

UNITED STATES OF AMERICA NATIONAL
LABOR RELATIONS BOARD AMENDED
AMENDED 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 Columbia College Chicago	
b. Tel. No. 312-369-1000	
c. Cell No.	
f. Fax No.	
d. Address (Street, city, state, and ZIP code) 600 S. Michigan Avenue Chicago, IL 60605	e. Employer Representative Kwang-Wu Kim, President
g. e-mail kwkim@colum.edu	
h. Number of workers employed 500	
i. Type of Establishment (factory, mine, wholesaler, etc.) Private College	j. Identify principal product or service undergraduate and graduate education
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1), (3) and (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 (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
<p>Since about October 30, 2023, the Employer has unilaterally instituted and implemented a policy to use the intellectual property of striking part-time faculty members in violation of Section 8(a)(5) and (1) of the Act and the terms of settlement reached in Case 13-CA-277925. The Employer's implementation of the policy has been to bypass and undermine the union, and in order to discourage union activity in violation of Section 8(a)(3) of the Act.</p> <p>Since about October 30, 2023, the Employer has offered higher compensation to strike replacements than have been proposed to the Union during negotiations in violation of Section 8(a)(3).</p> <p>Since about October 30, 2023, the Employer has refused to provide information regarding the Employer's use of strike replacements since in violation of Section 8(a)(5).</p> <p>The Union continues to request Section 10(j) injunctive relief.</p>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Columbia Faculty Union (CFAC), Local 6602	
4a. Address (Street and number, city, state, and ZIP code) 600 S. Michigan Ave., Suite 1309 B, Chicago, IL 60605	
4b. Tel. No. 312-369-7485	
4c. Cell No.	
4d. Fax No.	
4e. e-mail	
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.	
<p><i>David P. Lichtman</i> <small>(signature of representative or person making charge)</small></p> <p>David P. Lichtman, attorney <small>(Print/type name and title or office, if any)</small></p>	
Tel. No. 312-372-1361	
Office, if any, Cell No. (773) 865-0464	
Fax No.	

Dowd, Bloch, Bennett, Cervone, Auerbach & Yokich, LLP
8 S. Michigan Ave., Suite 1900, Chicago, IL. 60603

Address

11.28.23

Date

e-mail

dlichtman@laboradvocates.com

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.

