

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
18-CA-364590	04/22/2025

**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 Knowlan's Supermarkets		b. Tel. No.
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 111 County Road F East  MN Vadnais Heights 55127	e. Employer Representative  Chris Thienes Vice President, Human Resources and Risk *****	g. e-mail  cthienes@knowlans.com
		h. Number of workers employed  194
		i. Type of Establishment (factory, mine, wholesaler, etc.) Retail (Grocery)
j. Identify principal product or service Grocery		

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) 1 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 additional page--

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Rebecca Chang Data Organizer  
UFCW Local 663

4a. Address (Street and number, city, state, and ZIP code)  6160 Summit Drive North Suite 600 MN Brooklyn Center 55430	4b. Tel. No.
	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)

United Food &amp; Commercial Workers

## 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.Rebecca Chang  
Data Organizer

(signature of representative or person making charge)

(Print/type name and title or office, if any)

6160 Summit Drive North Suite 600

Address Brooklyn Center MN 55430

Date 04/22/2025 01:08:06 PM

Tel. No.

Office, if any, Cell No.

Fax No.

e-mail

rebeccac@ufcw663.org

**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.

## Basis of the Charge

### 8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they joined or supported a union.

Name of Employer's Agent/Representative who made the statement	Approximate date
Deb	01/08/2025
Tim Novicki	04/12/2025