

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 University of Southern California	b. Tel. No. (213) 740-2111
	c. Cell No.
d. Address (Street, city, state, and ZIP code) 3551 Trousdale Parkway, ADM 352, Ste 352 Los Angeles, CA 90089 president@usc.edu	f. Fax No. (213) 821-1342
	e. Employer Representative Carol Folt
	g. e-mail president@usc.edu
	h. Number of workers employed 10,000
i. Type of Establishment (factory, mine, wholesaler, etc.) University	j. Identify principal product or service Education & Research
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)(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) See Attachment A	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 872	
4a. Address (Street and number, city, state, and ZIP code) 6500 S. Rosemead Blvd. Pico Rivera, CA 90660	4b. Tel. No. (562) 801-1500
	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) The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) 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.	
	Maggie Davis, Interim President
(signature of representative or person making charge)	(Print/type name and title or office, if any)
Address 6500 S. Rosemead Blvd., Pico Rivera, CA 90660	
Date 4/29/2024	
Tel. No.	
Office, if any, Cell No.	
Fax No.	
e-mail maggiedavis415@gmail.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.

ATTACHMENT A TO UNFAIR LABOR PRACTICE CHARGE

2. Basis of Charge

On or about April 24, 2024, the University of Southern California violated the National Labor Relations Act by:

- 1) Summoning the police to eject and arrest University employees, including graduate student employees who are members of UAW Local 872, in retaliation for those employees engaging in protected concerted activity including but not limited to: demanding the end of employee research work that requires interaction with certain universities; protesting the discrimination and hostile work environment directed towards Black, Brown, Palestinian, and pro-Palestine Jewish employees and students; requesting the disclosure of University financial investments related to their employment; and advocating for academic freedom of speech in the workplace.
- 2) Unilaterally changing workplace policies by prohibiting pro-Palestine speech at the worksite, by ejecting from the worksite as trespassers employees engaged in political speech, and by summoning the police to respond to non-violent employee political speech; and
- 3) Unilaterally changing workplace policies by requiring employees to show identification at security checkpoints in order to enter the worksite, by suspending employee access to the worksite, by restricting access to the worksite to two entrances, and by preventing employees from bringing certain types of bags into the worksite.

By these and other similar acts, the Employer has violated Section 8(a)(1) and 8(a)(5) of the Act.

UAW Local 872 is the collective bargaining representative of graduate student employees at the University of Southern California.