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 Melissa J. Auerbach  
(signature of representative or person making charge)

Melissa J. Auerbach, Attorney  
(Print/type name and title or office, if any)

Tel. No. 312-372-1361

Office, if any, Cell No.  
847-269-1112

Fax No. 312-372-6599

e-Mail  
mauerbach@laboradvocates.com

Address 8 S. Michigan Ave., 19th Floor, Chicago, IL 60603

4/6/17  
(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.

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

**13-CA-196396****7/5/17****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 Noble Network of Charter Schools		b. Tel. No. 312-521-5287
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1 N. State St. Floor 7-L Chicago, IL 60602	e. Employer Representative Michael Milkie, Superintendent & CEO	g. e-Mail mmilkie@noblenetwork.org
i. Type of Establishment (factory, mine, wholesaler, etc.) charter school	j. Identify principal product or service education	h. Number of workers employed 900

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) \_\_\_\_\_ 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)**

Since on or about March 7, 2017, the Employer, by its supervisors and agents, has promulgated and enforced an overly broad non-solicitation policy.

Since on or about March 7, 2017, the Employer, by its supervisors and agents, has enforced a non-solicitation policy in response to a union organizing effort among employees of the Employer.

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

Chicago Alliance of Charter Teachers and Staff, Local 4343, IFT, AFT, AFL-CIO

**4a. Address (Street and number, city, state, and ZIP code)**1400 W. Hubbard, Suite 230  
Chicago, IL 60642

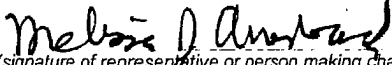
4b. Tel. No. 312-738-3010

4c. Cell No.

4d. Fax No. 312-738-3011

4e. e-Mail  
info@chicagoacts.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) American Federation of Teachers, AFL-CIO****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   
(signature of representative or person making charge)Melissa J. Auerbach, Attorney  
(Print/type name and title or office, if any)

Tel. No. 312-372-1361

Office, if any, Cell No.

Fax No. 312-372-6599

e-Mail  
mauerbach@laboradvocates.com

Address 8 S. Michigan Ave., 19th Floor, Chicago, IL 60603

7/5/17  
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
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CHARGE AGAINST EMPLOYER

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13-CA-200630

6/14/17

## 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 Noble Network of Charter Schools		b. Tel. No. 312-521-5287
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 1 N. State St. Floor 7-L Chicago, IL 60602	e. Employer Representative Michael Milkie, Superintendent & CEO	
		g. e-Mail mmilkie@noblenetwork.org
		h. Number of workers employed 900
i. Type of Establishment (factory, mine, wholesaler, etc.) charter school	j. Identify principal product or service education	
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) _____ 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)  On or about May 5, 2017, the Employer, by its supervisor and agent, the Principal of Golder College Prep, informed employees that they do not have the right to attempt to discuss their terms and conditions of employment with the Principal by meeting with her as a group or by submitting a petition signed by employees, but rather could only speak to her about such matters individually.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Chicago Alliance of Charter Teachers and Staff, Local 4343, IFT, AFT, AFL-CIO		
4a. Address (Street and number, city, state, and ZIP code) 1400 W. Hubbard St., Suite 230 Chicago, IL 60642		4b. Tel. No. 312-738-3010
		4c. Cell No.
		4d. Fax No. 312-738-3011
		4e. e-Mail info@chicagoacts.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) American Federation of Teachers, AFL-CIO		
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. 312-372-1361
By  (signature of representative or person making charge)		Office, if any, Cell No.
Melissa J. Auerbach, Attorney (Print/type name and title or office, if any)		Fax No. 312-372-6599
Address 8 S. Michigan Ave., 19th Floor, Chicago, IL 60603		e-Mail mauerbach@laboradvocates.com
		6/14/2017 (date)

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## PRIVACY ACT STATEMENT

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