

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 31-CA-290326	Date Filed 2/8/2022

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 (USC) Pac-12 Conference The National Collegiate Athletics Association (NCAA)		b. Te. No. USC 213-740-7922 Pac-12 415-580-4200 NCAA 317-917-6222
		c. Ce. No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) USC: 3551 Trousdale Parkway ADM 352 Los Angeles CA 90089 5013; Pac 12: 360 3rd St 3rd Floor San Francisco CA 94107; NCAA: 1802 Alonzo Watford Senior Drive Indianapolis IN 46202	e. Employer Representative USC: Beong-Soo Kim Pac-12: Maggy Carlyle NCAA: Scott Bearby	g. e-mail gcoffice@usc.edu, sbearby@ncaa.org
		h. Number of workers employed 113
i. Type of Establishment (factory, mine, wholesaler, etc.) University Athletic Conference Athletic Association	j. Industry or product or service Intercollegiate Athletics - FBS Football, NCAA Division I Men's and Women's Basketball	


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) 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)
Within the past 6 months, the employers have interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by repeatedly misclassifying employees as "student-athlete" nonemployees to circumvent the Act and their right under the Act. Within the past 6 months, the employers have interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining unlawful rules and policies in its handbook, including restricting communications with third parties, third parties, in the media, on social media, related to discipline, etc.

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

4a. Address (Street and number, city, state, and ZIP code) 6709 Borges St. Corona, CA 92880	4b. Te. No. 951-898-0985
	4c. Ce. No.
	4d. Fax No.
	4e. e-mail rhuma@ncpanow.org

5. Full name of national or international labor organization of which this is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

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.  _____ (signature of representative or person making charge)		Te. No. 951-898-0985
Ramogi Huma, Executive Director _____ (Print/type name and title or office if any)		Office, if any, Ce. No.
6709 Borges St., Corona, CA 92880 Address _____		Fax No.
Date <u>2/8/2022</u>		e-mail rhuma@ncpanow.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.