

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 32**

**TRADER JOE’S COMPANY**

**and**

**TRADER JOE’S UNITED**

**Cases: 32-CA-314892  
32-CA-315067  
32-CA-315434  
32-CA-316178  
32-CA-316349  
32-CA-316623**

**ORDER CONSOLIDATING CASES,  
CONSOLIDATED COMPLAINT AND NOTICE OF HEARING**

Pursuant to Section 102.33 of the Rules and Regulations of the National Labor Relations Board (the Board) and to avoid unnecessary costs or delay, IT IS ORDERED THAT Cases 32-CA-314892; 32-CA-315067; 32-CA-315434; 32-CA-316178; 32-CA-316349; and 32-CA-316623, which are charges filed by Trader Joe’s United (Union) against Trader Joe’s Company (Respondent), are consolidated.

This Order Consolidating Complaint and Notice of Hearing, which is based on these charges, is issued pursuant to Section 10(b) of the National Labor Relations Act (the Act), 29 U.S.C. § 151 et seq., and Section 102.15 of the Rules and Regulations of the Board and alleges that Respondent has violated the Act as described below.

1.

The charges in this proceeding were filed by the Union, as set forth in the following table, and a copy of each charge was served on Respondent on the dates indicated by U.S. mail:

| Case No.     | Amendment | Date Filed     | Date Served    |
|--------------|-----------|----------------|----------------|
| 32-CA-314892 | N/A       | March 23, 2023 | March 27, 2023 |
| 32-CA-315067 | N/A       | March 27, 2023 | March 29, 2023 |

|              |               |                  |                  |
|--------------|---------------|------------------|------------------|
| 32-CA-315434 | N/A           | April 1, 2023    | April 4, 2023    |
| 32-CA-316178 | N/A           | April 13, 2023   | April 14, 2023   |
| 32-CA-316349 | N/A           | April 16, 2023   | April 18, 2023   |
| 32-CA-316623 | N/A           | April 19, 2023   | April 21, 2023   |
| 32-CA-314892 | First Amended | October 31, 2023 | November 6, 2023 |
| 32-CA-315067 | First Amended | October 31, 2023 | November 6, 2023 |
| 32-CA-315434 | First Amended | November 7, 2023 | November 9, 2023 |
| 32-CA-316178 | First Amended | October 31, 2023 | November 6, 2023 |
| 32-CA-316349 | First Amended | October 31, 2023 | November 7, 2023 |
| 32-CA-316623 | First Amended | October 31, 2023 | November 7, 2023 |

2.

(a) At all material times, Respondent has been a corporation with a place of business located at 5737 College Ave. Oakland, California (Rockridge Store), and has been engaged in the operation of retail grocery stores.

(b) During the past twelve months, a representative period, the Employer, in conducting its retails grocery operations, has derived gross revenues in excess of \$500,000.

(c) During the past twelve months, in conducting its operations described above in paragraph 2(a), Respondent purchased and received at its Rockridge Store goods valued in excess of \$5,000 directly from points outside of California.

3.

At all material times, Respondent has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

4.

At all material times, the Union has been a labor organization within the meaning of Section 2(5) of the Act.

5.

At all material times, the following individuals held the position set forth opposite their respective name and have been supervisors of Respondent within the meaning of Section 2(11) of the Act and agents of Respondent within the meaning of Section 2(13) of the Act:

|                |   |         |
|----------------|---|---------|
| Manny Bobele   | - | Captain |
| Wesley Hesten  | - | Mate    |
| Soren Reynolds | - | Mate    |
| Paul Willis    | - | Mate    |

6.

- (a) Respondent, by Captain Manny Bobele, while at the Rockridge Store:
  - (i) About March 22, 2023, disparaged employees' union/protected concerted activities when Bobele referred to employees who presented him with a letter of their intent to unionize as a "gang."
  - (ii) About March 22, 2023, impliedly threatened employees by equating an employees' support for the union with disloyalty.

- (iii) About March 26, 2023, threatened employees with the loss of managerial support, when Bobele told an employee that Mates may be sent to other stores if employees unionized.
- (iv) About March 26, 2023, threatened employees with reduction of work hours if employees unionized.
- (v) About March 26, 2023, threatened employees with the possibility of store closure if employees unionized.
- (vi) About March 26, 2023, disparaged employees' union/protected concerted activities when he equated employees' union activities with toxicity.
- (vii) About March 30, 2023, interrogated employees about their social media posts regarding unionization.
- (viii) About March 30, 2023, created an impression of surveillance of employees protected concerted activities when Bobele interrogated employees about their social media posts related to unionization.
- (ix) About April 14, 2023, created an impression of surveillance of employee's protected concerted activities when he confronted employees about their social media posts related to unionization.
- (x) About April 16, 2023, promulgated a new rule when he told employees that that they could not engage in any pro or anti-union campaigning 48 hours prior to the representation election.
- (xi) About April 18, 2023, told employees that they could not discuss unionization during working time while previously allowing employees to discuss non-work subjects during working time.

- (xii) On various dates between March 12, 2023 and April 16, 2023, forced employees into mandatory meetings during working time to listen to Respondent's unsolicited views on unions and/or unionization.
- (b) Respondent, by Mate Soren Reynolds, while at the Rockridge Store:
    - (i) About March 23, 2023, forced an employee into a mandatory meeting during working time to listen to Respondent's unsolicited views on unions and/or unionization.
    - (ii) About March 23, 2023, interrogated employees about their protected concerted activities.
  - (c) Respondent, by Mate Paul Willis, while at the Rockridge Store:
    - (i) About March 31, 2023, forced an employee into a mandatory meeting during working time to listen to Respondent's unsolicited views on unions and/or unionization.
    - (ii) About March 31, 2023, interrogated employees about their social media posts related to unionization.
    - (iii) About March 31, 2023, created an impression of surveillance of protected concerted activities by interrogating employees about social media posts related to unionization.
  - (d) About April 3, 2023, Respondent, by Mate Wesley Heston, promulgated a new rule when he posted a notice in the back of the Rockridge Store that prohibited the posting of union-related materials in the back of the Rockridge Store.

7.

By the conduct described above in paragraph 6, Respondent has been interfering with, restraining, and coercing employees in the exercise of the rights guaranteed in Section 7 of the Act in violation of Section 8(a)(1) of the Act.

8.

The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

9.

**WHEREFORE**, as part of the remedy for the unfair labor practices alleged above, the General Counsel seeks an Order providing for all relief as may be just and proper to remedy the unfair labor practices alleged, including, but not limited to, requirements that Respondent:

- (a) Electronically distribute the Notice to Employees to all employees who are or have been employed by Respondent since March 1, 2023, by text messaging, email, posting on social media websites, and posting on internal apps and intranets websites.
- (b) Physically post and distribute the Explanation of Rights to Employees in the same location and manner as noted above in paragraph 9(a).

**ANSWER REQUIREMENT**

Respondent is notified that, pursuant to Sections 102.20 and 102.21 of the Board's Rules and Regulations, it must file an answer to the Consolidated Complaint. The answer must be **received by this office on or before April 16, 2024.** Respondent also must serve a copy of the answer on each of the other parties.

The answer must be filed electronically through the Agency's website. To file electronically, go to [www.nlr.gov](http://www.nlr.gov), click on **E-File Documents**, enter the NLRB Case Number,

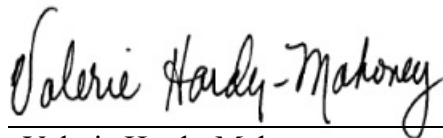
and follow the detailed instructions. Responsibility for the receipt and usability of the answer rests exclusively upon the sender. Unless notification on the Agency's website informs users that the Agency's E-Filing system is officially determined to be in technical failure because it is unable to receive documents for a continuous period of more than 2 hours after 12:00 noon (Eastern Time) on the due date for filing, a failure to timely file the answer will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off-line or unavailable for some other reason. The Board's Rules and Regulations require that an answer be signed by counsel or non-attorney representative for represented parties or by the party if not represented. See Section 102.21. If the answer being filed electronically is a pdf document containing the required signature, no paper copies of the answer need to be transmitted to the Regional Office. However, if the electronic version of an answer to a complaint is not a pdf file containing the required signature, then the E-filing rules require that such answer containing the required signature continue to be submitted to the Regional Office by traditional means within three (3) business days after the date of electronic filing. Service of the answer on each of the other parties must still be accomplished by means allowed under the Board's Rules and Regulations. The answer may not be filed by facsimile transmission. If no answer is filed, or if an answer is filed untimely, the Board may find, pursuant to a Motion for Default Judgment, that the allegations in the Consolidated Complaint are true.

#### **NOTICE OF HEARING**

**PLEASE TAKE NOTICE THAT** on **October 8, 2024**, at 9:00 a.m., at the Oakland Regional Office located at 1301 Clay Street, Suite 1510N, Oakland, CA, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding

have the right to appear and present testimony regarding the allegations in this Consolidated Complaint. The procedures to be followed at the hearing are described in the attached Form NLRB-4668. The procedure to request a postponement of the hearing is described in the attached Form NLRB-4338.

**DATED AT** Oakland, California this 2nd day of April 2024.



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Valerie Hardy-Mahoney  
Regional Director  
National Labor Relations Board  
Region 32  
1301 Clay Street, Suite 1510N  
Oakland, CA 94612-5224

Attachments



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

NOTICE

Cases: 32-CA-314892  
32-CA-315067  
32-CA-315434  
32-CA-316178  
32-CA-316349  
32-CA-316623

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end. An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing.

However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements **will not be granted** unless good and sufficient grounds are shown *and* the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds thereafter must be set forth in *detail*;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request;

*and*

- (5) Copies must be simultaneously served on all other parties (*listed below*), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

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## Procedures in NLRB Unfair Labor Practice Hearings

The attached complaint has scheduled a hearing that will be conducted by an administrative law judge (ALJ) of the National Labor Relations Board who will be an independent, impartial finder of facts and applicable law. **You may be represented at this hearing by an attorney or other representative.** If you are not currently represented by an attorney, and wish to have one represent you at the hearing, you should make such arrangements as soon as possible. A more complete description of the hearing process and the ALJ's role may be found at Sections 102.34, 102.35, and 102.45 of the Board's Rules and Regulations. The Board's Rules and regulations are available at the following link: [www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules\\_and\\_regs\\_part\\_102.pdf](http://www.nlr.gov/sites/default/files/attachments/basic-page/node-1717/rules_and_regs_part_102.pdf).

The NLRB allows you to file certain documents electronically and you are encouraged to do so because it ensures that your government resources are used efficiently. To e-file go to the NLRB's website at [www.nlr.gov](http://www.nlr.gov), click on "e-file documents," enter the 10-digit case number on the complaint (the first number if there is more than one), and follow the prompts. You will receive a confirmation number and an e-mail notification that the documents were successfully filed.

**Although this matter is set for trial, this does not mean that this matter cannot be resolved through a settlement agreement.** The NLRB recognizes that adjustments or settlements consistent with the policies of the National Labor Relations Act reduce government expenditures and promote amity in labor relations and encourages the parties to engage in settlement efforts.

### I. BEFORE THE HEARING

The rules pertaining to the Board's pre-hearing procedures, including rules concerning filing an answer, requesting a postponement, filing other motions, and obtaining subpoenas to compel the attendance of witnesses and production of documents from other parties, may be found at Sections 102.20 through 102.32 of the Board's Rules and Regulations. In addition, you should be aware of the following:

- **Special Needs:** If you or any of the witnesses you wish to have testify at the hearing have special needs and require auxiliary aids to participate in the hearing, you should notify the Regional Director as soon as possible and request the necessary assistance. Assistance will be provided to persons who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.603.
- **Pre-hearing Conference:** One or more weeks before the hearing, the ALJ may conduct a telephonic prehearing conference with the parties. During the conference, the ALJ will explore whether the case may be settled, discuss the issues to be litigated and any logistical issues related to the hearing, and attempt to resolve or narrow outstanding issues, such as disputes relating to subpoenaed witnesses and documents. This conference is usually not recorded, but during the hearing the ALJ or the parties sometimes refer to discussions at the pre-hearing conference. You do not have to wait until the prehearing conference to meet with the other parties to discuss settling this case or any other issues.

### II. DURING THE HEARING

The rules pertaining to the Board's hearing procedures are found at Sections 102.34 through 102.43 of the Board's Rules and Regulations. Please note in particular the following:

- **Witnesses and Evidence:** At the hearing, you will have the right to call, examine, and cross-examine witnesses and to introduce into the record documents and other evidence.
- **Exhibits:** Each exhibit offered in evidence must be provided in duplicate to the court reporter and a copy of each of each exhibit should be supplied to the ALJ and each party when the exhibit is offered

**in evidence.** If a copy of any exhibit is not available when the original is received, it will be the responsibility of the party offering such exhibit to submit the copy to the ALJ before the close of hearing. If a copy is not submitted, and the filing has not been waived by the ALJ, any ruling receiving the exhibit may be rescinded and the exhibit rejected.

- **Transcripts:** An official court reporter will make the only official transcript of the proceedings, and all citations in briefs and arguments must refer to the official record. The Board will not certify any transcript other than the official transcript for use in any court litigation. Proposed corrections of the transcript should be submitted, either by way of stipulation or motion, to the ALJ for approval. Everything said at the hearing while the hearing is in session will be recorded by the official reporter unless the ALJ specifically directs off-the-record discussion. If any party wishes to make off-the-record statements, a request to go off the record should be directed to the ALJ.
- **Oral Argument:** You are entitled, on request, to a reasonable period of time at the close of the hearing for oral argument, which shall be included in the transcript of the hearing. Alternatively, the ALJ may ask for oral argument if, at the close of the hearing, if it is believed that such argument would be beneficial to the understanding of the contentions of the parties and the factual issues involved.
- **Date for Filing Post-Hearing Brief:** Before the hearing closes, you may request to file a written brief or proposed findings and conclusions, or both, with the ALJ. The ALJ has the discretion to grant this request and to will set a deadline for filing, up to 35 days.

### III. AFTER THE HEARING

The Rules pertaining to filing post-hearing briefs and the procedures after the ALJ issues a decision are found at Sections 102.42 through 102.48 of the Board's Rules and Regulations. Please note in particular the following:

- **Extension of Time for Filing Brief with the ALJ:** If you need an extension of time to file a post-hearing brief, you must follow Section 102.42 of the Board's Rules and Regulations, which requires you to file a request with the appropriate chief or associate chief administrative law judge, depending on where the trial occurred. You must immediately serve a copy of any request for an extension of time on all other parties and furnish proof of that service with your request. You are encouraged to seek the agreement of the other parties and state their positions in your request.
- **ALJ's Decision:** In due course, the ALJ will prepare and file with the Board a decision in this matter. Upon receipt of this decision, the Board will enter an order transferring the case to the Board and specifying when exceptions are due to the ALJ's decision. The Board will serve copies of that order and the ALJ's decision on all parties.
- **Exceptions to the ALJ's Decision:** The procedure to be followed with respect to appealing all or any part of the ALJ's decision (by filing exceptions with the Board), submitting briefs, requests for oral argument before the Board, and related matters is set forth in the Board's Rules and Regulations, particularly in Section 102.46 and following sections. A summary of the more pertinent of these provisions will be provided to the parties with the order transferring the matter to the Board.

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 32**

**TRADER JOE'S COMPANY**

**and**

**TRADER JOE'S UNITED**

**Cases: 32-CA-314892  
32-CA-315067  
32-CA-315434  
32-CA-316178  
32-CA-316349  
32-CA-316623**

**Date: April 2, 2024**

**AFFIDAVIT OF SERVICE OF ORDER CONSOLIDATING  
CASES, CONSOLIDATED COMPLAINT AND NOTICE OF HEARING**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, depose and say that on the date indicated above I served the above-entitled document(s) upon the persons at the addresses and in the manner indicated below. Persons listed below under "E-Service" have voluntarily consented to receive service electronically, and such service has been effected on the same date indicated above.

Manny Bobele, Captain (General Manager)  
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**E-FILE**

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April 2, 2024

Date

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Javier Luis Castro, Designated Agent of NLRB

Name

/s/ Javier Luis Castro