

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 MyMichigan Medical Center - Alma		b. Tel. No.
		c. Cell No. [REDACTED]
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 300 East Warwick Dr. Alma, MI 48801	e. Employer Representative Danielle Davidson	g. e-mail danielle.davidson@mymichigan.org
		h. Number of workers employed 175
i. Type of Establishment (factory, mine, wholesaler, etc.) acute care hospital	j. Identify principal product or service healthcare	

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) (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.

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

Michigan Nurses Association

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

2310 Jolly Oak Rd.
Okemos, MI 48864

4b. Tel. No.
517-349-5640

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)

National Nurses United, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
[REDACTED] the best of my knowledge and belief.

(signature of representative or person making charge)

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

Tel. No.

Office, if any, Cell No.
[REDACTED]

Fax No.

e-mail
[REDACTED]

Address 2310 Jolly Oak Rd. Okemos, MI 48864

Date June 24, 2026

**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, 89 FR 24869 (April 9, 2024). 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

2. Basis of the Charge.

About June 20, 2026, the Employer provided all bargaining unit employees represented by the Michigan Nurses Association (MNA) with a document entitled, "Frequently Asked Questions," which generally discussed strike-related issues. In that document, the Employer stated that if a strike occurred, its proposed wage enhancements will "come off the table" when bargaining resumes, and its economic proposal will be reduced.

Previously, the Employer informed the MNA that if there was a work stoppage before June 27, 2026, it will revert to its April 30 proposal.

By changing the specific terms of when and how it would rescind and reduce its wage proposal, and by announcing this change to the bargaining unit employees without having first informed the MNA of this change, the Employer engaged in unlawful direct dealing.